

# 2009-2010 Sustainability Report

FCC Construction consolidates its **leadership** as the **Spain's top-ranked construction firm**

The permanent **employee protection policies** have made it possible to keep practically all the same staff

Greenhouse effect **gas measurement** aids toward **identifying competitive edges**



FCC Construction is a member of the FCC GROUP, **a reference organization on Spain's citizen services market** possessing wide-ranging experience accumulated over its more than one hundred-year history.

# FCC CONSTRUCTION AT A GLANCE

## Mission

The creation of value for the society and our shareholders, providing the management and services necessary to design, to construct and to operate infrastructures and services that contribute of an efficient way, sustainable and safe, to the well-being of the community.

## Vision

We wish to be the construction company of reference in the international building market, providing solution for the well-being of the community, the progress of the society and the sustainable development. We are a diversified and integrated company, committed to our staff and to innovate to respond to the new social necessities.

## Values

- Commitment
- Efficiency
- Excellence
- Care for the environment
- Innovation
- Ethics
- Responsibility
- Teamwork
- Caring for people
- Vocation for service
- Use of the most suitable technology

## Main figures

(million euros)

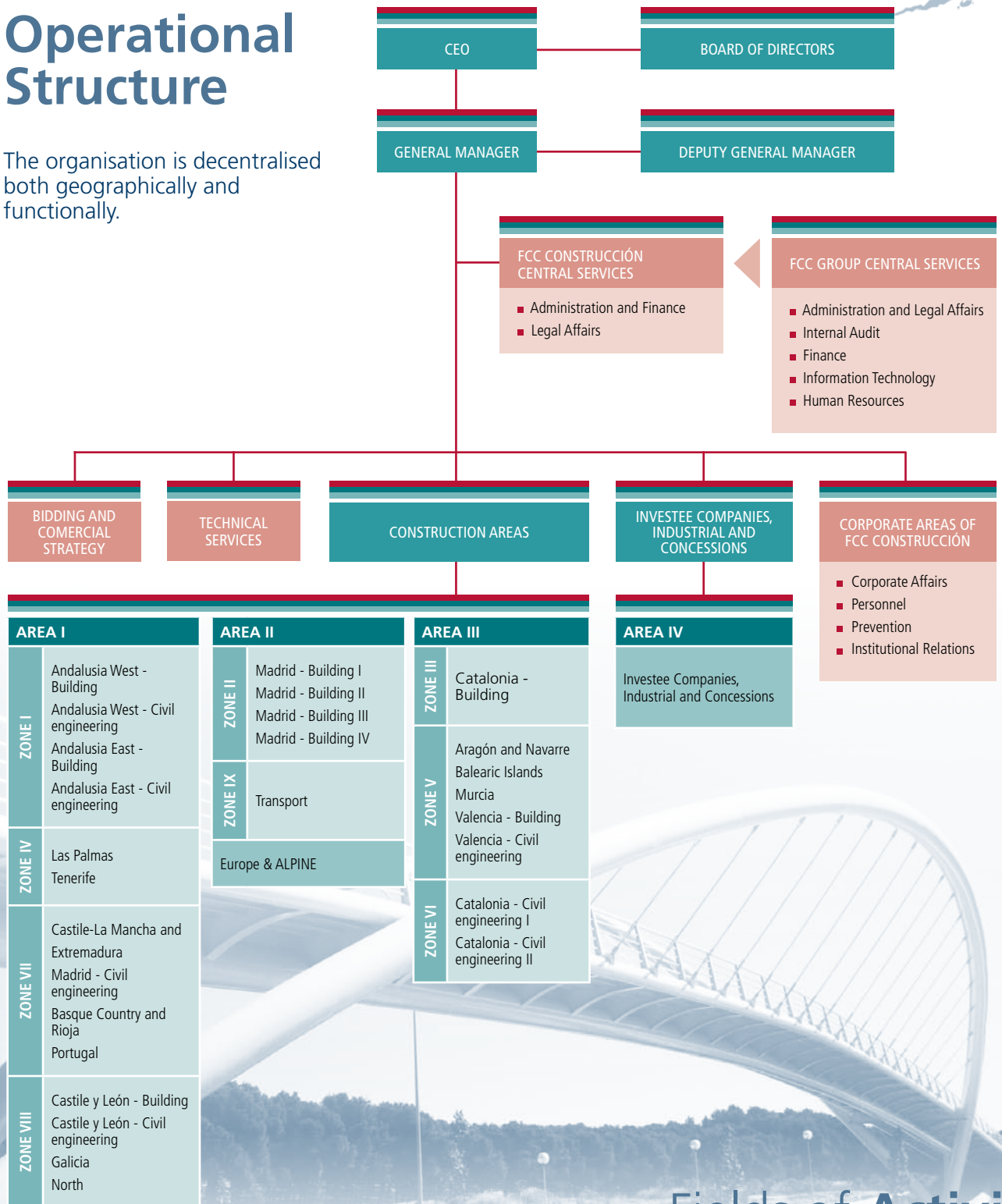
The 2007 data can be found in previous reports

| PROFITS                                                      | DEC 2008 | DEC 2009* |
|--------------------------------------------------------------|----------|-----------|
| TURNOVER                                                     | 7,744    | 7,201     |
| National                                                     | 3,909    | 3,387     |
| International                                                | 3,835    | 3,814     |
| GROSS OPERATING PROFIT                                       | 463      | 406       |
| % turnover                                                   | 6.0%     | 5.6%      |
| OPERATING PROFIT                                             | 325      | 281       |
| % turnover                                                   | 4.2%     | 3.9%      |
| PRE-TAX PROFIT                                               | 257      | 305       |
| % turnover                                                   | 3.3%     | 4.2%      |
| CONSOLIDATED YEAR-END PROFITS                                | 170      | 227       |
| % turnover                                                   | 2.2%     | 3.2%      |
| Profits attributed to parent company                         | 162      | 225       |
| Profits attributed to minority shareholders                  | 8        | 2         |
| INVESTMENTS                                                  |          |           |
| INVESTMENTS                                                  | 268      | 325       |
| Group companies, associated companies and business divisions | 37       | 78        |
| Tangible, intangible and real-estate assets                  | 226      | 223       |
| Other payments for investments                               | 5        | 24        |
| CONTRACTING & BACKLOG                                        |          |           |
| Contracting                                                  | 8,480    | 6,996     |
| Backlog                                                      | 10,159   | 10,856    |
| DIVIDENDS                                                    |          |           |
| Dividend on account distributed = total dividend             | 121      | 134       |
| NET FINANCIAL INDEBTEDNESS                                   |          |           |
| Net financial indebtedness                                   | -668     | -414      |
| RETURN ON EQUITY                                             |          |           |
| Net consolidated profits                                     | 170      | 227       |
| Net worth                                                    | 537      | 577       |
| RETURN ON EQUITY                                             | 0.32     | 0.39      |

\* The 2009 data refer to the FCC Construcción Group once the contribution of certain concessions has been made to Globalvia and the subsequent sale thereof to FCC, S.A.  
The 2008 data has been provided for the purpose of furnishing homogeneous comparative information.

# Operational Structure

The organisation is decentralised both geographically and functionally.



## Fields of Activity

| CIVIL ENGINEERING                                                                                                                                                                                                                                                                        | BUILDING CONSTRUCTION AND REFURBISHMENT                                                                                                             | CONCESSIONS                                                                                                                                                                                                                 | OTHER ACTIVITIES                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Motorways, dual carriageways and roads</li> <li>Bridges</li> <li>Tunnels</li> <li>Railways</li> <li>Airports</li> <li>Maritime works</li> <li>Hydraulic works</li> <li>Water treatment and purification</li> <li>Oil and gas pipelines</li> </ul> | <ul style="list-style-type: none"> <li>Homes and housing developments</li> <li>Non-residential buildings</li> <li>Building refurbishment</li> </ul> | <ul style="list-style-type: none"> <li>Dual carriageways and roads</li> <li>Tunnels</li> <li>Underground railways and trams</li> <li>Marinas</li> <li>Port terminals</li> <li>Airports</li> <li>Public buildings</li> </ul> | <ul style="list-style-type: none"> <li>Engineering</li> <li>Pipeline execution and assembly</li> <li>Comprehensive infrastructure maintenance</li> <li>Corporate image</li> <li>Precast components</li> <li>Wiring</li> <li>Heating/cooling systems</li> </ul> |

# Turnover by countries

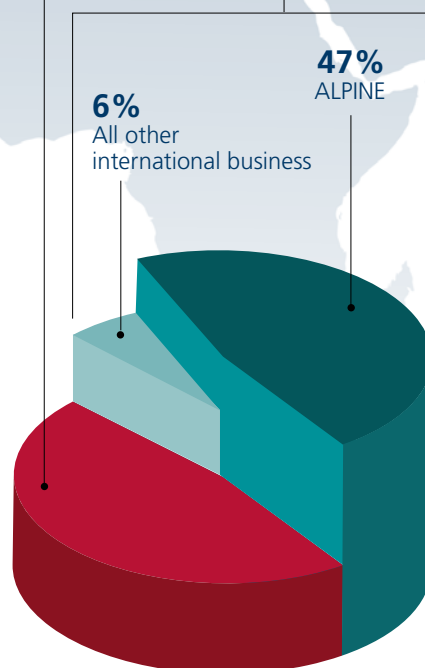
## FCC Construcción Group

(Million euros)

|                                      | 31.12.2008   | 31.12.2009   |
|--------------------------------------|--------------|--------------|
| Asia                                 | 71           | 93           |
| Mexico                               | 49           | 58           |
| United States                        | 36           | 46           |
| Central America                      | 91           | 95           |
| Spain                                | 3,909        | 3,387        |
| Austria                              | 1,805        | 1,602        |
| Germany                              | 578          | 662          |
| Romania                              | 126          | 201          |
| Croatia                              | 236          | 180          |
| Bulgaria                             | 123          | 166          |
| Poland                               | 109          | 138          |
| Czech Republic                       | 110          | 95           |
| Switzerland                          | 64           | 94           |
| Portugal                             | 47           | 75           |
| Greece                               | 83           | 70           |
| Serbia                               | 64           | 64           |
| Slovakia                             | 56           | 37           |
| Rest of Europe                       | 151          | 129          |
| Rest of World                        | 34           | 10           |
| <b>Total- International</b>          | <b>3,835</b> | <b>3,815</b> |
| <b>Total- National</b>               | <b>3,909</b> | <b>3,387</b> |
| <b>Total-Division (Construction)</b> | <b>7,744</b> | <b>7,201</b> |

47% National business

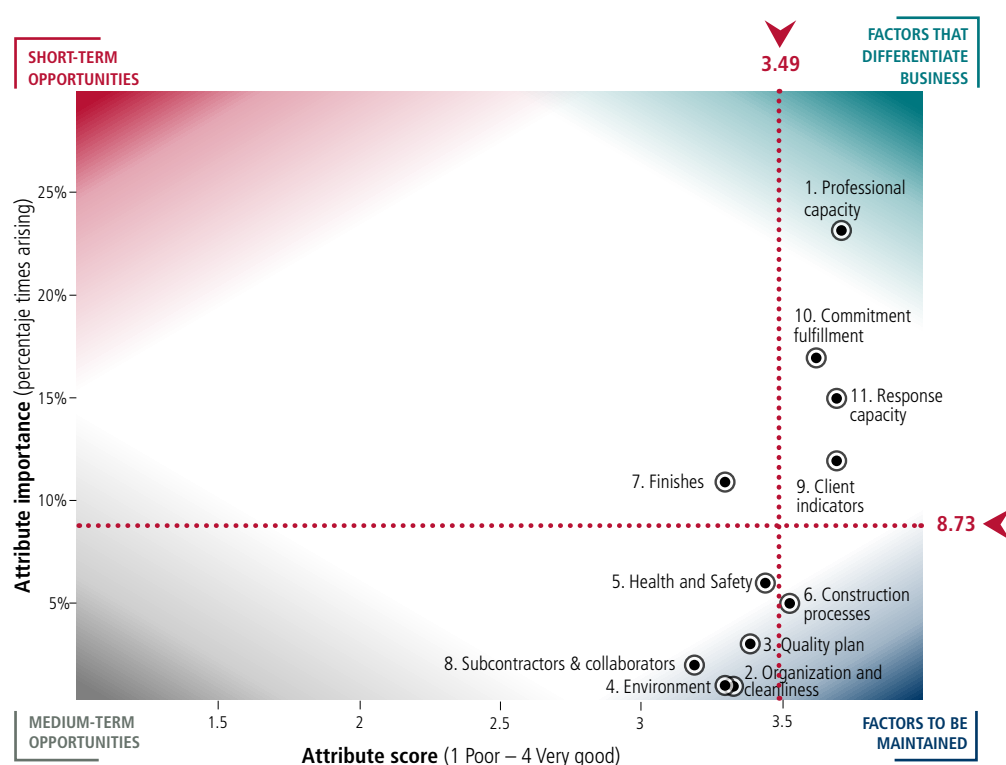
53% International business



The **international business** exceeds the national business for the first time.

**80% of FCC construcción Group** is developed into domestic markets (Spain, Austria and Germany)

## The attributes most highly valued by our clients



Closely bordering on **excellent** according to clients

**Excellent** score for the **worksite team**



# INDEX



## FCC CONSTRUCCIÓN AT A GLANCE



## MESSAGE FROM OUR CEO



## AUSTERITY & CONSOLIDATION WITHOUT RELINQUISHING CREATING OPPORTUNITIES

Within an exceptional context of economic slowdown and financial hardships, curtailing spending, maintaining leadership on the current markets and boosting international business is indispensable for coming out stronger than ever before in the end



## SUSTAINABILITY: A CHANGE WITH CLEAR-CUT ADVANTAGES FOR THE PIONEERING

Staying one step ahead at a point in time when sustainability is the foundation for building the new development model has enabled FCC Construcción to maintain its privileged market position on and be ready and able to take on the future



## TECHNICAL, ADMINISTRATIVE OR FINANCIAL CAPACITY IS WORTHLESS IF PRINCIPLES ARE LACKING

Restoring confidence in the economy requires more business ethics and transparency. FCC Construcción's corporate culture combines these two ingredients comprising this organization's hallmark



## AN EXERCISE IN RESPONSIBILITY FOR ALL THOSE WHO MAKE UP FCC CONSTRUCCIÓN

The capacity to create jobs and employee adaptability are key to attenuating the construction slowdown process and limiting its impact on the rest of the economy



## TO CONTRIBUTE TO CREATING MARKET CONDITIONS IN WHICH RESPONSIBLE COMPANIES WILL FIND THEMSELVES TO BE VALUED

Leading the supply chain into better performance or a change in trend aids toward gradually changing the economic scenario



## LINKING ECOSYSTEMS TO OUR CORPORATE PURPOSE

Valuing the ecosystems is a integrating part of our Company's approach and decision-making process



## THE SMARTEST WAY TO GO: PUT RESOURCES TO BETTER USE

It's not very smart to purchase resources to turn them into unmarketable products additionally entailing an added cost to be paid for their disposal



## CLIMATE OF NECESSARY CHANGE FOR BUSINESS

The companies aware of the risks associated with climate changes are in a better position to manage these risks and take advantage of possible business opportunities



## THE LOCAL COMMUNITIES: THE BRUNT & THE BENEFITS

The need currently exists of getting the support of the people living and working in the entire project's area of influence. Going against those involved may lead to failure.

## EXTERNAL VERIFICATION REPORT

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## SUSTAINABILITY REPORTING GUIDELINES G3/GC

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# MESSAGE FROM OUR CEO

This report is in answer to a commitment made in 2004 of informing you as to the results of our business management with the aim of telling you about what business opportunities sustainable development is opening up and how the Company is taking advantage of these opportunities.

To this end, we shall be reviewing how the different social, economic and environmental events have affected the Company's progress throughout a year characterized by a major economic slowdown.

In regard to the economic aspects, our past experience abroad has enabled us to undertake a change both in mindset in the management of international contracts and in our own presence, which is currently presided by a spirit of permanence in the countries where we are operating. Resulting in: over fifty percent international sales in countries with good prospects.

This increase in our internationalization (from 3% in 2005 to 53% in 2009), combined with a remarkable, renowned specialization in projects of high added value (64% civil engineering in 2005 to 81% in 2009) have enabled us to practically maintain the sales volume and consolidate our leadership in 2009 as Spain's leading construction firm based on turnover; and the second-ranked on Spain's domestic market and on the Austrian market through ALPINE.

In regard to the social aspects, with an especially tough employment situation in the construction industry, we have maintained the Company's major asset, its human team. Taking part in more projects, international expansion and product diversification have had a decisive influence.

As regards the environmental aspects, climate change has been playing a leading role. Our environmental management system has integrated risk assessment and emission monitoring to make the best of the chances for improvement in this area. Similarly, the sale of products and services capable of giving rise to the necessary changes in the way of producing and using energy have increased.

The regulatory changes, a new culture in public contracting and its programs and the new demands of the financial system will be the boundary conditions in our future scenario.

In Spain, there are however some major opportunities linked to the Ministry of Development's Extraordinary Infrastructures Plan, railway investments, the building rehabilitation plans, renewable energies and the growing concern about nuclear power and soil decontamination.

On the international plane, mention must be made of the lesser degree to which the crisis has affected ALPINE's domestic markets, Austria and Germany, the European Union maintaining the aid to the Eastern European member States, and the investments in trans-European corridors. Our objective: being present in the emerging countries where there is a need and a great demand for infrastructures.

We are therefore facing the challenge of evolving from what we are today, two individually powerful engineering forces, one Spanish and the other Austrian, into one single powerful international engineering force. A challenge which is also going to be conditioned by new market rules based on the principles of sustainable development.

The advantages of this new framework are reserved to the pioneering.



**José Mayor Oreja**  
CEO – FCC Construcción





Within an exceptional context of economic slowdown and financial difficulties, curtailing spending, maintaining leadership on the current markets and boosting international business is indispensable for coming out stronger than before in the end.

# AUSTERITY & CONSOLIDATION WITHOUT RELINQUISHING CREATING OPPORTUNITIES

**15%** cost cut

FCC Construcción has managed to cut the costs not directly related to production by 15%

**53%** of all  
proceeds from the  
international market

The international activity is now predominant, on totaling 53% of all revenues, FCC Construcción's position in Austria, with 47% of all sales being worthy of special mention

Civil engineering total  
**62%**  
of the turnover

The relative importance of civil engineering has been bolstered this business year, now totaling 62% of the turnover and 81% of all the backlog



All of the construction industry's markets have been affected to a greater or lesser degree by the crisis. Solely civil engineering managed to hold their own in 2009 in Spain, thanks to the National Local Investment Fund.

Thus, **FCC Construcción was confronted with demanding cost optimization and payment collection expediting policies in addition to offsetting the drop in domestic business with its presence abroad.**

The main savings have been due to measures aimed at enhancing energy efficiency, strictly controlling spending not directly related to production and at the new purchase management model.

This optimization would not have been possible without the Integral Project having made the real-time control and management of the economic-financial and planning aspects of each one of the works where we are present possible.

As regards the international activity, which exceeded the domestic volume in 2009, FCC Construcción has reaped the fruits of the investments made in expansive cycles, being consolidated on Central and Eastern European markets through ALPINE.

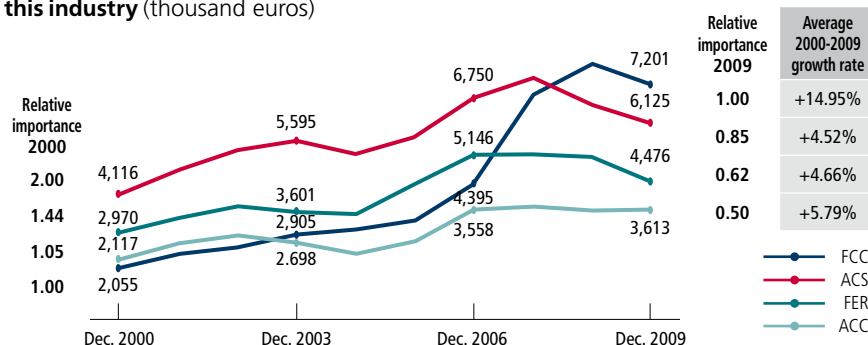
The major challenge for 2010 is to maintain the 2009 production figures in order to guarantee growth once the crisis has been overcome.

**FCC Construcción's demonstrated technological and financial capacity is opening up major possibilities for the public-private collaborations for which provision is made in the Extraordinary Infrastructures Plan.**

Outside of the Spanish market, **internationalization will continue to be a strategic need**, and our positioning on markets with high public investment forecasts will be enabling us to come out even yet stronger.

## FCC Construcción, the Spanish construction company showing the greatest growth over the past few years

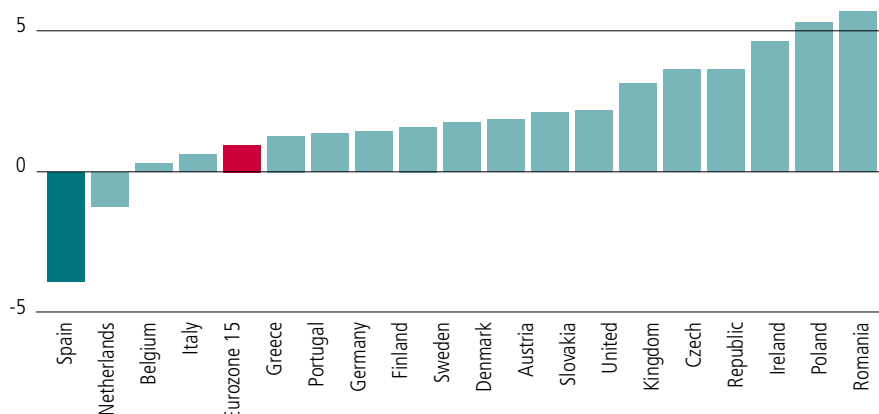
**Turnover under construction of the four leading Spanish firms in this industry** (thousand euros)



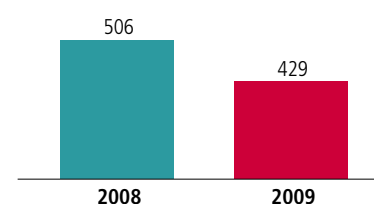
## At a time of major adjustment in spending in Spain, we are present on the fastest-growing markets

**Evolution of the investment in construction planned for 2011**

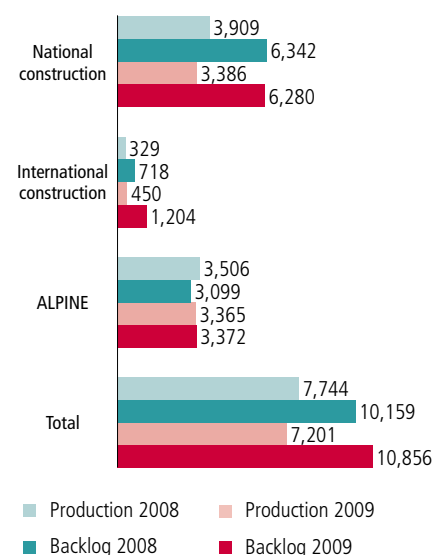
(Source: AMECO Nov. 2009)



### Costs not directly related to production (million euros)



### Production and backlog (million euros)



**38%** of the production completed with own means

## 2nd ranked transportation developer by number of concessions

**Top transportation developers by number of concessions**

(Fuente: Public Works Financing)

| COMPANY                              | Concessions/PPP projects |                  |
|--------------------------------------|--------------------------|------------------|
|                                      | Const./operating*        | Active proposals |
| ACS Iridium (Spain)                  | 58                       | 39               |
| Global Via (FCC-Caja Madrid) (Spain) | 41                       | 27               |
| Ferrovial/Cintra (Spain)             | 41                       | 8                |
| Abertis (Spain)                      | 39                       | 12               |
| Vinci/Cofiroute (France)             | 33                       | 17               |

(\*) Number of road, bridge, tunnel, rail, port, airport concessions over \$50m capital put under construction/operation from Jan. 1, 1985 to Oct. 1, 2009 (excludes design-build)



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## SUSTAINABILITY: A CHANGE WITH CLEAR-CUT ADVANTAGES FOR THE PIONEERING

Sustainability is being upheld not only as an effective answer to the crisis situation, but as a true alternative for the future, a fact which, just as in other industries, sets the rules for competition in the construction industry.

In this regard, **the Company's management model makes it possible to prevent surprises when undertaking legislative changes or new contracting-related assessment criteria**, given that, since its founding,

it has been deploying the measures of a social and environmental nature recently regulated by the Public Sector Contracts Law.

Requirements such as a low accident rate, high-level know-how in environmental aspects, the implementation of safer practices and technologies, the optimization of the use of resources, the elimination of inequality or the promotion of employment have been being taken into account

and systematically implemented by subcontractors and joint venture partners for more than six years. **In 2010, we have gone yet one step further in guaranteeing data security adhering to ISO 27001.**

In addition to its management capacities, **FCC Construcción also has highly-qualified, stable human assets, thanks to our talent management culture implemented years ago.**

## 2nd-ranked in public contracts

FCC Construcción holds its 2nd-ranked position on the domestic public contracting market in 2009

## Closely bordering on **Excellent**, according to clients

100% of the overall client scores are Good or Very Good

## **Excellent** score for the worksite team

The worksite team has been scored 3.71 (on a 1-4 scale) regarding professionalism

Continuing training programs, flexible work remuneration policies in recognition of work done, or initiatives for improving reconciliation make it possible to attract, motivate and retain the most highly valuable people.

### Know-how transfer is decisive in an internationalization process.

In this regard, ALPINE started up the Experience Sharing Committees in 2009, enabling the works supervisors of the international subsidiaries to share know-how with the supervisors on the domestic market.

And under the heading of competitiveness, one mainstay is innovation, managed under the criteria of the UNE 1666002 Standard and spearheaded by the new Innovation & Technology Directorate created in 2009, **FCC Construcción's R+D+i activity is focused on enhancing the building processes for the purpose of heightening their efficiency.** In 2009, a total of 6.74 million euros were allocated to long-range projects, in addition to continuing taking part in the industry's reference technological platforms.

**For FCC Construcción, sustainability is full of opportunities. Identifying them and encouraging the implementation of the conditions for this change is the responsibility it is taking upon itself for the future.**

### Training

Spending on training has been cut to a major extent by gradually implementing a tele-training model

#### Hours of training

|                              | 2008           | 2009           |
|------------------------------|----------------|----------------|
| Environment                  | 3,110          | 5,286          |
| Quality                      | 2,543          | 1,124          |
| Occupational risk prevention | 49,381         | 40,236         |
| Others                       | 130,191        | 99,740         |
| <b>Total</b>                 | <b>185,225</b> | <b>146,386</b> |

#### Spending on training (thousand euros)

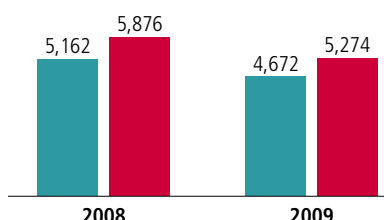
|                              | 2008           | 2009           |
|------------------------------|----------------|----------------|
| Environment                  | 127.1          | 83.3           |
| Quality                      | 93.1           | 21.9           |
| Occupational risk prevention | 955.1          | 409.5          |
| Others                       | 5,340.6        | 3,805.2        |
| <b>Total</b>                 | <b>6,515.9</b> | <b>4,319.9</b> |

### Occupational accident rate

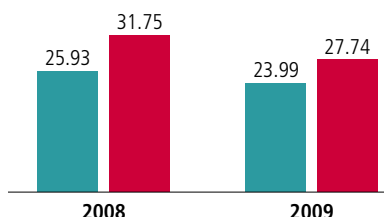
The indexes are continuing to improve and remain below the industry average.

\* The data includes FCC Construcción and all the companies in which it holds interests. The SEOPAN data are for the year prior to the current business year.

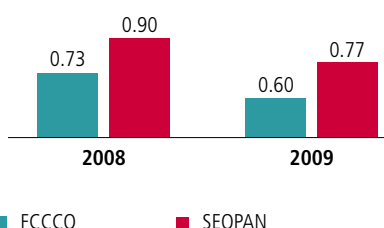
#### Incidence index



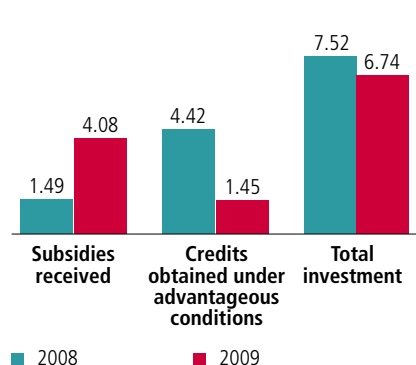
#### Frequency index



#### Severity index



### Investment in R&D+i (million euros)



### Certifications in the organization's possession

| Management area              | Certification | Scope (% activity certified) |
|------------------------------|---------------|------------------------------|
| Quality                      | ISO 9001      | 90% (100% in Spain)          |
| Environment                  | ISO 14001     | 78,2% (100% in Spain)        |
| Data Security                | ISO 27001     | 47% (89% in Spain)           |
| Occupational risk prevention | OSHAS 18001   | 47% (99% in Spain)           |
| R&D+i management             | UNE 166003    | 47% (89% in Spain)           |

### Main technological platforms in which the Company is participating

- ENCORD Group
- SEOPAN R&D+i Commission
- European Construction Technology Platform
- Spanish Construction Technology Platform

### Main awards and recognitions in 2009

- Construmat Award to the "Gran Vía" and "Plaza de Europa" in Hospitalet
- Award given by the journal "Solid" to the Traismauer Bridge and the Neurath Plant (ALPINE)
- Award to the I 95 Miami Express by the American Association of State Highway & Transportation Officials
- Vendor Award to the Zaragoza School of Art & Design
- Award to the Best Public Works within Madrid from the Civil Engineering School to the "Puerta del Sol" Commuter Train Station
- Public Housing Development Quality Award on Londres/Villaroel Streets in Barcelona.
- Workplace Safety and Health Award in Singapore (ALPINE)
- Ricardo Magdalena Award to the U12 Ebro River Bank Area Measure. Tenerías-Las Fuentes in Zaragoza
- Asincar "Engineering and Society" Award to the environmental measure on the Ebro River Banks in Almozara Park, Zaragoza
- Promotion of the Arts & Design Award to the Zaragoza Water Park





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# TECHNICAL, ADMINISTRATIVE OR FINANCIAL CAPACITY IS WORTHLESS IF PRINCIPLES ARE LACKING

## Convergence in **values**

The code of ethics has been deployed throughout all international subsidiaries

## **DJSI** and **FTSE4Good**

The strategic value of sustainability policies enables the FCC Group to be included in the selective DJSI and FTSE4Good sustainability indexes

## **Sustainability** at the highest level

The Sustainability Committee is comprised by the Company's top-level executives

Globalization makes organizations more horizontal and less decentralized, with more people making decisions.

Decisions which, at FCC Construcción, are subject to a pattern of conduct making it possible to control corrupt practices, take action in view of any possible conflicts of interest and manage whatever social and environmental repercussions might result from the same.

This pattern, reflected in the **organization's code of ethics, has been deployed throughout all international subsidiaries in 2009**, thus making it possible to attract top-level clients and investments, to optimize the relations with the different agents and to further enhance the Company's image abroad.

This convergence in values is also orchestrated through the Galileo Project by means of which the FCC Group is expanding its corporate culture to the new international acquisitions.

These policies go hand in hand with practices of informative transparency for the purpose of yet further strengthening confidence and encouraging a solid foothold on the market.

In this area, the six years of experience in preparing sustainability reports enable FCC Construcción to undertake the drafting of this report from a more pragmatic standpoint: to focus the message on those aspects regarding which the Company requests that accounts be rendered. The materiality studies and the incorporation of experts into the process of defining contents have been significant.

**2009 has also marked a major advancement in the process of supervising and monitoring the information of the international businesses.** To this end, the use of a corporate application under the name HORIZONTE, supported, in the case of FCC Construcción, on the CACUMEN application has been broadened, having made it possible to thus broaden the scope of the data.

Conscious of the fact that **convergence in value must leave room for differences**, the process of internationalizing FCC Construcción's sustainability policy will continue to be based on participation, confidence, decentralization in decision-making and adaptability.

And **this corporate culture must be built under criteria of transparency** based on communication plans capable of meeting the expectations of the agents with whom the organization interacts.



## FCC Construcción Sustainability Committee Members

- CEO, FCC Construcción
- General Manager, FCC Construcción
- Deputy General Manager, FCC Construcción
- General Subdirectors of Areas, Studies and Contracting and Technical Services
- Managers of Concessions, Administration and Finance, Quality and Training and Institutional Relations

## Master Plan of CSR

The FCC Group Master Plan has set out a number of objectives for all areas in relation to the main aspects comprising the Company's conduct. FCC Construcción has incorporated these objectives into its strategy by way of the following actions:

| Areas of action                |                                            | Degree of compliance at FCC Construcción                                                                                                                                                                                                                                                   |
|--------------------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GOOD GOVERNANCE                | Risk management                            | ■ Sustainability Committee Function                                                                                                                                                                                                                                                        |
|                                | Data Security                              | ■ Obtaining the ISO 27001 system                                                                                                                                                                                                                                                           |
|                                | Sustainability policy Internationalization | <ul style="list-style-type: none"> <li>■ Extending the code of ethics to international subsidiaries</li> <li>■ Integrated CSR management by means of the "Horizonte" computer tool</li> <li>■ Extension of the commitment with the 10 principles of the world pact to suppliers</li> </ul> |
| PEOPLE                         | Internal communication                     | ■ Insertion of sustainability policies and results into intranet, newsletters and welcome booklet                                                                                                                                                                                          |
|                                | Talent management                          | <ul style="list-style-type: none"> <li>■ ALPINE-FCCCO Plan for heightening the feeling of belonging to the Group</li> <li>■ Continuing training plan</li> </ul>                                                                                                                            |
|                                | Equality plans                             | ■ Setting up the Equality Plan Monitoring Commission                                                                                                                                                                                                                                       |
|                                | Safety & Health                            | ■ Maintaining the FCC Construcción (subsidiaries excluded) accident rate indexes 50% below the SEOPAN rates                                                                                                                                                                                |
| COMMUNICATION & CSR NOTORIETY  |                                            | <ul style="list-style-type: none"> <li>■ Sustainability information present on all of the organization's internal and external communications channels</li> <li>■ Active presence in the most relevant seminars and congresses</li> </ul>                                                  |
| TAKING CARE OF THE ENVIRONMENT |                                            | ■ Advanced management system based on the implementation of good environmental practices supplementary to those required under law and the contract                                                                                                                                        |
| OUR CORPORATE CITIZENSHIP      |                                            | ■ Social action program linked to the Company's positioning and image                                                                                                                                                                                                                      |
| RESPONSIBLE INNOVATION         |                                            | <ul style="list-style-type: none"> <li>■ Creation of the Innovation &amp; Technology Directorate</li> <li>■ Investment of more than 1 million euro in environmental R&amp;D&amp;I projects</li> </ul>                                                                                      |

More information on the FCC Group master plan at: [www.fcc.es](http://www.fcc.es)

## Galileo Project: The FCC Group's global culture

In such a disperse, heterogeneous environment for taking action, a lack of cohesion would be risky not only to our business and reputation, but would also prevent the end goal of the Strategy Plan – growth and profitability through synergies with the companies acquired – from being achieved.

Hence, in April 2007, the FCC Group launched the Galileo project for the purpose of carrying out a fast, efficient process of coordinating the international companies, identifying key differential aspects and setting out a plan for action and coordination mechanisms.

As could not be otherwise, Corporate Social Responsibility is one of the main areas of analysis, aspects being reviewed in relation to the strategy focus, Good Governance, the management of human resources, human rights, ethics and corruption, occupational safety and health, change management, diversity/equal opportunities, environmental management, extension of responsibility, relations with the community and communication.





The capacity to create jobs and employee adaptability are key to attenuating the construction slowdown process and limiting its impact on the rest of the economy

## AN EXERCISE IN RESPONSIBILITY FOR ALL THOSE WHO MAKE UP FCC CONSTRUCCIÓN

### The **permanent staff** has been **maintained**

The different policies safeguarding the permanent employees on staff have made it possible to keep practically the same staff on December 2009 as compared to that same date the previous year, with a minimal reduction (0.9%) due to retirements

### Wage **restraint**

Wages have remained the same for all permanent employees on staff in 2010

### **157** **expatriated** **employees**

The Company's internationalization policy has made it possible to offer 157 people employment opportunities outside of Spain under excellent conditions



2009 ended with history-making unemployment figures, and the labor market has not gotten off to a good start in 2010.

The construction industry has been one of the hardest hit, also having given rise to a major bandwagon effect on sectors such as the services and industrial sectors.

**The responsibility to the people who make up FCC Construcción has led the Company to set out exception measures in 2009 which have required the effort of all involved which have enabled the Company to keep all of its permanent employees on staff.**

Being present in more, although smaller-sized projects, has had a decisive influence on safeguarding our permanent staff. International expansion and product diversification have offered 157 people opportunities in projects which will be carried out outside of Spain.

Similarly, for the first time in the Company's history, wage restraint measures have been announced, applicable in 2010 to practically all permanent employees.

The collaboration with university schools has also been continued so that young people having recently graduated, a group affected to a major degree by unemployment, will avail of working opportunities. In 2009, 69 people have had the opportunity to do practice work in FCC Construcción.

FCC Construcción is a large Company with over 28,000 employees, many of whom have spent a large part of their professional careers at the Company.

**The measures taken will be making it possible not only to overcome the current situation, but also to help toward creating more and better opportunities for all.**

## Expatriates: how to improve employment conditions by taking best advantage of FCC Construcción's international presence

Those moving to other countries to work avail of some special economic conditions.

The reference salary, understood as the annual net in euros which the employee in question has assigned in their country of origin, is incremented with the cost and quality of life differentials between the countries of origin and assignment. An expatriation bonus is also offered, as a percentage of the reference salary.

A rented residence, vehicle, accident insurance and travel medical insurance, tax consultancy at origin and place of assignment and a trip every six months are also furnished.



## Employment opportunities for recent college graduates

FCC Construcción has working agreements for signed with numerous educational centers for practice work at the Company:

### Vocational Training Centers

- ▶ "Laguna de Joatzel" Secondary School
- ▶ "Virgen de la Paloma" Secondary School

### Graduate Studies Schools

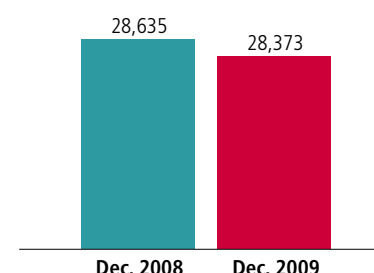
- ▶ Centro de Estudios Financieros (Financial Studies Center)
- ▶ Centro Superior de Edificación (Advanced Building Construction Center)
- ▶ Escuela de Organización Industrial (Industrial Organization School)
- ▶ Agustín de Betancourt Foundation

### Universities

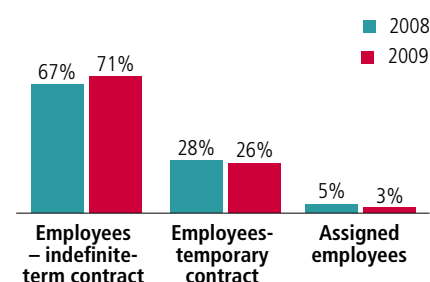
- ▶ L'Ecole Central Paris
- ▶ Universidad Alfonso X El Sabio
- ▶ Autonomous University of Madrid
- ▶ Carlos III University of Madrid
- ▶ San Antonio de Murcia Catholic University
- ▶ Complutense University of Madrid
- ▶ University of Alcalá
- ▶ University of Barcelona
- ▶ University of Burgos (Higher Polytechnical School)
- ▶ University of Cantabria
- ▶ University of Castile-La Mancha
- ▶ University of Granada
- ▶ University of Jaen
- ▶ University of Lleida
- ▶ Polytechnical University of Catalonia
- ▶ Polytechnical University of Madrid
- ▶ Polytechnical University of Valencia
- ▶ Rey Juan Carlos University
- ▶ SEK University – Segovia

## Staff

(No. Employees on December 31st)

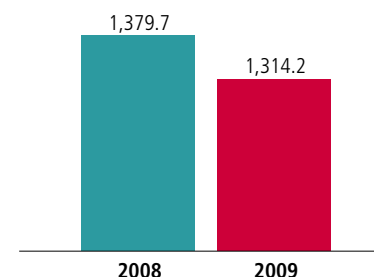


## Employment Stability



## Personnel Expenditures

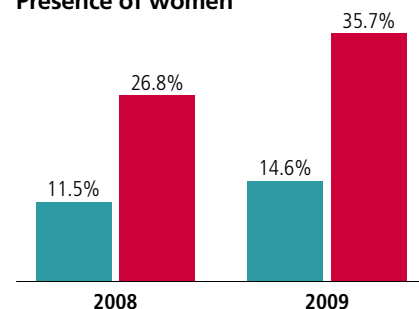
(million euros)



# 69 students

from the schools with whom the Company collaborates have done practice work at the Company

## Presence of women



■ % of staff who are women

■ % of total engineers, technicians and clerical staff who are women



Leading the supply chain into better performance or a change in trend aids toward gradually changing the economic scenario

CONTRIBUTING TO  
CREATING MARKET  
CONDITIONS  
IN WHICH  
RESPONSIBLE  
COMPANIES WILL  
FIND THEMSELVES  
TO BE VALUED

## A high score for Subcontracting

Clients score subcontracting performance 3.2 on a 4-point scale, this attribute therefore continuing to give a good image of the Company

## A 9% drop in the accident rate

The accident rate indexes for the companies subcontracted by FCC Construcción continue improving

## Prompt payment

FCC makes all payments on time compliance with the covenanted conditions





The construction's bandwagon effect on services and industry affects 63% of the economy, as a result of which this industry must continue spearheading recovery.

For this purpose, **systems capable of efficiently managing the chain of supply, which will aid toward reactivating the market responsibly are indispensable.**

FCC Construcción's supplier /provider policy is based on three main pillars: control, support and generation of local wealth.

The control, besides assuring payment as per the covenanted conditions, makes it possible to make the commitments undertaken by the Company extensive

to the chain of supply with regard to occupational risk prevention, environmental management and human rights.

And the demands go hand in hand with a major training efforts making it possible to assure a performance in keeping with the organization's standards. Not in vane are the accident rate indexes of our subcontractors also far below the industry average.

**The future prospects entail continuing to include the chain of supply in the plans for further improving the organization, not only for the far-reaching importance of its performance on the quality of the service provided, but for encouraging the market to value responsible companies.**

## Criteria for evaluating the chain of supply

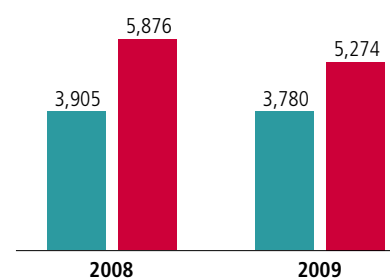
In addition to weighing supplier /provider performance against one another based on the criteria detailed below, the fact of knowing and agreeing to FCC Construcción's commitment to the 10 principles of the United Nations Global Compact is a contractual requirement.

|                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Occupational risk prevention | <ul style="list-style-type: none"> <li>▶ In process safety training and plans included in the contract</li> <li>▶ Full compliance with the occupational risk prevention requirements included in the project documents</li> </ul>                                                                                                                                                                                                                                                                                                                                                                    |
| Environmental management     | <ul style="list-style-type: none"> <li>▶ UNE-EN ISO 14001: 2004 or EMAS Certification</li> <li>▶ Permits and licenses related to the activities under contract</li> <li>▶ Incidents and positive attitude for purposes of redressing the damages</li> <li>▶ Following and applying the established standards and instructions</li> <li>▶ Full compliance with the requirements stipulated under the project documents</li> <li>▶ Measures related to minimizing waste, use of advanced technologies, recovery of spaces occupied by its facilities, implementation of preventive measures</li> </ul> |
| Quality                      | <ul style="list-style-type: none"> <li>▶ UNE-EN ISO 9001:2000 Certification</li> <li>▶ Adherence to the standards set by FCC Construcción</li> <li>▶ Full compliance with the quality requirements stipulated under the project documents</li> <li>▶ Collaboration in improving and contributing technology related to the products/ processes and services.</li> </ul>                                                                                                                                                                                                                              |
| Means                        | <ul style="list-style-type: none"> <li>▶ Technical analysis of the processes to be carried out and contribution of sufficient proper means demonstrating high capacity for performing the contract.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                       |
| Experience                   | <ul style="list-style-type: none"> <li>▶ Documented experience in similar projects / supplies and submittal of favorable certificates justifying pursuits with other companies.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                           |

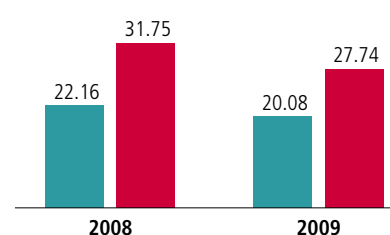
## Accident rate in subcontracting

The SEOPAN data is for the year immediately previous to the current business year.

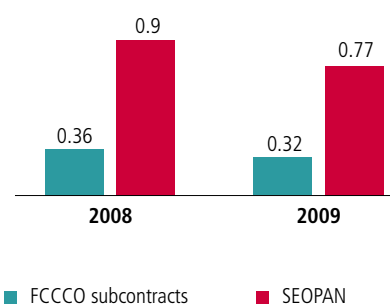
### Incidence index



### Frequency index

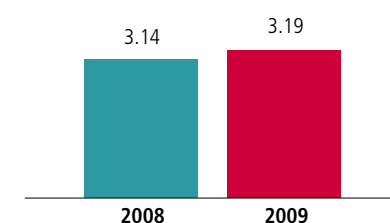


### Severity index



## Client evaluation of subcontracting performance

(on a 1-4 point scale)







Valuing the ecosystems is a integrating part of our Company's approach and decision-making process

## LINKING ECOSYSTEMS TO OUR CORPORATE PURPOSE

Over  
**765,000 m<sup>2</sup>**  
protected or restored

Restoring spaces affected by the works and safeguarding sensitive areas have been actions required in more than 25% of the projects in 2009

**60 million**  
euros of coverage

FCC Construcción has insurance policies covering the liabilities resulting from possible accidents with environmental consequences

Over a **26**  
**million-euro**  
turnover

The MATINSA turnover for jobs of restoring and preserving spaces totaled 26.7 million euros in 2009

FCC Construcción bases itself on the conviction that the degradation of the ecosystems is extremely sensitive for our Company, not only for the impact that the construction activity has on Nature, but because the business per se is affected to a great extent.

Risks such as the higher prices of resources, costs related to natural disasters, new regulation, changes in tax laws, damage to our reputation or financial restrictions take on importance within this context.

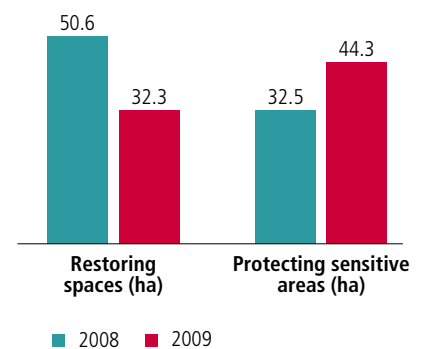
This is why the Company's management system **is exploring what mechanisms will be capable of reducing the business risk associated with the degradation of the ecosystems and is modeling approaches which will contribute to the conservation of the environment.**

Out of the risk analysis come actions for the prevention and mitigation of the environmental impacts are come to bear on the worksite through the implementation of good practice, the details of which can be read in the different environmental reports accessible from [www.fcco.es](http://www.fcco.es)

Business opportunities are also arising in the natural space restoration and conservation market, which totaled a turnover in 2009 of 26.7 million euros for MATINSA.

Although the regulatory framework is further strengthening the environmental responsibility of the business fabric by way of numerous provisions, **combating degradation of the ecosystems is not only a matter of preventing, mitigating and controlling. It requires effective planning** capable of making best use of the production and regulatory functions of the ecosystems when intervening in the territory.

#### Protective measures implemented on worksites



## Harnessing Tramontana Mountain Water. Mallorca – Balearic Islands

FCC Construcción has carried out all of the measures necessary for the catchments of the waters from Ses Fonts de Verger, more commonly known as Sa Costera, and that of the surpluses from the "Torrente Major de Sóller" to supply the towns of Sóller, Bunyola, Palmanyols and Palma.

The project proposed by FCC Construcción has required meticulous design and building work, as work was to be done on a protected area, which has culminated in the works being perfectly well-suited to the environment. The major challenge was to take action from the sea to prevent the damage caused by opening up access roads.

The ecosystem was also revitalized on making the best use of the infrastructures created for replenishing the S'Estremera aquifer.

## Flix Reservoir Works in Tarragona

The Flix Reservoir holds a large amount of contaminated sludge from the activity carried out by the successive chemical facilities established since the early 20th century on the right bank and the changes in the river's flow dynamics due to the construction of the Mequinzenza, Ribarroja and Flix Dams.

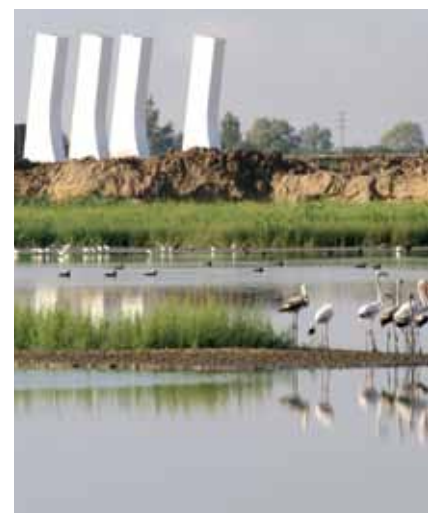
The decontamination work, awarded to FCC Construcción in a Joint Venture with FCC Scope, is for the purpose of restoring the river to its original state and includes the extraction, processing, transport and disposal in a controlled tank of this contaminated waste.

In conjunction with other measures, the decontamination of the Flix Reservoir comprises part of the Integral Ebro River Delta Protection Plan and includes actions for improving the management and supply of water in accordance with the existing and future needs of the nearby territories.

## Construction of the Port of Seville's New Lock

The progressive increase in sea traffic at the Port of Seville has made it necessary for the Port Authority to opt for creating new infrastructures, the new lock being outstanding among the same due to its size and future projection.

The prevention of the effects on the ecosystems has led to special measures having been taken, such as marking off the areas of greatest ecological sensitivity or the wooded areas not included in the working area; setting off the wetland areas during periods when not in use for the purpose of protecting and facilitating waterfowl nesting and breeding; or the prohibiting carrying out those building measures which might possibly interfere with the waterfowl breeding period.





It's not very smart to purchase resources to turn them into unmarketable products additionally entailing an added cost to be paid for their disposal

## THE SMARTEST WAY TO GO: PUT RESOURCES TO BETTER USE

More than  
**31.3 million m<sup>3</sup>**  
of soil, rock and supplies debris  
have been possible to reuse

Over **20,000 m<sup>3</sup>**  
of water saved

The practices for reusing process wastewaters and effluents have avoided extracting 20,810 m<sup>3</sup> of water

**38%**  
**less waste**  
than anticipated

Nearly 12 million tons less of waste have been sent to the dump



The scenario in which the pollution regulation policies become tougher and access to resources will become progressively more limited requires strategies being adopted which will afford the possibility of increasing the efficient use of materials and resort to alternative resources.

Again, **the Company's management system takes in practices for reducing the intensity in the use of resources in construction projects** which entail the use of more efficient techniques and technologies, the recovery of certain materials to be re-entered into the process and an intense employee training process.

The efforts made in 2009 have made it possible to reuse more than 31.3 million cubic meters of soil, rock and surplus debris. Also, the process wastewaters and effluents have been use in 31% of the projects, thus having avoided extracting over 20,000 m<sup>3</sup> of this resource.

Similarly, correct waste management has made it possible to generate 38% less waste than anticipated, thus freeing up space in the dump.

The results achieved by implementing these measures have spurred the Company to invest over one million euros in R&D&i projects for improving environmental performance.

Everything points to the environmental policies going beyond the mere regulation of pollution. The European Union, without going any further, is working on a new index which will provide a combined measurement of the GNP, pollution and other effects damaging to the environment.

**Getting reading for this change will entail sharpening our wits to continue reducing the intensity in the use of materials and make best use of waste as a new source of raw material.**

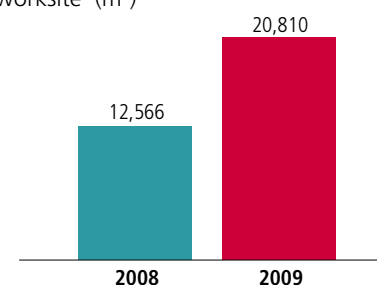
### Use of resources from waste

Inert waste re-entered as resources (m<sup>3</sup>)

|                       | 2008              | 2009              |
|-----------------------|-------------------|-------------------|
| Soil and surplus rock | 24,183,012        | 31,235,434        |
| Clean surplus debris  | 88,213            | 132,035           |
| <b>Total</b>          | <b>24,271,225</b> | <b>31,367,469</b> |

### Reuse of water

Water recycled or reused on own worksite (m<sup>3</sup>)



### Waste generated

| Waste generated (ton)        | Anticipated Amount |              | Actual Amount |              |
|------------------------------|--------------------|--------------|---------------|--------------|
|                              | 2008               | 2009         | 2008          | 2009         |
| Waste similar to urban waste | 2,518.3            | 3,510.4      | 4,564.6       | 7,508.1      |
| Hazardous waste              | 1,961.5            | 6,080.9      | 21,969.9      | 22,575.2     |
| Non-hazardous waste          | 34,917,135.0       | 31,406,881.1 | 27,617,706.6  | 19,442,759.6 |

# 31%

of the worksites have reused effluents and wastewater

More information on the Environmental Report available at [www.fccco.es](http://www.fccco.es)

## R&D&i projects and investment effort for smart use of resources

| PROJECT                                              | DESCRIPTION                                                                                                                                                                                                                                                                                                | FCC INVESTMENT 2009 |
|------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| CLEAM                                                | Clean, efficient, environmentally-friendly construction                                                                                                                                                                                                                                                    | 378,483 €           |
| LOPCAR                                               | Design & Development of paper mill slurry recovery solution in civil engineering; application in linear roadway infrastructures                                                                                                                                                                            | 388,885 €           |
| OLIN                                                 | Study of the qualities and treatments of the improved leveled areas and embankments making it possible to build sustainable linear works.                                                                                                                                                                  | 171,985 €           |
| BITUMINOUS MIX W/ELTs*                               | This project is focused on studying the addition of ELTs* to a layer of metaling, specifically a Type S-12 mix. The designing of experiments with the collaboration of the CARTIE technological center is planned for this purpose.                                                                        | 110,276 €           |
| ASPHALT MIXES WITH ELTs*                             | This project is structured into three phases: individualized research of the dry basis, combined basis with commercial bitumen-rubber and combined basis with in-situ fabricated bitumen-rubber at the Serviá Cantó plant. Adding ELT's * to foundation, intermediate and blacktop layers will be studied. | 265,415 €           |
| ASPHALT MIXED W/ FILLER AND OTHER WASTE INCORPORATED | In this project, as study will be made of how to improve the asphalt mixes by means of using different types of fillers and fine aggregates and adhesiveness activating agents.                                                                                                                            | 281,948 €           |

(\*) ELTs: End-of-Life Tires



The companies aware of the risks associated with climate changes are in a better position to manage these risks and take advantage of possible business opportunities

## CLIMATE OF NECESSARY CHANGE FOR BUSINESS

**34,794 t CO<sub>2e</sub>**  
prevented

The practices carried out in 2009 have prevented the emission of 34,794 tons CO<sub>2e</sub> into the air

**9,212.4 GJ**  
of renewable consumption

Direct energy consumption has had a 0.8% contribution from renewable energy

**23.2 million €**  
billed on the renewable  
energies market

ESPELSA and ALPINE Energy's activity in the field of renewable energies has given rise to a turnover of over 23 million euros

Although the consequences of climate change are not very predictable, the forecasts are in no case favorable, **the most reasonable way to go therefore being to reduce emissions and to ready solutions for adapting to the new conditions.**

However, in order to be able to make a contribution, we must be knowledgeable. Hence, the Company's greenhouse gas measurement protocol has been integrated into the planning and management, this being a field in which work is being done at the sectorial level, by actively taking part in the ENCORD (European Network of Construction Companies for Research and Development) Working Group.

The calculating process and monitoring has gone hand in hand with a wide-ranging battery of management practices having made it possible to have prevented 34,794 t CO<sub>2</sub>e from being issued into the air in 2009. This reduction is due in large part to the use of surplus materials from the worksite per se instead of transporting the same to the dump, pH neutralization with CO<sub>2</sub> at effluent treatment plants or the proper maintenance of the machinery and the control of on-site vehicle speed.

**And the achievements also take in the Company's products and services capable of causing changes in energy production and consumption patterns.**

These are solutions for heightening the energy efficiency of thermal power and lighting facilities, to improve the insulation of buildings or promote bioclimatic architecture. Diversification of the industry toward the renewable energies market has also been undertaken through ESPELSA and ALPINE Energy.

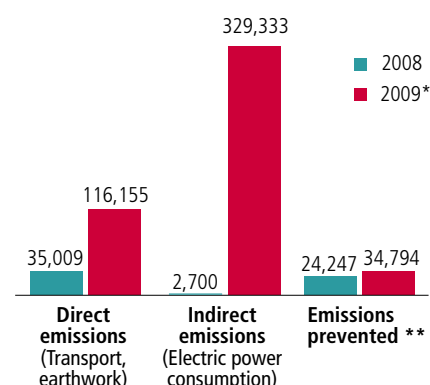
The uncertainty as to the outcomes of the international negotiations will apparently not be putting an end to Europe's commitment to energy efficiency and to implementing renewable energies, the opportunities on the market still continuing to be clear-cut.

Therefore, **the implementation of a new greenhouse effect gas measurement protocol will be completed during 2010 for the purpose of assessing the situation and identifying competitive edges making it possible to save on costs and evaluate the chain of supply, in addition to adapting the commercial offer and identifying new vectors of innovation.**

## Greenhouse effect gas emissions

(\*) The broadening of the scope in monitoring emissions in 2009 does not make this item of data comparable to previous years.

(\*\*) The emissions prevented have been calculated taking into account the reuse of worksite material, the neutralization of the pH of the effluents with CO<sub>2</sub> as the reagent and the changes in fuel.



More information in the FCC Construcción Environmental Report available at

[www.fccco.es](http://www.fccco.es)

## Main climate change-related risks and opportunities at FCC Construcción

### Opportunities

- ▶ Development of new products and solutions for adapting the conditions of buildings and infrastructures to a harsher climate.
- ▶ Construction of measures for adapting to harsh changes.
- ▶ Refurbishment of existing buildings, improving their energy efficiency.
- ▶ Improvement of existing infrastructures.
- ▶ Larger turnover by incorporation of new elements and climate-related aspects in building infrastructures.
- ▶ Participation in defining methodologies, assessment and decision-making, consolidating our market position.

### Risks

- ▶ Material damages to structures by extreme weather phenomena.
- ▶ Decreased value of the assets located in vulnerable areas.
- ▶ Need of modifying the building models to deal with building habitability-related aspects (more need for climatizing and insulation).
- ▶ Boosting the facilities maintenance activities.
- ▶ Higher pricing for some construction materials.
- ▶ Increase in the number of claims during the guarantee period.
- ▶ Greater demands in disposal or emission permits.
- ▶ Regulatory uncertainties.
- ▶ Demand for information, progressively more abundant and of better quality.

## Energy consumption

(\*) The scope of emission monitoring having been broadened in 2009 leads to this item of data not being comparable to previous years

| Energy consumption (GJ)                   | 2008        | 2009        |
|-------------------------------------------|-------------|-------------|
| Direct renewable energy consumption       | 6,663.6     | 9,212.4     |
| Direct renewable energy consumption       | 1,085,442.3 | 1,146,298.8 |
| Total energy consumed directly            | 1,092,105.9 | 1,155,511.2 |
| Indirect energy consumption (electricity) | 20,564.6    | 303,165.5   |

# 0.8%

direct energy consumption comes from renewable sources





The need currently exists of getting the support of the people living and working in the entire project's area of influence. Going against those involved may lead to failure

## THE LOCAL COMMUNITIES: THE BRUNT & THE BENEFITS

**6,998 million €**  
distributed

A total of 96.7% of the economic value generated by the Company is reinvested into the business

**69%**  
local purchase

The local contracting policies actively in place have led to 68.6% of all procurement having been managed through suppliers in the local area

**1 million €**  
in sponsorship and  
social action

The budget allocated in 2009 to sponsorship actions and social action around a million euros.

Infrastructure planning and building is currently facing difficulties sometimes of far-reaching importance which are not the result of technical-administrative problems, but rather the opposition of the communities affected by the works.

Annoyances, structural damage, foreclosures, displacements or changes in the use traditionally given to the land make individual interests come into conflict with the capacity for social and economic development of the infrastructures.

In this regard, **the organization deploys a number of measures aimed at reducing the annoyances caused by the works, certifying technical safety and compensating the community with active policies for creating jobs and local wealth.**

Preventing unemptiness at the worksite entrance and exit, minimizing annoyances resulting from occupying pedestrian areas and roadways or mechanism for reducing noise and vibrations are practices which are carried out on a widespread basis on all worksites and are monitored by the Company's general system.

The system also takes in worksite technical risk management by way of the PETRA Plan, which has shown itself to be a highly effective tool since it was gotten under way.

**The Company also has a system for channeling complaints and claims which makes it possible to improve relations with the people affected.**

To the extent possible, buying from local suppliers is encouraged, thus having a bearing on creating wealth in the surrounding area in addition to taking advantage of the benefits of having local labor available.

**The social action practices also contribute to legitimating the projects the Company carried out which, being allocated nearly one million euros, also comprise an important reputational element.**

But **winning the approval and confidence of the local communities goes beyond compensations, guarantees and good intentions. It requires a continuing effort of social dialog**, to which the organization will continue to be committed.

## Worksite technical risk management

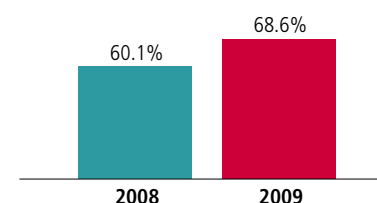
| Worksite technical risk detection        | 2008 | 2009 |
|------------------------------------------|------|------|
| No. worksites subject to risk assessment | 44   | 37   |
| No. audits conducted                     | 261  | 222  |
| PETRA* Plan audit efficiency             | 71%  | 85%  |

(\*) Percentage of effectiveness in providing a solution to the technical issues, according to survey taken of the works supervisors.

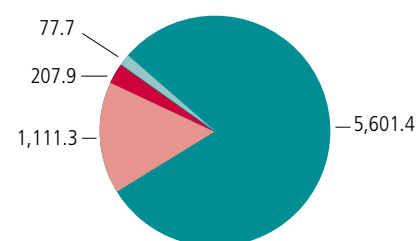
## Willingness to discuss

| Willingness to discuss         | 2008  | 2009  |
|--------------------------------|-------|-------|
| No. external messages received | 1,022 | 1,140 |
| No. claims per project         | 3.4   | 4.1   |

## Generation of local wealth % of local purchase

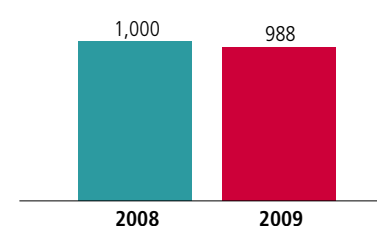


## Economic value distributed in 2009 (thousand euros)



- Procurement and other external spending
- Employee wages and compensation
- Payments to providers of capital
- Payments to governments

## Collaborations and sponsorships (thousand euros)



## Castrovido Dam, Burgos

The wood industry job demand in the Burgos-Soria – Logroño pine forest triangle has traditionally be covered by local labor.

The drop in the activity in this industry due to the slump in the demand for wood derivative as a result of the crisis and especially the major drop in the number of new housing units built each year, have led to a large number of wood industry workers having lost their regular jobs, many of whom have now changed over to working on the construction of the Castrovido Dam.

## Main sponsorships and collaborations

|                                         |                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>FCC Construcción for employment</b>  | Employment forum                                                                                                                                                                                                                                                                                               |
| <b>FCC Construcción for integration</b> | Cádiz Federation of Disabled Persons, contribution of vehicle                                                                                                                                                                                                                                                  |
| <b>FCC Construcción for culture</b>     | Bridges of Zaragoza Collection<br>University Schedule Book of the University of Santiago de Compostela<br>"Puerta del Angel" Stage – Madrid Summertime Cultural Events<br>V Master's Course in Tunnels and Underground Works<br>Canary Island Foundation, Opera Festival<br>Castell de Peralada Music Festival |
| <b>FCC Construcción for sports</b>      | Sponsorship of teams from different sports disciplines                                                                                                                                                                                                                                                         |
| <b>Others</b>                           | 2009 Highway Medal of Honor<br>Sponsorship of different local festivals                                                                                                                                                                                                                                        |

# EXTERNAL VERIFICATION REPORT

**AENOR**

Asociación Española de  
Normalización y Certificación

## SUSTAINABLE VERIFICATION REPORT

**VMS-Nº 019/10**

The Spanish Association for Standardisation and Certification (AENOR) has verified that the Report of the following firm:

**FCC CONSTRUCCIÓN, SA**

Entitled: ***SUSTAINABILITY REPORT 2009***

Legal deposit number: M-30769-2010

Provides a reasonable image and a balanced view of its performance, taking into account not only the data veracity but also the general content of the report, being its application level: **A<sup>+</sup>**

This external assurance is in accordance with the requirements of the G3 Guide developed by the Global Reporting Initiative (GRI). The verification has been fulfilled on 15<sup>th</sup> June, 2010 and no subsequent performances can be considered.

The present verification will be in force, unless it is cancelled or withdrawn upon AENOR's written notification and according to specific terms of the contract – application n° GRI-027/10 dated 8<sup>th</sup> June, 2010 and to the General Regulation of January 2007, which require, amongst other commitments, the permission to visit the installations by the technical services of AENOR to verify the veracity of stated data.

This declaration does not condition the decision that Global Reporting Initiative can adopt to incorporate FCC CONSTRUCCIÓN, SA, in the "GRI Reports List" which is published in its Web <http://www.globalreporting.org/GRIReports/GRIReportsList/>.

Issued on: 1<sup>st</sup> July 2010

  
General Manager of AENOR



# SUSTAINABILITY REPORTING GUIDELINES G3/GC

| Indicator description                                                                                                                                                                                                                                                                                           | Global Compact                                                                                                                             | Pages                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1. Statement from the most senior decisionmaker of the organization, strategy                                                                                                                                                                                                                                 | Member of Global Compact since 2005. See "Firmantes" / "Signers" section at <a href="http://www.pactomundial.org">www.pactomundial.org</a> | Page 5. See Section: Sustainability > Responsible Construction at <a href="http://www.fccco.es">www.fccco.es</a>                                                                                                                                                                                                                                                                      |
| 1.2. Description of key impacts, risks, and opportunities                                                                                                                                                                                                                                                       |                                                                                                                                            | Page 5. See Section: Sustainability > Responsible Construction at <a href="http://www.fccco.es">www.fccco.es</a>                                                                                                                                                                                                                                                                      |
| 2.1. Name of the organization                                                                                                                                                                                                                                                                                   |                                                                                                                                            | FCC Construcción                                                                                                                                                                                                                                                                                                                                                                      |
| 2.2. Primary brands, products, and/or services                                                                                                                                                                                                                                                                  |                                                                                                                                            | Page 2                                                                                                                                                                                                                                                                                                                                                                                |
| 2.3. Operational structure of the organization                                                                                                                                                                                                                                                                  |                                                                                                                                            | Page 2                                                                                                                                                                                                                                                                                                                                                                                |
| 2.4. Location of organization's headquarters                                                                                                                                                                                                                                                                    |                                                                                                                                            | Back cover                                                                                                                                                                                                                                                                                                                                                                            |
| 2.5. Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant                                                                                                                                                                 |                                                                                                                                            | Page 3                                                                                                                                                                                                                                                                                                                                                                                |
| 2.6. Nature of ownership and legal form                                                                                                                                                                                                                                                                         |                                                                                                                                            | FCC Construcción is an FCC Group Company. See Section: Corporate area > Presentation / Organisation at <a href="http://www.fccco.es">www.fccco.es</a>                                                                                                                                                                                                                                 |
| 2.7. Markets served                                                                                                                                                                                                                                                                                             |                                                                                                                                            | Page 3                                                                                                                                                                                                                                                                                                                                                                                |
| 2.8. Scale of the reporting organization ( Net sales, Total assets, etc.)                                                                                                                                                                                                                                       |                                                                                                                                            | Pages 1 and 13                                                                                                                                                                                                                                                                                                                                                                        |
| 2.9. Significant changes regarding size, structure, or ownership                                                                                                                                                                                                                                                |                                                                                                                                            | Page 1 (Main figures table footnote)                                                                                                                                                                                                                                                                                                                                                  |
| 2.10. Awards received in the reporting period                                                                                                                                                                                                                                                                   |                                                                                                                                            | Page 9                                                                                                                                                                                                                                                                                                                                                                                |
| 3.1. Reporting period                                                                                                                                                                                                                                                                                           |                                                                                                                                            | About this report                                                                                                                                                                                                                                                                                                                                                                     |
| 3.2. Date of most recent previous report                                                                                                                                                                                                                                                                        |                                                                                                                                            | About this report                                                                                                                                                                                                                                                                                                                                                                     |
| 3.3. Reporting cycle (annual, biennial, etc.)                                                                                                                                                                                                                                                                   |                                                                                                                                            | About this report                                                                                                                                                                                                                                                                                                                                                                     |
| 3.4. Contact point                                                                                                                                                                                                                                                                                              |                                                                                                                                            | About this report                                                                                                                                                                                                                                                                                                                                                                     |
| 3.5. Process for defining report content (Determining materiality, Prioritizing topics, Identifying stakeholders)                                                                                                                                                                                               |                                                                                                                                            | About this report                                                                                                                                                                                                                                                                                                                                                                     |
| 3.6. Boundary of the report                                                                                                                                                                                                                                                                                     |                                                                                                                                            | About this report                                                                                                                                                                                                                                                                                                                                                                     |
| 3.7. State any specific limitations on the scope or boundary of the report                                                                                                                                                                                                                                      |                                                                                                                                            | About this report                                                                                                                                                                                                                                                                                                                                                                     |
| 3.8. Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations                                                                                           |                                                                                                                                            | The Joint Ventures are not included within the scope of this report. The subsidiaries have always been included within the bounds of this information.                                                                                                                                                                                                                                |
| 3.9. Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols |                                                                                                                                            | The economic information is in keeping with the currently-applicable accounting standards.<br><br>In general, the environmental and social indicators are as per the protocols established by GRI, except for greenhouse effect gases, which are governed by Standard ISO 14064, the GHG Protocol and the CO <sub>2</sub> under construction measurement protocol prepared by ENCORD. |
| 3.10. Explanation of the effect of any re-statements of information provided in earlier reports                                                                                                                                                                                                                 |                                                                                                                                            | Page 1                                                                                                                                                                                                                                                                                                                                                                                |
| 3.11. Significant changes from previous reporting periods in the scope, boundary, or measurement methods                                                                                                                                                                                                        |                                                                                                                                            | Page 21<br><br>In general, the environmental and social indicators are as per the protocols established by GRI, except for greenhouse effect gases, which are governed by Standard ISO 14064, the GHG Protocol and the CO <sub>2</sub> under construction measurement protocol prepared by ENCORD.                                                                                    |
| 3.12. Table identifying the location of the Standard Disclosures in the report                                                                                                                                                                                                                                  |                                                                                                                                            | Pages 25 - 28                                                                                                                                                                                                                                                                                                                                                                         |
| 3.13. Policy and current practice with regard to seeking external assurance for the report                                                                                                                                                                                                                      |                                                                                                                                            | About this report , Page 24                                                                                                                                                                                                                                                                                                                                                           |
| 4.1. Governance structure of the organization                                                                                                                                                                                                                                                                   |                                                                                                                                            | See Section: Corporate area > Organisation at <a href="http://www.fccco.es">www.fccco.es</a>                                                                                                                                                                                                                                                                                          |
| 4.2. Indicate whether the Chair of the highest governance body is also an executive officer                                                                                                                                                                                                                     |                                                                                                                                            | The CEO is the top-ranking executive                                                                                                                                                                                                                                                                                                                                                  |
| 4.3. For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.                                                                                                                                       |                                                                                                                                            | 1                                                                                                                                                                                                                                                                                                                                                                                     |
| 4.4. Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body                                                                                                                                                                                           |                                                                                                                                            | See Pages 54 and 55 of the FCC Group 2009 Corporate Governance Report accessible at <a href="http://www.fcc.es">www.fcc.es</a> (Section: Corporate Responsibility > Corporate governance)                                                                                                                                                                                             |
| 4.5. Linkage between compensation for members of the highest governance body, senior managers, and executives and the organization's performance                                                                                                                                                                |                                                                                                                                            | See Pages 17, 20 and 22 of the FCC Group 2009 Corporate Governance Report accessible at <a href="http://www.fcc.es">www.fcc.es</a> (Section: Corporate Responsibility > Corporate governance)                                                                                                                                                                                         |
| 4.6. Processes in place for the highest governance body to ensure conflicts of interest are avoided                                                                                                                                                                                                             |                                                                                                                                            | See Page 44 of the FCC Group 2009 Corporate Governance Report available at <a href="http://www.fcc.es">www.fcc.es</a> (Section: Corporate Responsibility > Corporate governance)                                                                                                                                                                                                      |

|                                                                                                                                                                                                                                                                                                   |     |                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4.7. Process for determining the qualifications and expertise to be required of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.                                                                                 |     | See Page 24 of the FCC Group 2009 Corporate Governance Report accessible at <a href="http://www.fcc.es">www.fcc.es</a> (Section: Corporate Responsibility > Corporate governance)                                                                                                                                                                                                                                       |
| 4.8. Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation                                                                                                    |     | Pages 1 and 10                                                                                                                                                                                                                                                                                                                                                                                                          |
| 4.9. Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, and adherence or compliance with internationally agreed standards, codes of conduct, and principles                            |     | See Page 61 and those in following of the FCC Group 2009 Corporate Governance Report accessible at <a href="http://www.fcc.es">www.fcc.es</a> (Section: Corporate Responsibility > Corporate governance).<br><br>Also see the sustainability surveillance and management structure in Section: Corporate Responsibility > Policy > Management structure > Committees at <a href="http://www.fcc.es">www.fcc.es</a>      |
| 4.10. Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance                                                                                                                                        | GC7 | See Page 25 of the FCC Group 2009 Corporate Governance Report accessible at <a href="http://www.fcc.es">www.fcc.es</a> (Section: Corporate Responsibility > Corporate governance)                                                                                                                                                                                                                                       |
| 4.11. Explanation of whether and how the precautionary approach or principle is addressed by the organization                                                                                                                                                                                     |     | Pages 9, 10, 15, 16 and 21                                                                                                                                                                                                                                                                                                                                                                                              |
| 4.12. Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses                                                                                                                                        |     | FCC Construcción has been a member of the United Nations Global Compact since 2005 (See: <a href="http://www.pactomundial.org">www.pactomundial.org</a> )                                                                                                                                                                                                                                                               |
| 4.13. Main associations and/or national/international advocacy organizations in which the organization holds membership and positions in governance bodies, participates in projects or committees, provides substantive funding beyond routine membership dues or views membership as strategic. |     | Pages 9 and 21<br><br>FCCCO is a member of the SEOPAN CSR Commission and the CERSE Transparency Working Group.<br><br>More associations at <a href="http://www.fccco.es">www.fccco.es</a>                                                                                                                                                                                                                               |
| 4.14. List of stakeholder groups engaged by the organization                                                                                                                                                                                                                                      |     | Shareholders (FCC Group), clients (public and private), employees, suppliers, local community and the media                                                                                                                                                                                                                                                                                                             |
| 4.15. Basis for identification and selection of stakeholders with whom to engage                                                                                                                                                                                                                  |     | Materiality study (Concerning this report)                                                                                                                                                                                                                                                                                                                                                                              |
| 4.16. Approaches to stakeholder engagement (frequency)                                                                                                                                                                                                                                            |     | Shareholder (FCC Group): periodical CSR Committee meetings<br><br>Clients: Works completion survey (FCCCO at a glance) and customer assistance service<br><br>Employees: corporate mail, training evaluation surveys, technical problem-solving effectiveness survey of site supervisors<br><br>Chain of supply: corporate mail and web<br><br>Local communities: complaint and suggestion acceptance channel (Page 23) |
| 4.17. Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting                                                                                                      |     | Shareholders (FCC Group): (Page 12)<br><br>Clients: Works completion survey (FCCCO at a glance) (Page 3)<br><br>Employees: Policies safeguarding the permanent staff (Page 12-13)<br><br>Chain of supply: Prompt payment (Page 14-15)<br><br>Local communities: Annoyances, technical risks and creating wealth (Page 22-23)                                                                                            |
| <b>ECONOMIC DIMENSION</b>                                                                                                                                                                                                                                                                         |     |                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Management approach                                                                                                                                                                                                                                                                               |     | Pages 6 and 7                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>ECONOMIC PERFORMANCE INDICATORS</b>                                                                                                                                                                                                                                                            |     |                                                                                                                                                                                                                                                                                                                                                                                                                         |
| EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments                                                                  |     | Pages 1 and 23                                                                                                                                                                                                                                                                                                                                                                                                          |
| EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change                                                                                                                                                                              |     | Pages 20 and 21                                                                                                                                                                                                                                                                                                                                                                                                         |
| EC3 Coverage of the organization's defined benefit plan obligations                                                                                                                                                                                                                               |     | See 2007/2008 Sustainability Report, Page 35. Accessible at <a href="http://www.fccco.es">www.fccco.es</a>                                                                                                                                                                                                                                                                                                              |
| EC4 Significant financial assistance received from government                                                                                                                                                                                                                                     |     | 5,182,070 € in 2009                                                                                                                                                                                                                                                                                                                                                                                                     |
| EC6 Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation                                                                                                                                                                                |     | Page 23                                                                                                                                                                                                                                                                                                                                                                                                                 |
| EC7 Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation                                                                                                                                                          |     | There is no active local hiring policy                                                                                                                                                                                                                                                                                                                                                                                  |
| EC8 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, inkind, or pro bono engagement                                                                                                                                    |     | Page 7 (Concessions Table)<br><br>The impacts are analyzed by the clients, but this is undoubtedly due to the infrastructures' contribution to development.                                                                                                                                                                                                                                                             |
| EC9 Understanding and describing significant indirect economic impacts, including the extent of impacts                                                                                                                                                                                           |     | Pages 15 and 23                                                                                                                                                                                                                                                                                                                                                                                                         |

| ENVIRONMENTAL DIMENSION                                                                                                                                                       |     |                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Management approach                                                                                                                                                           |     | Pages 14, 15, 16, 17, 18, 19, 20 and 21                                                                                                                                                                                                                                                                                                                                                                                                    |
| ENVIRONMENTAL PERFORMANCE INDICATORS                                                                                                                                          |     |                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| EN1 Materials used by weight or volume                                                                                                                                        | GC8 | Blacktop, concrete, soil and roadstone (mill. t): 43.4 (2008) and 229.6 (2009)<br><br>Paint, solvent, formwork release agents, concrete curing fluid, accelerating agents, fluidifying agents, antifreeze and epoxy resins (mil. m <sup>3</sup> ): 548.0 (2008) and 547.8 (2009) (only FCC Construcción)<br><br>Other harmful or hazardous substances (mil m <sup>3</sup> ): 24.1 (2008) and 28.0 (2009) (only FCC Construcción)           |
| EN2 Percentage of materials used that are recycled input materials                                                                                                            | GC8 | Pages 18 and 19                                                                                                                                                                                                                                                                                                                                                                                                                            |
| EN3 Direct energy consumption by primary energy source.                                                                                                                       | GC8 | Pages 20 and 21                                                                                                                                                                                                                                                                                                                                                                                                                            |
| EN4 Indirect energy consumption by primary source                                                                                                                             | GC8 | Pages 20 and 21                                                                                                                                                                                                                                                                                                                                                                                                                            |
| EN8 Total water withdrawal by source                                                                                                                                          | GC8 | Total consumption (mill m <sup>3</sup> ): 8.6 (2008) and 7.2 (2009)<br><br>Municipal supply withdrawal (mill m <sup>3</sup> ): 2.3 (2008) and 2.8 (2009)<br><br>Underground water withdrawal (mil m <sup>3</sup> ): 44.4 (2008) and 43.9 (2009)<br><br>Surface water withdrawal (mill m <sup>3</sup> ): 5.2 (2008) and 4.3 (2009)<br><br>Withdrawal from other sources (m <sup>3</sup> ): 700 (2008) and 763 (2009)                        |
| EN10 Percentage and total volume of water recycled and reused                                                                                                                 | GC8 | Pages 18 and 19                                                                                                                                                                                                                                                                                                                                                                                                                            |
| EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.                       | GC8 | Projects in protected natural areas:<br><br>14 projects (2008); 10 totaling an area of 4 mill m <sup>2</sup> (2009)<br><br>Projects possibly affecting protected areas: 15 (2008); 13 totaling an area of 0.5 mill m <sup>2</sup> (2009)<br><br>Projects on landscapes cataloged as of importance: 32 (2008); 31 totaling an area of 1.1 mill m <sup>2</sup> (2009)<br><br>No data is available regarding the m2 of area affected for 2008 |
| EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas | GC8 | Landscape, plant life and animal species affected.<br><br>More information in the "2009 Environmental Report", at <a href="http://www.fccco.es">www.fccco.es</a>                                                                                                                                                                                                                                                                           |
| EN13 Habitats protected or restored                                                                                                                                           |     | Pages 16 and 17                                                                                                                                                                                                                                                                                                                                                                                                                            |
| EN16 Total direct and indirect greenhouse gas emissions by weight                                                                                                             | GC8 | Pages 20 and 21                                                                                                                                                                                                                                                                                                                                                                                                                            |
| EN17 Other relevant indirect greenhouse gas emissions by weight                                                                                                               | GC8 | The emissions of other greenhouse effect gases are not significant.                                                                                                                                                                                                                                                                                                                                                                        |
| EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved                                                                                                   | GC9 | Pages 20 and 21                                                                                                                                                                                                                                                                                                                                                                                                                            |
| EN19 Emissions of ozone-depleting substances by weight.                                                                                                                       | GC8 | Only 2009 data available: 636,133 Kg                                                                                                                                                                                                                                                                                                                                                                                                       |
| EN20 NO, SO, and other significant air emissions by type and weight                                                                                                           | GC8 | Only 2009 data available<br><br>NOx: 5,556.4 t<br><br>SOx: 37,442 Kg<br><br>Particles: 24,846.0 t                                                                                                                                                                                                                                                                                                                                          |
| EN21 Total wastewater discharge by quality and destination.                                                                                                                   | GC8 | Discharge into watercourse (mill m <sup>3</sup> ): 1.2 (2008) and 1.5 (2009)                                                                                                                                                                                                                                                                                                                                                               |
| EN22 Total weight of waste by type and disposal method                                                                                                                        | GC8 | Pages 18-19                                                                                                                                                                                                                                                                                                                                                                                                                                |
| EN23 Total number and volume of significant spills                                                                                                                            | GC8 | 2008: 105 accidental spills totaling a volume of 10.3 m <sup>3</sup><br><br>2009: 97 accidental spills totaling a volume of 9.5 m <sup>3</sup>                                                                                                                                                                                                                                                                                             |
| EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation                                                                  | GC8 | Bioclimatic architecture in building construction, renewables business (Pages 20-21) and environmental recovery and preservation areas (Page 16)                                                                                                                                                                                                                                                                                           |
| EN27 Percentage of products sold and their packaging materials that are reclaimed by Category                                                                                 | GC8 | The FCCCO building activity does not include the production of packaged/containerized goods for sale or shipment to customers                                                                                                                                                                                                                                                                                                              |
| EN28 Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations                                 | GC8 | 2008: 99.9 thousand €<br><br>2009: 3.2 thousand €<br><br>There is no monetary fines                                                                                                                                                                                                                                                                                                                                                        |



| SOCIAL DIMENSION                                                                                                                                                                                          |         |                                                                                                                                                                                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SOCIAL PERFORMANCE INDICATORS                                                                                                                                                                             |         |                                                                                                                                                                                                                                                                    |
| <b>1. Labor practices and decent work</b>                                                                                                                                                                 |         |                                                                                                                                                                                                                                                                    |
| Management approach                                                                                                                                                                                       |         | Pages 10, 11, 12 and 13                                                                                                                                                                                                                                            |
| LA1 Total workforce by employment type, employment contract, and region                                                                                                                                   |         | Pages 12 and 13. Of the total employees on staff in 2009, 55.8% are employed by ALPINE, 30.9% by FCCCO National, 10.4% by FCCCO International and 2.9% by other FCCCO.                                                                                             |
| LA2 Total number and average rate of employee turnover by age group, gender, and region                                                                                                                   |         | Page 13. Net turnover in 2009: 422 people; Average permanent employee age in 2009: 42.12 yrs.; Average no. years employed by Company by 2009: 10.97 yrs.                                                                                                           |
| LA4 Percentage of employees covered by collective bargaining agreements                                                                                                                                   | GC3     | 100%                                                                                                                                                                                                                                                               |
| LA5 Minimum notice period(s) regarding operational changes, including whether specified in collective agreements                                                                                          | GC3     | Specified in the collective bargaining agreements                                                                                                                                                                                                                  |
| LA7 Rates of absenteeism, occupational diseases, lost days, and absenteeism, and number of workrelated fatalities by region                                                                               |         | Page 9. For more information, see the FCC Group CSR Report in Section: Corporate Responsibility > Corporate Social Responsibility reports at <a href="http://www.fcc.es">www.fcc.es</a>                                                                            |
| LA8 Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases                          |         | Page 9                                                                                                                                                                                                                                                             |
| LA10 Average hours of training per year per employee by employee category                                                                                                                                 |         | Page 9                                                                                                                                                                                                                                                             |
| LA13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity                                 | GC6     | Page 13. See Section: Corporate area > Organisation at <a href="http://www.fccco.es">www.fccco.es</a>                                                                                                                                                              |
| LA14 Ratio of basic salary of men to women by employee category                                                                                                                                           |         | Online with the International Labour Organization, pay is equal for men and women for equal work.                                                                                                                                                                  |
| <b>2. Human rights</b>                                                                                                                                                                                    |         |                                                                                                                                                                                                                                                                    |
| Management approach                                                                                                                                                                                       |         | Pages 14 and 15                                                                                                                                                                                                                                                    |
| HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening                                                      | GC1-GC2 | FCCCO does not have any investment agreements with a human rights clause                                                                                                                                                                                           |
| HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken                                                                                   | GC1-GC2 | Pages 14 and 15                                                                                                                                                                                                                                                    |
| HR4 Total number of incidents of discrimination and actions taken                                                                                                                                         | GC1-GC6 | The organization's Code of Ethical Conduct includes the actions to be taken in the event of incidents of discrimination (See Code of Ethical Conduct in Section: Corporate responsibility > Corporate governance at <a href="http://www.fcc.es">www.fcc.es</a> )   |
| HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to uphold these rights                            | GC3     | The organization's Code of Ethical Conduct includes the actions to be taken in the event that this right is not respected (See Code of Ethical Conduct in Section: Corporate responsibility > Corporate governance at <a href="http://www.fcc.es">www.fcc.es</a> ) |
| HR6 Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor                                                     | GC5     | N/A (*)                                                                                                                                                                                                                                                            |
| HR7 Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor                       | GC4     | N/A (*)                                                                                                                                                                                                                                                            |
| <b>3. Society</b>                                                                                                                                                                                         |         |                                                                                                                                                                                                                                                                    |
| Management approach                                                                                                                                                                                       |         | Pages 22 and 23                                                                                                                                                                                                                                                    |
| SO1 Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting                            |         | Page 23                                                                                                                                                                                                                                                            |
| SO2 Percentage and total number of business units analyzed for risks related to corruption                                                                                                                | GC10    | Page 11. No existing data on the number of business units analyzed                                                                                                                                                                                                 |
| SO3 Percentage of employees trained in organization's anti-corruption policies and procedures                                                                                                             | GC10    | In 2009, FCCCO began developing a training package in business ethics which will be compulsory for 100% of the staff (*)                                                                                                                                           |
| SO4 Actions taken in response to incidents of corruption.                                                                                                                                                 | GC10    | The organization's Code of Ethical Conduct includes the actions to be taken (See Section: Corporate responsibility > Corporate governance at <a href="http://www.fcc.es">www.fcc.es</a> )                                                                          |
| SO5 Public policy positions and participation in public policy development and lobbying                                                                                                                   |         | The organization's Code of Ethical Conduct includes the principle of political neutrality (See Section: Corporate responsibility > Corporate governance at <a href="http://www.fcc.es">www.fcc.es</a> )                                                            |
| SO8 Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations                                                                            |         | 8.0 thousand € en 2009<br>No fines of any monetary value were imposed in 2009                                                                                                                                                                                      |
| <b>4. Product responsibility</b>                                                                                                                                                                          |         |                                                                                                                                                                                                                                                                    |
| Management approach                                                                                                                                                                                       |         | Product responsibility is confined to the maintenance stipulated under contract.                                                                                                                                                                                   |
| PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures |         | Full compliance is rendered with all legal and contractual requirements in relation to the healthiness and safety of the buildings and infrastructures                                                                                                             |
| PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements                                          |         | In residential building construction: Building Log Book                                                                                                                                                                                                            |
| PR5 Practices related to customer satisfaction including results of surveys measuring customer satisfaction                                                                                               |         | Page 3. FCC at a glance. A total of 128 works completion surveys were conducted in 2009.                                                                                                                                                                           |
| PR6 Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship                                                 |         | No practice is carried out in this regard.                                                                                                                                                                                                                         |
| PR9 Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services                                                             |         | There was no noncompliance.                                                                                                                                                                                                                                        |

(\*) The Code of Ethical Conduct

All other indicators not included in this Table were not considered to be a major priority in the materiality study conducted.

# About this report

## Scope:

The aspects of sustainability covered in this report are focused on those specific events which have conditioned the Company's economic, environmental and social results and those related to its interest groups in 2009.

## Coverage:

All of the activity carried out by the FCC Construction Group and its subsidiaries and investee companies in which it holds an interest in Spain, Austria, the rest of Europe, America and Asia during 2009, including the performance of the chain of supply in those aspects under supervisory. Any information which does not agree with this outline will be suitably indicated throughout this document.

## Previous Sustainability Report:

2007/2008 - 2008 Update

## Publishing frequency:

Biannual with updates for even-numbered years.

## Principles of report preparation:

- **Materiality and participation of the interest groups:** This report has been prepared taking into account the findings of the materiality study conducted by the FCC Group adhering to Standard AA 1000.
- **Context of sustainability:** This report analyzes the Company's results by establishing the connections between sustainability and the organization's strategy.
- **Thoroughness:** The information set out in this report makes it possible to reasonably assess the organization's performance in those aspects which have been considered key in 2009. Reference is made throughout this document to other available sources for further information.
- **Reliability:** The information included in this report is backed by internal and external checks, in addition to having been validated and verified by independent third parties.



*"This report was approved by the FCC Construction Sustainability Committee on June 21, 2010. The FCC Construction Board of Directors also having registered this Sustainability Report on June 29, 2010."*

*"FCC Construcción has chosen to prepare this report according to the 2006 recommendations of the Global Reporting Initiative. The information published in this report has been validated and verified by AENOR"*

## For more information:

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This document is the English translation from the Spanish version.



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