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FCC Construcción publishes its 2025-2026 Sustainability Report

Once again, we publish our [Sustainability Report](#), setting out the main milestones, progress and commitments that defined our performance during 2025 and will guide our steps over the coming years. Our management approach is guided by three strategic lines: Environmental, Social and Governance (ESG), complemented by a fourth cross-cutting line that integrates, strengthens and enhances them. Together, they form the reference framework for our 2023-2026 Sustainability Strategy, whose cycle comes to an end this year and lays the foundations for a new stage in defining our sustainability challenges.

2025 is also a particularly significant year for us, as we celebrate **125 years of building history**. This legacy inspires us to continue creating sustainable value over time, promoting solutions that contribute to the wellbeing of communities and to the development of a more resilient, inclusive and sustainable society. All of this is made possible by people: those who are part of our organisation and those who place their trust in us to bring their projects and objectives to life.

Through this Report, we once again reaffirm our commitment to the United Nations Global Compact and to embedding its Ten Principles into our business management. In the same way, we renew our commitment to continue making progress in their implementation and to contribute actively to the achievement of the Sustainable Development Goals (SDGs), generating shared value for our stakeholders and for society as a whole.

Some of our achievements in 2025 were as follows:

Environmental:

- We avoided the emission of more than 194,000 tonnes of CO2e into the atmosphere.
- We reused around 10 million tonnes of soil and materials on site.
- We reduced dust emissions by 2,135 tonnes.
- We reused more than 65,000 m3 of water in our projects.
- We implemented the Zero Waste Management System at the UTE Benissa site, achieving 99.99% of waste sent for recovery treatment.

Social:

- More than 1,800 new hires and a lower turnover rate, reduced by almost two points compared with the previous year.
- Our female turnover rate stood at around 1%, reflecting a high level of stability among female talent within the organisation.
- We reduced our gross gender pay gap by more than one percentage point, making progress in our commitment to equal pay.
- We consolidated our position in Merco's sector ranking of the most responsible companies according to ESG criteria.
- We exceeded 115,000 hours of training delivered, with an average of 17.49 hours per employee, compared with 15.31 hours the previous year.
- We maintained 100% of employees covered by the Occupational Health and Safety

Management System (ISO 45001).

Governance:

- We completed our adherence to the GoSupply Achilles platform, strengthening supplier assessment, approval and monitoring under ESG criteria and improving transparency in supply chain management.
- We took part for the first time in the Forward Faster Reporting Questionnaire of the UN Global Compact in the area of Finance and Investment.
- We consolidated a more independent and robust Compliance Model and approved the Compliance Committee Regulations.
- We participated in the consultation process on the application of the European Union Green Taxonomy through the Spanish Association of Infrastructure Construction and Concession Companies (SEOPAN).
- 100% of the members of the governing body and employees with online access were informed about the company's policies and procedures on anti-corruption.
- We actively participated in the United Nations Think Lab on Business Integrity, and in the preparation of the new Practical Anti-Corruption Guide for companies, promoted together with the United Nations Global Compact and the United Nations Office on Drugs and Crime (UNODC).

Innovation and Digitalisation:

- We increased our investment in R&D&i by more than €93,500, consolidating our commitment to innovation and technological development.

- Key projects: Smart Construction Manager (SCM), SOSTEVAL-TEC, DigiChecks, 0 ACCIDENTES, DEMOLTECH, Qatar Geopolymers, CYBERSEC, PRESAI, EDIFICTECH, CLIMPORT, ATENEA, SPADIN.
- We obtained the patent "Method for unloading, transporting and installing railway track rail" in Canada.
- We approved the digitalisation procedure, designed to organise existing initiatives, channel future ones, and strengthen and accelerate the company's digitalisation process.
- We consolidated the development of the Alejandría Project as a knowledge management tool.
- The BIM and Digital Construction Strategy 2026-2029 was approved, aligned with a new planning cycle.