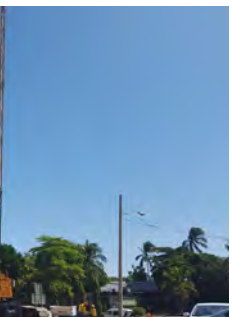




Sustainability Report

2015
2016





Control tower of El Dorado's airport, Colombia

Cover photo: Doha Metro Project, Qatar

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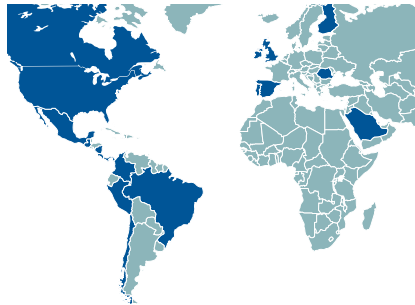
Annexes

FCC Construcción at a glance



1900 - 2015

Engaged in construction activity



Present in 20 countries and 4 continents:

- Canada, USA, Mexico, Brazil, Colombia, Chile, Peru, Panama, Costa Rica, Nicaragua and Guatemala.
- Spain, Romania, UK, Ireland, Portugal and Finland.
- Saudi Arabia and Qatar.

Over



6,800

Professionals

Covering all fields of engineering and construction in civil works and building

- **Civil works:** motorways and roads, bridges, tunnels, railway and airport works, hydraulic and marine works.
- **Building and Refurbishment:** houses and housing developments, non-residential buildings and refurbishment.
- **Concessions:** highways and roads, tunnels, metro and trams, port terminals, airports and non-residential buildings.
- **Industrial:** turnkey projects, hydrocarbon pipelines, electromechanical installations, maintenance and energy efficiency, IT systems.

Over



700

Km built for high-speed trains

A business portfolio of
6,230
billion (€)

55%
of revenue comes from abroad



Commitment to climate change

- Checking greenhouse gas (GHG) emissions since 2010.
- Ever since 2012, FCC Construcción has obtained the AENOR carbon footprint "Verified CO₂ Environment" certificate.
- The 2013 and 2014 carbon footprints are recorded in the MAGRAMA Registry, being the first construction company to do so.
- European Environment Award in 2012.



Environmental management

FCC Construcción has an environment management system, certified in accordance with the **ISO 14001** standard in the 20 countries where it operates, reaching **96.9%** of its total operation. The company also has a system of Good Practices, adding actions to legislative and contractual requirements, or those of any other nature, that guarantee the best true environmental performance.

Collaboration in work groups related to sustainable construction:

International Technical Committee ISO/ TC59/SC17 "Building construction/ Sustainability in building construction"; International Technical Committee CEN/TC350 "Sustainability of construction Works"; Technical Committee for Standardisation AEN/CTN 198 "Sustainable Construction" International Initiative for a Sustainable Built Environment (iSBE); Green Building Council España (GBCe); BREEAM Spain.

Participation in work groups in other environmental areas:

International Technical Committee ISO/TC207 "Environmental Management"; Spanish National Commission on Large Dams (SPANCOLD); International Commission on Large Dams (ICOLD); National Council of Corporate Social Responsibility (CERSE); AENOR Advisory Council for Construction Companies; SEOPAN; Spanish Association for Quality; European Network of Construction Companies for Research and Development (ENCORD); European Construction Technology Platform (ECTP); Spanish Construction Technology Platform (PTEC).

Investment in R&D&i:



7,2
(M€) in 2015

Certificate for R&D&i Management System: Certified under UNE 166002:2006 and system adapted to new standard UNE 166002:2014.

R&D&i priority areas: Energy efficiency in buildings
Railway infrastructures, Maritime Works, BIM-Building Information Modelling, Sustainable construction.

Collaboration with prestigious organisations in the field of innovation:

Spanish Construction Technology Platform (PTEC).
European Construction Technology Platform (ECTP).
SEOPAN R&D&i Committee.
CEOE -AENOR- Adif Railway- Technology Centre.



Supporting Communities

Over
3,7
(M€) invested in
2015

- Part of the **United Nations Global Compact since 2004.**
- Active presence in a multitude of both national and international **external forums** related to sustainability.
- Direct communication with local communities through social action initiatives.
- Constant boost for local employment.
- Knowledge dissemination and transfer.

During 2015

January

- FCC Construcción and ACS close round of funding for line 2 of the Lima Metro for nearly €1.8 billion.
- FCC reshapes its Board of Directors.
- Works commence on Riga airport, built by FCC Construcción.

March

- FCC Industrial secures the contract for the Medellín-San Marcos line in Colombia for €44 million.
- The final concrete block of the breakwater at the Port of Açú in Brazil is anchored.
- FCC Construcción formalises its second Equality Plan.
- FCC Construcción launches the “Life Comes First” safety campaign in Central America.

April

- FCC Industrial obtains the LEED Platinum certification for energy sustainability and efficiency for its Data Processing Centre in Murcia.

May

- Construction of the first provisional bridge over the River Mersey in the United Kingdom.
- FCC Industrial completes works on the LNG regasification terminal in Quintero, Chile.
- FCC participates in the good business practices guide regarding accessibility.

July

- Luis ‘Chicho’ Fábrega Hospital, built by FCC Construcción in Panama, opens to the public.
- FCC Industrial awarded equality hallmark.

August

- FCC Construcción successfully places the final arch segment of the Almonte Viaduct in Cáceres - a world record in railway viaduct spans.
- Carlos M. Jarque appointed as the new Executive Director and CEO of FCC.

September

- Filling of the new access channel to the expanded Panama Canal commences.
- Publication of the 2014 update of the Sustainability Report of FCC Construcción, in accordance with the GRI-G4 guidelines.
- FCC Construcción joins the “one million climate commitments” initiative by MAGRAMA ahead of the COP21 in Paris.
- Four FCC Construcción case studies included in the catalogue of best CSR practices in Ibero-America, drawn up by the Ministry of Foreign Affairs.

October

- The section completing the A-7 Mediterranean Motorway in Spain is finished.
- Project award for the construction of the Toyo tunnel in Colombia for €392 million.
- Works start on line 2 of the Panama Metro.
- Boring of the first tunnel section of line 5 of the Riyadh Metro comes to an end.
- Inauguration of the new German College in Madrid.
- Publication of the 2015 Environmental Report, a biannual report containing the organisation’s environmental indicators, results and initiatives.
- FCC Construcción updates its record in the Register of Carbon Footprint with its footprint for the 2014 financial year.

November

- FCC Construcción takes part in the United Nations Orange Day for the elimination of gender-based violence.
- Restoration finishes on the Fort of Graça in Portugal.
- FCC Industrial finishes lifting the LNG Tank roof in Pöri, Finland.

December

- Inauguration of the new control tower at Bogotá Airport.
- The FCC Board of Directors approves a €709.5 million capital increase.



Awards and acknowledgments regarding our work

- Lieberman Award for the Best Works: San Marcos viaduct in Mexico.
- The “Americas Deal of the Year 2015” award for the financing secured for the construction of line 2 of the Lima Metro in Peru.
- The Professional Association of Civil Engineers of Madrid (ICCP Madrid office) gives the best works abroad award to line 1 of the Panama Metro and the best municipal works award to the connection roads on the Sector AR Tres Cantos.
- The Mersey Bridge awarded the PFI “European Infrastructure, 2014” and the “European Road Deal of the year” (JGlobal) awards.
- FCC Construcción in Chile included on the “Risk Prevention Honours Table” of the Mutual de Seguridad and the Chilean Chamber of Construction (CChC) for its management of risk prevention in the workplace.
- The “Potencia 2015 Award” in the land routes category awarded for the Carchuna-Castell de Ferro section of the A7 Mediterranean Motorway in Spain.
- The Data Processing Centre of the Valladolid Military Hospital in Spain honoured with the “DPC of 2015” innovation award.
- The “Germán Ignacio Gómez Pinilla National Environmental, 2014” award received for the Hydraulic Adaptation and Environmental Recovery Project of the Bogotá river in Colombia.
- FCC Industrial given a Safety in the Workplace award by FREMAP Castellón.
- The “Communication on Progress” Report of FCC Construcción obtains the Advanced Level (Global Compact UN).

Certified activity

Management Area	Standard	2014		2015	
		Total	Spain	Total	Spain
Quality	ISO 9001	97.4%	100%	97.3%	100%
Environment	ISO 14001	77.4%	99.9%	96.9%	100%
Occupational Health and Safety	OHSAS 18001	81.5%	99.9%	87.4%	99.5%
GHG emissions	ISO 14064	36.1%	70.3%	33.7%	74.6%
Information Security	ISO 27001	36.1%	70.3%	39.2%	86.8%
R&D&i Management	UNE 166002	NA	70.3%	33.7%	74.6%

The data, except in the case of Occupational Health and Safety, which includes the percentage of employee coverage, corresponds to the percentage of certified business.



Material Aspects and Boundaries (G4-18A) (G4-19) (G4-26)

FCC Construcción has produced this Sustainability Report in accordance with the requirements set out in the G4 guidelines of the Global Reporting Initiative, based on a materiality study that identifies the most important issues for the Group and its construction subsidiary.

Methodology of the materiality study

The conducted materiality study was based on the 46 specific aspects established by the Global Reporting Initiative in its G4 Sustainability Reporting Guidelines, which apply to the infrastructure sector. These aspects have been classified along the three areas of the 3rd Corporate Responsibility Master Plan of FCC Group.

All the specific aspects have been quantitatively assessed under a “relevance” criterion and based on an analysis of public information produced by opinion leaders that are important to the company, which includes the following:

- International: The G4 guidelines of the Global Reporting Initiative, the Dow Jones Sustainability Index questionnaire

relating to the construction sector, the OCDE and the United Nations Global Compact.

- Sectoral: International Project Finance, Labour Foundation for Construction and TECNIBERIA.

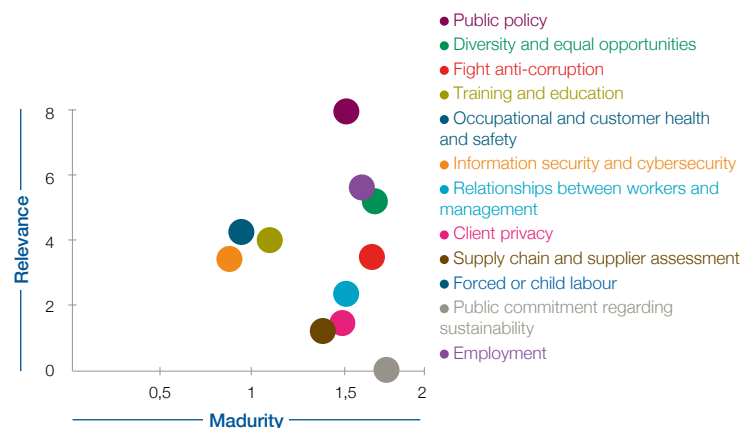
Furthermore, the “maturity” of each aspect has also been assessed using a sector benchmark, which assesses public information regarding sustainable performance of the main competing companies of FCC Construcción and FCC’s relative position in this benchmark.

Additionally, the initial identification of the material aspects was subjected to an internal verification, by meetings with the various FCC Construcción people in charge of reporting, who ranked the aspects identified in the external analysis according to its internal relevance for the organisation.

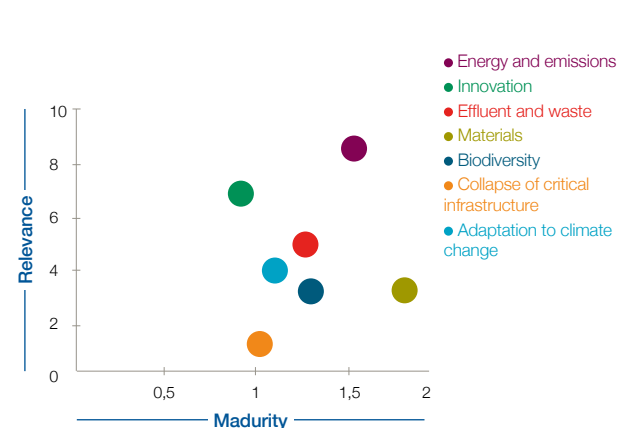
Considering the relevance and maturity criteria, we have established three materiality matrixes for FCC Construcción, shown in the following graphs. The material aspects are those that obtain a higher score in each axis of the Master Plan, after multiplying the parameter “maturity” by the parameter “relevance”.

Materiality analysis results

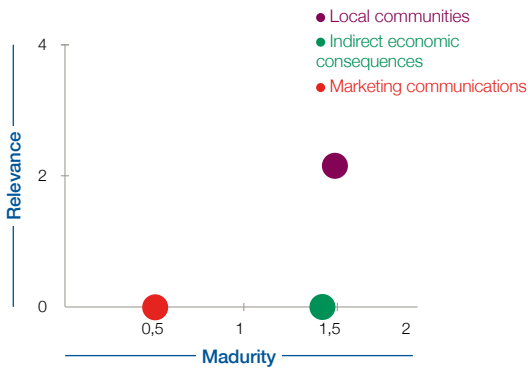
Exemplary conduct



Intelligent services



Connecting citizens



In addition to the above, diverse sources of information on trends in the construction sector, including the Global Risk 2016 (World Economic Forum), World Markets Report, Foresight: A Global Infrastructure Perspective (KPMG) and the ISS 2020 Vision, were analysed during the 2015 financial year.

An external consultation process also took place, carried out through interviews with opinion leaders in the investment area and through a financial and extra-financial analysis, which indicated the following emerging aspects that FCC Construcción is to consider in its sustainability strategy.

- Proliferation of new financing formulas such as public and private partnerships.
- Urban planning and sustainable development driven by demographic pressure, as well as the need for new sustainable

solutions (green spaces, clean energies, sustainable mobility, metropolitan connection nodes, etc.).

- Integrity and ethical principles in infrastructure design, awards and development: greater demand for transparency in contract awarding and procurement processes.

Comparing the materiality assessment of year 2015 with the one of the previous year, there are three emergent aspects that are relevant: “public policy”, “innovation” and “materials”. On the other hand, aspects such as “occupational health and safety”, “water” and “indirect economic consequences” are still significant, but they are not ranked as high as in 2014, because their degree of development in the organization management has increased and, therefore, they are not emergent any more.

Material aspects vs. SDGs

The following graph shows the relationship between the highest priority material aspects that have been identified by FCC Construcción and its relation with the Sustainable Development Goals (SDGs)

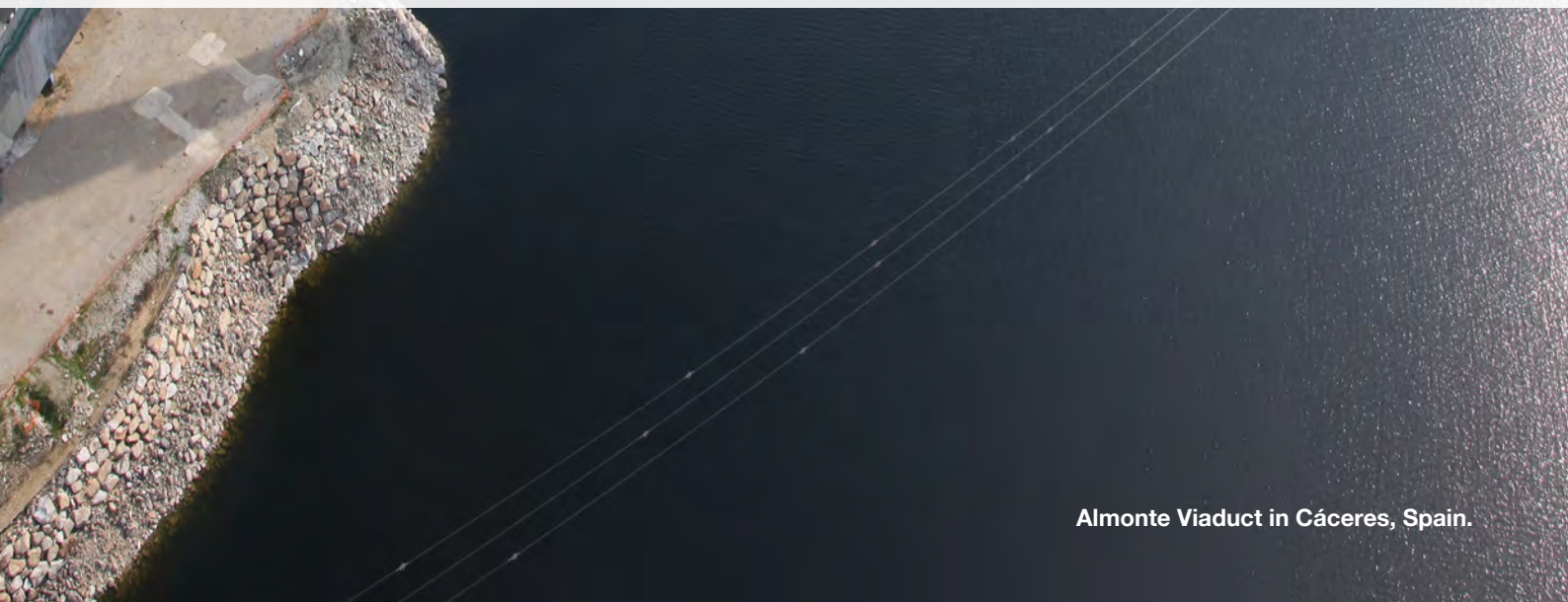
Letter of External Assurance of the Sustainability Report



	SUSTAINABLE DEVELOPMENT GOALS																
	1. No poverty	2. Zero hunger	3. Good health and well-being	4. Quality education	5. Gender equality	6. Clean water and sanitation	7. Affordable and clean energy	8. Decent work and economic growth	9. Industry, innovation and infrastructure	10. Reduced inequalities	11. Sustainable cities and communities	12. Responsible consumption / Production	13. Climate action	14. Life below water	15. Life on land	16. Peace, justice and strong institutions	17. Partnerships for the goals
Exemplary Conduct																	
Public policy							✓	✓	✓		✓	✓					
Diversity and equal opportunities				✓				✓		✓							✓
Training and education				✓				✓									
Employment	✓							✓		✓							
Fight anti-corruption								✓		✓							✓
Intelligent services																	
Energy and emissions													✓			✓	
Innovation									✓		✓	✓					✓
Effluents and waste						✓								✓	✓		
Materials									✓		✓	✓					
Biodiversity					✓									✓	✓		
Connecting citizens																	
Local communities	✓	✓	✓	✓				✓		✓							✓



Chairman's statement





Once again, I have the pleasure of presenting the Sustainability Report of FCC Construcción, where we set out the results of our responsible management with the community, undertaken from a perspective of efficiency and determination to do things well in terms of integrity, human development, protecting the planet and creating wealth.

This year has been a time of great change for FCC Group, since our company has begun a major transformation in operating, finance and management areas, aiming to strengthen our ability to provide improved, more sustainable solutions that help us to better and more consistently meet the challenge of contributing to the wellbeing and development of people.

We have sought to strengthen synergies among the different companies of FCC Group and to improve the profitability of our operations, risk control and the use of innovation as a competitive edge. We have also sought to reduce costs, focusing the business on projects in which we have a clear competitive advantage and in which we stand out from competitors.

The current and future internationalisation and development of our company in markets with high growth potential is a challenge that we are undertaking with the best tools and with investment in professional training, that helps us to undertake our work in multicultural and complex environments. The strength of the international backlog, efficiency measures and structural changes are starting to show, encouragingly, more positive results.

With a revenue of 1.993 billion euros in 2015, and with a stable presence in 16 countries, over 78% of our portfolio is located outside of Spain. A gross operating profit (EBITDA) of 98 million euros signals a recovery in profitability. The portfolio as at 31 December increased to 6.230 billion euros as a result of major contract awards, which were reported in the world's media and consolidate FCC's leadership in the sector.

The situation of the construction sector in Spain has required a series of restructuring and organising measures, among which is the partial restructuring of our staff which is to finalise in 2016. This difficult process has been undertaken in a context of open and transparent dialogue, offering our professionals alternative measures whenever possible.

We will remain committed to environmental, risk prevention and integrated quality policies in the value chain. We will also remain resolute in our commitment to innovation and to developing and caring for our professionals and the communities in which we work. This year we have formalised our second equality plan and, in doing so, we have been recognised by the Spanish government which has awarded us with the "Equality in the Workplace" hallmark for 2015.

Through our commitment to the Principles of the United Nations Global Compact, we remain dedicated in our daily activity and in the work of third parties, respecting human and work-related rights, the environment and business ethics everywhere we work. It is no accident, therefore, that the UN Global Compact Network Spain has acknowledged FCC Construcción for fostering, in a partner capacity, the Network's mission since it was founded ten years ago.

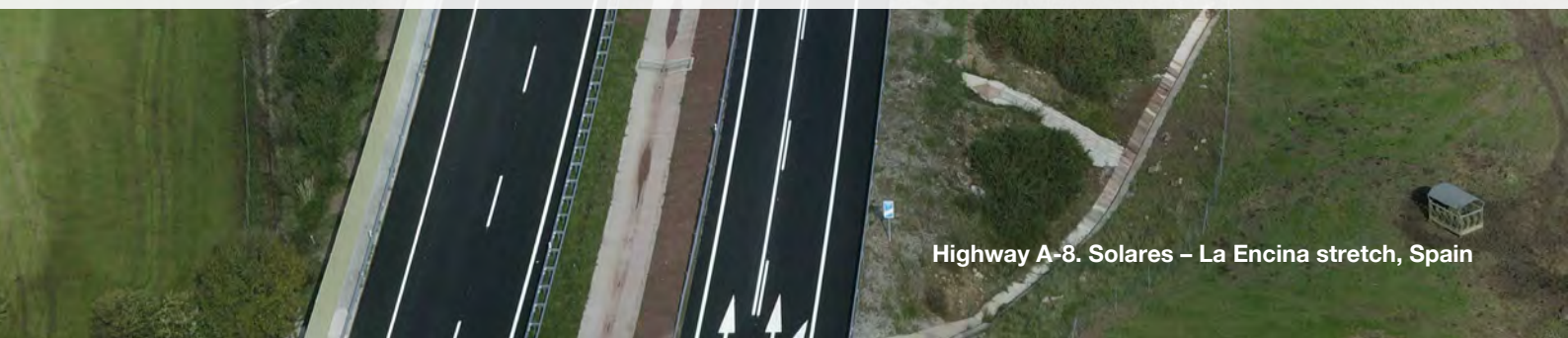
You can now read this edition of the Sustainability Report where we show, thanks to the effort of our team of professionals, our ability to transform along with our serious and committed business culture - acquired over our 115 years in business, making us the longest-standing construction company in Spain - how we contribute to meeting the sustainable development goals approved by the UN in 2015, a guide for our contribution to a more sustainable world.

Miguel Jurado Fernández
Chairman of FCC Construcción, S.A.



Our organisation

- Business profile and strategy 11
- International presence 12
- Economic performance 14



· 2015 MILESTONES ·

- Awarding of the contract for the Medellín-San Marcos line in Colombia to FCC Industrial.
- Project award for the construction of the Toyo tunnel in Colombia to FCC Construcción.
- Commencement of major projects: Riga airport (Latvia), the Luis Chicho Fábrega Hospital (Panama), the control tower at Bogotá airport (Colombia), the A-7 Mediterranean Motorway (Spain) and the LNG Tank in Pöri (Finland).
- International activity accounts for 55% of revenue.
- Stability in the business backlog, 78% stemming from the international market
- Adaptation of company processes to the international situation.

· FUTURE CHALLENGES ·

- Increasing revenue in international markets.
- Continuous improvement of production processes and cost optimisation.
- Limiting international presence to profitable geographical areas and activities.
- Recovering economic-financial stability which enables adequate returns for shareholders.

Business profile and strategy

FCC Construcción, with over 115 years of accumulated business experience, is the company that brings together the construction activity of the FCC Group, an international reference in infrastructures, environmental services and water management.

Its main activity lies in civil engineering, industrial and building works. It also has proven experience in undertaking concession projects and has a group of subsidiary companies dedicated to the industrial and energy sectors, as well as to activities relating to construction (engineering, prefabrication, installation, etc.), grouped together under the FCC Industrial trademark.

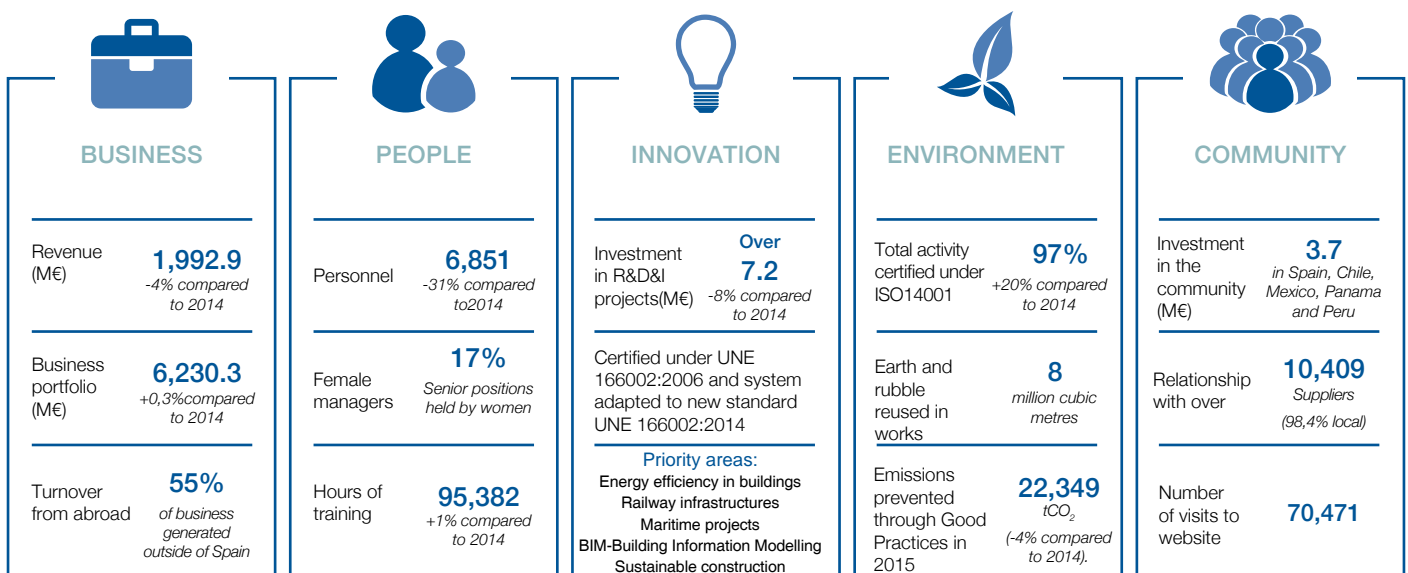
FCC Construcción advocates a sustainable development model, focussing its strategy on creating value, caring for people and the environment, and developing communities where it is present through its work.

This report presents information regarding performance in the area of sustainability and has been drawn up under the comprehensive option of the G4 guidelines of the Global Reporting Initiative.

Furthermore, the efforts and initiatives of FCC Construcción, geared towards meeting the Sustainable Development Goals (SDGs) established by the UN in 2015, are also set out in this report. As such, some of the SDGs on which the company's activity has greater impact are set out in the following pages*.

Boosting employment in communities where it carries out its work, especially in places with weaker economies, and encouraging professionals in the area, along with the protecting the environment and fighting against climate change, all guide the company's actions and have become key fields of action with regards to sustainability.

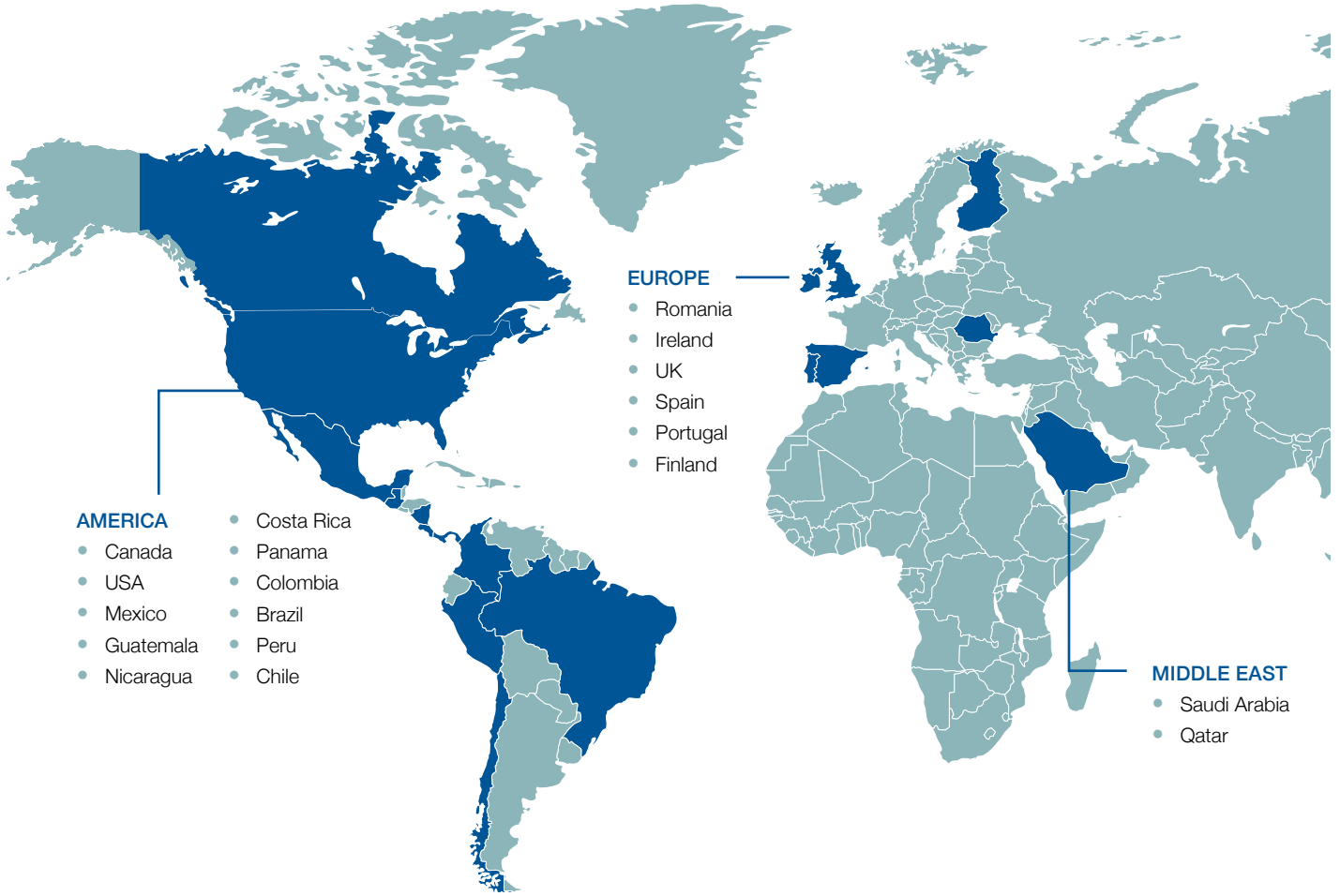
Key Figures in 2015



*The visuals of the Sustainable Development Goals included in this report have been taken from the UN website.

International presence

FCC Construcción undertakes its activity in high potential markets around the world, both directly and through its local, subsidiary and affiliate companies.



Coatzacoalco's immersed tube tunnel, Mexico



Callao Port, Peru

Main projects 2014-15

During the last two financial years, FCC Construcción has been awarded important international contracts, helping the company to consolidate its position as one of the most renowned and successful construction companies.

Ongoing contracts	Amount
Riyadh Metro (Saudi Arabia): Contract for the design and construction of lines 4 (Orange), 5 (Yellow) and 6 (Purple).	€ 6.07 billion
Lima Metro (Peru): Contract for the design, construction and operation of line 2 of the Lima Metro for a term of 30 years.	€ 3.9 billion
Line 2 of the Panama Metro (Panama): Design engineering, construction of civil works, ancillary installations of the line, supply and installation of the comprehensive railway system, including rolling stock and the initial commissioning of the line.	€ 1.65 billion
Railway projects on the Transylvanian line (Romania): Contract for the construction of two 28 km railway sections and other additional infrastructures, such as tunnels and bridges, in Transylvania.	€ 830 million
Mersey Bridge (UK): Contract for the design, construction, financing, maintenance and operation of the bridge.	€ 700 million
Gerald Desmond Bridge (US): Contract for the design, replacement and construction of the bridge.	€ 540 million
Doha Metro (Qatar): Contract for the construction of a section on the red line of the Doha Metro.	€ 506 million
New Ciudad Hospitalaria (Panama): Contract for the design, urban development, environmental impact, construction, funding and fitting out of the Ciudad Hospitalaria complex in Panama.	€ 440 million
Port of Açú (Brazil): Contract for the construction of a new 2,438 linear metre dock and a 600 metre breakwater.	€ 402 million
Toyo Tunnel, Port of Uraba (Colombia): Contract for the construction, operating and maintenance of the tunnel works.	€ 392 million
Highway 407 Station and Northern Tunnels in Toronto (Canada): Contract for the Toronto subway extension, which includes building the Northern Tunnels and the Highway 407 Station.	€ 304 million

Economic performance

The fall in demand in Spain and in other Latin American countries has led to a decrease in the revenue of FCC Construcción. In 2015, the company's revenue amounted to 1.9929 billion euros, down 4% on the previous financial year. 55% of this revenue accounts for business outside of Spain, confirming the company's consolidation on an international scale. In terms of geographical areas, the growth in production in the Middle East and Europe stands out. This is mainly due to a greater rate of construction on the Mersey Bridge and on the Riyadh and Doha Metros, while such growth in Spain and Latin America has fallen due to the completion of important works, such as the A-7 Mediterranean Motorway, the Almonte Viaduct and the Luis Chicho Fábrega Hospital.

In 2015, the EBITDA fell 23%, amounting to €75.8 million. Nevertheless, the business backlog remains stable, with a slight increase of less than 1%. This highlights the growing importance of the international market, which continues to play a significant role in the business of FCC Construcción, already accounting for over 78%. Additionally, civil construction works take prime position among the different activities undertaken by the company, accounting for over 80% of the backlog of FCC Construcción.

8 DECENT WORK AND ECONOMIC GROWTH



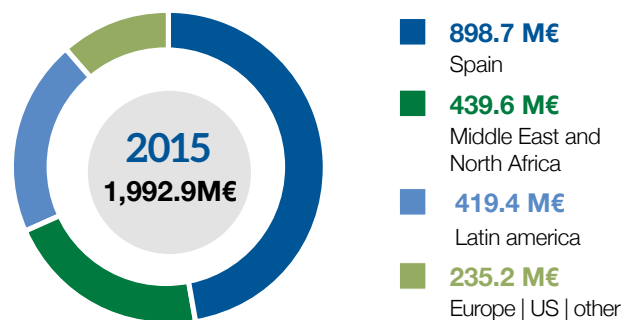
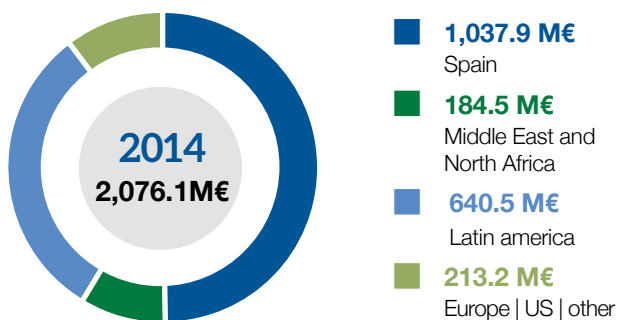
FCC Construcción seeks high levels of financial productivity through diversification, technological innovation and streamlining of its production model. The company's activity fosters safe and secure employment with training, and creates direct and indirect wealth on a regional scale.



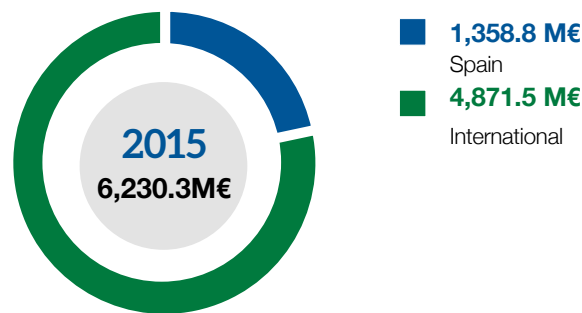
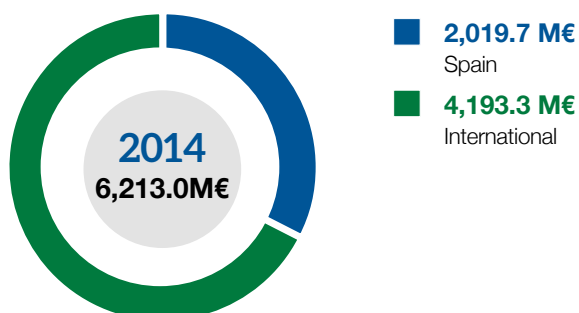
Key financial figures

	2014 (M€)	2015 (M€)
Revenue	2,076.1	1,992.9
Gross Operating Profit (EBITDA)	98.2	75.8
EBITDA margin	4.7%	3.8%
Portfolio	6,213	6,230.3

Distribution of the turnover for geographical area



Distribution of the portfolio for geographical area



Indirect economic impact

The undertaking of FCC Construcción works, especially the infrastructures in the least populated areas, has a positive influence on the socioeconomic development of local communities.

The construction stage involves the direct generation of manual labour jobs to carry out projects, as well as formalising contracts with suppliers of construction materials and local subcontractors. Jobs in construction entail not only decent and secure employment, but also continued training, offering employees the possibility, once works have finished, to engage in or find work with other companies in the sector.

Furthermore, the incorporation of a construction company in areas isolated from the population brings with it, in many cases, the development of community facilities, helping to create a consolidated community.

The point at which the infrastructure comes into use also brings with it a number of benefits, as its completion provides users from the local communities with access to basic services, such as drinking water, electricity and sanitation, improves connection with other areas and favours economic development in their areas of influence.



Mersey Bridge, United Kingdom

· CASE STUDY ·

Improvement in employability of the local community around the Mersey Bridge, England

The construction of the new bridge over the Mersey River in Liverpool has led to the direct creation of 4,640 permanent jobs. Moreover, FCC Construcción aims to have a positive impact on the socioeconomic development of the local communities through different programmes.

With this purpose in mind, Merseylink has actively collaborated with the Halton Employment Partnership (HEP) and together they have achieved significant progress to drive the local economy and to improve the employability of residents in the area. Some of the action include the following:

- All the job vacancies on the project have been advertised through the HEP, resulting in 11% of them being filled by local talent, surpassing the 10% objective that the company had set.
- Candidates have completed up to three pre-employability programmes, comprising theory and practice training courses. At the end of the programmes, candidates obtain the CSCS Card (Construction Skills Certification Scheme), the trade card relating to construction work, which is needed in order to work in the UK, and an interview with a contractor company.
- 21 weeks of work experience have been afforded to students from schools in the local area, compared with the 15 weeks set as an objective.
- Through the pre-employability programme, 42 days of on-the-job training for adults have been realised, surpassing the 40 days established as an objective.
- 21 new apprentices have been taken on, 90% of whom were incorporated through the Mersey Gateway Project.
- Talks and practice work interviews in nearby schools have taken place, aiming to give youths from the community experience in recruitment processes.
- Two “Meet the Buyer” events have been held in which local suppliers from the area have been able to see the project first-hand and show their interest in possible contracts. There are currently around 500 companies registered that are interested in working on the project.



Responsible management and business ethics

- Corporate governance 17
- Ethics and integrity framework 18
- Risk management and mitigation 18
- Balanced relationships with our suppliers 20

2015 MILESTONES

- Meeting 47 of the 64 recommendations set out in the Good Governance Code of Listed Companies produced by the National Securities Market Commission (CNMV).
- Restructuring of the Board of Directors.
- Internal assessment of the quality and efficiency of the functioning and duties of the Board of Directors.
- Development and implementation of the "Procurement" application for coordinated management of all the areas involved in the preliminary risk assessment.
- Full implementation in Spain of the centralised purchasing process.
- Commitment of all FCC personnel to the Code of Ethics.
- Fulfilment of all the Equator Principles and the IFC Guidelines in all of the company's works.

FUTURE CHALLENGES

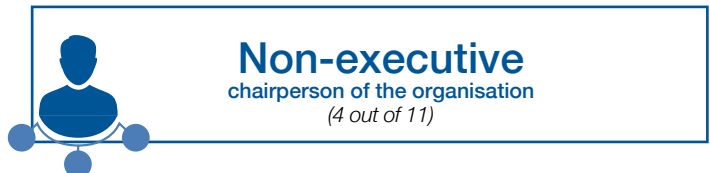
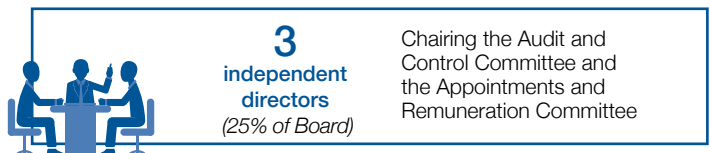
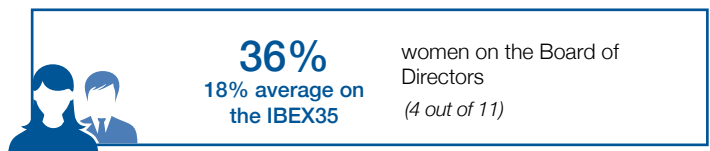
- Continuing to progress in adopting good practices as regards the Board of Directors.
- Implementing the risk mitigation measures identified in 2015.
- Consolidating the centralised purchasing model of the Group on an international level.
- Fostering contracts with local suppliers.

Corporate governance

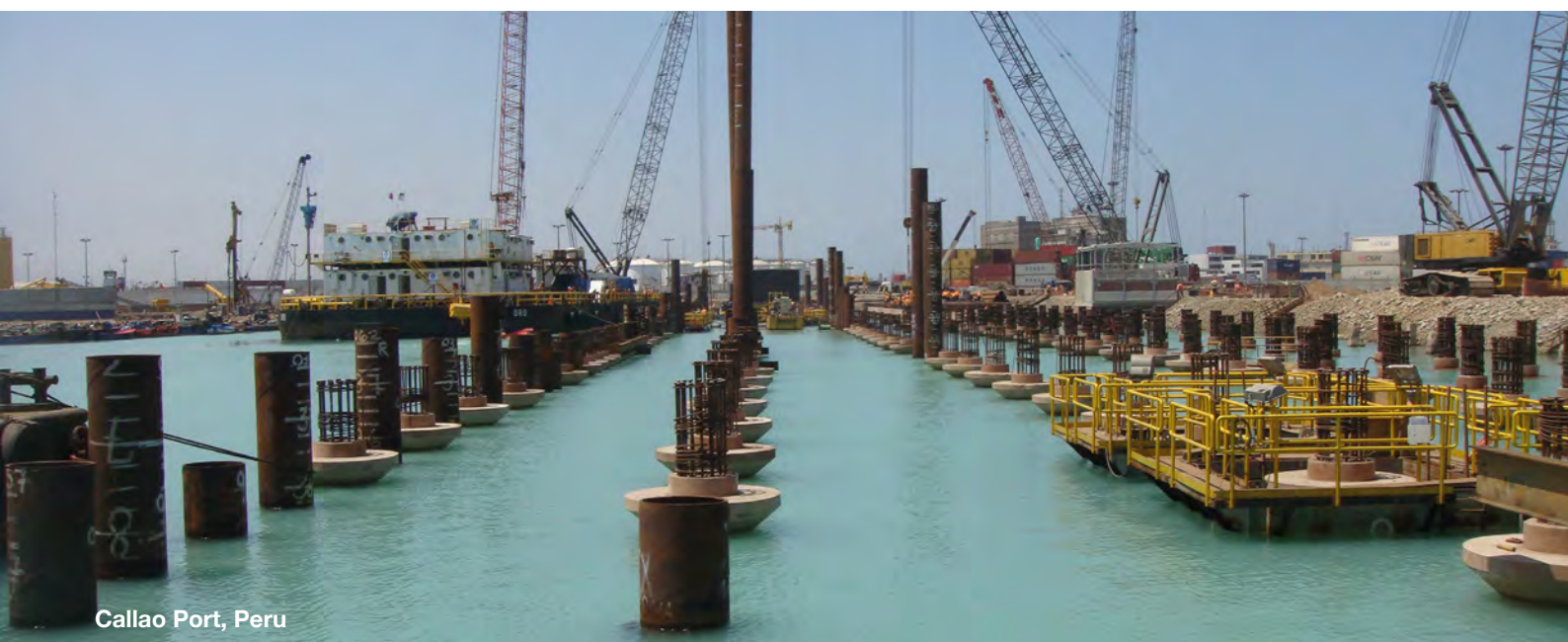
FCC Construcción undertakes the governance structure and the management policies applied by the FCC Group, the aim of which is to ensure that supervisory functions are carried out under responsibility, transparency and equality principles.

The FCC Group has adopted the principles and recommendations established in the Good Governance Code of Listed Companies produced by the CNMV, fulfilling 47 of the 64 recommendations.

During 2015, a restructuring process of the Board of Directors took place, ensuring that the number of members and the independent and proprietary directors, as well as its composition, all adapted to the best practices of the market. In January 2016, the Board issued an internal assessment on the quality and efficiency of its operation and committees, obtaining positive results and conclusions from the process.



All information regarding the management of corporate governance within FCC is available in the Corporate Governance section of the FCC Group Corporate Responsibility Report and the Annual Report on Corporate Governance.



Callao Port, Peru

Ethics and integrity framework

FCC Construcción adopts the ethics and integrity framework established by the FCC Group, which is based on three must-know regulations, under the supervision of the Audit and Control Committee:

- Code of Ethics.
- Internal Code of Conduct.
- Prevention and Crime Response Manual.

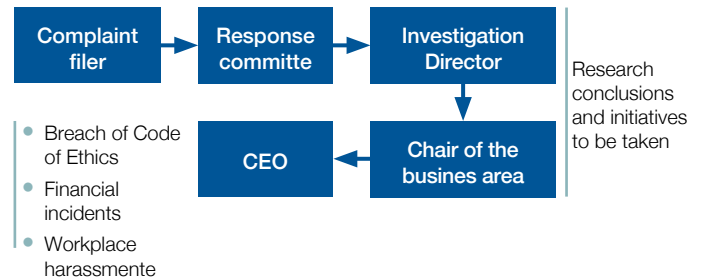
The FCC Code of Ethics is a fundamental pillar in which the principles and values that govern the social, ethical and environmental behaviour of the company's professionals are set out. To ensure that these principles extend throughout the value chain, a clause regarding the Code of Ethics is inserted into all agreements established with suppliers and subcontractors.

The Audit and Control Committee ensures that disciplinary measures are taken in cases regarding non-fulfilment of the Code of Ethics and evaluates the risks relating to ethics, integrity and fulfilment, integrating them into the management and risk control system.

The Response Committee is responsible for fostering dissemination of and compliance with the Code of Ethics, as well as overseeing the reporting of incidents relating to it and to criminal offences and, where applicable, investigating or archiving them. FCC has an Internal Communication Channel

COMPOSITION

- Legal counsel
- Human Resources
- Internal auditing
- Corporate responsibility
- Support unit



available to all employees so they can report any non-fulfilment regarding the Code of Ethics.

The FCC Group also has a Tax Code of Conduct, which sets out the policies, principles and values that govern conduct in the area of taxation within the Group. All employees must comply with the Tax Code of Conduct.

Additionally, the FCC Group has a regulation monitoring system that allows FCC Construcción to guarantee third parties compliance with the corresponding applicable legislation, as well as with international rules and standards.

Risk management and mitigation

Risk management is carried out under three hierarchical levels: corporate, business area and on the work site. Throughout

2015, 100% of the works and centres defined by the System were effectively managed.

Risk Management Framework of FCC Construcción

Corporate risk management (FCC Group)	Risk management by area (FCC Construcción)	On site risk management
<ul style="list-style-type: none"> • Corporate risk map – dynamic map. • Action plans for significant risks. 	<ul style="list-style-type: none"> • Risk reports (initial and final). • Tender / no tender tool. • Project planning tool. 	<ul style="list-style-type: none"> • Risk study. • Risk assessment of works: Low, medium, high, special. • PETRA audits.

Corporate risk management (FCC Group)

The Audit and Control Committee of the FCC Group is responsible for assisting the Board of Directors in the monitoring and mitigating of said risks. During 2015, the Risk Management Directorate drew up a new Risk Management Policy and System in order to integrate this work into the Group's daily

management. However, each business area currently has its own Risk Committee for coordinating such work.

In the corporate area, the company has a risk map of crime and a dynamic risk map, both of which are updated every year by the Group's Internal Auditing services. These risk maps, which different business areas help to carry out, enable the Group to monitor material risks and establish mitigation measures for them.

Risk management at FCC Construcción

Before submitting a tender, FCC Construcción conducts thorough quantitative analyses of the risks in the project. To do this, the company uses a Tender/No Tender report, relating each project with its possible risks, which are divided into six categories: clients, partners and third parties, tender documents, location, contract and strategy. This tool helps to identify the most critical risks which require greater study so that a decision can subsequently be made on whether or not to submit a tender. The weighting of the critical nature of the risks makes it possible to classify projects in accordance with their risk level: high, medium or low.

Once it has been decided to submit a project tender, due to the in-depth assessment of risks and in accordance with the number associated with the project, FCC Construcción draws up an "Initial Risk Report (IRR)" in order to analyse the main risks of the works: contractual, financial, insurance and taxation,

technical and economic. After consultation and analysis of different areas, the "Final Risk Report of the Project (FRR)", basic study for tender submission, is submitted. Furthermore, FCC Construcción has a measurement system with which to assess the social and environmental sustainability of projects during the tendering stage, which helps to categorise the projects tendered for from a social and environmental risk perspective.

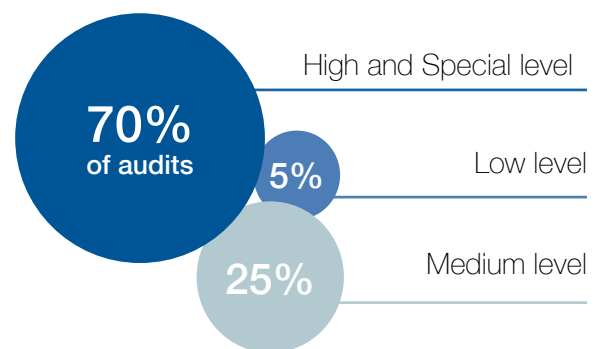
Furthermore, the organisation has a "Risk Management Tool" to identify and assess risks, which includes possible risks throughout the project: tender, design and construction. This tool comprises a Risks Record, a matrix that quantifies and evaluates the different risks and compiles all those which may arise over the course of the project, as well as their detailed analysis, possible treatment and mitigation, and monitoring.

Risk management in the worksites

Once a project has been awarded and prior to the initiation of works, the risk of each activity of the project is identified, taking into account criteria such as: price, term, technical difficulty of construction processes, experience of the works team on similar projects, client-related factors, environmental factors, factors arising from subcontractors and suppliers, and factors relating to high-profile repercussions. All of this follows criteria set out in the FCC Construcción guides and guidelines.

Site activities are classified according to their risks: special, high, medium or low. As such, works are identified that required greater control and monitoring. In line with the risks identified, the internal audit plan of FCC Construcción is set out, which affects, to a large extent, works involving high risks.

Percentage of works audited by risk level



· CASE STUDY ·

Special Programme for Accident Risk Management (PETRA)

In the event of works with a high risk level or by the express decision of the managing director, FCC Construcción has an additional, more comprehensive process called the PETRA Programme. This programme comprises a group of measures that is applied to works on which extremely serious accidents with social repercussions may arise. It is also applied to works on which major financial losses for the company may arise due to defects in the project or in its undertaking. Some works are partly included in the programme, limited to stages or activities involving special risk.

To ensure that works are correctly carried out, a series of measures are imposed, the personnel assigned must be highly trained, full guarantees are sought from subcontractors and suppliers, and the project and changes in it are overseen by Technical Services, among others. Additionally, audit visits are conducted on a bimonthly basis, producing a PETRA audit report setting out conclusions on the status of the works, including the technical planning, technical risks, project review, contract management, and the relationships with clients, partners and subcontractors.

The aim is for these works to adopt special, additional monitoring and control measures, and to carry out a closer monitoring process from Central Services with measures to control and monitor the main technical risks, fulfilment, deadlines, contract progress and economic planning, as well as to avert possible penalties and claims from clients.

Balanced relationships with our suppliers

FCC Construcción, as with all the companies in the sector, is characterised by having a very extensive supply chain, as the bulk of activities carried out on works are subcontracted. The

company's main purchases, in line with its specialisation, can be categorised under civil works, building, material, installation and machinery purchases.

Due to the extent and diversity of the supply chain, extending the Sustainability standards of FCC Construcción to this interest group is essential.

Centralised organisation and purchasing process

The Group's centralised purchasing system is structured around a Central Purchasing Department, reporting directly to which are the Purchasing Departments of all business lines, as well as the Purchasing Processes and the Procurement and Purchase Control departments.

The Purchasing Processes Department is in charge of coordinating the Purchasing Board, ensuring unanimity in decisions, evaluating and monitoring internal client satisfaction, coordinating the assessment and approval of suppliers, ensuring compliance with the Purchasing Regulations and maintaining the CWA 15896 standard.

The Procurement and Purchase Control Department manages order issuing requests and undertakes the appropriate monitoring of budgetary control and fulfilment of commitments made. The Negotiation Department leads and coordinates the purchase negotiation processes.

The purchase process is structured in five different steps:

- Purchase identification, establishing and authorising.
- Purchasing process strategy.
- Bid and negotiation management.
- Contract awards and formalisation.
- Commitment assurance, monitoring and control.

Award proposals must be approved and the level of approval varies in accordance with the purchase amount. Specific reports are carried out in the event of large volume purchases, which must be approved by the Company's Management. The approval chain, prior to entering into contracts with suppliers or subcontractors, minimises potential risks in the process.

	Breakdown of suppliers by geographical location					
	2014		2015			
	No. of all suppliers	Cost of all suppliers (M€)	No. of all suppliers	No. of local suppliers	Cost of all suppliers (M€)	Cost of local suppliers (M€)
Spain	11,400	1,219	7,629	7,540	1,233	1,197
European Union (Rest)	887	74	1,031	1,006	90	76
US and Canada	293	108	176	169	21	21
Latin America	159	36	1,113	1,112	197	187
Rest of the World	396	278	440	403	145	135
TOTAL	13,135	1,715	10,409	10,240	1,686	1,616

FCC Construcción favours contracts with local suppliers, as long as they meet all of the company's requirements. The fact that 98.4% of suppliers in 2015, with whom business relationships

were formed, were local suppliers is evidence of this. Their cost equated to 95.8% of the total cost of purchases carried out.



Toronto Metro Project, Canada

Supplier assessment and approval

In order to minimise the risks associated with the supply chain of FCC Construcción and to ensure fulfilment of its sustainability commitments, new suppliers are subject to official approval before business relationships are formalised. In the analysis, different criteria are taken into account: quality, environment, prevention of risks at work, experience, social performance and available resources.

The company has an obligatory compliance clause so that all suppliers commit to the Code of Ethics of FCC.

In addition to these prior controls, suppliers are assessed during the course of and after the completion of the agreed work.

This is to identify possible issues that may arise in undertaking established commitments.

Supplier assessment*		
	2014	2015
Suppliers in the database	106,476	111,525
Irregular	3,767	4,102
Problematic	661	672
Vetoed	79	79

* Data collected from outset.

· CASE STUDY ·

Sustainability Assessment Method for Civil Engineering Works (SAMCEW©)

It is true that sustainability assessment methods for the construction sector already exist on the market. Although they are widespread and acknowledged by building developers, none of them are generally used to assess the sustainability of infrastructures.

From mid-2014 to mid-2015, FCC Construcción, after detecting this shortcoming and based on work carried out by international civil engineers in the "Sustainability on Civil Works" work groups of the ISO* and the CEN**, which FCC Construcción leads, while also having experience in applying the Management and Sustainability System on its works, developed the SAMCEW© (Sustainability Assessment Method for Civil Engineering Works), an internal tool for assessing the sustainability of the company's works.

To achieve this, economic, social and environmental factors from the sustainability model are considered throughout all stages of the life cycle of the infrastructure.

This method is considered as a self-assessment system based on 15 different categories, which address different important aspects for the sustainability of the production process.



Project Management	Participation and acceptability	Ecosystems and biodiversity	Land Planning	Cultural heritage elements
Use of natural recourses	Life cycle cost	Welfare	Waste	External cost
Effects on Society	Emissions to the environment	Effects on local economy	Risk and resilience	Noise and vibrations

Each one of these aspects considers a series of concepts which the user has to assess by answering a number of related questions, helping those in charge of the works to identify the most important areas of improvement and to share advances in sustainability.

We are sure that optimising infrastructure sustainability is possible, based on knowledge of the current situation and on the stage at which assessment tools such as SAMCEW© play a key role, not only for the internal analysis and improvement of works management, but also for their external communication to the main stakeholders (clients, local communities, etc.).

The short to medium-term aim established is to implement the SAMCEW© method on international civil works. As such, we can receive feedback which will help us to improve the tool.

© 2015 FCC Construcción, S.A.
 * ISO/TC57/SC19/WG5.
 ** CEN/TC350/WG5.



Sustainable construction and innovation

- Building the future: sustainable, social and accessible communities
- Innovation for a more efficient industry

23

24



2015 MILESTONES

- Adaptation of the R&D&I Management System to the UNE 166002:2014 standard.
- Investment of over 7.2 million euros in R&D&I.
- Participation in over 45 work groups related to sustainable construction.
- Active participation of the company in diverse organisations in the R&D&I area.
- Launch of the 'Urban Infrastructure insights 2015' report in collaboration with the Economist Intelligence Unit.
- Development of the internal method, SAMCEW, to assess sustainability on civil works.
- Active participation in the KPESIC platform to promote environmentally sustainable construction in Latin America and the Caribbean.

FUTURE CHALLENGES

- Making progress on acquiring significant projects regarding R&D&I International Programmes.
- Consolidating and strengthening the involvement of clients and public authorities in the development of innovation projects.
- Bolstering relationships with universities, technology centres and organisations in the field of innovation.
- Certifying R&D&I processes of works and making the most of fiscal advantages in countries where FCC Construcción operates.
- Completing the Sustainability Observatory project "Eco-City Tendencies" to find out about the social perceptions and needs of society in future cities, as well as to design effective business activities.
- Widespread application of SAMCEW, the internal method, to assess sustainability on civil works and publicise its existence on external forums.

Building the future: sustainable, social and accessible communities

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



The company's activity provides society with reliable, resilient, inclusive, sustainable and quality infrastructures that help to develop social wellbeing and the economy, while being fundamental in empowering the communities they serve. In constructing these infrastructures, FCC Construcción commits to using resources effectively and adopting innovative technology.

11 SUSTAINABLE CITIES AND COMMUNITIES



As a construction company, FCC Construcción contributes by designing and constructing more efficient infrastructures in a less polluting way, investing in innovation and technology to counteract the pressure inflicted on natural resources by urban developments.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



FCC Construcción works to foster the efficient use of resources and to substantially reduce the waste produced on its works by means of its prevention, reduction, recycling and reuse. As such, it moves towards a more sustainable business model as regards consumption and production.



By using technology in the design and construction of infrastructures, as well as measuring the environmental and social impact of operations and the efficiency criteria applied through best practices, FCC Construcción is able to progress towards meeting the aforementioned Sustainable Development Goals.

We believe, as a responsible company with knowledge of the different economic, social and environmental contexts in which our activity is carried out, that providing our particular vision of sustainable construction is fundamental. Therefore, FCC Construcción participates in several national and international work groups that aim to establish sustainability principles in building and civil engineering works. More specifically, work is being carried out on developing tasks related to defining the terminology and general principles of sustainable construction, the description of the building or infrastructure life cycle, the establishment and use of sustainability indicators in building and civil engineering works, the establishment and application of the Environmental Product Declaration, as well as the establishment of an assessment method relating to environmental, economic and social behaviour on building and civil engineering works.



Atlético de Madrid football stadium, Spain

The following are some of the work groups related to sustainable construction with which FCC Construcción actively collaborates:

- International Technical Committee ISO/TC59/SC17 “Building construction-Sustainability in building construction”
- International Technical Committee CEN/TC350 “Sustainability of Construction Works”
- Technical Committee for Standardisation AEN/CTN198 “Sustainable Construction”
- International Initiative for a Sustainable Built Environment (iiSBE).
- Green Building Council España (GBCe), which forms part of the Spanish Council of the International Association “World Green Building Council”, set up as a source in Spain to provide all the information on the LEED building certification programme.
- Advisory Committee of BREEAM Spain, responsible for drawing up its development strategy, representing interested parties in the building sector.

· CASE STUDY ·

Knowledge Platform on Environmentally Sustainable Infrastructure Construction in Latin America and the Caribbean (KPESIC)

FCC Construcción is a member of the Managing Committee of the KPESIC platform, an initiative fostered by the World Bank, the aim of which is to help boost and make progress in the construction of environmentally sustainable infrastructures in Latin America and the Caribbean.

The platform aims to help foster better environmental and social management of infrastructure projects in these areas by spreading knowledge, developing abilities and innovation, and learning lessons regarding the construction of environmentally sustainable infrastructures.

FCC Construcción participated in the inaugural session of the platform and adds technical documentation and successful case studies to its database from the experience gained from our works.



San José road junction in Los Cabos, Mexico

Innovation for a more efficient industry

FCC Construcción wishes to contribute to the most important advances taking place in the construction industry in the area of technological innovation, materials, equipment and processes. The lines set out by the company as priority in R&D&I are:

- Building energy efficiency.
- Railway infrastructures.
- Maritime works.
- BIM-Building Information Modelling.
- Sustainable construction.

FCC Construcción commits to innovation in order to progress in integrating sustainability in all construction processes. The R&D&I policy is undertaken in a series of projects which are occasionally coordinated with the rest of the Group’s areas, resulting in an investment of over 7.2 million euros in 2015 for FCC Construcción.

17 PARTNERSHIPS FOR THE GOALS



FCC Construcción carries out diverse innovation projects, which are realised in collaboration with other companies, universities and technology centres.



Investment in R&D&I (€)

	2014	2015
Total investment in the financial year	7,927,793	7,286,703
Subsidies received	571,388	460,350
Credit obtained on advantageous terms	1,339,430	1,052,865

FCC Construcción has a R&D&I Management System, certified in accordance with the UNE 166002:2006 standard, which was adapted to the new UNE 166002:2014 standard in 2015.

FCC Construcción actively participates in different national and international organisations related to R&D&I.

Presence in R&D&i organisations

Spanish Construction Technology Platform (PTEC)

The aim of PTEC is to contribute to improving the construction sector through public-private cooperation in research, development and innovation, which is carried out among companies, business associations, universities, research centres, technology centres and clients.

FCC Construcción participates in the PTEC Foundation's Board, in the Permanent Committee and in different work groups:

- Drive for innovation.
- Future Cities.
- Transport infrastructures.
- R&D&i internationalisation.
- Construction Processes:
 - Health and Safety Subgroup.
 - Environment and Sustainability Subgroup.

European Construction Technology Platform (ECTP)

The ECTP acts as a channel for innovation in the European construction sector. It appears before European Union organisations and sectoral platforms with which it shares fields of innovation.

FCC Construcción was a 2014-2015 High Level Group member and has participated in the General Assembly and in the work group, transforming the ECTP under the reFINE initiative (Research for future Infrastructure Networks in Europe).

reFINE

This initiative aims to make R&D&i a permanent fixture of specific focus in the area of transport infrastructure under the Horizon 2020 programme.

FCC Construcción participates at the functional core of this initiative, helping to draw up the Vision and Strategic Research Agenda (SRA) documents.

ENCORD Group

The European Network of Construction Companies for Research and Development. Its main objective is to convey the interests of European construction companies as regards R&D&i.

FCC Construcción actively participates in the Council and in work groups relating to CO₂ emissions and health and safety, which are coordinated with the Quality and CSR Management and other organisations of the Company.

SEOPAN R&D&i Committee

The aim of the Committee is to represent the Association's companies with regard to innovation.

FCC Construcción is a founding member of the SEOPAN R&D&i Committee. Furthermore, it presided over the Committee from 2012-2015.

CEOE

The Spanish Confederation of Business Organisations is a private, non-profit-making institution. Its fundamental purpose is to defend and represent business interests before public authorities and society in general.

FCC Construcción participates in the Internationalisation Committee of the CEOE's R&D&i Commission, as well as the Commission itself and the on the Smart Cities and Digital Society Committee.

AENOR

The Spanish Association for Standardisation and Certification.

FCC Construcción participates in the AENOR Forum of standards under the Industria Conectada (Connected Industry) 4.0 initiative. This is an initiative that responds to the strategic area 4.2 Regulatory Framework and standardisation of the Industria conectada 4.0 initiative set out by the Ministry of Industry, Energy and Tourism.

Adif Railway Technology Centre

This is an open innovation and multidisciplinary centre that has stable presence in research groups. With this centre, the position of the Spanish railway system as a leading European and International technology reference point is strengthened.

FCC Construcción has active presence in the Adif Railway Technology Centre, located at the Andalusia Technology Park in Malaga.



Panamá Metro Project

Unique projects. Local impact

FCC Construcción actively takes part in fostering and developing different sectoral initiatives related to R&D&I, as well as developing national and international projects.

These projects are undertaken both internally and in collaboration with other companies in the sector, universities and technology centres, encouraging the realisation of projects in terms of both horizontal cooperation and in the value chain. Through this approach, FCC Construcción generates a positive local impact, helping students from educational institutions to become part of the labour market. As such, it contributes to achieving the Sustainable Development Goals relating to more social matters, such as education and fighting inequality.

More information on the projects undertaken by the company in the field of innovation can be found on the FCC Construcción website.



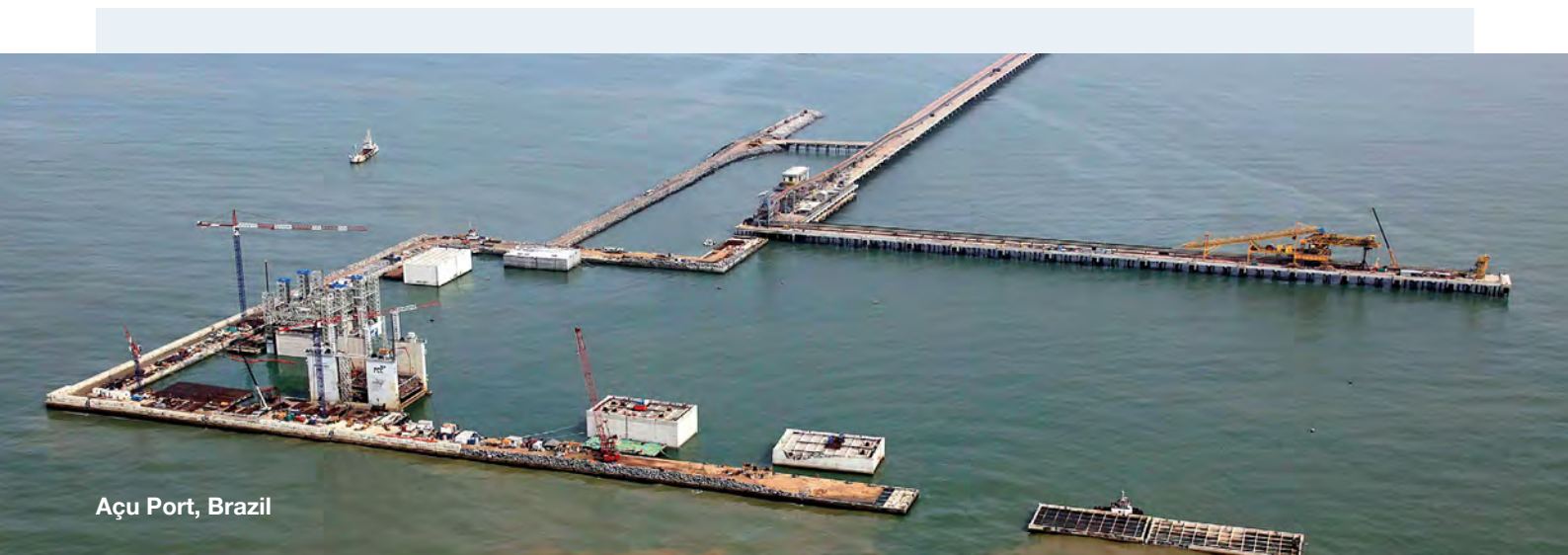
Scan QR code
Access Innovation
Projects by FCC
Construcción

INNOVATIVE PROJECTS RELATING TO SUSTAINABILITY

Project	Description
IN2RAIL	A study of innovative technologies that help to fully integrate, optimise and disseminate information in fields such as engineering, infrastructure management, maintenance and energy consumption. The purpose is to obtain a flexible, homogeneous, profitable, high-quality and digitalised European Rail Network.
DOVICAIM	Development of an integrated method and of the tools needed to support the full construction life cycle of maritime infrastructures.
SORT i	Development of tools based on optical systems and new technologies to identify, monitor and manage the structural risks of buildings and infrastructures in an intelligent, automatic and telemetric manner, so as to maximise safety and minimise the risks of physical damage in situations of probable structural collapse.
REWASTE E	Industrial validation, market entry and reproduction of a technology developed for recycling steel waste and the manufacturing of multifunctional construction products.
BOVETRANS	Development of a system of vaults for light transition in road tunnels to make the most of sunlight.
BUILDSMART	Incorporation and demonstration of innovative and beneficial construction techniques and methods in buildings with extremely low energy consumption in different climatic areas.



Pajares tunnels, Spain



Açu Port, Brazil

· CASE STUDY ·

Innovation at an international level

During the extension works on the Açu Superport in São João (Brazil), FCC Construcción has launched the following three innovation projects aimed at reducing certain issues inherent to the works:

- The CRACKWITHD project focuses its research on the concrete wall of the vertical breakwater, a structure measuring 2,100 metres long and made up of 47 reinforced concrete blocks. The aim is to find out why cracks in the concrete wall blocks have appeared. It monitors how the situation progresses and assesses its effects on the future useful life of the work in order to establish preventative measures and determine whether or not loose reinforcement on the construction of the wall blocks is necessary.
- The WAVEFOCAST project, in collaboration with the Hydraulics Institute of Cantabria, seeks to develop an operational system to model and forecast the swell in the area located between the Port of Rio de Janeiro and the Port of Açu, facilitating the transportation and positioning process of the concrete blocks for the works.
- The POSIZION14 project looks to develop a high-precision, concrete block positioning system, which helps to monitor the position of the blocks in real time during the lowering process. This innovative method uses GPS tracking to achieve the best execution and averts possible deterioration of the blocks, which current procedures do not address

· CASE STUDY ·

Danae System, intelligent lighting for tunnels

Danae, an original intelligent lighting system for tunnels, allows any lighting installation in tunnels to be automated, providing an estimated saving in consumption of 15-20%, without requiring changes to existing installations. This innovation project, funded by the Centre for the Development of Industrial Technology (CDTI), has been developed by Matinsa, an organisation of FCC Construcción dedicated to infrastructure maintenance (roads, railways, water and forest-related works).

The system works by studying the specific features of the installation. After the study, it automatically sets the tunnel lighting in accordance with the different variables, such as the weather conditions, exterior light and traffic density.

Furthermore, to ensure compliance under the corresponding regulations and to detect failures and incidents, the system comprises luxmeters, which are positioned throughout the tunnel and monitor light levels in real time.

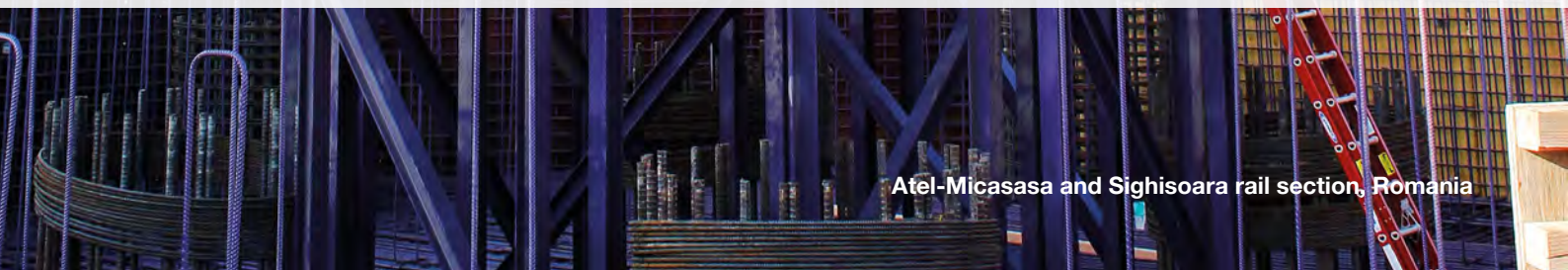
The main advantages of this system include the improvement in energy efficiency of the installations without needing to replace them, the reduction of costs associated with maintenance and the real-time transmission of information.





Engaging with our stakeholders

- Dialogue and informative transparency 30
- Human rights 34
- Local communities 35
- Our professionals 36



· 2015 MILESTONES ·

- UN Global Compact Network Spain acknowledges FCC Construcción for fostering, in a partner capacity, the Network's mission since it was founded ten years ago.
- Obtaining the maximum classification 'Advanced Level' in the Global Compact Progress Report (United Nations).
- Inclusion of four successful FCC Construcción cases in the catalogue of best CSR practices in Ibero-America, drawn up by the Spanish Ministry of Foreign Affairs and Cooperation.
- Extension of communication channels: FCC Construcción now has its own LinkedIn profile.
- Over 95,000 hours of training given.
- Development of specific training programmes: International Executive Development Programme and Engineers in Training Programme.
- Keeping accident rates far below others in the sector.
- Carrying out good practices on our works, which guarantees improvement in active safety.
- Implementation of a balanced scorecard for monitoring on a four-month basis the performance of health and safety at work.
- Restructuring of personnel for adjustment to the volume of business.
- Awarding of the "Equality in the Workplace" hallmark to FCC Industrial and FCC Construcción.
- Agreement with the Ministry of Health, Social Services and Equality to increase the number of women in executive positions and on Management Committees.
- Participation in the International Campaign for the Elimination of Violence against Women.
- FREMAP Castellón Acknowledges FCC Industrial for its work regarding Safety in the Workplace.
- Revamp of the FCC Construcción communication model.

· FUTURE CHALLENGES ·

- Consolidating and expanding the scope of training programmes geared towards management and young engineers.
- Expanding the mechanism for formal grievances regarding social and environmental impact, employment practices and/or human rights, including all of the organisation's stakeholders.
- Keeping low accident rates.
- Working on the implementation of good practices in the field of road safety.
- Fostering and strengthening collaboration with public authorities, universities and companies in areas related to health and safety at work.
- Integrating and considering people with disabilities in the area of Prevention of Risks at Work.
- Undertaking awareness-raising tasks in emotional risk management.
- Working on employee awareness in order to adopt healthy habits, both in and out of the work environment.



Riyadh Metro Project, Saudi Arabia

Dialogue and informative transparency (G4-24) (G4-25) (G4-27)

The Corporate Social Responsibility (CSR) strategy is integrated throughout the whole FCC Construcción value chain and seeks to align the interests and the fulfilment of expectations of different stakeholders. As such, maintaining continuous dialogue through the different channels established for that purpose is essential.

Through this dialogue, the company identifies the expectations and needs of its stakeholders, obtaining this information by using a number of channels.

Stakeholders	Characteristics	Information needs	Main communication channels
Employees	The people who form part of the organisation are key elements for long-term success.	<ul style="list-style-type: none"> Action-related values, objectives and standards. Prevention of risks at work. Degree of fulfilment of objectives. Professional promotion. Business results. Undertakings of the company. 	<ul style="list-style-type: none"> Hierarchical line. Professional Organisations. Intranet. Website. Coordination meetings. Satisfaction surveys. Weekly digital newsletter. Information video clips. Social networks. Showcases on works and in the company's centres. Publications (Sustainability Report and Environmental Report).
Shareholders and investors	Solid and ethical governance with an approach towards sustainable growth and a clearly communicated strategy that helps the company to attract financial resources with shareholder and investor trust.	<ul style="list-style-type: none"> Business results and objectives. Legal compliance. Corporate strategy. Degree of fulfilment of objectives. 	<ul style="list-style-type: none"> Through business organisations (SEOPAN, CEOE, CNC). Governance body. Public presentations. Publications. Sustainability Report and Environmental Report. CSR report of the FCC Group.
Suppliers and subcontractors	Guaranteeing clients that products and services meet all the quality, price, and environmental and social protection requirements offered, depends on the company's ability to influence its supply chain.	<ul style="list-style-type: none"> Quality, price, service capacity and environmental and social respect requirements for products and services contracted. 	<ul style="list-style-type: none"> Occasional collaborations on R&D projects and training courses. Obralia portal. Purchase specifications. Supplier assessment and monitoring audits. Work instructions. Good Practices Guides. Training. FCC Group Code of Ethics.
Clients	Activity in the sector is decisively influenced by the effort of public authorities and private clients, in terms of infrastructure updates, due to the growing level of user demand and the surge in demand for provisions. Some clients are starting to assess the organisation's environmental performance and, on occasion, even link the awarding of works and the payment of certifications to good environmental performance.	<ul style="list-style-type: none"> Technical and development consultations of projects underway. Environmental influences of projects and fulfilment of environmental management plans. Quality assurance in the undertakings of different work units. Safety in the construction and implemented preventive measures. 	<ul style="list-style-type: none"> Representative for each client level, in accordance with their corresponding geographical and hierarchical organisation. Satisfaction surveys. Institutional Relations Record. Grievances and claims record. A personalised treatment that allows us to discover their needs and offer them action proposals. Publications (Sustainability Report and Environmental Report). Leaflets and subject-related videos. Fairs and sessions. Website. Visits to works of interest.
Public authorities	Regulations established by governments and the interest of public authorities in having suitable infrastructures reinforce the need for dialogue.	<ul style="list-style-type: none"> Statistical data. Legal compliance. 	<ul style="list-style-type: none"> Through business organisations (SEOPAN, CEOE, CNC). Governance body. Public presentations. Publications. Sustainability Report and Environmental Report. CSR report of the FCC Group.
Local Community	Communities located near the company's activities are the first to see the economic, environmental and social impact of said activities.	<ul style="list-style-type: none"> Work deadlines. Inconvenient activities. Power cuts. Project objective. Risks of negative effects on adjoining estates. 	<ul style="list-style-type: none"> Information points on unique works. Posters, leaflets and signage. Non-compliance, grievances and claims record. Institutional Relations Record. Website. Social Networks. Video blog. News articles.

Stakeholders	Characteristics	Information needs	Main communication channels
Business sector	Collaborating with other companies in the construction sector is of great importance in defending common interests and in terms of how society judges the sector.	<ul style="list-style-type: none"> Impacts on the organisation arising from the application of new regulations. Business strategy and results. Policies and actions relating to safety and the environment. Technological innovation. 	<ul style="list-style-type: none"> Valid representatives in accordance with their corresponding geographical and hierarchical organisation. Collaboration, alliance and sponsorship agreements. Through associations, organisations and business and sector forums. Talks on current topics. Publications. Sustainability Report and Environmental Report.
Foundations, NGOs and other external organisations	Their opinions on the company and its performance may influence the perception that society has regarding our activities.	<ul style="list-style-type: none"> Good conduct (work, anticorruption, environmental, quality, health and safety). Transparency and easy access to information. 	<ul style="list-style-type: none"> Posters, leaflets and signage. Non-compliance, grievances and claims record. Website. Collaboration agreements. Talks on current topics. Publications. Sustainability Report and Environmental Report.
Trade unions	Thanks to its focus on social aspects and matters relating to quality employment, negotiations with trade unions allow FCC Construcción to improve conditions regarding its human capital.	<ul style="list-style-type: none"> Health and safety at work. Recruitment and promotion policy. Training plans. 	<ul style="list-style-type: none"> Company Committee. Trade union representatives. Sustainability Report.



Riyadh Metro Project, Saudi Arabia

Stakeholders

This continuous dialogue allows FCC Construcción to involve all stakeholders in the process of identifying material aspects. The following visual shows the relationship between all stakeholders and the most important material aspects for FCC Construcción, classified under the three principles of the III Corporate Responsibility Master Plan of the FCC Group:



	STAKEHOLDERS								
	Shareholders and investors	Employees	Clients	Suppliers and subcontractors	Foundations, NGOs and other external organisations	Business organisations	Public authorities	Local Community	Trade unions
Exemplary Conduct									
Public policy	✓		✓						✓
Diversity and equal opportunities	✓	✓			✓				✓
Training and education	✓	✓		✓	✓	✓	✓		
Employment		✓			✓	✓	✓	✓	✓
Fight anti-corruption	✓	✓	✓	✓		✓	✓	✓	✓
Intelligent Services									
Energy and emissions		✓		✓	✓		✓	✓	
Innovation	✓	✓		✓			✓	✓	
Effluents and waste		✓		✓	✓		✓	✓	
Materials	✓			✓			✓	✓	
Biodiversity		✓		✓	✓		✓	✓	
Connecting citizens									
Local communities				✓	✓		✓	✓	✓



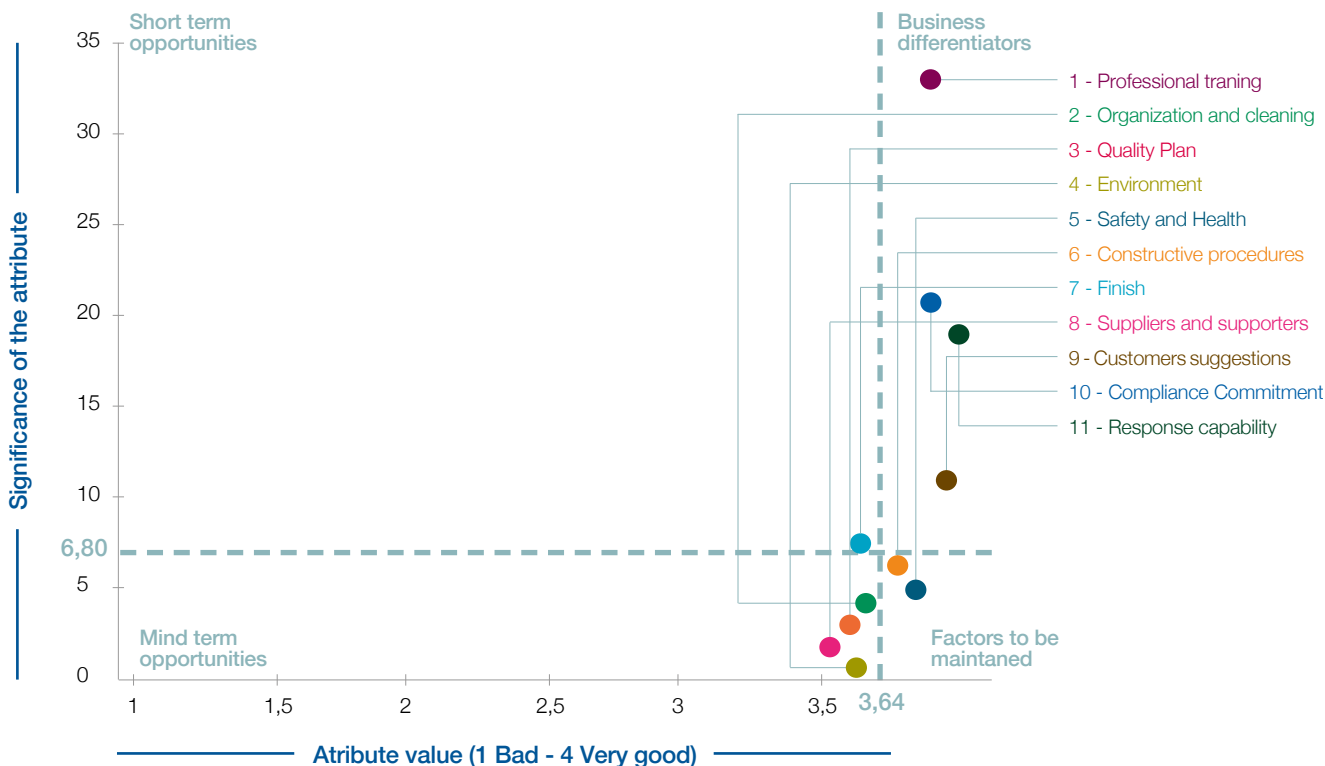
German School of Madrid, Spain

Customer satisfaction survey

In looking to improve the satisfaction of our clients, FCC Construcción conducts client surveys at the end of each project. These evaluations, called “end-of-work surveys”, allow clients to assess the service provided by the company, assessing different aspects.

Among the most highly valued aspects in 2015 were the professional skills of the work team, the attention paid to client instructions and the ability to respond to problems and unexpected events. The results show a very high level of satisfaction, as in previous years.

Decision-making chart



· CASE STUDY ·

Digital transformation of communication in FCC Construcción

As part of the digital transformation process, FCC Construcción revamped the communication model in 2015 to adapt it to a more demanding environment. The aims of the revamp included improving efficiency, driving forward immediacy in communications and strengthening close relationships with the company’s stakeholders.

Given the growing importance of the international market, making FCC One available to all employees in Chile, Peru, Mexico and Colombia has been a priority in order to improve internal communication. More immediate communication channels, such as the weekly digital newsletter and information video clips, have also been improved to inform employees of developments by email.

As regards external communication, the corporate website of FCC Construcción has been restructured to make browsing through useful and up-to-date content easier in the visual environment. It has also been adapted to different digital devices, complying with the AA level under the Accessibility Certification.

Furthermore, FCC City, a space in which interested groups can browse the main projects of FCC Construcción, has also been enhanced. Over 165 references and the FCCCOLive video blog, which recorded a total of 20,465 visits in 2015, are available.

The company’s presence on social networks, such as YouTube and Instagram, with 419 and 265 followers respectively, is also noteworthy.



Human rights

By formalising the 10 Principles of the United Nations Global Compact, FCC Construcción aims to ensure compliance with Human Rights and commits to guaranteeing equal opportunities in the communities in which it carries out its activity.

All FCC Construcción personnel in Spain are covered by collective bargaining agreements. As regards the countries in which International Labour Organisation agreements have not been ratified, FCC has negotiated different agreements with Building and Wood Workers International (BWINT).

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



FCC Construcción has diverse mechanisms that demonstrate an ethical leadership and ensure conduct based on integrity and compliance with the laws of all countries in which it works.



This respect for Human Rights is extended through the company's supply chain, where the assessment process of suppliers includes looking for evidence of bad working practices and infringement of rights.

Lusail Pedestrian Bridges, Qatar



· CASE STUDY ·

Labour Camp of the Riyadh Metro in Saudi Arabia

With the aim of ensuring the best working conditions for workers on the Riyadh Metro works, the consortium in which FCC Construcción participates has set up a camp comprising all kinds of facilities.


The complex has a capacity of 3,000 people and a transport service to and from the works has been provided. A health clinic, supermarket, library and mosque have also been provided, as well as restaurants, leisure areas, sports facilities, shops and laundry services, among others.

These camps are commonplace on major works in Saudi Arabia. However, the camp set up by FCC Construcción has earned the praise of local authorities, classifying it as exceptional. Food is prepared, and served in several canteens, catering to the different flavour and spice preferences of the workers from different countries (mainly Indians, Filipinos and Pakistanis). Cultural activities, sporting events, board and room game competitions are also held.

Extreme care is taken with regards to hygiene, health conditions, drinking water characteristics and the correct functioning of air-conditioning systems, which are essential in the area. It also has gardens and retreat areas. Walls protect the camp from the outside and all necessary measures relating to accidents, evacuations, fires and other such events have been implemented.



Local communities



1 NO POVERTY

FCC Construcción contributes to alleviating the poverty level of the population by creating local employment in the communities in which it operates. A works project creates direct labour jobs, fosters the local business network and revitalises the socioeconomic conditions of local residents.



10 REDUCED INEQUALITIES

Through a commitment to local communities, fostering their employability with decent salaries and professional training, while also guaranteeing equal opportunities, FCC Construcción contributes to reducing inequality in communities.



FCC Construcción supports local communities through multiple initiatives to foster employment, improve social conditions, protect the environment and to drive infrastructure projects in the areas.

In 2015, over 3.7 million euros were allocated to different citizenship-related investments in the various countries where the company works.

We believe it is essential that the local communities where we work agree with the project to be undertaken. As such, and in accordance with the specific nature of each works project and region where we work, different dissemination and citizen participation plans have been launched at FCC Construcción to make communities in the areas aware of the implications and advantages of such projects. A good example of this is the knowledge transfer plan on the Riyadh Metro (Saudi Arabia) project, and the citizen participation plans on the Port of Callao (Peru) and the Eje Lo Marcoleta (Chile) projects.

Participation processes are key elements in undertaking any project, as the needs and concerns of local communities and stakeholders are established through these consultations, which may have a considerable impact on the decision-making process. Furthermore, FCC Construcción has established communication channels with residents and interested parties, through which grievances, claims and suggestions regarding works are collected. These grievances and claims are recorded, discussed with the parties concerned and handled accordingly, aiming to find a satisfactory solution for the majority of those involved.

Communication and claims		
	2014	2015
No. of external claims received	658	378
No. of claims per works	3.9	1.8

· CASE STUDY ·

Citizen participation in the Eje Lo Marcoleta project in Chile

The urban connectivity project of Eje Lo Marcoleta, in the area of Quilicura (Santiago de Chile), is a clear example of the impact and effect that activities undertaken by the company can have on the local community.

Over 200 local residents participated in the presentation meeting for these road works, for which over 10,000 signatures were collected from residents in the area. Those who participated in the meeting had the chance to put their questions to representatives from FCC Construcción and SERVIU (Housing and Town Planning Services), the client organisation.

An historical petition by residents for mobility improvements in this area dates back to the 1990s.

The project includes the integration of a 340-metre stretch in a residential area with up to 47 houses.

In order to make those affected by the works aware of the advantages of the project and to gauge their main concerns, a communication and company-resident relationship campaign was launched. This campaign included 65 interviews with stakeholders, 4 informative meetings, the distribution of informative newsletters, a meeting with around 100 people, attendance at town councils and a collaboration with the Roads Management and the Environmental Unit to move vegetation and to clean and maintain the nearby streets.

The initiative has helped to create a close relationship and to establish smooth communication with different interest groups: the participation of these interest groups can be seen in the 14 claims received by the company, the resolution of which proved to be mutually beneficial.



Riyadh Metro Project,
Saudi Arabia

· CASE STUDY ·

Initiatives for the community of the Riyadh Metro in Saudi Arabia

Under the framework of the Riyadh Metro project, FCC Construcción collaborates with the Spanish MEI (Mondragon International Education), with help from public Saudi Arabian organisations, on a qualification programme for young, unemployed Saudi Arabians.

The 2-year programme includes training courses in areas such as administration, provisions, health and safety, and English. Upon completion of the programme, a contract is offered to the best students from each group. The initiative has been structured in two stages; stage one starting in September 2014 and stage two in January 2015, and comprises 60 students in each one.

The final aim is to contribute to local socioeconomic development, incorporating specialists in the construction team who are to subsequently form part of Metro Riyadh Company, the operating organisation..

Our professionals

3 GOOD HEALTH
AND WELL-BEING



FCC Construcción establishes and implements health and safety policies to look after the health of its employees, families and communities, ensuring safe and healthy work environments. Furthermore, making its supply chain aware of these policies so it moves in the same direction is essential.

5 GENDER
EQUALITY



The FCC Construcción internal processes ensure gender equality in the recruitment, promotion, training and remuneration of all professionals. This commitment is strengthened by collaborating on pro-equality initiatives, which aim to raise awareness, both internally and externally, of the importance of this objective.

4 QUALITY
EDUCATION



FCC Construcción collaborates with universities and educational institutions, providing its employees with continuous training programmes and setting up training initiatives for local communities, closing the gap between the skills required and the skills on offer.

8 DECENT WORK AND
ECONOMIC GROWTH



FCC Construcción seeks to transform the way in which work is carried out on its works, integrating technology and new processes, which help to create quality employment while encouraging the economic development of the areas in which the projects is carried out.

Transparent management at a difficult time

The construction sector, which has been hit by recession over the last five years, has required a number of in-company restructuring measures, and FCC Construcción has been no exception. The company has carried out a series of organisational measures, which includes the partial restructuring of its workforce.

This process, which FCC Construcción and its employees have experienced over the last three years, is being carried out with the same level of transparency that has always been applied to similar processes in the Group. The company's priority at all times has been to reach the most favourable agreements for both parties, seeking alternative measures to breaking ties and with unwavering respect for the rights of employees.

Throughout the restructuring process, led by the Human Resources and Industrial Relations departments, help from renowned external consultants has been given to improve the employability of affected employees.

Furthermore, FCC Construcción has prioritised alternative measures as far as possible, which include:

- Favouring national and international relocation and prioritising internal candidates for job vacancies.
- Providing personnel with access to an external employment bank.
- Resource optimisation measures at all levels, such as reducing external service contracts by looking internally.
- Partial retirement agreements for professionals aged between 61 and 62. With regard to professionals aged between 59 and 60, the company offers an employment contract suspension prior to partial retirement from the age of 61. During the employment contract suspension period, social security contributions continue to be fulfilled. In the event that the suspension exceeds six months, the company supplements unemployment benefits.

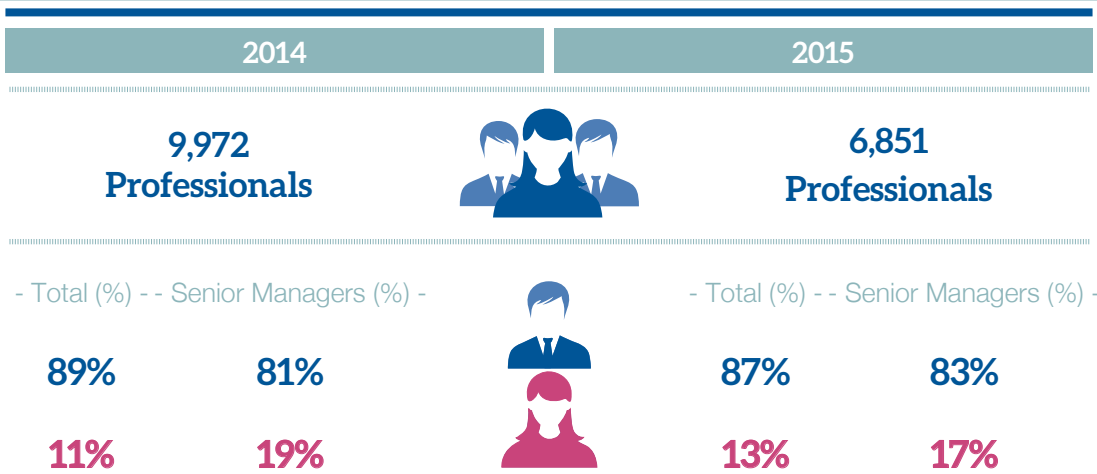
To date, a total of 272 of the 606 employees signed up to the reallocation programme have been reallocated.



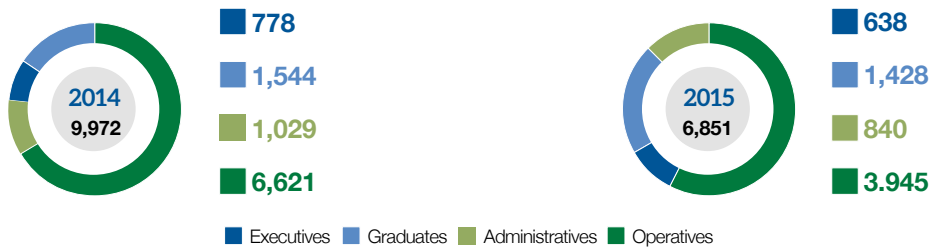
Dredging activities in the Bogota river, Colombia

Workforce

At the end of 2015, the FCC Construcción staff comprised a total of 6,851 people, working in all countries where the company operates.



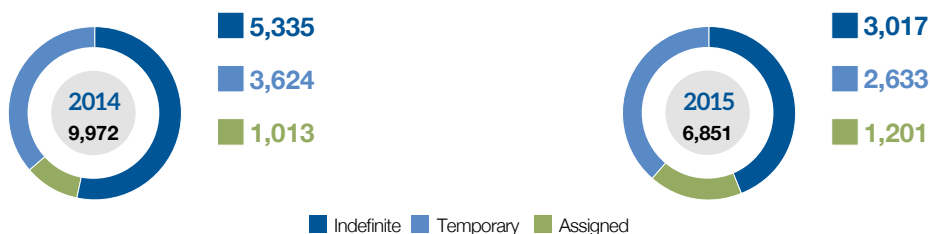
Breakdown by professional category



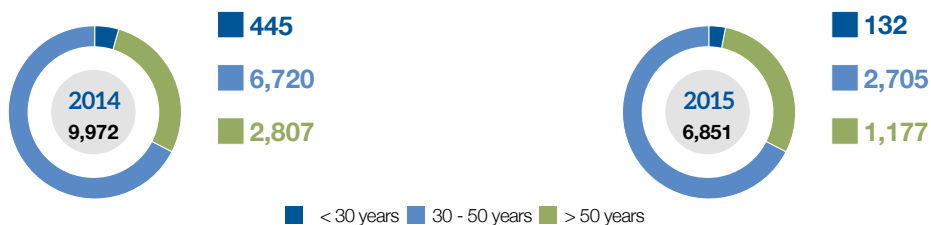
Breakdown by geographical location



Breakdown by contract type



Breakdown by age range in FCC Construcción Spain





Lima Metro Project, Peru

Diversity and equal opportunities

FCC Construcción adheres to the Equality and Diversity Policy of the FCC Group and actively participates in initiatives promoting effective equality in the company.

In the corporate area, besides the Equality and Diversity Policy, the company has a Code of Conduct which sets out the principles of conduct as regards equality throughout the whole FCC Group. Furthermore, the Protocol for the Prevention of Workplace and Sexual Harassment, which is of obligatory compliance and includes a Decalogue of conduct that guarantees the dignity, integrity and equal treatment and opportunities of all employees, is worthy of mention.

With regard to FCC Construcción, it is also noteworthy that an agreement was signed with the Ministry of Health, Social Services and Equality to increase the number of women in executive positions and on Management Committees. Additionally, last year FCC Construcción updated its Equality Plan for 2015-2018, which is applicable throughout FCC Construcción and involves subsidiary and affiliate companies. The main changes include improvements in flexibility aspects and co-responsibility, as well as the incorporation of two new chapters on health and wellbeing at work.

FCC Construcción, pioneer in pro-equality initiatives

By way of recognition of the aforementioned policy, the directorate of the Women's Institute and for Equal Opportunities (Ministry of Health, Social Services and Equality) has awarded

FCC Industrial and FCC Construcción the "Equality in the Workplace" hallmark.

Obtaining this hallmark is acknowledgement of the work carried out by both companies regarding equality, an area in which FCC Construcción was also a pioneer, as it was the first company in the sector to implement an equality plan.

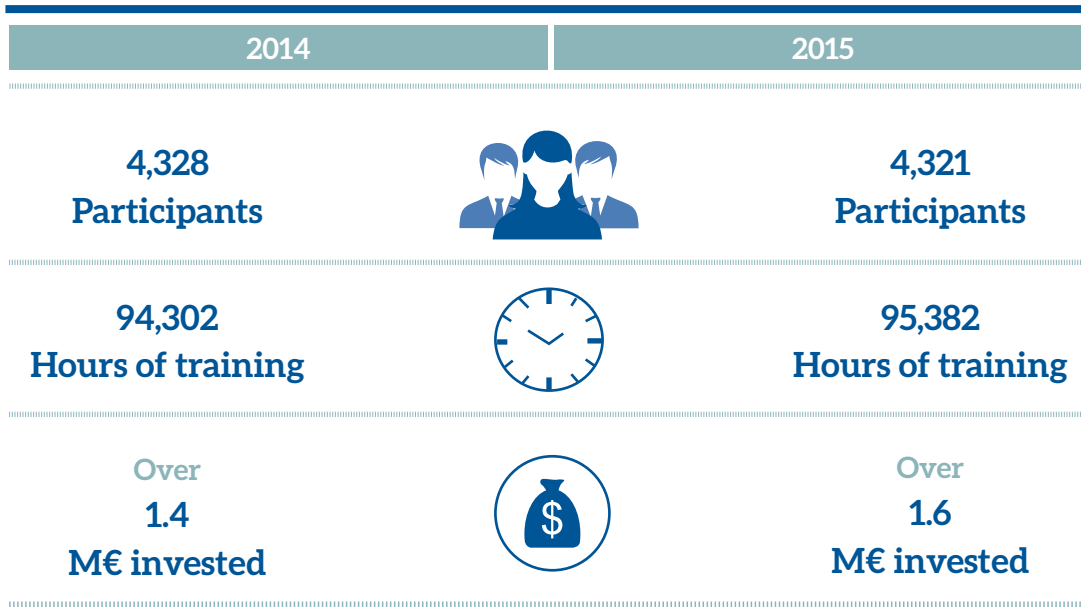


Filling of the access channel of Panama Channel

Key skills training and development

FCC Construcción has a long-term training plan, the main aim of which is to develop the skills of all professionals, helping them to comprehensively manage major projects in the company's

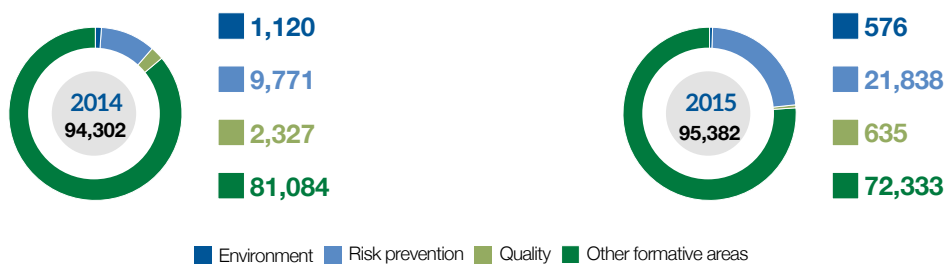
backlog. This strategy allows FCC Construcción to work on holding onto the most talented professionals, accompanying them in their career development.



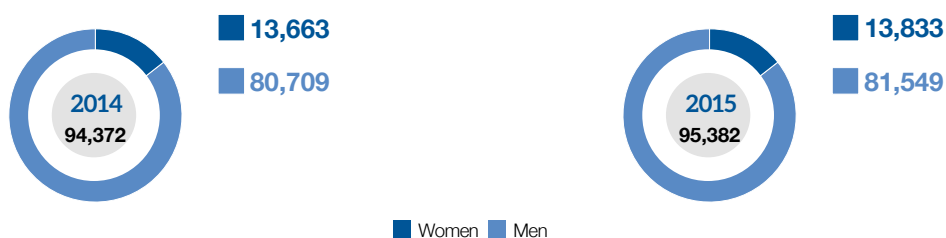
Training hours per professional category



Training hours per subject



Training hours per gender



The training plan comprises different programmes organised in accordance with the requirements identified by the company for each group of professionals. These include the International Executive Development Programme and the Engineers in Training Programme. These programmes provide and increase the knowledge of the company's professionals in the strategic skills required to independently manage global construction projects: economics and finance, management skills, languages and legal matters.

The training plan of FCC Construcción also offers its professionals regular training on negotiating, management, economics, languages and office IT skills, as well as those relating to the prevention of risks at work, the environment and

quality. This training can be carried out online, face-to-face or using a mixture of both.

International business culture

The current international business situation requires FCC Construcción and its employees to adapt. Through the use of processes and tools, the company is developing an international business culture, raising awareness, preparing and training all employees to act with a global and open mentality in the countries where work is being carried out. At the same time, policies that bolster and consolidate this international business culture are being drawn up and implemented.

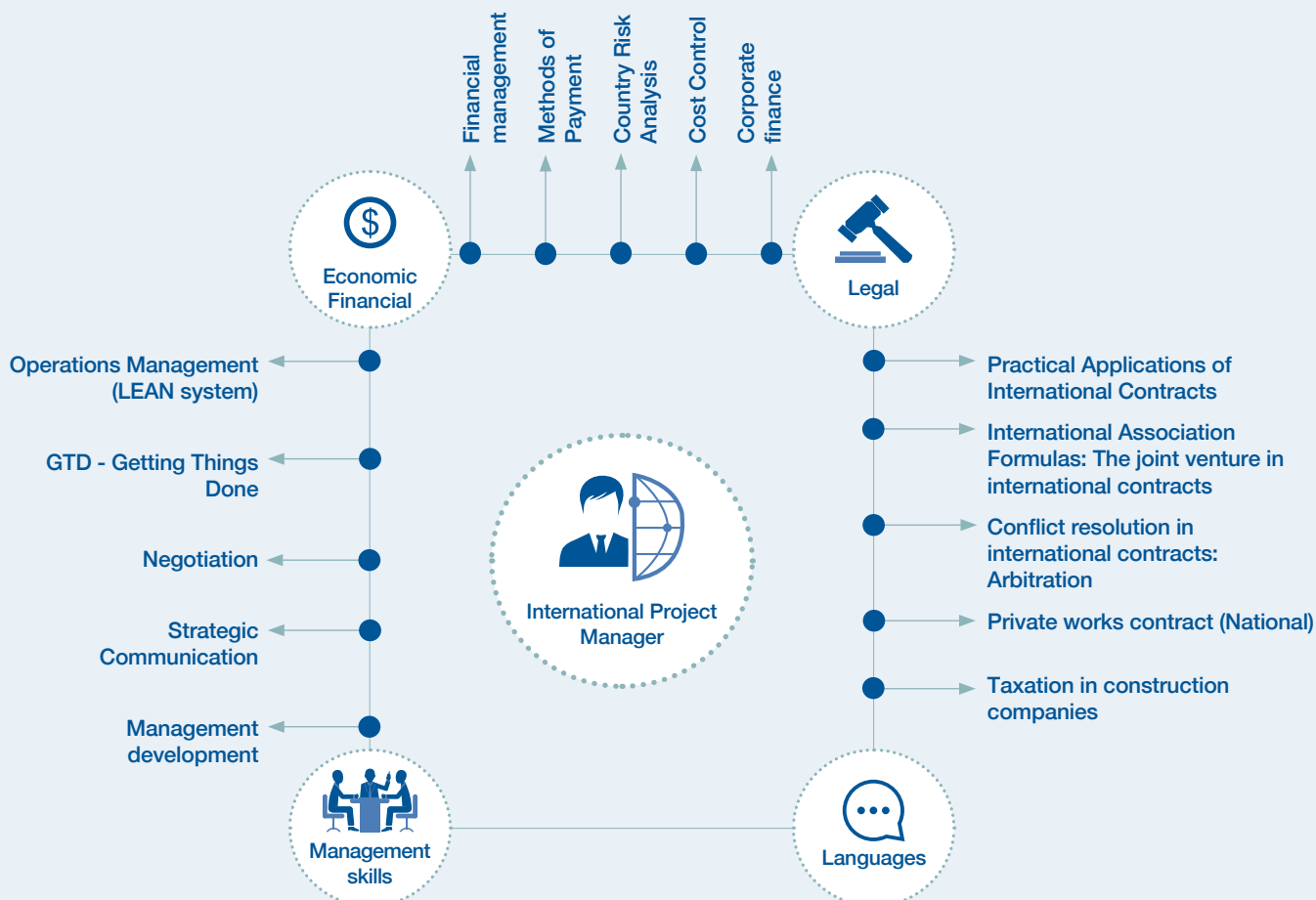
· CASE STUDY ·

International Executive Development Programme

This programme is geared towards technical personnel with current or future responsibilities in the management of construction projects. The main aim is to equip these professionals with the essential knowledge needed to efficiently respond to the new business challenges that arise in a constantly changing environment.

Through this programme, participating professionals review and update their knowledge on business management, learn and contrast business management practices and share their experiences of successful management projects.



This programme is structured around four different modules which are required for successfully managing international projects.



Occupational health and safety

FCC Construcción follows the Occupational Health and Safety Policy of the FCC Group, which sets out the guidelines to follow on all projects to ensure health and safety at work.

The company also has an Occupational Health and Safety Management System, certified under the OHSAS 18001 standard, which is implemented both on a national and international scale, and currently covers 87.4% of the company's activity.

			Sector
Frequency Rate*	8.34	11.23	36.7
Severity Rate**	0.34	0.36	1.19
Incidence Rate***	1,471	2,096	6,315
Absenteeism Rate****	4.03		

* The number of accidents involving sick leave for every 1,000,000 hours worked.

** The number of working days lost due to sick leave accidents registered for every 1,000 hours worked.

*** The number of accidents with sick leave for every 100,000 employees, divided by the average number of employees.

**** The number of days missed due to illness divided by the number of workers.

The Management System of FCC Construcción implements the same safety and prevention requirements, pursuant to the provisions established in Spanish legislation, in all of its projects around the world. In countries that have more demanding or restrictive legislation, the company adapts its processes. To ensure such implementation and compliance, the company allocates prevention delegates and sets up Health and Safety Committees or similar bodies. It is worth mentioning that the System has a balanced scorecard that measures performance, facilitates control and substantially optimises the monitoring of objectives.



Riyadh Metro Project, Saudi Arabia

Accident rates, broken down by geographical location*

	2014				2015			
	Frequency Rate	Severity Rate	Incidence Rate	Absenteeism Rate	Frequency Rate	Severity Rate	Incidence Rate	Absenteeism Rate
Spain	7.89	0.21	1,406	3.23	8.34	0.34	1,471	4.03
European Union (remaining countries)	12.06	0.09	2,437	4.81	19.07	0.60	3,771	5.73
Latin America	20.12	0.36	5,690	5.47	25.71	0.57	7,461	4.43
Rest of the World	10.40	0.13	2,488	2.60	2.58	0.07	616	2.82

* The breakdown of accidents by gender is not relevant in the construction sector, as virtually all employees on work sites are male.

The reduction of accidents and the target of "0 Accidents" are priorities for FCC Construcción. As such, every month it monitors accident rates, using information compiled on a daily basis in accident and incident reports, which are basic work tools as the characteristics of accidents change in accordance with diverse activities, personnel and global circumstances.

FCC Construcción has established prevention plans and guides, such as the Road Safety Strategic Plan, which aims to train all professionals on matters relating to road education, sustainable and efficient mobility, and the fight against road

traffic accidents; and the Basic Guide on PRW (Prevention of Risks at Work) training, which aims to improve performance in all jobs undertaken in all FCC Construcción work centres. It is worth mentioning that this guide includes training activities that comply with the provisions in the new "5th Construction Agreement in Spain". Furthermore, measures to ensure improvements in active safety are implemented on works.

In 2015, information on good prevention practices implemented on different works and in different work centres was compiled and used to produce a report with examples of measures

relating to active safety and prevention management in works.

FCC Construcción actively participates in and collaborates with health and safety bodies and platforms, on both a national and international scale, which includes the National Health and Safety at Work Commission (CNSST), the Spanish National Contractors Association (SEOPAN), the National Construction Confederation (CNC) and the Spanish Quality Association (AEC), as well as the European Agency, the ENCORD Platform and the European Construction Industry Federation (FIEC), a social representative officially recognised by the European Commission.

In the field of research, in 2015 FCC Construcción participated in projects that improve the management of occupational risks and minimise accidents relating to linear infrastructures, buildings and infrastructures with structural defects, and other

areas of the construction sector. It has also closely collaborated with universities on occupational risk training, geared towards students in their final year of studies.

FCC Healthy Company

In line with the work undertaken by the Group's parent company, in 2015 FCC Construcción continued to internally promote the Healthy Company project, launched in April 2014, which includes a strategy of ongoing improvement regarding protection of health, safety and wellbeing, alongside the productivity and sustainability of the company.

Activities relating to food and exercise were among those carried out under the framework of this project in 2015.



Atel-Micasasa and Sighisoara rail section, Romania

· CASE STUDY ·

Health fairs in Panama

FCC Construcción's awareness drive regarding the importance of health for people's wellbeing was once again made evident this year by the "Health Fairs", which have been held since 2013 in the communities of La Valdeza, 19 de Abril and El Coco, located in Panama's La Chorrera district.

Professionals from the healthcare world participated in these fairs, offering general healthcare services such as medical consultations, measuring blood pressure, taking samples for blood sugar analysis, and giving vaccinations and medicines, among other services. Furthermore, medical specialists held informative workshops and talks on the treatment and prevention of illnesses and conditions such as diabetes and stress, which are all too frequent in today's world.

The head offices in Panama also joined this initiative. Some of the activities held in collaboration with personnel from the Caja de Seguro Social (social security agency) include: dental services, speech therapy and assistance to those registered with social security, as well as talks on healthy eating habits.

Other healthcare initiatives that have been carried out in Panama include the "Pink Ribbon" campaign, which aims to encourage regular visits to the doctor in order to detect breast and prostate cancer earlier.





Environmental management

- Environmental approach and Good Practices 45
- Risks and opportunities from climate change 46
- Responsible consumption 47
- Management of waste and effluents 49
- Protection of biodiversity 51

· 2015 MILESTONES ·

- Extension of the Environmental Management System certification to cover 96.9% of all company activities.
- Publication of the 2015 Environmental Report.
- Over 22,000 tonnes of CO₂ emissions prevented by implementing Good Practices.
- Updating the record of the carbon footprint for the 2014 financial year in the MAGRAMA "Register of Carbon Footprint, Offsetting and Carbon Dioxide Absorption Projects".
- Increase in protected natural areas in Costa Rica and Panama.
- Participation in the "One million commitments for the climate" initiative by the Ministry of Agriculture, Food and Environment (MAGRAMA) and the Ecology and Development Foundation (ECODES).

· FUTURE CHALLENGES ·

- Extending the database of environmental experiences and publishing it via ONE (in-company dissemination).
- Continuing to strengthen collaboration with and participation in national and international work groups related to the environment.
- Bolstering awareness raising geared towards employees, suppliers and subcontractors.
- Adapting the Management and Sustainability System of FCC Construcción to the new ISO 14001 and ISO 9001 standards.
- Carrying out energy auditing in compliance with RD 56/2016 on energy efficiency.
- Establishing strategies for adapting the company to climate change.



Bajo Frio hydroelectric Dam

Environmental approach and Good Practices

In 2015, in order to reach a balance between maintaining profitability and reducing environmental impacts, also in the company's current context of working in several locations worldwide, the Environmental Management System certification was extended under the ISO 14001 standard to countries in which the company was undertaking works, meaning that 97% of business is certified.

FCC Construcción is aware that the projects it carries out have an inevitable impact on the natural environment in the vicinity of works. It is also aware that negative effects on areas can entail risks regarding not only the environment, but also the company's reputation. In this sense, the planning and implementation of environmental and social Good Practices on works is one of the company's strategic objectives, facilitating integration of the environment in carrying out such works. The FCC Construcción System of Good Practices* supplements legislative and contractual requirements with voluntary actions that improve the company's environmental performance.

The System of Good Practices of FCC Construcción involves a number of actions for each work project, which are established based on an analysis and classification of environmental impact. These actions help to identify current risks, while detecting improvement opportunities, and use knowledge gained in order to reduce the company's environmental footprint.

In 2015, all of our works used an average of 89% of applicable environmental Good Practices, thereby planning and improving the company's environmental performance. Even though 85.1% of the works undertaken in 2015 met the company's environmental goals, it is important to highlight the fall compared with previous financial years. This was fundamentally due to international works on which environmental requirements by clients and the project were very high, which made it difficult to achieve points for implementing additional voluntary measures.

Good Practices Implementation

	2014	2015
Works that provide data on Good Practices	175/184 (95%)	134/136 (99%)
Implementation of Good Practices on works	23/26 (88%)	24/27 (89%)
Works that meet the environmental objective	160/175 (91%)	121/134 (90%)

FCC Construcción has an Environmental Report that gives a thorough account of all the information relating to the company's environmental management. Furthermore, the company annually undertakes and verifies a Greenhouse Gas Emissions Report. Both reports are available on the company's website.

* FCC Construcción 2009, "Assessment System of Environmental Performance through Good Practices".



Scan QR code
Access 2015
Environmental
Report




Scan QR code
Access 2015
Greenhouse Gas
Emissions Report

Risks and opportunities from climate change

FCC Construcción has verified its greenhouse gas emissions (GHG) since 2010. Since 2012, the company has held the AENOR Carbon Footprint “Verified CO₂ Environment” certificate. Additionally, FCC Construcción has registered its carbon footprints corresponding to 2013 and 2014 in the Register of Carbon Footprint, Offsetting and Carbon Dioxide Absorption Projects, set up in 2014 by the Ministry of Agriculture, Food and the Environment. As such, it was the first construction company that appeared on the public list.

The 2015 Greenhouse Gas Emissions Report of FCC Construcción provides detailed information regarding the

13 CLIMATE ACTION



FCC Construcción monitors, reduces and communicates its carbon footprint and offers services to favour the adaptation of infrastructures to climate change.



company’s commitments and the quantification of greenhouse gas emissions.

	Greenhouse Gas Emissions (t CO ₂ e)			
	Total FCC Construcción*		FCC Construcción Spain**	
	2014	2015	2014	2015
Total GHG emissions	481,404	345,158	225,489	108,926
Direct emissions (Scope 1)	51,468	86,768	17,779	13,588
Indirect emissions (Scope 2)	7,906	10,496	5,012	6,058
Other indirect emissions (Scope 3)	422,030	247,894	202,698	89,280
GHG emissions avoided by implementation of Good Practices	23,219	22,349	14,526	4,398***

* Emissions reported by the different organisations and countries, without third-party verification.

** Emissions verified by AENOR.

*** The fall in avoided emissions of Spain is fundamentally due to the reduction of avoided emissions by reusing materials on site instead of taking them to landfill. Construction activity in Spain has dropped considerably and, as a consequence, so has the amount of surplus land to be managed.



Terrassa Metro Project, Spain

The main emissions produced on works are those from dust and, to a lesser extent, from greenhouse gases and volatile organic compounds (VOCs). This is mainly due to the use of machinery and vehicles, as well as to the movement of earth and activities such as demolitions, blasting and material manufacturing on works. The large majority of these emissions are produced by outside sources.

However, given the importance of a global phenomenon like climate change, FCC Construcción seeks to make its

employees, suppliers and subcontractors aware of the matter in order to reduce their scope 3 greenhouse gas emissions.

The following are climate change adaptation and mitigation measures implemented by FCC Construcción and relate to the challenges that arose from the 21st Climate Change Conference held in Paris in November 2015.



Road Cañas-Liberia, Costa Rica

COP 21 - Paris Climate Change Conference	CLIMATE CHANGE Adapatation and mitigation measures
<p>Identifying risks and opportunities</p> <p>Addressing the potential impact that climate change could have on our value chain.</p>	<ul style="list-style-type: none"> • A study on our value chain, identifying potential impacts. • Drawing up and verification of an annual emissions inventory report pursuant to the GHG Protocol, the ISO 14064 standard and the ENCORD sector protocol.
<p>Transparency</p> <p>Dealing with the reduction of emissions, reporting emissions and calculating the carbon footprint.</p>	<ul style="list-style-type: none"> • Recording our carbon footprint in public registers, demonstrating the commitment of FCC against the climate change issue and the vulnerability of the environment (CDP Climate Change Program, the MAGRAMA Carbon Footprint Register). • AENOR Carbon Footprint "Verified CO₂ Environment" certificate (since 2012).
<p>Commitment to national objectives of countries regarding the reduction of emissions (INDC)</p> <p>Preventing global warming from increasing by over 2 ° C.</p>	<ul style="list-style-type: none"> • Implementation of environmental Good Practices on works to prevent Greenhouse Gas emissions (GHG), with the aim of achieving a 5% reduction in total emissions each year.
<p>Strategic individual actions</p> <p>Development and communication of the company's clear position on climate change.</p>	<ul style="list-style-type: none"> • Drawing up Sustainability Reports containing specific adaptation and mitigation strategies for climate change. • Training employees on waste and energy efficiency management in order to minimise their environmental impact. • Innovation of more environmentally friendly construction materials, technology and methods. • Some innovative projects carried out in 2015: <ul style="list-style-type: none"> • Technology to recycle steel waste and to manufacture multifunctional construction products. (REWASTE). • Improvement in regulating lighting in tunnels to improve energy efficiency. (DÁNAE). • Incorporation of innovative construction techniques, materials and methods of low energy consumption in different climatic areas to improve energy efficiency (BUILDSMART and SMARTBLIND).
<p>Risks regarding the integrity of the company's products and projects due to actions relating to the impact of climate change:</p> <p>Incentivising committed companies to redirect their investments to countries that establish goals for reducing emissions.</p> <p>Boosting the ability of countries to recover from impacts caused by climate change.</p>	<ul style="list-style-type: none"> • Ensuring financial viability amid increasing costs due to actions relating to the impact of climate change. • Driving innovative projects that mitigate the effects of climate change and foster adaptation to it. <ul style="list-style-type: none"> • Using Drone technology to plan and monitor works. • Road markings with photosensitive paint that help to light up roads at night and recharge during the day using sunlight. • Printing of 3D structures: Prolonging the useful life of materials and recycling old structures. • Assessment of the influence of the meteo-oceanographic climate on the performance of maritime works. • New environmental restoration and recovery techniques for areas affected by major earthworks.


Responsible consumption

FCC Construcción management has continued to make progress towards rational consumption and more efficient resources, especially those more closely related to the company's activity.

Due to the commitment of FCC Construcción, with a more responsible use of natural resources, our system of Good Practices includes actions to reduce water consumption, an indispensable element in construction, by reusing specific washing water, as well as different reuse and recycling measures for construction materials, among others.


Before planning these actions, the resources used must be accurately measured. Our IT applications help us to record the consumption levels of different production centres and to extract information at various levels and for different periods of time. The following tables are an example of this, reflecting the water, energy and material consumption levels of FCC Construcción, broken down into geographical areas, in the 2015 financial year.

6 CLEAN WATER AND SANITATION



Especially in environments characterised by scarce water resources is vital to implement an accurate water management, by enhancing its reuse on site. Similarly, when wastewater cannot be reused and has to be dumped, a previous treatment is undertaken to assure water quality of the effluents.

7 AFFORDABLE AND CLEAN ENERGY



In the circular economy paradigm, FCC Construcción minimises the consumption of resources on its works, adjusting the need on each project for energy and materials to the availability of such resources and seeking efficiency in their use and consumption.

	Water consumption (m ³)					
	2014	2015				
	Total	Total	Spain	EU (remaining countries)	Latin America	Middle East and North Africa
Surface water*	993,355	1,023,781	632,771	21,326	369,684	0
Groundwater*	212,534	265,519	24,604	937	182,978	57,000
Municipal water supply	393,710	493,267	194,411	21	80,648	164,124
Water recycled or reused on site	116,203	54,164	53,825	0	339	0
Water from other sources	54,500	264,012	0	12	0	264,000
TOTAL	1,770,302	2,100,743	905,611	76,359	633,649	485,124

* Estimated data based on authorised withdrawal.

	Energy consumption (GJ)					
	2014	2015				
	Total	Total	Spain	EU (remaining countries)	Latin America	Middle East and North Africa*
Direct energy consumption	718,246	1,184,145	253,504	81,247	407,963	441,431
Indirect energy consumption	77,217	92,542	65,199	7,243	17,928	2,172
TOTAL	795,463	1,276,687	318,703	88,490	425,891	443,603

* The increase in energy consumption in 2015 was mainly due to progress in the completion rate of the Riyadh Metro works.

	Material consumption (t)					
	2014	2015				
	Total	Total	Spain	EU (remaining countries)	Latin America	Middle East and North Africa
Asphalt agglomerate	605,095	393,452	273,860	14,164	71,003	34,425
Concrete	3,728,603	3,628,935	1,348,052	85,804	1,234,228	960,851
Steel	246,966	123,721	38,258	4,590	49,394	31,479
Bricks	8,059	8,191	6,820	563	177	631
Glass and metals	1,311	2,215	1,170	687	32	326
Aggregates, graded aggregates and soil	25,678,118	30,627,764	9,789,914	20	14,129,525	6,708,325
Topsoil	2,240,734	800,745	187,120	116,150	197,330	300,145
Paints, solvents, release agents, concrete curing liquids, accelerators, concrete liquefier, antifreeze and epoxy resins	88,497	24,812	21,929	44	1,976	863
Oil, grease and other damaging or hazardous substances	4,707	1,402	528	69	795	10

The FCC Construcción Environmental Report provides detailed information on the main initiatives undertaken by the company

to reduce its water, energy and material consumption.




Castrovido Dam, Spain

Management of waste and effluents

The activity of FCC Construcción generates a significant amount of waste. As such, the company's Environmental Management System places special emphasis on works being managed correctly, from the prevention of waste production and the reduction in generated waste, to its subsequent separation and treatment, primarily fostering its reuse, recycling or energy recovery before disposing of it in authorised landfill sites.

In the 2015 financial year, FCC Construcción reduced the total amount of waste generated, especially nonhazardous waste, fundamentally due to the lower level of activity and to the fact that important international works were in their early stages, generating less waste.

14 LIFE
BELOW WATER



FCC Construcción monitors the whereabouts of all of its effluents and controls discharge parameters so they do not affect animal species in the aquatic environment, which a large part of the population relies on for sustenance.

15 LIFE
ON LAND



At FCC Construcción, we are aware of how important the land is for vegetative development and, therefore, for all trophic levels. Given our close relationship with the land, measures are taken in works to minimise its compaction and any possible contamination that may arise from accidental spills.



	Generated waste (t)					
	2014	2015				
	Total	Total	Spain	EU (remaining countries)	Latin America	Middle East and North Africa
Hazardous waste	1,889	1,141	822	63	240	16
Non-hazardous waste	4,887,797	1,592,965	666,684	16,432	640,268	269,581
TOTAL	4,889,686	1,594,106	667,506	16,495	640,508	269,597

The construction of buildings and infrastructures inevitably entails the discharge of effluents into water resources and process water onto land. To avoid and minimise the impacts produced, the company has put in place consumption reduction and pre-discharge treatment measures.

All FCC Construcción works and production centres request administrative authorisation in order to carry out direct or indirect discharges. Furthermore, the company complies with all of the quality measures and the periodicity of the checks forming part of these authorisations.

These volumes of wastewater are usually small due to the scale of the works. Nevertheless, initial characterisation analyses are conducted on all works by accredited laboratories to check that the effluent is within the established limits. Appropriate analyses are subsequently conducted according to the corresponding periodicity.

Further information on the initiatives carried out by the company to improve the management of waste and effluents can be found in the 2015 Environmental Report.

· CASE STUDY ·

Reuse of demolition debris in breakwater layers in Cañas-Liberia, Costa Rica

On the works to extend Route 1 in the Cañas-Liberia section (Costa Rica), which were carried out by FCC Construcción, the possible erosion of bridge foundations was identified as a potential risk. Furthermore, it was found that demolition work on the project entailed generating large amounts of debris.

To minimise the possible erosion and in seeing the generation of debris as an opportunity, FCC Construcción reused the resulting material from the demolition work, putting it into hidden breakwater layers.

This measure provided a comprehensive answer to both issues, while averting management of the waste generated from the demolition, which resulted in a reduction in material sent to landfill and in transport needs. In other words, this measure had a lower environmental impact, while ensuring protection of the foundations from erosion and reducing the need for materials for said breakwaters which, were it not for this measure, would have needed to have been obtained via loans.



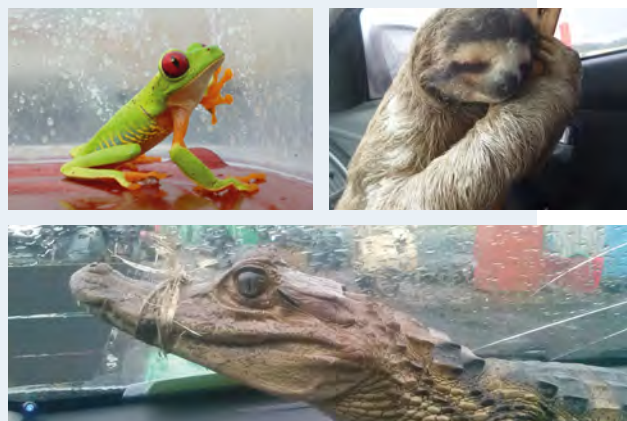
· CASE STUDY ·

Fauna rescue and relocation plan for the Ciudad Hospitalaria project in Panama

The construction of Ciudad Hospitalaria in Panama, carried out by FCC Construcción, is located in an area deemed as a mature secondary forest due to the vast biodiversity of animal species and vegetation that surrounds it.

Faced with this situation, a specific study of the fauna found in the immediate works area was conducted before work commenced. Based on the data obtained from said study, an animal Rescue and Relocation Plan was produced, which included the measures required to conserve the environment.

Thanks to the constant supervision of the facilities and the training and involvement of our staff, around 18 different species have been rescued and relocated. After finding the animals, they are assessed and transferred to the Camino de Cruces National Park, where they are released into a risk-free environment.



· CASE STUDY ·

Construction of decanting basins in the sanitation of Santo Estevo de Budiño, Spain

This project, which includes the creation of a network of sewer manifolds, forms part of a number of actions which aims to eliminate current discharge points. This project improves the quality of life of residents in the rural communities of Santo Estevo de Budiño in Salceda de Caselas and reduces the impact on the natural environment, as well as providing a connection, for a number of industrial units and for people in the municipality of Porriño lacking sanitation, to the general network of Louro.

Given that part of the manifold planned passed through an area running parallel to a watercourse with a high phreatic level, and that the characteristics of the land throughout the low area of the works meant that the project lacked sufficient load-bearing capacity, a decision was made to incorporate a consistent construction solution by using a sheet piling system and drainage with submersible pumps.

As regards the water drained during the sheet piling work, a filter system was designed to stop it from being directly discharged into the river, causing possible turbidity. The system is made up of a number of connected decanting basins, covered with geotextile, into which the drained water was poured, thereby decanting the suspended solids before the water reaches the river. This good practice is commonly used by FCC Construcción and was implemented in over 80% of works under way in 2015 to protect nearby watercourses.

Thanks to the installation of the decanting basins and the permeability of the land, all of the water drained from the sheet piling trenches was eliminated by evaporation or filtration without the need to discharge any into the river. As such, this system helped mitigate the impact of discharges on the biodiversity present in the area.



Protection of biodiversity

Although the location that least affects the ecosystem and its biodiversity is sought in the location selection phase of projects, construction projects have an inevitable impact on biodiversity, not just on the physical setting, but also on the plant and animal species in the corresponding area and their relationships.

While works are being carried out and up until their completion, different protection and restoration measures are implemented for ecosystems that have been altered as a result of the company's activity. As such, specific Biodiversity Plans are occasionally drawn up. Other actions aimed at protecting the diversity of ecosystems in which our work is carried out include the physical protection of specimen, transplanting plant species, moving nests or animal species, creating wildlife refuges or simply planning work according to the life cycle of species.



As the company's activity causes changes in the environment, at FCC Construcción we are especially careful in implementing measures that favour the coexistence of the most vulnerable animal and plant species in works undertaken.



For many years FCC Construcción has fulfilled its commitment to protecting the natural environment and, under that commitment, seeks to respond to the UN Sustainable Development Goals regarding the protection and deterioration of ecosystems.

Land adjacent to or located in protected natural areas or unprotected areas with a high level of biodiversity

Type of impact	2014		2015*	
	No. Works	Surface area (mill. m ²)	No. Works	Surface area (mill. m ²)
Location in natural areas that are protected or have high biodiversity value	5	1,000	4	1,000
Location where the landscape is catalogued as relevant	15	1,022	16	1,016
Impact on natural watercourse in protected areas	2	8.3	1	0.2
Impact on natural watercourse in areas of high biodiversity value			7	8.4
Impact on watercourses that are highly valuable or important to local communities and indigenous populations	5	8.4	7	8.9
Impact on catalogued or protected vegetation	23	21.4	16	10.3
Impact on catalogued or protected animal species	11	22.8	9	15.5

* In 2015, works located in areas that are important for biodiversity or local communities were studied in Spain, Portugal, Romania, Costa Rica, Panama, Colombia, Brazil and Chile.

In 2015, the company restored a total area of 91.3 hectares affected by its activity and implemented protection measures in 72.8 hectares of vulnerable area. These actions were undertaken in all countries, with the exception of the UK and Romania, in which works were carried out. The amount of restored area was up 49% on 2014.

The Environmental Report of FCC Construcción provides detailed information on the main initiatives undertaken by the company to protect biodiversity.

Vulnerable protected areas and restored affected areas (ha)

	2014	2015
Vulnerable protected areas	74.31	72.80
Restored affected areas	61.26	91.29



Almonte Viaduct in Cáceres, Spain



Annexes

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About this Report

Scope and frequency (G4-18b)

This Report focuses on the economic, environmental, social, ethical and corporate governance aspects that defined the activity of FCC Construcción in 2015, comparing them with those from the previous year.

FCC Construcción publishes the Sustainability Report every two years. However, and for the purpose of upholding its commitment to transparency and information to its stakeholders, in the second year of the period it prepares an informative list of the most relevant indicators and events from that period.

Boundaries (G4-20) (G4-21) (G4-22)

Unless otherwise stated, the information given in this Report applies to all activity carried out by FCC Construcción, its subsidiaries and affiliated companies. In aspects where information is available on the performance of the supply chain, this information is included in the corresponding sections.

With regard to FCC Construcción joint ventures, comprehensive information is provided on the environmental values of those in which FCC Construcción holds operational control, regardless of its share percentage.

Principles of preparation (G4-18b)

This Sustainability Report has been prepared by FCC Construcción in line with the G4 version of the Sustainability Reporting Guidelines (GRI) in the comprehensive option, and it was checked and approved by an independent and external body (AENOR) on 11/08/2016. It has also been prepared whilst taking into account the GRI sector supplement for construction.

- **Materiality and participation of interest groups:** The result of the materiality study conducted by the FCC Group in accordance with standard AA 1000 was taken into account when preparing this Report.
- **Context of sustainability:** This Report analyses the results of the company, establishing links between sustainability and organisational strategy.
- **Comprehensiveness:** The information contained in this Report helps assess the economic, ethical, social and environmental performance of the company. Other sources to obtain further information are cited throughout the Report.
- **Reliability:** The information included in this Report is obtained from reliable information sources that have been checked and approved by independent external bodies. The reported environmental values are retrieved from invoices, delivery notes and measurements. Wherever an estimate is given for these values, it is stipulated in the corresponding section.

FCC Construcción prepares this Sustainability Report in accordance with the comprehensive option in the G4 guidelines of the Global Reporting Initiative.



Vigo Urzaiz Station, Spain

G4 approach (G4-18b); (G4-23)

The G4 of the GRI requires companies to conduct a preliminary materiality study in order to identify topics such as governance or those related to social and environmental issues which, due to their importance for both the business and stakeholders, have a significant impact on the strategy and decision making of companies.

In addition to the more critical aspects for the company, the Report also covers other less relevant elements in the materiality study that the company has been compiling and checking over recent years.

Process of determining material aspects (G4-18a)

The process followed by FCC Construcción to determine the material aspects of the 2015 financial year is outlined in the first chapter of this Sustainability Report.

Previous Report

The previous Sustainability Report corresponds to the 2013-2014 period. The updated supplement of the previous report corresponds to the 2014 financial year.

Other relevant data

This Sustainability Report doubles up as an FCC Construcción Progress Report on the 10 Principles of the United Nations Global Compact.

For any aspect regarding this Report, please email the Quality and CSR Manager (calidad_rsc_construc@fcc.es).

Standard disclosures

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
Strategy and analysis						
G4-1	Statement from the most senior decision maker of the organisation.	Renewal of commitment		Letter from the chairman (p. 8).		✓
G4-2	Description of key impacts, risks and opportunities.			Our organisation (p. 11). Responsible management and business ethics (p. 16-21). Building the future: sustainable, social and accessible communities (p. 23-24). Environmental management (p. 44-53). Engaging with our stakeholders (p. 29-31, 34-36).		✓
Organisational profile						
G4-3	Name of the organisation.	Standard Disclosures		FCC Construcción.		✓
G4-4	Primary brands, products and services.	Standard Disclosures		Business profile and strategy (p. 11).		✓
G4-5	Corporate headquarters address.	Standard Disclosures		Back cover. (Registered office: Balmes, 36. Tax domicile: Av. Camino de Santiago, 40).		✓
G4-6	Countries in which the company operates. Identification of countries with significant operations.	Standard Disclosures		International presence: main projects 2014-2015 (p. 12-13).		✓
G4-7	Nature of ownership and legal form.	Standard Disclosures		FCC Construcción is a FCC Group company. More information can be found on the FCC Construcción website (in the Corporate Area section).		✓
G4-8	Markets served (including geographical breakdown, the sectors served and the types of customers/beneficiaries).			International presence: main projects 2014-2015 (p. 12-13).		✓
G4-9	Scale of the organisation, including: number of employees; number of operations; net sales; capitalisation and quantity of products or services provided.	Standard Disclosures		Key Figures in 2015 (p. 11) Financial information can be found on the FCC Construcción website (in the Corporate Area section).		✓
G4-10	Number of employees by employment contract and gender.	Standard Disclosures and Principle 6	SDG 8	Our professionals (p. 38).		✓
G4-11	Percentage of employees covered by collective bargaining agreements.	Principle 3	SDG 8	Human rights (p. 34).		✓
G4-12	Description of the organisation's supply chain.		SDG 12	Balanced relationships with our suppliers (p. 20-21).		✓
G4-13	Significant changes that have taken place during the reporting period of the organisation or its supply chain.		SDG 12	FCC Group 2015 Annual Report Balanced relationships with our suppliers (p. 20-21).		✓
G4-14	Reporting whether and how the precautionary approach or principle is addressed by the reporting organisation.			Risk management and mitigation (p. 18-19).		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
G4-15	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses.	Principle 1 and 7	SDG 17	Human rights (p. 34). Corporate governance (p. 17).		✓
G4-16	Memberships in associations and/or national/international advocacy organisations in which the company participates or supports.	Standard Disclosures	SDG 17	Building the future: sustainable, social and accessible communities (p. 23-24). Innovation for a more efficient industry (p. 24-27). Human rights (p. 34). Health and safety at work (p. 42-43).		✓

Identified material aspects and boundaries

G4-17	Entities included in the consolidated financial statements of the company and other equivalent documents.	Standard Disclosures		2015 Results Report (p. 21-24). Annual Consolidated Statements 2015 (p. 233, 244, 247, 252).		✓
G4-18	Process for defining the report content and the aspect boundaries, Explanation of how the organisation has implemented the Reporting Principles for Defining Report Content.			Material aspects and boundaries (p. 6-7). About this report (p. 53). 2015 CSR report of the FCC Group : Information on how the company prepared the report (p. 142-143 & 148-150).		✓
G4-19	List of the material aspects identified.	Standard Disclosures		Material aspects and Boundaries (p. 6-7).		✓
G4-20	Scope and boundaries of each material aspect within the reporting organisation.	Standard Disclosures		About this report (p. 53).		✓
G4-21	Scope and boundaries of each material aspect outside the reporting organisation.			About this report (p. 53).		✓
G4-22	Effects of any restatements of information provided in earlier reports and their reasons.			There are no restatements of information provided in earlier reports.		✓
G4-23	Significant changes from previous reporting periods in the scope.			The 2015 Report is prepared with the G4 guidelines of the Global Reporting Initiative.		✓

Stakeholders engagement

G4-24	List of stakeholders engaged by the organisation.	Standard Disclosures		Dialogue and information transparency (p. 30-33).		✓
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Standard Disclosures		Dialogue and information transparency (p. 30-33).		✓
G4-26	Approaches to stakeholders' engagement, including the frequency of engagement by type and category of stakeholders.	Standard Disclosures		Material aspects and boundaries (p. 6-7).		✓
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Standard Disclosures		Dialogue and information transparency (p. 30-33).		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
Report profile						
G4-28	Reporting period for information provided.	Standard Disclosures		About this report (p. 53).		✓
G4-29	Date of last report (where applicable).	Standard Disclosures		About this report (p. 53).		✓
G4-30	Reporting cycle.	Standard Disclosures		About this report (p. 53).		✓
G4-31	Point of contact to resolve any doubts that may arise regarding the report's contents.	Standard Disclosures		About this report (p. 53).		✓
G4-32	Identification of the 'In Accordance' option the organisation has chosen, GRI Content Index for the chosen option, and the reference to the External Assurance Report			About this report (p. 53).		✓
G4-33	Policy and current practice of the organization with regard to seeking external assurance for the report.			About this report (p. 53). External assurance letter (p. 7).		✓
Governance						
G4-34	Governance structure of the organisation.	Standard Disclosures		Corporate Governance Report 2015 (p. 9 & 25-29).		✓
G4-35	Describe the process by which the highest governance body delegates its authority to senior management and certain employees regarding financial, environmental and social issues.	Standard Disclosures		Corporate Governance Report 2015 (p. 25-29).		✓
G4-36	Indicate whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	Standard Disclosures		Yes, Deputy Technical Services Manager and Quality and CSR Manager.		✓
G4-37	Consultation processes between stakeholders and the highest governance body on financial, environmental and social issues.	Standard Disclosures		Dialogue and information transparency (p. 30-33).		✓
G4-38	Composition of the highest governance body and its committees.	Standard Disclosures		Corporate Governance Report 2015 (p. 9-11).		✓
G4-39	Indicate whether the Chair of the highest governance body is also an executive officer within the reporting organisation.	Standard Disclosures		Yes		✓
G4-40	Selection and appointment processes of the highest governance body and its committees, as well as the criteria for selecting and appointing the members of the former.	Standard Disclosures		Corporate Governance Report 2015 (p. 16-17).		✓
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoiding and managed.	Standard Disclosures		Corporate Governance Report 2015 (p. 30).		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
G4-42	Functions of the highest governance body and senior management in the development, approval and updating of the purpose, values or mission statements, strategies, policies and objectives relating to financial, environmental and social impacts of the organisation.	Standard Disclosures		Rules of the FCC Group Board of Directors (p. 11-14).		✓
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Standard Disclosures		Via the Training Plan which covers these aspects and which apply to top managers as well. Also, by periodic reports on the status of the Management System; and by regular meetings of the governance bodies (Sustainability Committee, Contracting Committee, etc.), as defined in the FCC Construcción procedure "General Organisation and Duties".		✓
G4-44	Processes of evaluating the performance of the highest governance body in relation to the governance of financial, environmental and social issues.	Standard Disclosures		Corporate Governance Report 2015 (p. 17-18).		✓
G4-45	Function of the highest governance body in the identification and management of impacts, risks and financial, environmental and social opportunities.	Standard Disclosures		Rules of the FCC Group Board of Directors (p. 37-41).		✓
G4-46	Function of the highest governance body in the analysis of the effectiveness of risk management processes of the organisation with regard to financial, environmental and social issues.	Standard Disclosures		Corporate Governance Report 2015 (p. 31-35).		✓
G4-47	Information on how often the highest governance body analyses financial, environmental and social impacts, risks and opportunities.	Standard Disclosures		All FCC Construcción Committees convene every four months, as defined in the organisation's internal procedures.		✓
G4-48	Committee or position of greatest importance which reviews and approves the sustainability report.	Standard Disclosures		Chairman and Corporate Manager of FCC Construcción.		✓
G4-49	Process for transmitting important concerns to the highest governance body.	Standard Disclosures		Ad hoc meetings between the Chairman of FCC Construcción and the Chief Executive Officer of the FCC Group.		✓
G4-50	Nature and number of important concerns that were transmitted to the highest governance body; also describe the mechanisms used to address and evaluate them.	Standard Disclosures		They are identified by the Sustainability Committee and communicated to the Chief Executive Officer of the FCC Group.		✓
G4-51	Remuneration policies for the highest governance body and senior management.	Standard Disclosures		FCC reports on the remuneration of members of the Board of Directors via the Annual Remuneration Report of the Board of Directors, available on the website for the Spanish National Securities Market Commission (CNMV) (p. 2-4).		✓
G4-52	Processes by which remuneration is determined.	Standard Disclosures		Annual Remuneration Report 2015 of the Board of Directors (p. 4).		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
G4-53	Information on how it is requested and if the opinion of stakeholders with regard to the remuneration is taken into account, including, where appropriate, the results of voting on policies and proposals related to this issue.	Standard Disclosures		Annual Remuneration Report 2015 (p. 8 and 16).		✓
G4-54	Ratio of the annual total remuneration for the organisation's highest-paid person in each country of significant operations to the median annual remuneration for all employees (excluding the highest-paid person) in the pertinent country.	Standard Disclosures		Not available.	The relation between the criteria that are to be met by the remuneration policy of the organization is specifically published (art. 28 of the Regulation). It is the reasonable proportion with the Society's importance, the economic condition at any given time and the market standards of comparable companies, and the remuneration system has to be oriented towards promoting long-term profitability and sustainability of the organisation. However, the relationship or quantitative proportion between the remuneration of the Board and the staff in each country is not published.	✓
G4-55	Percentage increase ratio between the annual total remuneration for the organisation's highest-paid person in each country of significant operations with the percentage increase of the median annual remuneration for all employees (excluding the highest-paid person) in the pertinent.	Standard Disclosures		Not available.	See Omission G4-54	✓

Ethics and Integrity

G4-56	Values, principles, standards and rules of the organisation, such as codes of conduct or ethical codes.	Standard Disclosures		Ethics and integrity framework (p. 18).		✓
G4-57	Internal and external advisory mechanisms towards ethical and lawful conduct, and issues related to the integrity of the organisation, such as helplines or consultation.	Principle 10		Ethics and integrity framework p. 18). The Ethical Code establishes the standards of conduct to guarantee ethical and legal behaviour		
G4-58	Internal and external complaint mechanisms of unethical or illegal conduct and matters relating to the integrity of the organisation, such as stepped notification to managers, whistleblowing mechanisms or hotlines.	Principle 10		Ethics and integrity framework (p. 18). For the disclosure of irregularities and related breaches, employees and third parties are to contact the "Response Committee" by means of various mechanisms: internal communication channel (employees only), post or email (for all stakeholders).		

Specific standard disclosures

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
CATEGORY: ECONOMIC						
Economic performance						
G4-EC1	Direct economic value generated and distributed.			Economic performance (p. 14). For more information, please consult the Management Report 2015 (p. 24-26). Workforce expenses in 2015 amounted to €391,892 (compared to €426,663 in 2014), broken down as follows: <ul style="list-style-type: none"> • Wages and salaries: 305,415 • Compensation: 9,287 • Social Security: 69,187 • Other staff expenses: 8,003 		✓
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities as a result of climate change.		SDG 13	There is a Climate Change Strategy in which the main risks and opportunities for each business area are defined. Read Annual Report 2015 of the FCC Group (p. 587-588).		✓
G4-EC3	Coverage of the organisation's defined benefit plan obligations.			Not available.	These concepts are included in the company's income statements, in the Current Expenditure section, but are not specified.	
G4-EC4	Financial aid allocated to the organisation by government bodies.			<ul style="list-style-type: none"> • Subsidies (training rebates): 365,690 euros. • R&D&i grants: 460,350 euros. • Tax relief: 1,574,284 euros. 		
Market presence						
G4-EC5	Ratios of standard entry level wage compared to local minimum wage at significant locations of operation.			FCC Construcción pays its employees according to current legislation and specific collective bargaining agreements within the sector in countries where it operates. Meanwhile, it offers a plus in the remunerations calculated according to the cost of living and quality of life in the case of expat employees. FCC Construcción complies with the International Labour Organisation guidelines.		✓
G4-EC6	Percentage of senior managers in places where significant operations are carried out.			With "Senior Management" equating to the level of Country Manager, outside Spain there are no local Senior Management profiles.		✓
Indirect economic impact						
G4-EC7	Development and impact of investment in infrastructure and types of services.			All investments made in infrastructure and supplied services are part of the business itself.		✓
G4-EC8	Significant indirect financial impacts and the scope of such impacts.			Financial performance: indirect financial consequences (p. 15-16). More information in the FCC Group's Annual Report 2015 (p. 610-611). According to estimates from the Spanish National Contractors Association, SEOPAN, for every million euros invested in infrastructures in Spain there are 18 jobs created, 6 of which are indirect.		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
Procurement practices						
G4-EC9	Proportion of expenditure in places where significant operations with local suppliers are carried out.		SDG 12	Balanced relationships with our suppliers (p. 20-21).		✓
CATEGORY: ENVIRONMENT						
Material aspect: materials						
G4-DMA	Management approach.		SDG 12	Responsible consumption (p. 47-48). Environmental Report 2015 (p. 16, 17, 23, 57-62).		✓
G4-EN1	Materials by weight or volume.	Principle 8	SDG 12	Responsible consumption (p. 47-48).		✓
G4-EN2	Percentage of recycled materials used.	Principle 8	SDG 12	Environmental Report 2015 (p. 60) Surplus of soil or rock reused on site equates to 40% of the total raw materials used, and surplus clean debris that is reused represents 1% of the total semi-finished products.		✓
Material aspect: energy						
G4-DMA	Management approach.		SDG 7	Responsible consumption (p. 47-48). Environmental Report 2015 (p. 23, 57-62)		✓
G4-EN3	Internal energy consumption.	Principle 8	SDG 7	Responsible consumption (p. 47-48).		✓
G4-EN4	External energy consumption.	Principle 8	SDG 7	A total of 314,704 GJ of external energy was consumed in 2015. The consumption linked to electricity transmission losses and the energy used for earth movement works (subcontractors) was accounted for.		✓
G4-EN5	Energy intensity.		SDG 7	The energy intensity in 2015 was 640.6 GJ/million euros. (based on internal energy consumption).		✓
G4-EN6	Reduction of energy consumption.	Principle 8	SDG 7	Responsible consumption (p. 47-48).		✓
G4-EN7	Reductions in energy requirements of products and services.	Principle 8	SDG 7	Innovation for a more efficient industry: Unique projects (27-29).		✓
CRE1	Building energy intensity.		SDG 7	Not applicable.	This indicator applies to real estate activities that are not included in the business of FCC Construcción.	✓
Material aspect: water						
G4-EN8	Total water withdrawal by source.	Principle 8	SDG 6 and 14	Responsible consumption (p. 47-48).		✓
G4-EN9	Water sources significantly affected by withdrawal of water.	Principle 8	SDG 6 and 14	<ul style="list-style-type: none"> Withdrawing surface water from natural channels in protected areas or in areas that are highly valuable to local communities: 70,812 m³. Withdrawing surface water from natural channels in unprotected areas which have a high biodiversity value or are significant for local communities: 51,288 (m³). 	FCC Construcción data, not including FCC Industrial.	✓
G4-EN10	Percentage and total volume of recycled and reused water.	Principle 8	SDG 6 and 14	54,164 m ³ (2.6%). Responsible consumption (p. 47-48).		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
CRE2	Building water intensity.		SDG 6	Not applicable.	This indicator applies to real estate activities that are not included in the business of FCC Construcción.	✓
Material aspect: biodiversity						
G4-DMA	Management approach.		SDG 15	Responsible consumption (p. 47-48). Environmental Report 2015 (p. 14, 71-77).		✓
G4-EN11	Operational sites owned, leased, managed, which are adjacent to, contain or are located in protected areas and unprotected areas of high biodiversity value.	Principle 8	SDG 15	Protection of biodiversity (p. 51).		✓
G4-EN12	Description of the most significant impacts of activities, products and services on biodiversity in protected areas or unprotected areas of high biodiversity value.	Principle 8	SDG 15	See Environmental Report (p. 71-77).		✓
G4-EN13	Protected or restored habitats.	Principle 8	SDG 15	Protection of biodiversity (p. 51).		✓
G4-EN14	Number of species on the IUCN Red List and national conservation lists with habitats in areas affected by operations, by level of risk of extinction.	Principle 8	SDG 15	This information is currently unavailable for countries where FCC Construcción carries out its operations; however, all production centres hold a register of threatened species. Several examples regarding the management plans for plant and animal species can be found in the Environmental Report .		✓
Material aspect: emissions						
G4-DMA	Management approach.		SDG 13	Risks and opportunities from climate change (p. 46-47). Environmental Report 2015 (p. 20-22, 37-43).		✓
G4-EN15	Direct greenhouse gas emissions (scope 1).	Principio 8	SDG 13	Risks and opportunities from climate change (p. 46-47).		✓
G4-EN16	Indirect greenhouse gas emissions when generating energy (scope 2).	Principio 8	SDG 13	Risks and opportunities from climate change (p. 46-47).		✓
G4-EN17	Indirect greenhouse gas emissions when generating energy (scope 2).	Principle 8	SDG 13	Risks and opportunities from climate change (p. 46-47).		✓
G4-EN18	Intensity of greenhouse gas emissions.		SDG 13	The intensity of greenhouse gas emissions was 173.19 tCO ₂ e/mill. euros.		✓
G4-EN19	Reduction of greenhouse gas emissions.	Principle 9	SDG 13	Risks and opportunities from climate change (p. 46-47).		✓
CRE3	Intensity of greenhouse gas emissions from buildings.		SDG 13	Not applicable.	This indicator applies to real estate activities that are not included in the business of FCC Construcción.	✓
CRE4	Intensity of greenhouse gas emissions from new constructions and redevelopment activity.		SDG 13	The intensity of greenhouse gas emissions was 173.19 tCO ₂ e/mill. euros.		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
G4-EN20	Emission of ozone-depleting substances.	Principle 8	SDG 13	Not applicable.	This type of emission is not produced in the construction sector.	✓
G4-EN21	NOx, SOx and other significant air emissions.	Principle 8	SDG 13	<ul style="list-style-type: none"> • NOx: 185,995 kg. • SOx: 2,310 kg. • Particles: 1,597,844 kg. 		✓
Material aspect: effluents and waste						
G4-DMA	Management approach.		SDG 6 and 14	Management of waste and effluents (p.49). Environmental Report 2015 p. (22-23, 47-52, 63-70).		✓
G4-EN22	Total volume of water discharge by quality and destination.	Principle 8	SDG 6 and 14	Total discharge: 352,348 m ³ <ul style="list-style-type: none"> • Hydraulic Public Domain: 295,278 m³ • Septic tank: 16,426 m³ • Sanitation network: 40,644 m³ For further information see the Environmental Report .		✓
G4-EN23	Total weight of waste by type and disposal method.	Principle 8	SDG 6 and 14	Management of waste and effluents (p.49).		✓
G4-EN24	Total number and volume of significant spills.		SDG 6 and 14	In 2015, there were 65 spills totalling 9 m ³ .		✓
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous pursuant to annexes i, ii, iii and viii of the Basel Convention 2, and percentage of waste transported internationally.	Principle 8	SDG 6 and 14	Not applicable.	The activity of FCC Construcción does not include the transportation of hazardous waste; instead, authorised transporters and managers are hired to manage this type of waste properly.	✓
G4-EN26	Identity, size, protected status and biodiversity value of the bodies of water and related habitats substantially affected by the reporting organisation's discharges of water and run-off.	Principle 8	SDG 6 and 14	<ul style="list-style-type: none"> • Significant discharges in protected natural areas: 3 works. • Significant discharges in areas of high value for biodiversity: 5 works. • Significant discharges into watercourses that are highly valuable to local communities and indigenous peoples: 2 works. • Significant discharges into watercourses that are relatively valuable to local communities and indigenous peoples: 5 works. • Significant discharges along natural coastline: 8 works Projects located in Spain, Panama, Costa Rica and Chile.	FCC Construcción data, not including FCC Industrial.	✓
Products and Services						
G4-EN27	Degree of mitigation of the environmental impact of products and services.	Principle 8	SDG 14 and 15	FCC Construcción has a Good Practices system which includes actions that ensure the best environmental performance. For further information, see the "Environmental Good Practices" section in the Environmental Report .		✓
G4-EN28	Percentage of products sold and their packaging material that are reclaimed at the end of their useful life, by product category.	Principle 8	SDG 6, 12 and 14	Not applicable.	The construction activity of FCC Construcción does not include the production of packaged or wrapped goods intended for sale or shipment to the customer.	✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
Compliance						
G4-EN29	Monetary value of significant fines and number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Principle 8	SDG 15	In 2015, a total of 18 legal proceedings were recorded. The resolution of 8 of which amounted to a total cost of €59,503.	Only data for FCC Construcción in Spain is included.	✓
Transport						
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organisation's activity, and also staff transport.		SDG 13, 14 and 15	Risks and opportunities from climate change (p. 46-47). Scope 3 emissions include the emissions from staff business travel. The main environmental impacts regarding transport are produced in civil engineering works; for instance dirt at the entrances and exits of the worksites, emissions of dust caused by transporting earth and rubble and dust emissions due to heavy machinery.		✓
Overall						
G4-EN31	Breakdown of environmental expenditure and investments.		SDG 13, 14 and 15	The total environmental expenditure in 2015 was €263,176,378. <ul style="list-style-type: none"> Remediation expenditure: €14,438,103. Environmental prevention expenditure: €73,409,265. Environmental management expenditure: €175,329,009. 		✓
CRE5	Prevention or land recovery actions for existing or intended use according to applicable legal designations.		SDG 15	<ul style="list-style-type: none"> 82 m² of decontaminated soils 5 m² of ground evaluated for remediation, but not done yet. 	FCC Construcción data, not including FCC Industrial.	✓
Supplier environmental assessment						
G4-EN32	Percentage of new suppliers that were screened based on environmental criteria.		SDG 12	Balanced relationships with our suppliers (p. 20-21). All FCC Construcción suppliers are assessed according to environmental criteria.		✓
G4-EN33	Actual and potential significant negative environmental impacts on the supply chain and measures taken.		SDG 12 13, 14 and 15	Not available.	Although FCC Construcción does not collect information on negative environmental impacts on the supply chain, there is currently a project underway to compile this type of information.	✓
Environmental grievance mechanisms						
G4-EN34	Number of environmental grievances filed, addressed and resolved using formal grievance mechanisms.		SDG 12 13, 14 and 15	In 2015, a total of 18 legal proceedings were recorded, 10 of which are still unresolved. Any grievances that do not develop into legal proceedings will be managed by each site, and information will not be collected.	Only data for FCC Construcción in Spain is included.	✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
CATEGORY: SOCIAL						
Sub-category: labour practices and decent work						
Material aspect: employment						
G4-DMA	Management approach.	Principle 6	SDG 5, 8 and 10	Our professionals: transparent management at a difficult time (p. 36-37). Workforce (p. 38).		✓
G4-LA1	Number and rate of recruitment and average employee turnover by age, gender and region.	Principle 6	SDG 5, 8 and 10	Total recruitment: 666 By gender: • Male: 629 • Female: 37 Age group: • <30: 69 • 30.50: 482 • >50: 115	A system is currently being worked on to obtain the breakdown of new recruitments by geographical area.	✓
G4-LA2	Benefits for full-time employees that are not offered to part-time or temporary employees, by significant activity locations.	Principle 6	SDG 8 and 10	All employees have the same benefits regardless of how many hours they work. The company pays in full the following insurance premium, from which the employees benefit: • Insurance for occupational accident, decease, total permanent disability, near-total permanent disability and severe disability. • Travel accident insurance and travel assistance insurance.		✓
G4-LA3	Return to work and retention rates of employees who took maternity or paternity leave, by gender.		SDG 5, 8 and 10	94% of employees that took maternity or paternity leave came back to work after this period ended.	The retention rate after taking leave is not included given that this could provide false data due to the Workforce Adjustment Plan that was implemented in 2014 and 2015.	✓
Labour/management relations						
G4-LA4	Minimum notice periods for operational changes and possible inclusion of these in collective bargaining agreements.		SDG 8 and 10	Specified in the General Agreement for the Construction Sector.		✓
Occupational Health and safety						
G4-LA5	Percentage of workforce represented in formal joint management-worker health and safety committees that help control and provide advice on occupational health and safety programmes.		SDG 3, 8 and 10	All employees at FCC Construcción are represented, by both the Health and Safety Committees in offices where workers have appointed Prevention Delegates and also the Site Health and Safety Committees, and the periodically scheduled meetings cited in the Management System, on different levels (Area, Office, Departments, and Assignments).		✓
G4-LA6	Type and rate of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities by region and gender.		SDG 3, 8 and 10	Health and safety at work (p. 42-43). In 2015, there were no fatalities or occupational diseases recorded, the same as the year before. The number of accidents in Spain without medical leave was 174 (compared to 168 in 2014). In order to monitor health and safety incidents, the preventive measures set out in the Incident Investigation Reports, as stated in the Prevention Management System, are checked to ensure they are being implemented.		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
G4-LA7	Workers who, due to the nature of their work, have a high risk or specific diseases.		SDG 3, 8 and 10	Worker in category 4 (operatives and subordinates) and all employees who travel anywhere outside the EU.		✓
G4-LA8	Health and safety issues covered in formal agreements with the trade unions.		SDG 3, 8 and 10	The health and safety issues covered in formal agreements are the minimum requirements regarding risk prevention in construction and specific training for workers on health and safety issues. Both the General Agreement for the Construction Sector and the provincial agreements include clauses relating to health and safety.		✓
CRE6	Percentage of the organisation operating under a health and safety management system that is internationally recognised and verifiable.		SDG 3	Certified activity (p. 6).		✓
Material aspect: training and education						
G4-DMA	Management approach.	Principle 6	SDG 4, 5 and 8	Our professionals: key skills training and development (p. 40-41).		✓
G4-LA9	Average annual hours of training per employee, by gender and job category.	Principle 6	SDG 4, 5 and 8	13.9 hours per employee. Further information in the section Our professionals: key skills training and development (p. 40-41).		✓
G4-LA10	Skills management and ongoing training programmes that boost worker employability and help them manage career endings.		SDG 4, 5 and 8	Key skills training and development (p. 40-41).		✓
G4-LA11	Percentage of employees receiving regular performance and professional development assessments, by gender and job category.	Principle 6	SDG 4, 5 and 8	The FCC Group is working on the design and implementation of the Development function by means of a competency model which includes performance assessment, career plans and succession planning. A flexible and global system that supports the selection and performance assessment and selection processes is currently being implemented.		✓
Material aspect: diversity and equal opportunity						
G4-DMA	Management approach.	Principle 6	SDG 5, 8 and 10	Our professionals: diversity and equal opportunities (p. 39).		✓
G4-LA12	Composition of governance bodies and breakdown of employees by professional category and gender, age, minority groups and other diversity indicators.	Principle 6	SDG 5, 8 and 10	Workforce (p. 38).		✓
Equal remuneration for women and men						
G4-LA13	Ratio of base salary of men compared to that of women, by job category and significant activity locations.	Principle 6	SDG 5, 8, 10	Base salaries are set by collective bargaining agreements or local legislation applicable to the matter and there is no distinction made between men and women. FCC Construcción complies with the International Labour Organisation guidelines.		✓
Supplier assessment for labour practices						
G4-LA14	Percentage of new suppliers that were screened using labour practices criteria.		SDG 5, 8 and 10	Balanced relationships with our suppliers (p. 20-21). All FCC Construcción suppliers are assessed using work criteria such as fulfilling the obligations of the General Social Security Treasury or having a Safety Plan.		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
G4-LA15	Significant actual and potential negative impacts on labour practices in the supply chain and measures that have been put in place.		SDG 5, 8 and 10	Not available.	Although FCC Construcción does not record the negative labour impacts on the supply chain, there is currently a project underway to compile this type of information.	✓
Labour practices grievance mechanisms						
G4-LA16	Number of grievances regarding labour practices submitted, addressed and resolved using formal grievance mechanisms.		SDG 5, 8 and 10	69 grievances of legal-labour, administrative and judicial nature started and were resolved in 2015. The large majority of the proceedings are related with individual demands derived from the collective redundancies of the organisation, grievances of joint and several liability derived from subcontractors' workers lawsuits and grievances related to occupational accidents.		✓
Sub-category: human rights						
Investment						
G4-HR1	Number and percentage of contracts and significant investment agreements that include human rights clauses or that have been analysed regarding human rights.		SDG 5, 8, 10 and 16	There are United Nations Global Compact compliance clauses in all company contracts, which include principles related to respect for labour and human rights.		✓
G4-HR2	Employee hours of training on policies and procedures related to aspects of human rights that are relevant to their activity, including the percentage of trained employees.		SDG 8 and 10	All FCC Construcción employees must take the 6 hour training course on the Code of Ethics.		✓
Non-discrimination						
G4-HR3	Number of incidents of discrimination and corrective measures taken.		SDG 5, 8 and 10	Not available.		✓
Freedom of association and collective bargaining						
G4-HR4	Identification of significant centres and suppliers where freedom of association and the right to collective bargaining may be infringed or threatened, and measures taken to defend these rights.		SDG 5, 8 and 10	In 2015, there were no incidents recorded relating to discrimination. Corrective mechanisms are established in the Code of Ethics .		✓
Child labour						
G4-HR5	Identification of centres and suppliers with a significant risk of child exploitation, and measures taken to help abolish child exploitation.		SDG 5, 8, 10 and 16	In 2015, there were no significant centres or suppliers recorded with risks concerning child exploitation. Corrective mechanisms are established in the Code of Ethics .		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
Forced or compulsory labour						
G4-HR6	Centres and suppliers with a significant risk of being a source of episodes of forced labour, and measures taken to help eliminate all forms of forced labour.		SDG 5, 8, 10 and 16	In 2015, there were no significant centres or suppliers recorded with regard to forced labour. Corrective mechanisms are established in the Code of Ethics .		✓
Security practices						
G4-HR7	Percentage of security personnel that have received formal training on policies or procedures of the organisation regarding any relevant human rights for operations.		SDG 3, 4 and 10	FCC Construcción currently does not have any in-house security personnel.		✓
Indigenous rights						
G4-HR8	Number of cases of violation of the rights of indigenous peoples and measures taken.		SDG 16	In 2015, there were no incidents recorded relating to violations of the rights of indigenous peoples.		✓
Assessment						
G4-HR9	Number and percentage of centres that have been subject to reviews or impact assessments regarding human rights.		SDG 16	FCC Construcción is a signatory of the 10 Principles of the Global Compact and respects human rights and the legislation in force in countries where it is present. These principles have been included in the management system and are monitored by means of scheduled systematic audits carried out at all of the organisation's centres and sites. Additionally, projects financed by entities that are signatories of the Equator Principles are subject to a third party audit on a yearly basis.		✓
Suppliers human rights assessment						
G4-HR10	Percentage of new suppliers that were screened in accordance with criteria relating to human rights.		SDG 16	Balanced relationships with our suppliers (p. 20-21). All FCC Construcción suppliers are assessed considering criteria relating to compliance with human rights.		✓
G4-HR11	Significant actual and potential negative impacts regarding human rights in the supply chain and measures taken.		SDG 16	Not available.	Although FCC Construcción does not collect information on impacts related to human rights in the supply chain, there is currently a project underway to compile this type of information.	✓
Human rights grievance mechanisms						
G4-HR12	Number of grievances regarding human rights filed, addressed and resolved using formal grievance mechanisms.		SDG 16	In 2015, there were no grievances received regarding human rights.		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
Sub-category: society						
Material aspect: local communities						
G4-DMA	Management approach.		SDG 4 and 16	Human Rights (p. 34) and Local Communities (p. 35-36). In the section "Sustainability > The community" on the FCC Construcción website.		✓
G4-SO1	Percentage of centres with implemented development programs, impact assessments, and participation in the local community.		SDG 4 and 16	Human Rights (p. 34) and Local Communities (p. 35-36). In 2015, we have identified 19 worksites with local communities in their surrounding areas that could be affected, none of which were indigenous peoples. The communities involved were consulted at 11 of these worksites and public participation was included in the process for 12 worksites.		✓
G4-SO2	Operations centres with significant actual or potential negative impacts on local communities.		SDG 4 and 16	Human Rights (p. 34) and Local Communities (p. 35-36) In 2015, we have identified 19 worksites with local communities in their surrounding areas that could be affected by the project (in Algeria, Brazil, Chile, Colombia, Costa Rica, Spain, Panama and Portugal). The main impacts on the local communities are expropriation, closing off roads, effluent discharges into water channels, noise generation due to vehicles and heavy machinery, dust emission, vibration, relocating the people or disruption caused to tourism in the area.		✓
CRE7	Number of people voluntarily or involuntarily displaced and/or resettled due to development, by project.		SDG 11 and 16	<ul style="list-style-type: none"> Number of persons resettled: 82 (in Chile, Colombia and Portugal). Number of persons displaced: 27 (in Chile and Portugal). 		✓
Material aspect: fight anti-corruption						
G4-DMA	Management approach.		SDG 16	Ethics and integrity framework (p. 18). In the section "Sustainability > Responsible construction > Code of Ethics" on the FCC Construcción website.		✓
G4-SO3	Number and percentage of centres that have assessed the risks relating to corruption and significant risks detected.		SDG 16	Ethics and integrity framework (p. 18). All centres were analysed.		✓
G4-SO4	Communication and training policies and procedures regarding the fight against corruption.		SDG 16	Ethics and integrity framework (p. 18). There is a prevention and crime response manual .		✓
G4-SO5	Confirmed incidents of corruption and measures taken.		SDG 16	In 2015, there were no incidents of corruption.		✓
Material aspect: public policy						
G4-DMA	Management approach.		SDG 16	Ethics and integrity framework (p. 18).		✓
G4-SO6	Value of political contributions, by country and recipient.		SDG 16	FCC Construcción does not make any financial contributions, nor any in kind, to any political party		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
Anti-competitive behaviour						
G4-SO7	Number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes.		SDG 16	There were no legal actions carried out in this regard.		✓
Compliance						
G4-SO8	Monetary value of sanctions and significant fines resulting from non-compliance with laws and regulations.		SDG 16	In 2015, FCC Construcción did not receive any significant fine or any other non-monetary sanctions.		✓
Supplier assessment for impacts on society						
G4-SO9	Percentage of new suppliers that were screened using criteria relating to social impact.		SDG 16	Balanced relationships with our suppliers (p. 20-21). All FCC Construcción suppliers are screened according to social criteria.		
G4-SO10	Potential and significant negative impacts for society in the supply chain and measures taken.		SDG 16	Not available.	Although FCC Construcción does not collect information on negative social impacts on the supply chain, there is currently a project underway to compile this type of information.	✓
Grievance mechanisms for impacts on society						
G4-SO11	Number of grievances regarding social impacts filed, addressed and resolved using formal grievance mechanisms.		SDG 16	Local communities (p. 35-36).	The tool is currently being expanded in order to compile this type of information.	✓
Sub-category: product responsibility						
Customer health and safety						
G4-PR1	Percentage of categories of significant products and services whose impact on health and safety has been evaluated in order to promote improvements.		SDG 3 and 4	Works by FCC Construcción continuously undergo assessments in order to identify potential health and safety risks.		✓
G4-PR2	Number of incidents arising from non-compliance with regulations or voluntary codes concerning the health and safety impact of products and services during their life cycle, by type of outcomes.		SDG 3	In 2015, there were no legal breaches recorded.		✓
Products and services labelling						
G4-PR3	Type of information required by the organisation's procedures concerning information and labelling of their products and services, and percentage of categories of significant products and services that are subject to such requirements.		SDG 9	For residential building: the Building Record is required.		✓

Ref. GRI	Description	Ref. Global Compact	SDG Reference	Page	Omissions	External Assurance
G4-PR4	Number of incidents of non-compliance with the regulation and voluntary codes concerning information and labelling of products and services, by type of outcome.		SDG 9 and 16	There have been no incidents of this nature in 2015.		✓
G4-PR5	Results of surveys to measure client satisfaction.		SDG 9 and 12	Customer satisfaction survey (p. 33).		✓
CRE8	Type and number of sustainability certification and categorisation method for new constructions, administration, occupation and redevelopment.		SDG 9	7 energy efficiency certifications and 3 voluntary environmental certifications.		✓
Marketing communications						
G4-PR6	Sale of banned or disputed products.		SDG 9 and 16	Not applicable.		✓
G4-PR7	Number of incidents of non-compliance with regulations or voluntary codes concerning marketing communications, such as advertising, promotion and sponsorship, listed according to type of outcome.		SDG 9 and 16	There have been no incidents of this nature in 2015.		✓
Customer privacy						
G4-PR8	Number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		SDG 9 and 16	There have been no incidents of this nature in 2015.		✓
Compliance						
G4-PR9	Cost of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		SDG 9 and 16	There have been no incidents of this nature in 2015.		✓



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