



*What  
connects us.*







A total of **twelve certified projects in 2014/2015** – EURO PLAZA, Vienna: Expansion of Vienna's most modern office park



**On the rise:** A significant increase in recycling construction materials



**The digital construction site:** Highest award for the Styria Media Center

**PORR Congress** inspires

# Valuable

3 Foreword by the Executive Board

## **We are PORR. Sustainability connects us.**

7 Creating value from a solid foundation  
8 Value chain  
10 Value-driven and fair work  
12 Sustainability organisation on a broad basis  
13 Open to the concerns of our stakeholders  
14 Concentrating on what's important  
17 No sooner said than done – overview of action fields

## **We build responsibly. Adding value connects us.**

21 Success factor sustainable construction  
23 Satisfied customers  
24 The challenge of climate change  
27 A tradition of innovation

## **We are a team. Recognising value connects us.**

30 Achieving more together  
33 Fair and transparent remuneration  
34 Focus on young talent  
36 Safety first  
37 For a diverse future of equal opportunities

## **We care about the environment. Preserving value connects us.**

40 A careful approach to the environment  
42 Energy efficiency as a competitive advantage  
46 Resource management and waste treatment  
48 Environmental clean-up and engineering

## **Service section**

51 About this report  
52 GRI G4 Content Index  
57 Key data  
68 Acknowledgements





The PORR Executive Board team from left: Hans Wenkenbach, Karl-Heinz Strauss and Christian B. Maier

Responsibility towards our staff and the environment is a precondition for the long-term economic success of PORR.

” Karl-Heinz Strauss, CEO

# Sustainability connects us.

A crystal clear answer to a complex question. In our Sustainable Value Report 2014/2015 we have looked for an element in PORR that connects us all. What do we share that brings PORR together? Sustainable thinking and action, planning and working, communicating and doing business – these are the ultimate principles in our company. Only those who think about subsequent generations can secure long-term economic success.

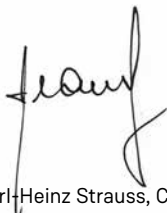
The year 2016 has been characterised by intensive dialogue with our stakeholders. Almost 1,000 responses in the course of our comprehensive stakeholder survey underline our commitment to responsible corporate leadership.

Through its core business – construction – PORR has an enormous impact on society. That is why this time we have accorded great importance to our energy-efficient buildings and other construction projects that are becoming ever more critical in relation to climate change. These areas, together with our intensive research and development activities, form the backbone of our business.

Our staff members are also being accorded greater importance through numerous new offers, especially in the course of the PORR Diversity Initiative launched in 2015. On the one hand, we want to be an attractive employer and offer a better balance between private and professional life. On the other hand, we are committed to the growing digitalisation of our world of work, which is not only found in PORR’s operating business – the key here is the paperless construction site – but also extends to almost every area of the company.

In the course of adapting our reporting to meet the Global Reporting Initiative guidelines GRI GR4, we have expanded our reporting sphere to our home markets as a first step. This should be successively expanded and cover the entire PORR Group in the medium term.

Through joint efforts we will be able to continue down our successful path, further enhance our dedication in the field of corporate responsibility and thereby create the preconditions for intelligent growth well into the future.



Karl-Heinz Strauss, CEO



Christian B. Maier, CFO



Hans Wenkenbach, COO



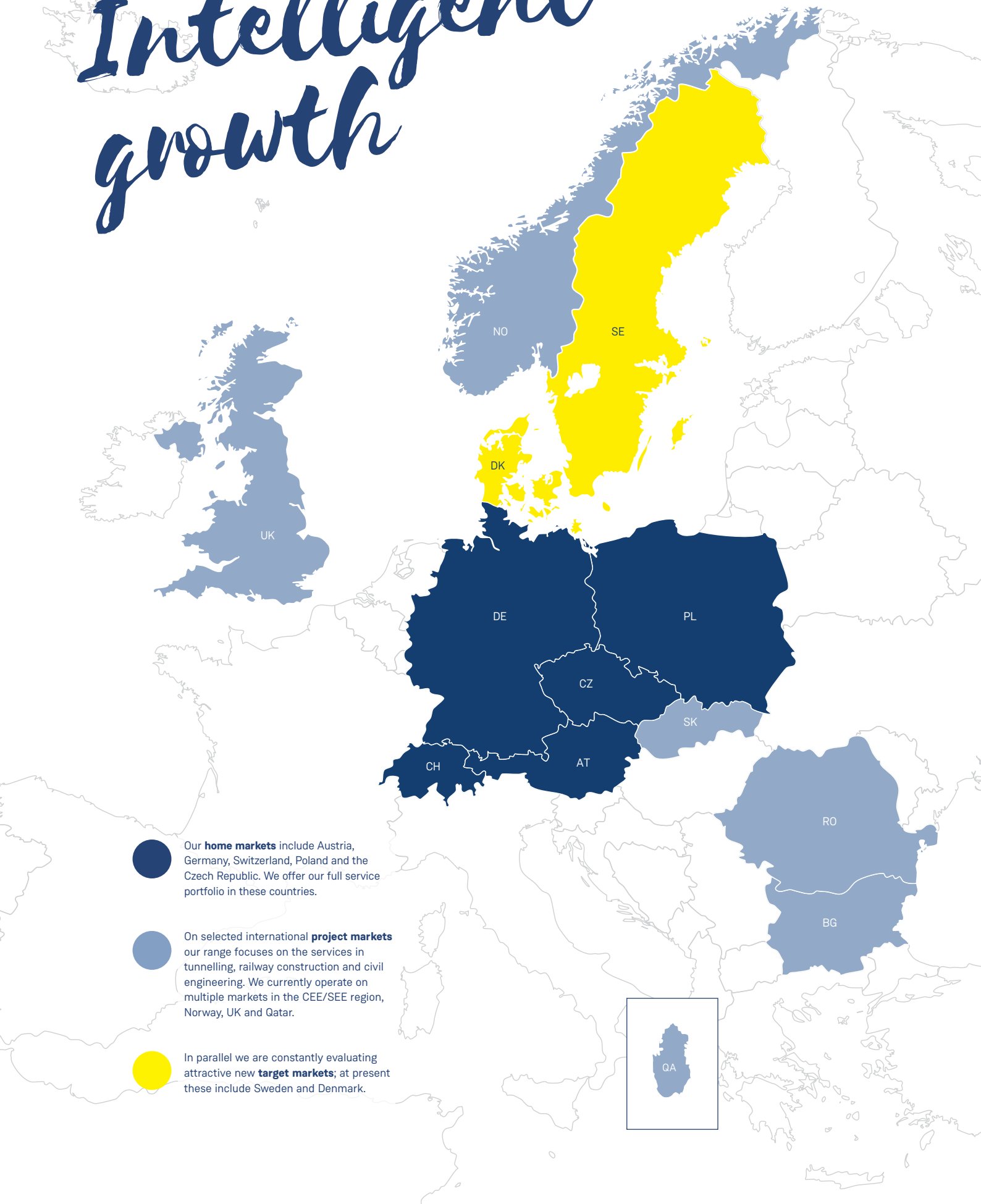
*We are PORR.  
Sustainability*



*connects us.*



# Intelligent growth



Our **home markets** include Austria, Germany, Switzerland, Poland and the Czech Republic. We offer our full service portfolio in these countries.



On selected international **project markets** our range focuses on the services in tunnelling, railway construction and civil engineering. We currently operate on multiple markets in the CEE/SEE region, Norway, UK and Qatar.



In parallel we are constantly evaluating attractive new **target markets**; at present these include Sweden and Denmark.



Our goal is sustainably generating earnings. Compulsory values and mindsets form the basis of our corporate success.

” Hans Wenkenbach, COO

## Creating value from a solid foundation

PORR is a leading Austrian construction company and one of the most well-established in Europe. The solid business model creates strong earnings and facilitates the realisation of growth potential.

With its strategy of concentrating on the construction business in the stable home markets with secure margins of Austria, Germany, Switzerland, Poland and the Czech Republic, PORR is positioned as a profitable company with strong growth potential. In addition, it works in selected project markets – the focus of the international business is on Qatar. As a full service provider, PORR offers comprehensive services across the entire value chain of the construction business. Constructive cooperation in every area allows PORR to provide the highest quality services. With its product portfolio, it is also striving for a strong position among the industry's top companies on all home markets. Targeted growth and sustainable increases in earnings and value are the foundation of the firm's economic success.

### Focus on the profitable home markets

The home markets of Austria, Germany, Switzerland, Poland and the Czech Republic form the foundation of PORR's profitable performance and are also the basis for the intelligent growth that is the company's strategic focus. In Austria, Switzerland and the Czech Republic PORR has complete coverage and offers all services as part of its permanent business. On every other market

the company exclusively works in the project business and provides individual services in specific areas.

### Pure-play strategy paying off


Since the acquisition of UBM Realitätenentwicklung and the subsequent spin-off of the real estate division in 2014, PORR has been positioned as a pure construction company of European stature. Freeing up capital tied up in development projects, along with the spin-off of non-operational property, has allowed an overall improvement in the indicators for financial position and earnings.

### Ideally equipped

In order to do justice to the dynamic growth on the home and project markets, PORR introduced a new corporate structure in the reporting year 2015. With the exception of the home markets of Poland and the Czech Republic, PORR reduced its activities in the CEE/SEE region. Now PORR only works on a project basis for large-scale infrastructure projects on these markets. The increased activities and excellent market opportunities in Germany have been recognised by creating a dedicated “Business Unit Germany”.

# Value chain



 **Products and sources of energy used**

- **Raw and construction materials:** cement, steel, gravel, bitumen, wood, water, formwork, insulation materials, scaffolding, plasterboard etc.
- **Internal recycled materials:** including rubble from asphalt and concrete
- **Energy sources:** fuels, gas, electricity, district heating

 **Auxiliary products specific to the environment**

- Consumption of raw materials
- Packaging material
- Noise, dust, wastewater emissions, waste
- Temporary use of space for construction site equipment and infrastructure

Our efficient processes enable us to optimally achieve project goals and corporate targets. Our clients benefit from this.

” Reinhard Frank, Group Management executive

### Core competency: construction

As a full service provider, PORR offers comprehensive services covering the entire value chain. Here the company is committed to its core competency – the construction business – and embraces its role as a construction company that strives to provide as many construction services as possible itself. PORR pursues a sustainable strategy at every stage of the value chain. If there is the option of a free choice of materials for the client, then environmental aspects are taken into account.

An important issue for PORR is the effects of climate change and measures to mitigate its impact. With the so-called “climate check” of buildings, energy-efficient construction machinery and utility vehicles, and optimised transport logistics, PORR contributes to reducing both upstream and downstream greenhouse gas emissions. At the same time, the company is committed to efficient resource management and increasing recycling rates.

### Sustainable supplier management

When selecting suppliers, PORR is tied to the specifications of the client to a great degree – these are defined in the course of the call for tender – and so has very limited influence over the choice of materials to be used. However, PORR can propose materials of equal value that are more environmentally sound in the course of alternative offers and so-called “value-added options” in the acquisition phase. In order to gain greater leeway in this regard, in building construction PORR is increasingly involved in projects that can be developed with higher quality in a design-build or general contractor role, including planning services. Developments in the private building construction market tend towards increased requirements for building certification and lifecycle costs, in which the investor’s sustainable profitability calculation is taken into account; this is supported by ideal solutions.

Eligible corporate contacts from the supplier, subcontractor and service provider sectors are evaluated in line with the PORR procurement criteria. In addition to typical procurement issues such as quality, adherence to deadlines and expertise, these also related to occupational health and safety, environmental protection and upholding the PORR Code of Ethics.

Adherence to the sustainability requirements is proven by provision of the respective certification and self-disclosure using the master data sheet. There are consequences for non-adherence that can extend to a ban on further contracting. Principles and requirements are laid out in the procurement guidelines and procurement processes; these are monitored during the construction process and assessed after conclusion of the project in the course of supplier evaluation. The success of every individual construction site, every project and every cost unit should be improved with the adoption of a joint approach by the operating units and purchasing. Synergies within the Group will be utilised more effectively.

PORR’s focus is on establishing stable, long-standing relationships with suppliers and subcontractors, whereby ecological and social standards have to be upheld. Longstanding partner management in the form of cooperation with the supplier industry and the trade contributes to minimising procurement risks in purchasing, whereby areas of particular importance for the PORR Group include the goods groups supported by a lead buyer, such as steel, cement, formwork, employee hiring and diesel. An IT-supported purchasing platform and the obligatory involvement of the lead buyer in procurement activities for the aforementioned product groups facilitates strategic, bulk purchasing in the Group.



## Value-driven and fair work

Corporate Social Responsibility (CSR) is an integral part of the corporate philosophy of PORR.

Social, ethical and ecological measures are incorporated into every decision-making process at PORR at every stage and subjected to regular monitoring. In order to do justice to its responsibility towards staff, owners, investors and other interest groups, PORR has introduced an Integrated Management System (IMS) in every business unit and subsidiary; the IMS is constantly upgraded and adjusted to the requirements of the interest groups, the markets, policymakers and international standards (ISO 9001:2015, ISO 14001:2015, BS OHSAS 18001:2007). The PORR Group management system is the integral management system and depicts all of the business, management and support processes of the company. Service,

### Selection of cooperation/memberships with an Austrian emphasis:

- ÖGNI – Austrian Sustainable Building Council
- respACT – austrian business council for sustainable development
- Ludwig Boltzmann Gesellschaft
- IG Lebenszyklus Bau
- Federation of Austrian Industry
- Austrian Economic Chamber – Trade Association of the Construction Industry
- Aktienforum Österreich
- VIBÖ – Austrian Association of Industrial Construction Companies
- Austrian Standards Institute
- ÖBV – Austrian Association for Structural Engineering





commercial and administrative processes are also laid out in the same system logic.

A further basis for value-driven business activities is the obligatory PORR Code of Ethics. It applies to every staff member – regardless of their tasks, hierarchy and location. The mission statement provides guidance on how to deal with each other and provides strong motivation and close identification with the company.

### **For fair competition – the PORR compliance organisation**

Transparent and fair behaviour on the market is PORR's top priority. Limiting free competition or breaching competition and antitrust laws are incompatible with both the corporate philosophy and with PORR's self-image. PORR has a compliance system that applies to every branch office and covers every aspect of anti-corruption, from disseminating information through to social dumping. Every office and site is regularly assessed and monitored by internal local Compliance Officers – in line with Compliance Regulation ONR 192050. On the basis of these findings, PORR has already withdrawn from multiple countries. Individual projects were not even initiated for this very reason. In the reporting period there were no instances of corruption nor legal actions for anti-competitive behaviour, whereby there

were also no monetary sanctions incurred. Every form of corruption, bribery or acceptance of gifts is consistently combated. Every staff member is strictly prohibited from directly or indirectly offering and accepting benefits if they could lead to influencing business transactions in an improper way or even if they could give the impression of so doing. In the period under review, numerous measures were implemented to further develop the compliance system of the PORR Group. The focus in the reporting period was on preparing a compliance training programme for managers, construction managers and construction executives – around 2,000 people in total – on the issue of anti-corruption.

#### **Anti-corruption training**

- **Focus on e-Learning training:** Developing the programme “Preventing Bribery and Corruption” in seven languages
- **Compliance lectures** and other training reaching more than 500 staff members
- **Antitrust law** for staff members of railway construction and Austrian-Rail
- **Training sessions** for new staff members in the course of **Issuer Compliance**
- **Preventing fraud:** Compliance and Fraud Protection in accordance with ISA 240
- Check-up: **PORR Risk Management System** in accordance with the Austrian norm ONR 49000
- **Eleven staff members and Compliance Officers** in Austria, Germany, Switzerland, Poland, Romania, Serbia, the Czech Republic and Hungary



What does corporate responsibility mean for us? We pay attention to society, preserve the environment and thereby secure the future for subsequent generations.

” Theresia Pircher, CSR manager

## Sustainability organisation on a broad basis



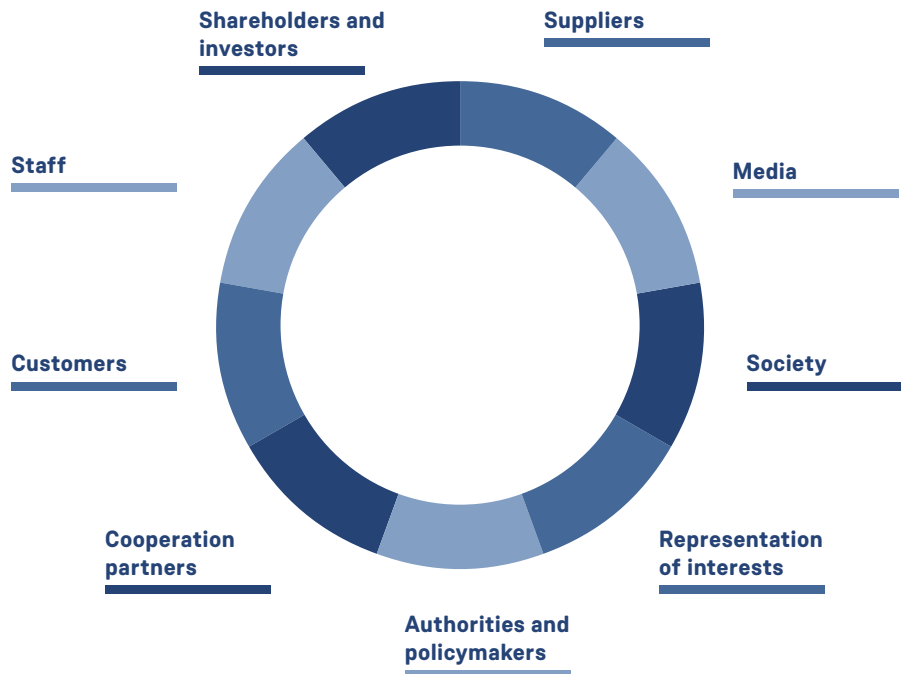
PORR is committed to upholding sustainability criteria at every stage of the value chain and has additionally defined the three areas of adding value, recognising value and preserving value, covering every aspect of this approach.

The ultimate responsibility for the issue of sustainability lies with the Group Executive Board. The Board is regularly informed about the project development status of sustainability issues and specifies the sustainability goals and policies. The CSR manager is responsible for developing and implementing the measures. The sustainability report is realised by the relevant specialist departments of PORR together with Corporate Communications.

A network of representatives of the various corporate units and specialist departments provides impetus on developing sustainability activities and supports the expansion of the reporting process. In addition to the CSR manager, this network is made up of experts from the areas of Environmental Engineering, Quality Management, Human Resources, Technology Management, Strategy, Occupational Health and Safety, Purchasing, Group Management, Risk Management, Equipment Management, Energy Efficiency and Waste Management.



## Our stakeholder areas



## Open to the concerns of our stakeholders

PORR is in regular contact with different social groups that play a role within and for the company. The company is available to its stakeholders as a contact partner and is constantly nurturing an approach that respects values. There are regular reports made on the activities – the relevant groups are proactively encouraged to get involved in dialogue. The stakeholder chart shows the main target groups with which PORR communicates. In the course of producing the materiality matrix, stakeholders were once again identified and – based on their importance to the company – incorporated into the materiality matrix.

Communication is a measure that adds value for PORR and makes a considerable contribution to the company's success. With this in mind, the company is committed to proactive dialogue with its stakeholder groups.

### Focus on communication measures

- Investor conferences
- Road shows
- AGMs
- Regular talks and personal interviews with clients in the course of executing projects
- Stakeholder surveys
- Press conferences, press releases, reports in the media, TV, radio, internet etc.
- Internal events such as the PORR Congress, the Management Conference, international HR meeting etc.
- Issue-focused working groups and workshops, e.g. in the fields of diversity, CSR etc.
- Staff magazine report
- Regular newsletter, circulars, staff emails
- PORR intranet, website and staff service platform Toolio
- Trade publications such as World of PORR, reporting, Sustainable Value Reports etc.
- Regular attendance at trade fairs and career fairs

We are in constant contact with our stakeholders. We promote an approach that encourages a respectful attitude to every group and we always provide them with great transparency, open communication and information.

” Christian B. Maier, CFO

## Concentrating on what's important

In early summer 2016 PORR conducted a materiality analysis in order to adapt its sustainability strategy to meet the requirements of the GRI G4 guidelines. The materiality analysis forms the basis for focusing on the issues that are central to the company and the enhanced focus on the core business of PORR – construction.

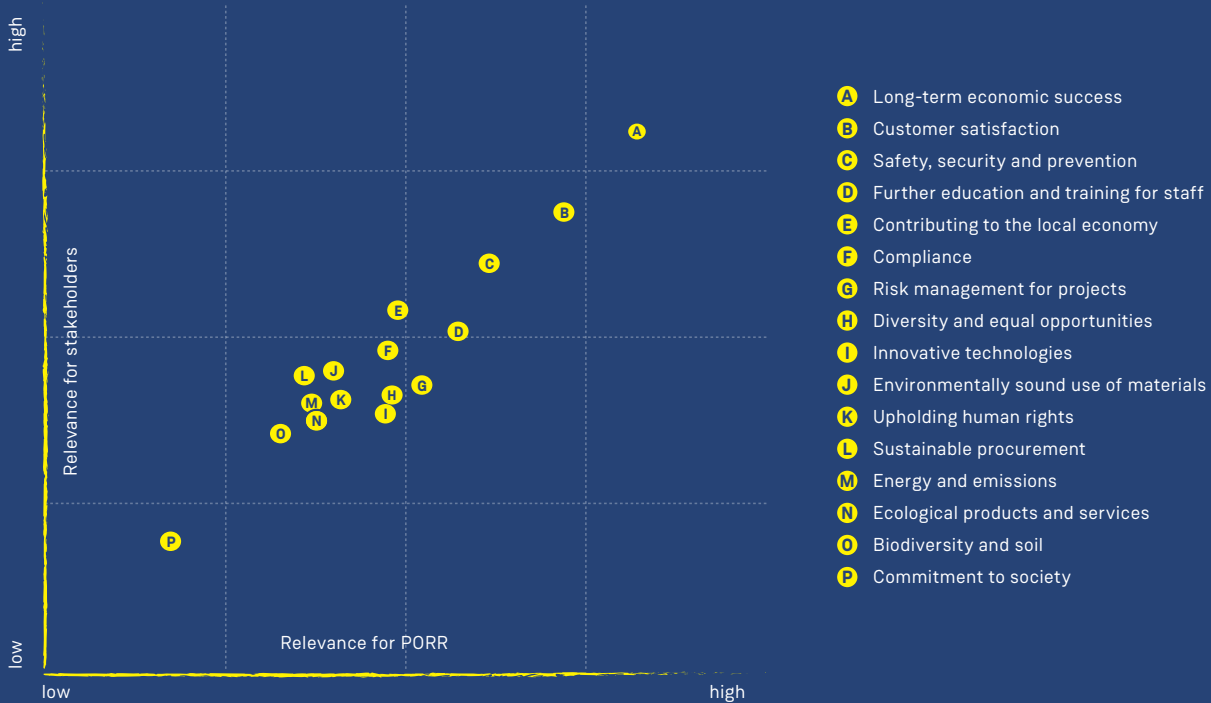
The material CSR topics were defined in the course of a comprehensive analytical process, consisting of workshops on general topic identification, defining the stakeholder groups and online surveys. All social and environmental aspects throughout the company's value chain were analysed and prioritised as part of the process. The results are visualised in an informative matrix.

In order to record the entire spectrum of sustainability issues for PORR, the first step involved producing an overview of possible social and environmental topics. In addition, the requirements

of the GRI G4 reporting guidelines, including the sector supplement for the construction industry, were analysed along with issues related to the relevant sustainability ratings and peer groups and examined for the extent to which they apply to PORR. The issues identified were condensed into 16 core topics in a workshop.

The next step saw these topics transferred into an online survey that was sent to staff members, the PORR management, shareholders and representatives of the financial community and additional external stakeholders from the customer, client and supplier sectors and to representatives from the media, authorities and policymakers as well as representation of interests bodies. Almost 1,000 people responded to the survey and evaluated all of the issues in terms of relevance. A ranking of the top three issues was carried out at the same time.

## Materiality matrix



- A** Long-term economic success
- B** Customer satisfaction
- C** Safety, security and prevention
- D** Further education and training for staff
- E** Contributing to the local economy
- F** Compliance
- G** Risk management for projects
- H** Diversity and equal opportunities
- I** Innovative technologies
- J** Environmentally sound use of materials
- K** Upholding human rights
- L** Sustainable procurement
- M** Energy and emissions
- N** Ecological products and services
- O** Biodiversity and soil
- P** Commitment to society

### Materiality matrix as the basis of the sustainability strategy

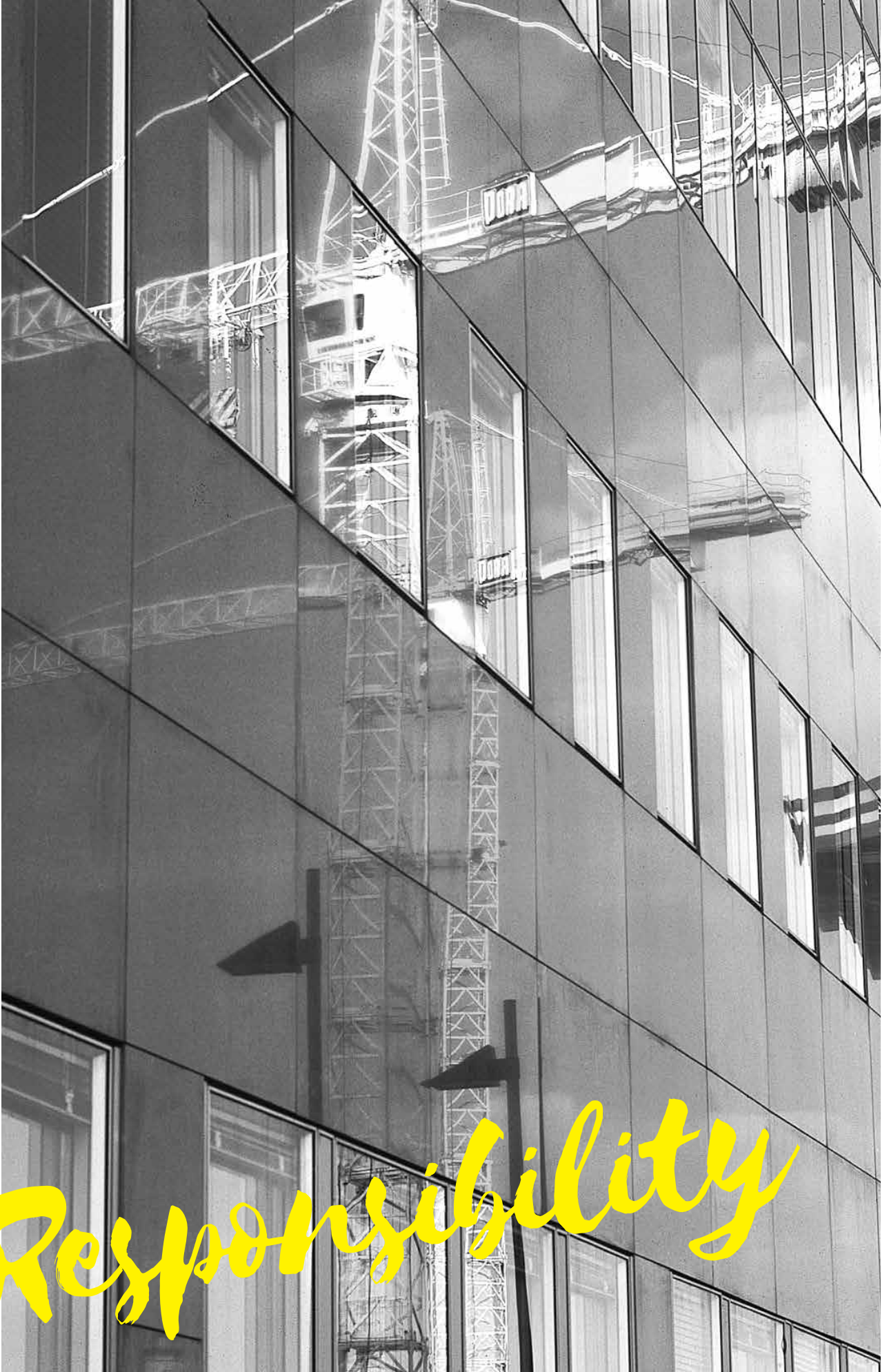
A materiality matrix was produced on the basis of the survey findings, which subsequently serves as the content basis for the PORR sustainability strategy. The findings represent the relevance of the individual sustainability issues and provide focal points from which the three action fields have been derived and which are relevant to PORR’s sustainable growth.

The results of the materiality analysis showed that “long-term economic success” and “customer satisfaction” were the most relevant issues both from the company’s viewpoint and from that of the stakeholders. For staff members the top priorities were “safety and prevention” as well as “further education and training”.

#### The PORR stakeholder groups surveyed

- Owners, shareholders, private investors, institutional investors
- Management
- Staff and employee representatives
- Private clients
- Public clients
- Suppliers
- Subcontractors
- Financial community: banks, analysts, lenders, capital market
- Authorities and policymakers
- Media
- Planners, consultants, civil engineers/architects
- Cooperation partner
- Representation of interests bodies





## No sooner said than done – overview of action fields

PORR's goal is to generate sustainable earnings and safeguard the continued existence of the company. Doing business in a way that is driven by values and thinking about subsequent generations is a critical success factor.

Long-term corporate success for stakeholders is only possible if social, ethical and moral stances are upheld when conducting any business activity. This is why these aspects are addressed in obligatory management documentation.

Sustainable construction methods and projects that incorporate aspects of customer satisfaction and procurement are embedded in this area and thereby the action field of **adding value** has been defined as the basis of every economic activity within PORR. Here the company is in constant dialogue with stakeholders. In terms of economic issues, PORR is committed to anti-corruption training, the dual-control principle, audits and similar measures to guarantee processes that conform to the law, thereby also achieving economic benefits.

Social measures such as the major issue of staff development are incorporated under the term **recognising value**. All aspects of avoiding and preventing accidents also fall within this area. In addition, PORR is implementing numerous initiatives in the field of promoting good health. Comprehensive measures realised in the past year have played a key role in promoting diversity and equal opportunities.

Environmental issues are covered in the action field **preserving value**. In this area PORR is

recognised by certification to the standard ISO 14001:2015 (Environmental Management) and its consistent implementation throughout the entire Group. Adherence to environmental regulations is monitored by means of regular audits by an independent body. Furthermore, in the interests of ongoing improvements, every area of the company commits to systematically recording environmental hazards and planning and implementing improvements.

- 1 **Adding value** forms the foundation of every economic activity within PORR. It encompasses the core construction business and is also the basis for economic success.
- 2 **Recognising value** covers measures and initiatives to improve the performance and skills of the staff members. Here, the highest priority is given to the aspects of health and safety.
- 3 **Preserving value** describes the responsible approach to environmental resources. Particular attention is paid to the high environmental and welfare standards of PORR.





We build responsible  
Adding value c





*possibly.  
connects us.*





**Solid Bautech Award 2015.** Recognition for the "digital construction site" on the large-scale project Styria Media Center, Graz.

Our goal is to develop a project in an environmentally sound way. Negative impacts on the environment should be reduced, taking into consideration economic feasibility, client orientation, adherence to deadlines, and safety and security.

” Markus Auinger, PORR Design & Engineering

# Success factor sustainable construction

With the planning, construction and realisation of buildings that are fit for the future – the so-called Green & Blue Buildings – PORR is setting new standards and thereby securing long-term economic success.

When realising construction projects, PORR strives to provide every service along the value chain in a sustainable way – regardless of whether it's a project being realised as a general contractor or as a company responsible for building construction, civil engineering or infrastructure construction. Right from the research and development phase, a key focus lies on sustainable building materials and construction methods. When choosing suppliers, PORR also commits to sustainable business practices and proactively advocates for construction standards that are fit for the future.

Green & Blue Buildings should reduce the impact of the built environment on human health and the natural environment, as well as promoting a conscientious approach to raw materials, energy, water and other resources. The priorities of these buildings are protecting the health and comfort

of the building's users and improving productivity. While in 2012 the share of major projects that had been certified stood at around 15%, in 2014 it had already significantly exceeded 20% – almost one in five euros is thereby invested in sustainable real estate. In addition to the usability and exploitation of the lettable space itself, certification is also increasingly affecting the value of a property. Certification systems such as DGNB, ÖGNI, SGNI, LEED, BREEAM, TQB, minergie or klima:aktiv are used as a measurable sign for the public.

In 2014 and 2015 twelve office buildings were awarded sustainability certificates. Certification is pending for three buildings – the projects Twin Yards (pre-certificate LEED Gold), Holiday Inn Gateway Gardens (pre-certificate DGNB Gold) and Quartier Belvedere Central (pre-certificate DGNB Platinum).

Great emphasis is placed on environmental compliance at PORR – our specialist knowledge in sustainable construction is integrated into projects right from the start.

” Sarah Julia Wald, PORR Design & Engineering

01

**Wundschuh logistics centre:** An energy-efficient logistics centre with a photovoltaic plant in the south of Graz.

02

**Hotel and Office Campus, Berlin:** Function and elegance meet under consideration of stringent stipulations for sustainable building and very positive energy efficiency.

03

**Premium Plaza, Karlsbad:** The high-quality office building in a central location with optimal transport links has completely redefined the real estate market in Karlsbad.



01



02

**PORR Building Certification 2014/2015**

EURO PLAZA 5, Vienna	DGNB Platinum
Steigenberger am Kanzleramt, Berlin	DGNB Gold
Wohnquartier am Alexanderplatz, Berlin	Pre-certificate DGNB Gold
Rathausviertel Guntramsdorf	Certificate EU Green Building
Hotel Zwei, Vienna	BREEAM InUse Excellent *****
Premium Plaza, Karlsbad	LEED Platinum
Logistics centre Wundschuh, Austria	LEED Platinum
Holiday Inn Berlin City East Side	DGNB Gold
Quartier Belvedere Central lots 3 and 4, Vienna	Pre-certificate DGNB Platinum
Hotel and Office Campus, Berlin	DGNB Gold/LEED Gold
Styria Media Center, Graz	LEED Platinum





Know your customer.

# Satisfied customers

Customer orientation is the top priority in the PORR corporate policy and is recorded in the management system as a standardised process – including with internal and external audits for quality assurance and ISO certification. In the course of the materiality analysis, the aspect of customer satisfaction was also identified as a central issue. The management handbook references the specific motto “know your customers” under the item corporate policy. The management handbook demonstrates in a structured way the issues that should be addressed when dealing with clients – particularly those for the hand-over of projects, during the ongoing development phase and during the final meeting. The project manager records the subjective impressions by means of a memory log – in Germany this is also complemented by a special record of the final meeting.

Furthermore, the management handbook promotes a proactive approach to clients in order to determine customer satisfaction – whereby personal talks are given preference over standardised questionnaires. This process begins right from the tender negotiations and includes architects serving as consultants to the client. The collaborative discussion atmosphere is guaranteed, especially through adherence to deadlines and budgets.

The positive feedback received from customers in the PORR brand survey, carried out in 2015, impressively underlined the strong focus on customer service. PORR’s clients rely on long-standing business relationships with the company. They view PORR as a reliable partner with experience and in-depth know-how and appreciate the professional project coordination and execution, as well as the good work done in public relations.



# The challenge of climate change



01

In the construction industry, reacting to climate changes means securing economic success for the future.

In order to mitigate environmental climate change and its frequently disastrous consequences, PORR concentrates on developing and implementing structural measures that protect built-up areas. The public sector in particular is increasingly putting protective structures out to tender such as structures to protect against avalanches and floods. At the same time, measures to reduce emissions need to be developed in order to achieve the targets of the energy efficiency guidelines.

Additional market potential is being opened up by refurbishing and revitalising old buildings. On the basis of energy optimisation, the usage of existing properties can be secured and improved. By laying the foundations for wind-power facilities, hydropower plants, biomass-heating plants and geothermal plants, PORR is also involved in the field of renewable energy.

## 01

**Nibelungengasse, "Am Kaiserforum":** General refurbishment of a representative apartment building with loft extension in Vienna's first district.

## 02

**Ottensheim fish ladder:** Circumnavigation of the Danube power plant.

## 03

**Simmering reservoir:** Protecting of the low-lying areas of the city of Vienna from heavy rainfall.

## 04

**Villa Hartenau, Graz:** Conversion and refurbishment.

## 05

**Sylvenstein reservoir:** Dam rehabilitation on the reservoir built in the 1950s in the Upper Isar Valley, Bavaria.





02



03



04



05

#### Exemplary renaturation

The construction of Europe's longest fish ladder with a length of 14.2km between Ottensheim-Wilhering and Brandstatt/Pupping facilitates the circumnavigation the nearby Danube power plant. PORR Bau GmbH, Upper Austria branch office, enhanced or newly created around 40 hectares of flowing water. In the course of the works on the New Railway Link through the Alps, (NEAT) PORR SUISSE conducted the renaturation of the area alongside the newly laid line under contract by AlpTransit Gotthard AG from May 2014 to summer 2016. It also realised the dismantling of interim storage sites, the handover to the farmers, seeding and sowing.

#### Proactive risk management

At the same time, it is possible that – as a result of climate change – risks occur because of new laws and regulations, such as the increase in mineral oil tax or introducing a new climate tax on fuel and electricity. This would lead to an increase in energy expenses, and thereby projects, that cannot yet be quantified. PORR proactively counters all of the risks that result from climate change in the course of projects with a Group-wide risk management system. A project's risks are identified and evaluated right from the calculation phase.

Innovative solutions enable us to conquer complex, difficult challenges and to create sustainable value added for clients.

” Anton Rieder, Technology management and innovation

# A tradition of innovation

Developing innovative solutions is an intrinsic part of planning processes and construction, as well as a driver of sustainable corporate success.

In order to maintain its top position in the construction industry, PORR is constantly called on to make the construction process more economical and to increase the value of services for its customers. This goal requires continuous improvements and far-reaching innovations. The PORR **innovation initiative** was introduced in 2015 in order to do justice to this challenge. Here ideas for innovation, improvements and optimisation are collected and evaluated in the course of consultations in the operating units. The good networking in the Group and with external partners (e.g. universities and suppliers) helps to formulate these ideas more precisely and to develop them. A cost-benefit analysis is used as the basis for going ahead with the implementation.

The importance of this issue is also reflected in the high investment in research and development, whereby EUR 25.4m was invested in internal innovation projects. The public research incentives paid out to PORR in the reporting period totalled around EUR 0.1m.

#### Technology and innovation management

The PORR department for technology management and information serves as a central contact point and offers comprehensive consultancy and support for every question related to innovation. The proactive exchange of knowledge, experience and ideas is an important foundation for innovation and thereby for the company's ongoing,

sustainable growth. Part of innovation management involves building up an optimal staff network regardless of hierarchies. This interplay in a dynamic and interactive network strongly supports PORR's innovation potential by employing a holistic approach.

#### Current research partners

- Smart Minerals GmbH
- Carinthia University of Applied Sciences
- Montan University of Leoben
- Graz University of Technology
- Vienna University of Technology
- University of Natural Resources and Life Sciences, Vienna
- University of Innsbruck

#### The digital construction site

PORR employs a 5D planning system: the fourth dimension incorporates the aspect of time and the fifth dimension relates to costs. This leads to cost savings, error reduction, shorter decision-making processes and improved information flows. Everyone involved in a project benefits from this: customers, partners – and of course PORR itself.





01



02



03

01

PORR Congress 2015: Focus on innovation

02

Innovative ceiling construction: Lakeside Science &amp; Technologie Park, Klagenfurt

03

"Slab Track Austria": As the system supplier, PORR is installing the Slab Track System.

The project "3Dstat" – one of the most comprehensive research and innovation projects – has been initiated in recent years and has subsequently been applied to every one of PORR's tower construction projects. The aim is to make optimal use of optimisation opportunities by applying 3D-FEM static programmes. To this end, a complex monitoring system evaluates the extent to which the calculated burden of construction parts conforms to the actual burden incurred. The optimisation potential facilitates more economical construction.

In order to promote the **use of recycled material from building construction in road construction**, PORR discovered the optimal percentage of brick, under consideration of the density, strength and water absorption. The challenge was to find the limit of how much brick the rubble can contain in order to guarantee sufficient strength, stability and frost-resistance. For this, various mix types were analysed in the laboratory and tested in practice. The results have been highly promising and make a key contribution to the sustainable use of resources.

**Thermal Response Tests (TRTs)** are used to measure the effective heat conductivity of the subsoil as well as the effective borehole resistance (thermal resistance of the probe, thermal borehole resistance including internal losses) in the geothermal probes. The goal is to continuously develop the geothermal probes in order to significantly improve the performance and the application potential with regard to efficiency by applying optimised site-made mixes and adapted injection mortar combinations, as well as measuring the thermal resistance.



*We are a team.  
Recognizing val*





*we connects us.*

# Achieving more together

PORR is committed to ongoing human resource development in order to nurture its most important resource. Here it focuses on strengthening individual competencies.

PORR experience renewed growth in the reporting period 2014/2015. As a result of takeovers and the expansion of its business activities – both with regard to projects and markets – the company now has around 15,000 staff members group-wide, of which around 11,800 are on the home markets. They are the central driver of PORR's success – team spirit is encouraged across every area of the Group. Thanks to constructive cooperation by every division, PORR is able to deliver top performance. In order to maintain and expand the strong thirst for innovation and competitive advantages, the company is committed to continuous further education and training – in line with the principle of “life-long learning”. Key focal points include nurturing talent and the in-depth education of tomorrow's specialists. Investments in this area have paid off and are reflected in the long period that employees remain with the company. While 647 people left the company in 2014, there were only 675 leavers in 2015, despite the significant increase in the workforce. In the period under review people from more than 40 nations were working at PORR. Targeted measures led to an increase in the share accounted for by women from 11.7% in 2014 to 12.5% in 2015.







#### HR indicators on the home markets (Austria, Germany, Switzerland, Czech Republic, Poland)

	2015	2014
Average workforce	11,784	11,909
of which women	1,472	1,394
Apprentices	235	233
of which women	10	12
New staff	1,473	1,603
Leavers	675	647
Average length of training per employee in hours <sup>1</sup>	13.01	10.29
Number of training sessions <sup>1</sup>	882	645
Partial retirement	49	44
Parental part-time work, women	122	114
Paternity leave	14	9

<sup>1</sup> The data relate to Austria, Germany and Switzerland.

In the reporting year 2014 the number of training sessions rose to 645 and in 2015 to 882. The average length of training among employees was 13.01 hours in 2015, above the level of 2014. The figures currently include the DACH region (Germany, Austria and Switzerland). From 2016 data from Poland and the Czech Republic are also being systematically recorded and will be included in the calculations. The higher number of training hours for men is caused by the fact that – in line with the general structure in the industry – men are more frequently involved in areas related to construction technology, which are thereby also more training-intensive, as well as holding management positions more frequently than women.

#### Digitalisation on the rise

The training platform **porr\_academy** and additional communication channels give all staff members simple access to the training programmes on offer. A well-established feedback culture and the internal PORR guidelines guarantee that every staff member has appropriate training and development opportunities. At the same time, PORR is committed to digitalisation also in the area of education and is promoting the range of live webinars (2014 construction economics and legal department). In 2015 the company began preparatory measures for introducing E-Learning. In the field of recruiting and HR marketing, PORR is also continuing with digitalisation projects, for example the roll-out of the

application management system **engage!** in the branch office in Qatar including the implementation of a user face in English and preparing the roll-out in Romania. Implementation on site took place in 2016. In 2015 PORR took part in its first digital trade fair – organised by the Austrian daily broadsheet “Die Presse”.

#### Crossing borders

More and more employees are utilising PORR’s international growth to take the opportunity to work abroad. This resulted in new Group-wide standards for foreign deployment, introduced in 2014. The roll-out of the buddy system in Germany, Qatar, Romania, Poland, the Czech Republic, Hungary and Slovakia took place at the same time. The goal is to enable new employees to integrate into their new working environment more quickly. Furthermore, the first international HR meeting was organised in the period under review; here, cross-border cooperation and international networks were promoted and interfaces and HR tools were optimised.

#### Positive action for women

Positive action for women at every level of the hierarchy is both a goal and a major challenge for PORR. This is why the company implements measures to make the construction sector attractive to young women – for example by taking part in the “Vienna Daughters’ Day” and the fair.versity Austria initiative, the only career and



education fair in Austria to focus on diversity. A “Speed Dating” event brought together a female PORR technician with interested participants – giving an insight into the career and development opportunities for women in technical vocations. The “PORR@HAK” initiative also continued, with the goal of giving students from commercial colleges more information about the construction industry.

#### Tomorrow’s specialists

In light of the imminent lack of skilled labour, PORR employs targeted measures to provide appropriate training for the skilled workers of the future. In 2014 there were 233 apprentices trained in 15 different disciplines; with 235 apprentices in 16 disciplines in 2015. One focal point in apprentice training is the internal PORR supplementary training. In addition to the E-Learning programme on site safety, educational measures also address the issues of preventing violence and alcohol addiction. PORR’s dedication to apprentice training has been recognised by numerous awards. Since 2010 the company has also been a state-recognised apprentice training organisation. In order to offer refugees, especially adolescents, the chance of a brighter future, PORR gave the opportunity of apprentice training to three refugees in 2014 and to six refugees in 2015.

#### Leadership also has to be learnt

The issue of leadership is accorded great importance at PORR. Here, a variety of training sessions were offered for both upcoming and existing managers and anchored into the

regular further development programme. In the period under review the group leader training was expanded to include team leaders. This issue is also embedded in the events in the Group. The PORR Congress is held once every two years, whereby almost 2,000 staff members have two days of workshops and presentations to find out about the latest developments and develop joint strategies. Specific issues related to specialisms and leadership are addressed in the annual Management Conference.

#### Defining goals and evaluating achievements

PORR relies on staff appraisals for every member of staff to determine the specific needs for further training and to evaluate the progress made in terms of learning. This also allows working structures to be designed more efficiently and to improve the way employees work together. The overall percentage of staff appraisals in the DACH region was 70.3% in 2015. The data for the Czech Republic and Poland will be available from 2016.

#### Training focal points 2014/2015

- **Negotiation training** for key players in the operating business, in purchasing and for managers
- **Training on the issue of “intercultural skills”** for employees deployed to Qatar and for foremen in a multicultural environment
- **IT system SharePoint** in the course of the new world of work at PORR
- **IMS road show:** Austria-wide workshops to support the implementation of the Integrated Management System



HR development at PORR involves an array of measures to enhance the skills of our employees for present and future challenges.

” Angela Hubert, HR Development

## Fair and transparent remuneration

When it comes to pay, PORR is committed to equal opportunities – regardless of origin, skin colour, gender, religion, sexual orientation or political beliefs.

The company adheres to legal stipulations as well as those recommended by international labour organisations. These relate in particular to labour norms of equal pay for equal work, as well as non-discrimination in hiring and at work.

### Equal pay for equal work

With this in mind, the principle of equal pay for equal or comparable work also applies at PORR – regardless of origin, gender or age. The remuneration system is linked to market conditions. For waged workers PORR upholds the minimum wage requirements, whereby extra pay is provided based on market requirements. The regular staff appraisals form the basis for individual salary adjustments.

The market-linked variable remuneration involves a bonus system for managers for meeting pre-agreed targets and a bonus pot for all other employees. Detailed information on the remuneration system for members of the Executive and Supervisory Boards can be found in the Annual Report. Social fringe benefits provided by the company conform to contemporary standards and go beyond the legal stipulations.

### Corporate retirement provisions

PORR offers all staff members in Austria a corporate pension plan with a retirement fund. The participation criteria are a minimum of five years employment within the company. The company pays the contributions into carefully chosen pension funds or corporate insurance funds which are managed by the pension or insurance fund on the basis of recommendations by an ethics committee, thereby guaranteeing the sustainability of the contributions. Furthermore, all staff members receive an anniversary bonus upon 25 and 35 years with the company.

### Hardship funds

In addition to the legal retirement provisions, the company also has the PORR hardship funds, which had capital of around EUR 50,000 in the period under review. The goal of the fund is to mitigate the economic impact of illness, disability or fatality in cases of hardship and to finance social safeguards. Payouts from the hardship funds totalled EUR 31,500 in 2014 and EUR 12,800 in 2015.





01

# Focus on young talent

## **Nurturing young talent**

The successful conclusion of the first commercial trainee programme aufBAU BusinessJunior for school leavers and aufBau Business for graduates. All trainees joined specialist departments. The success of the programme led to a continuation with new trainees.

## **“Recruiting focus” on pupils and students**

Events with a commercial focus on educational institutes for the stronger positioning of PORR as an appealing employer for graduates of economics and business. Examples: Fireside chat at the Vienna University of Economics and Business, in “Viertel Zwei”, at the Eisenstadt University of Applied Sciences, at the trade fair “Students meet Industry” at the Burgenland University of Applied Sciences and an excursion to a construction site for the Mödling commercial college.



02





03



04



05

**01**

**A different type of learning:** School classes on an excursion to Gradenberg stone quarry

**02**

**Daughters' Day 2014:** Girl undertaking measurements

**03**

**PORR@HAK** at the commercial college in Spittal/Drau

**04**

**Construction site excursion** by the Luzern University

**05**

**PORR@HAK** at the commercial college Mattersburg

**Master thesis at Vienna University of Business and Economics:**

Initiating two master theses in a cooperation between the Vienna University of Business and Economics and the "Internal Audit and Business Administration" and "Accounting" departments.

**PORR@HAK:** Measures for commercial college students in their fifth year with the goal of informing them about commercial jobs in the construction industry and highlighting interesting career and development prospects at PORR. New in 2014 with eight appointments at schools; expanded in 2015 to 19 appointments.

**Organising excursions to construction sites** for the company's staff to give an insight into a typical day on site as well as enhance understanding of the operating processes and tasks. External persons are also offered this opportunity.

#### Social-partnership cooperation at PORR

- The **working group Construction** consists of social partners and representatives of the employers and employees with the goal of addressing technical challenges related to health and safety.
- **Bauforum+** is an internet platform for construction-related health and safety issues. The international trade group D-A-CH-S is integrated into this forum and works together with PORR representatives to standardise devices related to preventing falls.
- **The Health & Safety Tunnelling committee** is a joint initiative between providers of accident insurance from the German-speaking world and tunnelling clients, addressing the issue of safety.
- **FIEC**, the European Construction Industry Federation based in Brussels, is the mouthpiece of the European construction industry on topics related to the integration and harmonisation policies of the EU.

## Safety first

Under the motto “Zero Accidents”, PORR has been working for many years on creating safe, risk-free workplaces.



The safety of its employees is a top priority for PORR. This is why the company works continuously on avoiding accidents and on the safe operation of its construction sites. The Group guidelines lay out strict standards to this end – the Health and Safety Management in accordance with OHSAS 18001 controls all of the Group’s processes.

The comprehensive measures undertaken in this area have led to a reduction in the frequency of accidents. While this figure was 32 in the PORR home markets in 2014, it fell to 27 in 2015. This subsequently led to a decline in working hours lost and hours lost through accidents. There was one fatality at work due to a loose piece of formwork. The increase in occupational illnesses reported is due to the higher number of examinations, the increase in staffing levels and the long latency period of certain illnesses.

Organisational and strategic issues are addressed in the course of committee meetings on occupational health and safety, held at least once a year. Furthermore, there is a central committee meeting on occupational health and safety at PORR, with the committee meeting held annually

in Austria. The coordination meetings on health and safety have been held four times a year since 2014, whereby the meetings are attended by the Executive Board, the management of PORR Bau GmbH, the heads of the HR and Quality Management departments and the occupational health and safety team. In addition, there are currently 22 safety officers dealing with issues of safety and security; they serve as direct contact partners on the construction sites. The number of safety officers is being continuously expanded.

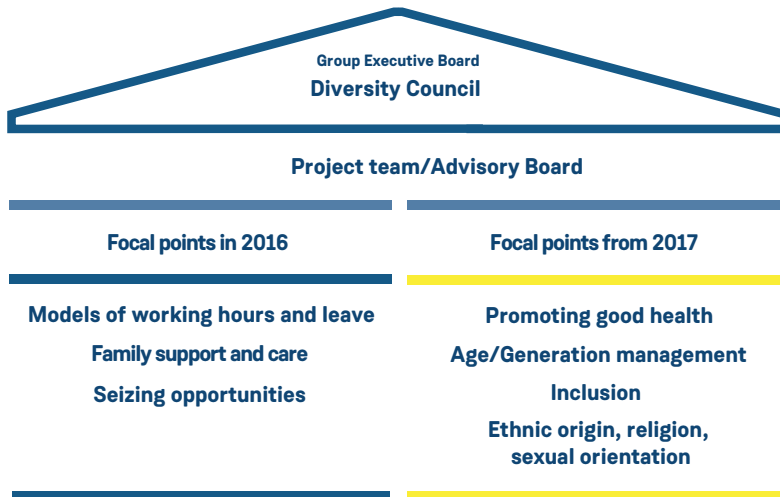
#### Accident statistics

	2015	2014
Accidents at work	498	571
Frequency of accidents <sup>1</sup>	27	32
Hours lost	86,348	91,844
Hours worked	18,636,775	18,029,172
Working hours lost due to accidents <sup>2</sup>	0.46%	0.51%
Cases of occupational illness	19	14

<sup>1</sup> Number of accidents at work x 1,000,000/hours worked

<sup>2</sup> [Working hours lost due to accidents / hours worked] x 100

## PORR Diversity Initiative



## For a diverse future of equal opportunities

PORR considers the diversity of its organisation to be a valuable resource. Differences in cultural and ethnic affiliation, age or gender are seen by PORR as an opportunity to create something new together.



As an international company, PORR upholds diversity and equal opportunities in its personnel strategy. Demographic shifts and the lack of skilled labour have made it necessary to establish ties between talented individuals and the company early on – regardless of gender, nationality, age and origin. The strong loyalty to the company should also be utilised in future and experts should be even more closely integrated into the Group.

The advance of digitalisation means that the expectations of work and environment are also changing. Employees are looking for a working atmosphere that appreciates their value at the same time as offering work that is varied and encourages independence. These factors have made a change in values within the Group indispensable. The need for targeted HR measures is increasing, as is the demand for an HR policy that is family-oriented and flexible. Balancing one's private and professional life is becoming ever more important.

There is also additional potential from the increase in migration and cooperation between diverse teams. At the same time, targeted diversity management can lead to increases in both innovation potential and in productivity. Against this backdrop, the PORR Diversity Initiative was launched in autumn 2015 with its first sub-project **Work&Life@PORR**. The goal of this project is to position PORR as the “best place to work”.

### Process flow

Forming a diversity project team: charging the departments of CSR, HR Development, Corporate Development and Occupational Health and Safety with establishing an organisational structure:

- Diversity project team; preparing for special topics in working groups.
- Diversity Advisory Board
- Diversity Council

Forming focus groups of 18 persons per group; mixed and women-only; developing and prioritising issues; models of working hours and leave; family support and care and managing parental leave; seizing opportunities.





*We care about the  
Preserving value*





*The environment.  
e connects us.*

# A careful approach to the environment

The responsible approach to ecological resources and the clear commitment to environmental protection are an important pillar of PORR's sustainability strategy.

One focal point of sustainability management at PORR lies in increasing energy efficiency – a significant factor in the construction industry with regard to costs and competitiveness. At the same time, the company strives to optimise the use of resources by recycling building rubble, reducing waste and improving material usage, developing new construction materials and building methods, as well as more efficient construction site logistics.

## **Environmental management system**

The operational environmental management system is certified to EN ISO 14001 and has been implemented in the integrated management system (IMS). The goal of the system is to develop and implement a Group-wide environmental policy with appropriate targets under consideration of the legal stipulations. The negative impacts of business activities on the environment – particularly the precious resources of people, air, water and soil – should be recognised early on and thereby mitigated as far as possible. This ensures that ecological aspects are incorporated into every relevant process and corporate decision. The system, implemented in 2007, was updated in 2015 and allows the monitoring of environmental services and the systematic surveying of the respective environmental indicators. PORR's





We want to have a positive long-term impact on the environment through our activities, make a contribution against advancing climate change, and thereby conserve the natural environment for subsequent generations.

” Andreas Westermayer, Environment and waste officer

integrated management system ensures quality and economic feasibility as well as environmental, labour and health and safety protection. Strict adherence to the specifications is also required of contractual partners, who commit to them in writing. PORR reserves the right to terminate contracts without notice in case of irregularities.

#### **The Energy Efficiency Directive sets the course**

The PORR Design & Engineering (PDE) Sustainability Group implements the requirements of the European Energy Efficiency Directive (EED) within the Group. The directive specifies a reduction in primary energy consumption of 20% by 2020 – this is one of the five primary focal points of the strategy “Europe 2020 for intelligent, sustainable and inclusive growth”. As a first step at PORR all of the sources of energy consumption have been identified such as buildings and the fleet, as well as process energy such as asphalt plants. By 2020 PORR must reduce its recorded total primary energy consumption by at least 1.5% a year. The goal is not to use less overall energy, but rather to use the requisite energy more efficiently, whereby this will also result in cost benefits in the short and medium term. Data collection was completed at the end of 2015 and the audit reports were submitted in line with the guidelines. Further potential for efficiency will be identified in 2016 and the implementation of energy-efficiency measures can begin from mid-2016.

#### **Regular, integrated energy audits**

In addition, PORR has decided to realise the legal requirements in Austria by integrating energy audits into the existing environmental

management system. Energy audits have been carried out since 2015 in Austria on the basis of the Federal Energy Efficiency Act and the norms ÖNORM EN 16247-1. These audits are also held once every four years in Germany under the management of PDE. In addition to fulfilling legal requirements, issues of cost development, energy consumption in the organisational and production units, energy performance indicators and benchmarks are recorded. The goal of the process is to identify further energy savings and energy efficiency improvements, evaluate their implementation and realise them through management decisions. At the same time, good coordination can contribute to climate protection.

#### **Focus on renewable energy:**

##### **Geothermal energy at PORR**

The increasing depletion of fossil fuels is making the use of sustainable, renewable energy sources such as geothermal energy more and more attractive. The geothermal energy stored in rocks can be used to heat and cool buildings, as well as for various production processes. Following years of development activities in this area, PORR has three Group-owned geothermal drill systems for reaching deep geothermal probes.

##### **Environmental and waste network**

In summer 2015 PORR laid the foundations for a Group-internal environmental and waste network. Every department is proactively incorporated into the network, whereby sharing experience and transferring knowhow are the top priorities. The respective implementation of the process took place in 2016.

# Energy efficiency as a competitive advantage

PORR intends to continuously reduce its energy costs by consistently increasing energy efficiency and reducing CO<sub>2</sub> emissions.

As an industrial company, PORR has high energy consumption, the majority of which is generated by construction site operations on ongoing projects, transporting goods and the administrative infrastructure. Measures to increase efficiency are continuously implemented in the plant technology of asphalt mix plants, concrete mix plants and gravel preparation plants; this has led to a significant reduction in the energy used and a subsequent cut in greenhouse gas emissions. Furthermore, the increase in energy efficiency

leads to improved competitiveness, as sustainability indicators are increasingly becoming relevant in tender award processes.

In 2015 PORR consumed 543,444.47 MWh energy on its home markets, whereby diesel was the most important energy source by far – followed by gas, electricity and heating oil. Against this backdrop, a key focal point of the measures is on utility vehicles and construction machinery. As the close interdependency on projects does not

## Energy consumption on the home markets by energy type (annual consumption in MWh)

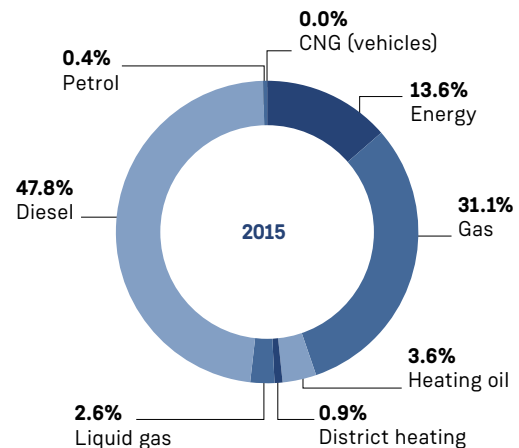
	2015	2014	Change
Petrol	2,278.03	2,767.01	-17.7%
CNG (vehicles)	54.54	82.66	-34.0%
Diesel	259,656.03	315,025.24	-17.6%
District heating	4,636.32	3,917.19	18.4%
Liquid gas	13,973.32	8,793.75	58.9%
Gas	169,245.88	158,411.76	6.8%
Heating oil	19,674.82	14,542.18	35.3%
Electricity	73,925.53	76,636.45	-3.5%
<b>Total</b>	<b>543,444.47</b>	<b>580,176.24</b>	<b>-6.3%</b>
Production output in the home markets (in EUR m) <sup>1</sup>	3,038	3,214	-5.4%
<b>Energy consumption/production output in kWh/EUR</b>	<b>0.179</b>	<b>0.181</b>	<b>-1.6%</b>

<sup>1</sup> PORR achieved an increase in production output across the Group.

Our goal is to recognise energy use and consumption for every activity, to analyse it and continuously reduce it, thereby achieving an overall increase in energy efficiency.

” Wolfgang Schertler, Energy officer

Consumption by type of energy



facilitate direct conclusions on energy reduction, the energy consumption is viewed in relation to production output. In 2015 this underwent a reduction of 1.6% against the previous year.

#### Reduction of CO<sub>2</sub> emissions

An analogous development can be seen in greenhouse gas emissions, as mainly fossil fuels are

used. 162,518.13 and 150,711.59 tonnes CO<sub>2</sub> were emitted in 2014 and 2015 respectively through operating activities on the PORR home markets, representing a reduction of 11,806.53 tonnes or 7.3%. The official Austrian calculation key from the Federal Environmental Agency was used for the conversion factors, while the data was sourced from the respective energy bills.

#### CO<sub>2</sub> emissions on the home markets (in tonnes)

	2015	2014	Change
Scope 1 (direct emissions)	129,131.54	140,315.67	-8.0%
Scope 2 (indirect emissions)	21,580.05	22,202.46	-2.8%

Scope 3 could not be determined due to the available data.

#### CO<sub>2</sub> emissions on the home markets (by energy type in tonnes)

	2015	2014	Change
Petrol	728.96	885.45	-17.7%
CNG (vehicles)	14.72	22.32	-34.1%
Diesel	77,896.81	94,506.68	-17.6%
District heating	880.90	744.26	18.4%
Liquid gas	3,772.80	2,374.31	58.9%
Gas	40,619.02	38,018.83	6.8%
Heating oil	6,099.23	4,508.08	35.3%
Electricity	20,699.15	21,458.20	-3.5%
<b>Total</b>	<b>150,711.59</b>	<b>162,518.13</b>	<b>-7.3%</b>



**Measures to reduce energy consumption on the road**

- **Renewing the fleet:** The passenger car matrix (on-road vehicles) always conforms to state-of-the-art standards in terms of emission standards, consumption and air emissions. An additional measure to reduce greenhouse gas emissions comes in the form of the shorter period of usage of vehicles.
- **Climate-friendly procurements:** When acquiring new construction equipment (off-road machinery), the only machinery now acquired has engines that conform to exhaust class Stage IV (EU) or Tier 4 Final (US).
- The ongoing pilot projects “**natural gas cars**” and “**start-stop for construction machinery**” are continuing; the acquisition of **e-vehicles** is planned.

**Reduction in CO<sub>2</sub> emissions of cars, pick-ups and light commercial vehicles**

2015



2014



**Protecting the climate through efficient equipment management**

By bundling all equipment and vehicles in PORR Equipment Services GmbH (PES), PORR is planning to reduce the number of brands and types throughout the Group. After Austria and Germany, there will be a further roll-out to the Czech Republic, Poland and Switzerland.

In order to achieve a sustainable increase in energy efficiency and reduce air emissions in the Group’s equipment management, the strategy of PES is based on three material core elements: transparency of findings through the clear allocation of results, realising synergic effects by bundling tasks, and defining uniform technical standards for equipment and vehicles. The available

facts and figures relate to the countries Austria and Germany and include all equity interests with a stake of over 50%.

Numerous initiatives to save energy by increasing efficiency and reducing energy consumption were implemented in the period under review. For on-road vehicles (passenger cars, pick-ups and light commercial vehicles), PORR adjusted the period for renewing the fleet from its previous seven years or 240,000km to four years or 140,000km. It was possible to achieve a significant reduction in fossil-fuel-based CO<sub>2</sub> emissions through a streamlined matrix incorporating the consumption, CO<sub>2</sub> emissions, and the acquisition of energy-efficient vehicles. This was reduced by 1,489.74 tonnes in the years 2014 and 2015.



<b>Construction machinery emissions in kg/in kW</b>	<b>2015</b>	<b>2014</b>	<b>Change</b>
Carbon monoxide (CO)	2.695	2.713	-0.7%
Hydrocarbons (HC)	0.235	0.297	-20.9%
Nitrogen oxide (NOx)	3.059	3.36	-9.0%
Particulate matter (PM)	0.182	0.206	-11.7%

In the field of off-road machinery (construction equipment), any equipment purchased must be fitted with an automatic stop function and conform to the latest emission standards (Stage IV (EU) or Tier 4 Final (US)). The reduction in idle time of construction machinery has not only led to a significant reduction in pollutants. The number of maintenance works during the retention period of construction equipment was also reduced in the Group, while the service life of individual pieces was extended.

In 2014 PES maintained construction machinery with a total of 99,619 kW; in 2015 this was 100,962 kW. In order to facilitate the comparison of ozone-depleting substances (HC) and other significant airborne emissions (CO, NOx, PM), the ratio of each kW is shown under the respective air pollutant.

#### **Measures to increase energy efficiency**

- Measures related to buildings such as LED lighting or lower energy consumption through shared printers
- Setting up video conferencing rooms to reduce fuel consumption for business travel
- Gradual switchover towards renewable energy sources for heating and production
- Modernising old production plants and installing frequency converters to control motorised drives etc.
- Optimising construction site logistics
- Processing excavated material directly on the construction site, if there is enough space available.

**Total weight of waste (in tonnes/year)****2015****2014**

Himberg plant for recycling construction material

## Resource management and waste treatment

The Resources Centre of Excellence bundles all activities in the field of resource management in a central facility.

The presentation on waste applies to the countries Austria, Germany, Poland and the Czech Republic. It does not include Switzerland and a few locations in Austria. The type of re-use is unknown in most cases, as the choice of disposal method of the waste (recycling, incineration, landfill etc.) usually lies with the disposal company. Fundamentally, the assumption in Austria is that the majority of the waste is recycled (especially wood, metal, paper and mineral oils) and/or used in incineration for generating energy – especially municipal waste, plastic packaging and workshop waste.

The presentation of the amounts of waste relate to periodic data, which is subject to a broad fluctuation range. In the year 2015 this was reflected in particular in the fields of old varnish and soakaways, where there had been practically no waste for years. The increase in hazardous waste resulted in particular from workshop waste in Austria – and here primarily from the area of old varnish. Miscellaneous hazardous waste was up around 50% against the previous year and was caused by disposing of soakaways, mainly in Germany.

### Strengthening recycling achievements

Alongside energy consumption, the use of construction materials has the strongest impact on

the environment in the construction industry. This is why PORR has set the goal of recycling as many materials as possible. Recycled construction material is used for base layers when building roads and parking spaces, for backfill in building construction, for paving and access to construction sites, in building paths through fields and forests, for filling verges and soil stabilisation, as well as for constructing tennis courts. With the takeover of Prajo Böhmi Recycling GmbH, PORR Umwelttechnik has significantly strengthened the area of construction material recycling. Different materials (recycled construction materials, secondary raw materials, quality profiles) can be produced at the Himberg plant for recycling construction material (approx. 400,000 tonnes/year).

#### Goals of the Resources Centre of Excellence

- Creating clear structures and responsibilities by devolving competencies
- Uniform presence for internal and external relations with authorities and public bodies, as well as with competitors
- Superregional action in terms of personnel, equipment and strategic direction, to be able to react to a changing market more quickly and flexibly
- Bundling knowhow
- Utilising synergies and avoiding duplication under the inclusion of existing Group structures available





In Austria it was possible to achieve a rise of almost a third in the amounts recycled from construction waste, from 696,000 tonnes in 2014 to 900,000 tonnes in 2015. While the entire amount recycled was thereby noticeably higher than the previous year, the use of natural stone was reduced significantly. The decrease in recycling resulted from the strong project interdependency of this indicator. In the period 2015 the use of natural stone was very limited, whereby the recycling rate was correspondingly low.

Only recycled construction material from asphalt from the former TEERAG-ASDAG itself was used in Austrian production facilities: 60,000 tonnes (2014)/61,000 tonnes (2015).

In Poland 11,000 tonnes (2014)/15,000 tonnes (2015) of recycled construction material from asphalt was used on construction projects as a substitute for natural stone.

PORR also focuses on the issue of recycling in the area of research and development: in the period under review it conducted trials to test pre-sieved construction rubble and ash from biomass heating plants for their suitability for use in producing construction materials. Here it was possible for the first time ever to convert these materials, which had previously been classified as waste and thereby often sent to landfill, into an array of usable construction materials.

#### Amounts recycled from construction rubble in Austria (in tonnes)

	<u>2015</u>	<u>2014</u>
Rubble	45,000	15,000
Broken concrete	248,000	141,000
Asphalt	322,000	301,000
Natural stone	47,000	140,000
Recycled excavated material/soil	238,000	99,000
<b>Total</b>	<b>900,000</b>	<b>696,000</b>

The relevant environmental aspects are recorded and evaluated as part of the quality management plan. Above all, the generation of pollutants and waste is a major issue.

” Harald Baburek, PORR Umwelttechnik



## Environmental clean-up and engineering

PORR Umwelttechnik (PUT) offers comprehensive services for identifying abandoned industrial and contaminated sites, rehabilitation planning, subsequent use and re-use of contaminated sites, treatment plants and advanced developments in rehabilitation and reinforcement techniques. All planning services, submissions to authorities, bids for tender, local site supervision, invoice controls, final inspections, etc. are handled by PORR. The accredited environmental laboratory, certified to EN ISO 17025, conducts physical-chemical testing. The results serve as the basis for risk assessments in line with AISaG, the Austrian Act on Remediation of Contaminated Sites, for rehabilitation measures, and for the classification of waste in line with the Landfill and Waste Classification Ordinance. Data gathered through drilling (DN 10–420mm) plays an important role in planning related to soil and groundwater. Soil exploration is conducted on loose and solid rocks, well constructions, borehole investigations, dynamic probing etc.

### Specialists in recycling and treating waste

PORR Umwelttechnik (PUT) operates waste treatment plants and recycling plants for processing industrial waste and contaminated soils.

### Rehabilitating contaminated sites

Sealing and rehabilitating contaminated sites are key focal points. In the past years PUT has played a significant role in almost every large-scale remediation project in Austria and is considered one of the leading companies in this field thanks

to its broad expertise in technical environmental protection. Complex contamination of abandoned industrial sites often requires multiple methods of sealing and rehabilitation. These include pre-treatment, clearing and disposal, enclosing the area with sealing walls, in-situ and ex-situ immobilisation, in-situ and ex-situ groundwater purification (e.g. patented reactive filter barriers, stripping units, adsorption plants), soil vapour extraction, and planning geothermal plants. Comprehensive reference projects such as the Simmering gas works, Brückl lime mud deposit, Rum tar paper factory, securing contaminated site Teerag- Asdag Simmering or rehabilitating the contaminated site Linz coking plant, underlining the strong competencies in this area.

### Rehabilitating contaminated site 076: Disposing of old deposits from steel production/Linz coking plant, lot I

The remediation of the contaminated site “Linz coking plant” relates to the premises of the coking plant of Linz’s iron and steelworks. The coking plant has existed since 1942 and had been put back into service after being mostly destroyed in the Second World War. The coking plant site covers an area of around 350,000m<sup>2</sup>. The contaminated site’s subsoil – divided into multiple hot spots – is heavily contaminated by tar oil and aromatic hydrocarbons. This subsoil contamination results in significant pollutant entry into the groundwater. A contaminant plume several hundred metres in length has formed in the groundwater. Due to the fact that the contaminated site



01

**01**

**Rehabilitating contaminated site 076-**  
Linz coking plant, lot I

**02**

**Recycling process** for construction  
rubble



02

presents a major environmental risk, it was classified as priority 1. Lot 1 of the remediation project primarily includes the excavation, transport, treatment, disposal and processing of contaminated materials originating from the specified remediation areas. Additional parts of the contract are the recirculation of treated materials, their installation and compaction in the cleaned remediation sections, as well as the operation of the interim storage facilities and the bridge scale which were made available. The contract's third major item is the delivery of concrete.

#### **Securing contaminated site W21 – TEERAG-ASDAG Simmering**

This project relates to the former TEERAG-ASDAG site Vienna Simmering, which is still used today and which processed tar products up to the 1980s. In 2005 and 2006 the contaminated areas of the site were sealed off with a wall and five perfuse window filters filled with active carbon were installed. In 2007 additional depression wells were erected in order to hydraulically secure a contaminated area outside of the sec-

tion that had been sealed off. Hydraulic and qualitative groundwater testing showed that no further significant impact from the contaminated site on the groundwater had occurred. The TEERAG-ASDAG Simmering contaminated site is thereby classed as secure. Today the site is used for manufacturing various bitumen products and asphalt, as a storage site and for various workshops. Furthermore, a large-scale plant for recycling construction rubble is operated on this site by PORR. It produces around 150,000 tonnes of recycled construction material per year and is subsequently used for asphalt production and to substitute natural stone on various construction sites.

#### **Environmental incidents**

In PORR there was a fire in the warehouse of ABW (Seveso-III facility) in 2014. Apart from this, no accidents or incidents that caused environmental pollution were reported. No records were kept on minor incidents – for example an oil leak of an excavator during operations.

- Soil washing plant (300,000 tonnes/year industrial and commercial mineral waste)
- Stabilisation plant (35,000 tonnes/year hazardous waste)
- Humification and microbiological treatment (MEG, 19,000 tonnes/year microbiology, Langes Feld)
- Processing slag from waste incineration plants
- Producing special concretes for use in backfilling mines (50,000 tonnes/year)





# Service section

## About this report

This PORR Sustainable Value Report 2014/2015 covers the Group's activities on its home markets of Austria, Germany, Switzerland, the Czech Republic and Poland. PORR's goal is to report from across the entire Group on sustainability issues – the reporting sphere is thereby being expanded successively. This report is designed for every stakeholder group of PORR AG and covers the period from 1 January 2014 to 31 December 2015.

Since 2008 PORR has issued regular reports at two-year intervals on its activities in the field of Corporate Social Responsibility. The last report was published in June 2014. For the first time, the Sustainable Value Report is based on the requirements of the "Global Reporting Initiative" (GRI) – G4 Sustainability Reporting Guidelines, whereby there are changes from the previous years in terms of structure and content. The report fulfils the requirements of GRI G4 in the "Core" version.

A materiality analysis was first carried out in the second quarter of 2016. This report focuses on the issues and indicators determined. The report has not been subjected to an external evaluation. In addition to the report, PORR provides information on corporate responsibility in the Annual Report and at [porr-group.com](http://porr-group.com).

The report includes an introductory statement by the Executive Board, a brief overview of the company, its product portfolio and markets, as well as an insight into sustainability management at PORR, including a detailed materiality analysis. This is accompanied by the three chapters on adding value, recognising value and preserving value, which each depict the respective field of action at PORR.

### Your contact partner:

Theresia E. Pircher  
CSR & Diversity  
T +43 50 626-1840  
[theresia.pircher@porr.at](mailto:theresia.pircher@porr.at)

# GRI G4 CONTENT INDEX

Page reference: SVR 2014/2015  
 AR = Annual Report 2015  
 n.rel. = not relevant  
 n.rep. = not reported

Indicator	Description	Reference page	Comment
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## General Standard Disclosure

### Strategy and Analysis

G4-1	Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	3	
G4-2	Description of key impacts, risks and opportunities	24f, AR 74ff	

### Organizational Profile

G4-3	Name of the organization	7	
G4-4	Primary brands, products and services	7f, AR 12ff	
G4-5	Location of the organization's headquarters	7, AR 12ff	
G4-6	Countries in which the organization operates or in which the organization has operations that are specifically relevant to sustainability topics	6	
G4-7	The nature of ownership and legal form	AR 22	
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	6	
G4-9	Scale of the organization including total number of employees, total number of operations, net sales, total capitalization broken down in terms of debt and equity, quantity of products or services provided	57	
G4-10	The total number of employees by location, employment contract, gender, employment type, legal recognition, fluctuations in employment numbers, seasonal variations	30ff, 57	
G4-11	Percentage of total employees covered by collective bargaining agreements	33	
G4-12	Supply chain	8f	
G4-13	Significant changes regarding the organization's size, structure, ownership or supply chain	7, AR 13	
G4-14	How the precautionary approach or principle is addressed by the organization	33	
G4-15	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	10	
G4-16	Memberships of associations and national or international advocacy organizations	10	

### Identified Material Aspects and Boundaries

G4-17	List all entities included in the organization's consolidated financial statements	AR 168ff	
G4-18	Explain the process for defining the report content and the Aspect Boundaries.	12f, 51	
G4-19	List all the material Aspects identified in the process for defining report content	14f	
G4-20	For each material Aspect, report the Aspect Boundary within the organization	14f	
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	14f	
G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatement	n.rel.	not relevant
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	51	



Indicator	Description	Reference page	Comment
<b>Stakeholder Engagement</b>			
G4-24	List of stakeholder groups engaged by the organization	15	
G4-25	Basis for identification and selection of stakeholders with whom to engage	14	
G4-26	The organization's approach to stakeholder engagement	14f	
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded	15	

## Report Profile

G4-28	Reporting period for information provided	51	
G4-29	Date of most recent previous report	51	
G4-30	Reporting cycle	51	
G4-31	Contact point for questions regarding the report or its contents	51	
G4-32	Report the 'in accordance' option the organization has chosen	51	
G4-33	The organization's policy with regard to seeking external assurance for the report	51	not verified

## Governance

G4-34	The governance structure of the organization, including committees responsible for decision-making on economic, environmental and social impacts	12, AR 24ff	
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## Ethics and Integrity

G4-56	The organization's values, principles, standards and norms of behavior	10f	
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## Specific Standard Disclosure

### Economic Performance Indicators

<b>Economic Performance</b>			
DMA	Management approach	7	
EC1	Direct economic value generated and distributed	57	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	24f	
EC3	Coverage of the organization's defined benefit plan obligations	33	
EC4	Financial assistance received from the government	27	State research subsidies
<b>Indirect Economic Impacts</b>			
DMA	Management approach	n.rel.	not relevant
EC7	Development and impact of infrastructure investments and services supported	n.rel.	not relevant
EC8	Significant indirect economic impacts, including the extent of impacts	27	not relevant
<b>Procurement Practices</b>			
DMA	Management approach	9	
EC9	Proportion of spending on local suppliers at significant locations of operation	n.rel.	not relevant

Indicator	Description	Reference page	Comment
<b>Environmental Performance Indicators</b>			
<b>Materials</b>			
DMA	Management approach	9	
EN 1	Materials used by weight or volume	9	no information
EN2	Percentage of materials used that are recycled input materials		The Group-wide systematic reporting of recycled material is still a work in progress; the respective figures will be included in the calculations in the next report
<b>Energy</b>			
DMA	Management approach	41	
EN3	Energy consumption within the organization	42f, 62f	
EN5	Energy intensity (per production/sales unit or per service)	42f, 62f	
EN6	Reduction of energy consumption	42f	
EN7	Reductions in energy requirements of products and services	42f	
<b>Emissions</b>			
DMA	Management approach	42	
EN15	Direct GHG emissions (Scope 1)	43	
EN16	Energy indirect GHG emissions (Scope 2)	43	
EN19	Reduction of GHG emissions	43	
EN20	Emissions of ozone-depleting substances	45, 64	
EN21	NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions	45, 64	
<b>Effluents and Waste</b>			
DMA	Management approach	48	
EN23	Total weight of waste by type and disposal method	46, 66ff	
EN24	Total number and volume of significant spills	49	
EN25	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention annex I, II, III and VIII, and percentage of transported waste shipped internationally	67	
<b>Products and Services</b>			
DMA	Management approach	48	
EN27	Extent of impact mitigation of environmental impacts of products and services	48f	
<b>Aspect: Land degradation, contamination and remediation</b>			
DMA	Management approach	48	
CRE5	Land remediated and in need of remediation for the existing or intended land use, according to applicable legal designations	48f	
<b>Overall environmental protection measures</b>			
DMA	Management approach	n.rel.	not relevant
EN31	Total environmental protection expenditures and investments by type	n.rel.	not relevant

Indicator	Description	Reference page	Comment
<b>Supplier Environmental Assessment</b>			
DMA	Management approach	9	
EN32	Percentage of new suppliers that were screened using environmental criteria	n.rep.	not reported
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	9	

## Labor Practices and Decent Work

<b>Employment</b>			
DMA	Management approach	33	
LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	58	
LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	n.rel.	not relevant
LA3	Return to work and retention rates after parental leave, by gender	58	
<b>Occupational Health and Safety</b>			
DMA	Management approach	36	
LA5	Percentage of total workforce represented in joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	n.rep.	not reported
LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism and total number of work-related fatalities, by region and by gender	36, 58f	
LA7	Workers with high incidence or high risk of diseases related to their occupation	59	
CRE6	Percentage of the organization operating in verified compliance with an internationally recognized health and safety management system	36	
LA8	Health and safety topics covered in formal agreements with trade unions	36	
<b>Training and Education</b>			
DMA	Management approach	30, 33	
LA9	Average hours of training per year per employee by gender, and by employee category	31, 59	
LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	30ff	
LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	32, 61	
<b>Diversity and Equal Opportunity</b>			
DMA	Management approach	37	
LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	61	
<b>Equal remuneration for women and men</b>			
DMA	Management approach	33	
LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	33	



Indicator	Description	Reference page	Comment
<b>Human Rights</b>			
<b>Freedom of Association and Collective Bargaining</b>			
DMA	Management approach	33	
HR4	Operations and suppliers indentified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	33	
<b>Assessment</b>			
DMA	Management approach	11	
HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	11	
<b>Supplier Human Rights Assessment</b>			
DMA	Management approach	33, 10f	
HR10	Percentage of new suppliers that were screened using human rights criteria	n.rep.	not reported
HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	36, 10f	no known effects
<b>Society</b>			
<b>Anti-corruption</b>			
DMA	Management approach	11	
S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	11	
S04	Communication and training on anti-corruption	11	
S05	Confirmed incidents	11	
<b>Anti-competitive behavior</b>			
DMA	Management approach	11	
S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	11	
<b>Compliance</b>			
DMA	Management approach	11	
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	11	

# KEY DATA

<b>G4-9 Economic performance of the entire PORR Group (in EUR m)</b>	<b>2015</b>	<b>2014</b>	<b>Change</b>
Production output	3,524	3,475	1.4%
Order backlog	4,579	4,058	12.8%
Order bookings	4,045	3,135	29.0%
EBITDA	165.9	156.4	6.1%
EBIT	87.8	81.7	7.4%
EBT	81.1	66.1	22.7%
Consolidated profit	61.0	48.6	25.7%
Earnings per share in EUR <sup>1</sup>	2.02	1.61	25.5%
Dividends per share in EUR <sup>1</sup>	1.50	0.75	100.0%
Market capitalisation at year-end	813.2	648.4	25.4%
Equity (incl. non-controlling interests)	412.1	385.2	7.0%
Equity ratio	17.9%	18.0%	-0.1 PP
Net cash/net debt	187	65	187.7%

<sup>1</sup> Adjusted to number of shares in 2015 to facilitate comparisons

## Employment

### G4-10 Staffing structure

<b>2015</b>	<b>Austria</b>	<b>Germany</b>	<b>Switzerland</b>	<b>Czech Rep.</b>	<b>Poland</b>	<b>Total</b>
Average workforce	8,660	1,450	181	692	801	11,784
of which women	903	280	27	103	159	1,472
in %	10.4%	19.3%	14.9%	14.9%	19.9%	12.5%
Salaried employees	2,901	930	87	386	457	4,761
of which women	798	271	27	94	159	1,349
in %	27.5%	29.1%	31.0%	24.4%	34.8%	28.3%
Waged workers	5,759	520	94	306	344	7,023
of which women	105	9	-	9	-	123
in %	1.8%	1.7%	-	2.9%	-	1.8%
Apprentices	198	26	8	-	3	235
of which women	5	3	1	-	1	10
<b>2014</b>						
Average workforce	8,893	1,390	147	672	807	11,909
of which women	876	251	16	101	150	1,394
in %	9.9%	18.1%	10.9%	15.0%	18.6%	11.7%
Salaried employees	2,926	919	56	352	444	1,771
of which women	776	243	16	93	150	502
in %	26.5%	26.4%	28.6%	26.4%	33.8%	28.3%
Waged workers	5,967	471	91	320	363	7,212
of which women	100	8	-	8	-	116
in %	1.7%	1.7%	-	2.5%	-	1.6%
Apprentices	198	24	8	-	3	233
of which women	7	3	1	-	1	12

**LA1 New hires and fluctuation by gender and region**

2015	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
New hires, salaried employees and waged workers	806	306	68	221	72	1,473
of which women	121	86	13	-	-	220
Left the company <sup>1</sup>	216	215	61	53	130	675

2014	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
New hires, salaried employees and waged workers	791	389	32	176	215	1,603
of which women	90	84	2	-	-	176
Left the company <sup>1</sup>	284	212	33	19	99	647

<sup>1</sup> only salaried employees**LA3 Parental leave**

2015	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
Female salaried employees	63	25	-	13	21	122
later left the company	2	2	-	1	-	5
Paternity leave	14	-	-	-	-	14
later left the company	-	-	-	-	-	-

2014	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
Female salaried employees	65	23	-	11	15	114
later left the company	4	1	-	-	-	5
Paternity leave	9	-	-	-	-	9
later left the company	-	-	-	-	-	-

**Occupational Health & Safety****LA6 Accident and injury statistics**

2015	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
Fatal accidents at work	1	-	-	-	-	1
Accidents at work	449	35	13	-	1	498
Frequency of accidents <sup>1</sup>	30	25	51	-	1	27
Hours lost	78,439	5,521	1,836	544	8	86,348
Hours worked	14,911,303	1,382,802	254,982	1,316,693	770,995	18,636,775
Working hours lost due to accidents (in %) <sup>2</sup>	0.53	0.40	0.72	0.04	-	0.46
Cases of occupational illness	18	n.rep.	1	-	-	19

2014	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
Fatal accidents at work	-	-	-	-	-	-
Accidents at work	524	27	9	10	1	571
Frequency of accidents <sup>1</sup>	35	30	37	8	1	32
Hours lost	84,661	2,954	1,917	2,112	200	91,844
Hours worked	14,782,426	902,803	244,335	1,311,985	787,623	18,029,172
Working hours lost due to accidents (in %) <sup>2</sup>	0.57	0.33	0.78	0.16	0.03	0.51
Cases of occupational illness	13	n.rep.	1	-	-	14

<sup>1</sup> Number of accidents at work x 1,000,000/hours worked<sup>2</sup> [Working hours lost due to accidents/hours worked] x 100



**LA6 Type of injury**

<b>2015</b>	<b>Austria</b>	<b>Germany</b>	<b>Switzerland</b>	<b>Czech Rep.</b>	<b>Poland</b>	<b>Total</b>
Foreign-body injuries	20	4	-	-	-	24
Abrasions	11	2	-	-	-	13
Broken bones	52	9	-	-	-	61
Multiple types of injury	23	2	-	-	-	25
Bruising	159	19	6	-	-	184
Lacerations	27	5	-	-	-	32
Cuts and gashes	109	10	3	-	-	122
Miscellaneous and unknown injuries	40	-	1	-	-	41
Burns and chemical burns	22	-	-	-	-	22
Loss of body parts, sensory organs	1	-	-	-	-	1
Strains, sprains, torn ligaments	113	8	1	-	1	123
<b>2014</b>						
Foreign-body injuries	21	3	-	-	-	24
Abrasions	16	4	-	2	-	22
Broken bones	54	2	1	4	-	61
Multiple types of injury	36	-	-	-	-	36
Bruising	165	12	3	-	-	180
Lacerations	28	4	-	-	-	32
Cuts and gashes	123	7	1	-	-	131
Miscellaneous and unknown injuries	48	2	-	-	-	50
Burns and chemical burns	18	-	-	-	-	18
Loss of body parts, sensory organs	1	1	1	-	-	3
Strains, sprains, torn ligaments	127	10	3	4	1	145

**LA7 Number of workers with high sickness rates or exposure<sup>1</sup>**

<b>2015</b>	<b>Austria</b>	<b>Switzerland</b>	<b>Czech Rep.</b>	<b>Poland</b>	<b>Total</b>
Noise	1,154	-	19	-	1,173
Chemical-toxic pollution	17	-	-	-	17
Welding fumes	19	-	-	-	19
Dust	70	2	-	-	72
Other	-	3	-	235	238
Number of eligibility and follow-up exams	106	5	-	235	346

**2014**

Noise	1,611	8	32	-	1,651
Chemical-toxic pollution	30	-	-	-	30
Welding fumes	22	-	-	-	22
Dust	96	2	-	-	98
Other	-	-	-	126	126
Number of eligibility and follow-up exams	148	2	-	126	276

<sup>1</sup> Germany is not included in the calculation.

**Further education and training****LA9 Average number of hours of education and training per year**

<b>2015</b>	<b>Austria</b>	<b>Germany</b>	<b>Switzerland</b>	<b>Total</b>
Women	9.80	11.98	3.56	10.12
Men	14.23	14.94	5.28	14.18
<b>Total</b>	12.95	14.09	4.76	13.01

**2014**

Women	7.22	6.40	1.50	6.96
Men	11.84	11.41	5.05	11.64
<b>Total</b>	10.49	10.05	4.04	10.29

Data basis: porr\_academy (only salaried employees; the synchronisation of the data collection system for Poland and the Czech Republic is underway).

**LA10 Partial retirement**

2015	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
Total	48	1	-	-	-	49
of which women	17	-	-	-	-	17
Salaried employees	37	1	-	-	-	38
of which women	14	-	-	-	-	14
Waged workers	11	-	-	-	-	11
of which women	3	-	-	-	-	3
<b>2014</b>						
Total	39	5	-	-	-	44
of which women	12	1	-	-	-	13
Salaried employees	32	5	-	-	-	37
of which women	10	1	-	-	-	11
Waged workers	7	-	-	-	-	7
of which women	2	-	-	-	-	2

**LA11 Performance evaluation of staff members (in %)**

2015	Austria	Germany	Switzerland	Total
Women	76	71	82	75
Men	70	65	72	69
<b>2014</b>				
Women	80	70	92	79
Men	72	69	93	72

Only salaried employees; the synchronisation of the data collection system for Poland and the Czech Republic is underway  
DACH region total 2015: 70%, 2014: 73%

**LA12 Composition of governance bodies**

2015	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
Executive Board	3	-	-	-	-	3
of which women	-	-	-	-	-	-
Supervisory Board <sup>1</sup>	14	-	-	-	-	14
of which women	2	-	-	-	-	2
Management staff up to E4 (level 4) not incl. Executive Board <sup>2</sup>	406	112	15	10	49	592
of which women	21	4	-	-	9	34
up to 30	2	-	-	-	1	3
30 to 50	14	2	-	-	5	21
over 50	5	2	-	-	3	10
of which men	385	108	15	10	40	558
up to 30	5	-	-	-	-	5
30 to 50	229	57	10	8	15	319
over 50	151	51	5	2	25	234

<sup>1</sup> as of 31.12.2015

<sup>2</sup> level 1: Executive Board, level 2: Managing Directors, level 3: Heads of Department or Division, level 4: Group Leaders



## 2014

Executive Board	3	-	-	-	-	3
of which women	-	-	-	-	-	-
Supervisory Board <sup>1</sup>	15	-	-	-	-	15
of which women	3	-	-	-	-	3
Management staff up to E4 (level 4) not incl. Executive Board <sup>2</sup>	390	86	15	-	47	538
of which women	18	3	-	-	8	29
up to 30	2	-	-	-	-	2
30 to 50	12	3	-	-	5	20
over 50	4	-	-	-	3	7
of which men	372	86	15	-	39	512
up to 30	3	-	-	-	-	3
30 to 50	215	42	10	-	16	283
over 50	154	44	5	-	23	226

<sup>1</sup> as of 31.12.2014

<sup>2</sup> level 1: Executive Board, level 2: Managing Directors, level 3: Heads of Department or Division, level 4: Group Leaders  
The Czech Republic has not been included in the data collection system.

## Materials

## EN2 Secondary raw materials as substitutes for natural stones (in tonnes)

	2015	2014
Recycled building material from rubble	45,000	15,000
Recycled building material from broken concrete	248,000	141,000
Recycled building material from asphalt	322,000	301,000
Recycled building material from natural rock	47,000	140,000
Reuse of excavated material/soils	238,000	99,000
<b>Total</b>	<b>900,000</b>	<b>696,000</b>

Recycled building material from asphalt is exclusively used in Austrian production plants by T-A itself: 60,000 tonnes (2014)/61,000 tonnes (2015).  
In Poland 11,000 tonnes (2014)/15,000 tonnes (2015) recycled building material from asphalt replaced natural stones in construction projects.

## Energy

## EN3 Energy consumption

2015	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
<b>Type of energy (annual consumption in MWh)</b>						
Electricity	46,770.38	14,868.79	977.52	3,781.60	7,527.24	73,925.53
Gas	142,578.86	1,638.51	-	24,833.57	194.94	169,245.88
Heating oil	8,515.30	3,909.57	432.62	4,744.47	2,072.86	19,674.82
District heating	3,475.45	552.92	-	-	607.95	4,636.32
Liquid gas	13,484.47	487.80	-	1.05	-	13,973.32
Diesel	196,099.72	39,891.54	2,107.83	15,665.69	5,891.25	259,656.03
Petrol	1,589.22	206.34	45.89	187.42	249.16	2,278.03
CNG (vehicles)	12.16	-	-	42.38	-	54.54
<b>Total</b>	<b>412,525.56</b>	<b>61,555.47</b>	<b>3,563.86</b>	<b>49,256.18</b>	<b>16,543.40</b>	<b>543,444.47</b>

2014

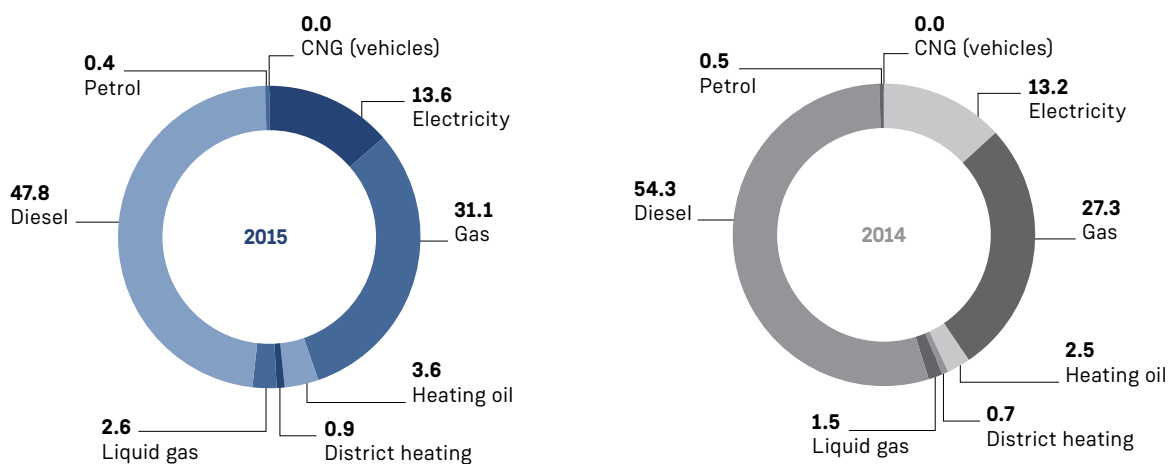
**Type of energy (annual consumption in MWh)**

Electricity	49,668.82	14,290.53	767.32	2,729.16	9,180.62	76,636.45
Gas	138,042.27	1,303.54	-	18,274.99	790.96	158,411.76
Heating oil	2,728.91	3,029.71	96.96	3,262.05	5,424.55	14,542.18
District heating	3,403.65	130.21	-	-	383.33	3,917.19
Liquid gas	8,540.19	236.53	-	17.03	-	8,793.75
Diesel	241,840.52	41,517.92	3,616.31	9,928.58	18,121.91	315,025.24
Petrol	1,597.71	586.41	55.99	170.35	356.55	2,767.01
CNG (vehicles)	82.66	-	-	-	-	82.66
<b>Total</b>	<b>445,904.73</b>	<b>61,094.85</b>	<b>4,536.58</b>	<b>34,382.16</b>	<b>34,257.92</b>	<b>580,176.24</b>

**EN5 Energy consumption/total production output**

	2015	2014
Energy consumption total (in MWh)	543,444.47	580,176.24
Production output home markets (in EUR m)	3,038	3,214
Energy consumption/production output (kWh/EUR)	0.179	0.181

<sup>1</sup> PORR achieved an increase in production output across the Group.

**Annual energy consumption by energy source in (%)****EN6 Reduction of energy consumption in the home markets**

Type of energy (in tonnes)	2015	2014	Reduction
Electricity	73,925.53	76,636.45	-3.5%
Gas	169,245.88	158,411.76	6.8%
Heating oil	19,674.82	14,542.18	35.3%
District heating	4,636.32	3,917.19	18.4%
Liquid gas	13,973.32	8,793.75	58.9%
Diesel	259,656.03	315,025.24	-17.6%
Petrol	2,278.03	2,767.01	-17.7%
CNG (vehicles)	54.54	82.66	-34.0%
<b>Total</b>	<b>543,444.47</b>	<b>580,176.24</b>	<b>-6.3%</b>

**Emissions****EN15 CO<sub>2</sub> emissions**

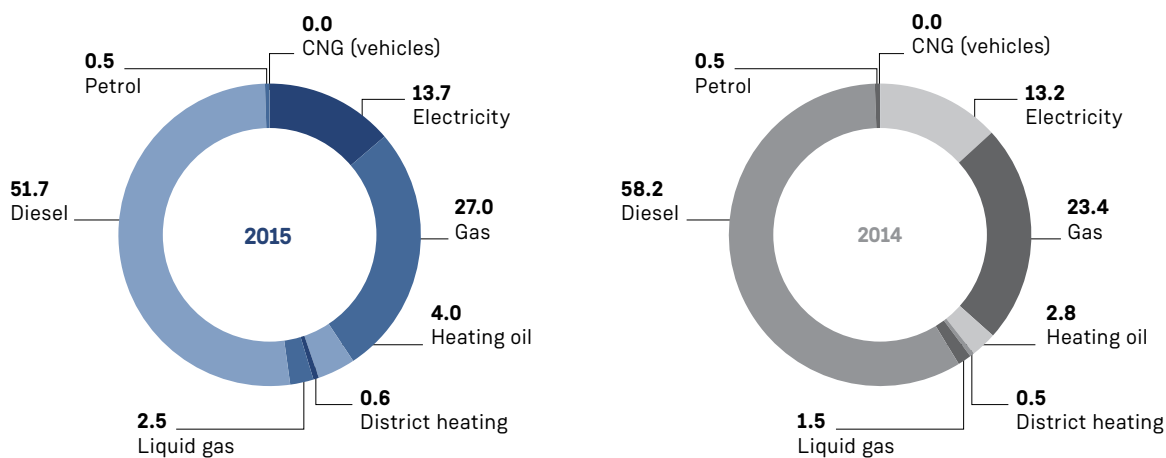
2015	Austria	Germany	Switzerland	Czech Rep.	Poland	Total
<b>Type of energy (in tonnes)</b>						
Electricity	13,095.71	4,163.26	273.70	1,058.85	2,107.63	20,699.15
Gas	34,218.93	393.24	-	5,960.06	46.79	40,619.02
Heating oil	2,639.77	1,211.97	134.11	1,470.79	642.59	6,099.23
District heating	660.34	105.05	-	-	115.51	880.90
Liquid gas	3,640.81	131.71	-	0.28	-	3,772.80
Diesel	58,829.91	11,967.46	632.35	4,699.71	1,767.38	77,896.81
Petrol	508.55	66.03	14.68	59.97	79.73	728.96
CNG (vehicles)	3.28	-	-	11.44	-	14.72
<b>Total</b>	<b>113,597.30</b>	<b>18,038.72</b>	<b>1,054.84</b>	<b>13,261.10</b>	<b>4,759.63</b>	<b>150,711.59</b>

**2014**

<b>Type of energy (in tonnes)</b>						
Electricity	13,907.27	4,001.35	214.85	764.16	2,570.57	21,458.20
Gas	33,130.15	312.85	-	4,386.00	189.83	38,018.83
Heating oil	845.96	939.21	30.06	1,011.24	1,681.61	4,508.08
District heating	646.69	24.74	-	-	72.83	744.26
Liquid gas	2,305.85	63.86	-	4.60	-	2,374.31
Diesel	72,552.16	12,454.48	1,084.89	2,978.58	5,436.57	94,506.68
Petrol	511.27	187.65	17.92	54.51	114.10	885.45
CNG (vehicles)	22.32	-	-	-	-	22.32
<b>Total</b>	<b>123,921.67</b>	<b>17,984.14</b>	<b>1,347.72</b>	<b>9,199.09</b>	<b>10,065.51</b>	<b>162,518.13</b>

**EN19 Reduction of CO<sub>2</sub> emissions in the home markets**

	2015	2014	Reduction
<b>Type of energy (in tonnes)</b>			
Electricity	20,699.15	21,458.20	-3.5%
Gas	40,619.02	38,018.83	6.8%
Heating oil	6,099.23	4,508.08	35.3%
District heating	880.90	744.26	18.4%
Liquid gas	3,772.80	2,374.31	58.9%
Diesel	77,896.81	94,506.68	-17.6%
Petrol	728.96	885.45	-17.7%
CNG (vehicles)	14.72	22.32	-34.1%
<b>Total</b>	<b>150,711.59</b>	<b>162,518.13</b>	<b>-7.3%</b>

CO<sub>2</sub> emissions by energy source in (%)Reduction of CO<sub>2</sub> emissions for passenger cars, pick-ups, light commercial vehicles (LCVs)

2015		CO <sub>2</sub> OLD	CO <sub>2</sub> NEW	CO <sub>2</sub> -reduction	Decom-	average km	CO <sub>2</sub> savings
		g/km/vehicle	g/km/vehicle	g/km/vehicle	missioning number	annual output	t/CO <sub>2</sub> /year
Austria	cars	153	114	39	345	32,360	435.40
	Pick-ups	234	202	32	5	32,360	5.18
	LCVs	229	194	35	287	32,360	325.06
Germany	cars	154	112	42	65	32,360	88.34
	Pick-ups	199	197	2	1	32,360	0.06
	LCVs	239	192	47	19	32,360	28.90
<b>Total</b>					<b>722</b>		<b>882.94</b>
<b>2014</b>							
Austria	Cars	153	122	31	276	32,800	280.64
	Pick-ups	234	212	22	5	32,800	3.61
	LCVs	229	192	37	194	32,800	235.44
Germany	Cars	154	118	36	56	32,800	66.12
	Pick-ups	-	-	-	-	-	-
	LCVs	239	199	40	16	32,800	20.99
<b>Total</b>					<b>547</b>		<b>606.80</b>

## EN21 Emission performance of construction machinery (in kg/kW)

	2015	2014	Reduction
Carbon monoxide (CO)	2.70	2.71	-0.7%
Hydrocarbons (HC)	0.24	0.30	-20.9%
Nitrogen oxide (NO <sub>x</sub> )	3.06	3.36	-9.0%
Particulate matter (PM)	0.18	0.21	-11.7%



**Waste****EN23 Total weight of waste<sup>1</sup>**

<b>2015</b>	<b>Austria</b>	<b>Germany</b>	<b>Czech Rep.</b>	<b>Poland</b>	<b>Total</b>
Municipal waste	749,278	57,377	210,441	-	1,017,096
Paper	288,746	855	660	740	291,001
Paper packaging	15,850	800	8,856	25,661	51,167
Plastic packaging	14,358	100	2,713	17,821	34,992
Glass	949,817	-	2,020	27,500	979,337
Metal	482,381	26,203	-	107	508,691
Wood	203,375	2,480	28,310	1,647	235,812
Bulky waste	52,560	1,880	660	-	55,100
Other non-hazardous waste	15,556	20	8,920	3,448	27,944
<b>Non-hazardous</b>	<b>2,771,921</b>	<b>89,715</b>	<b>262,580</b>	<b>76,924</b>	<b>3,201,139</b>
Mineral oil	38,522	2,990	2,110	3,184	46,806
Workshop waste	113,784	500	6,173	1,167	121,624
Other hazardous waste	15,914	72,750	573	5,288	94,525
<b>Hazardous</b>	<b>168,220</b>	<b>76,240</b>	<b>8,856</b>	<b>9,639</b>	<b>262,955</b>
<b>Total</b>	<b>2,940,141</b>	<b>165,955</b>	<b>271,436</b>	<b>86,563</b>	<b>3,464,095</b>
<b>2014</b>					
Municipal waste	711,715	34,915	134,991	-	881,621
Paper	217,886	6,580	11,620	-	236,086
Paper packaging	106,755	800	12,736	40,630	160,921
Plastic packaging	13,271	158	3,166	31,130	47,725
Glass	956,872	-	3,146	600	960,618
Metal	569,391	6,240	-	199	575,830
Wood	216,349	1,730	1,780	1,395	221,254
Bulky waste	28,500	-	19,800	-	48,300
Other non-hazardous waste	15,421	-	2,450	17,612	35,483
<b>Non-hazardous</b>	<b>2,836,160</b>	<b>50,423</b>	<b>189,689</b>	<b>91,566</b>	<b>3,167,838</b>
Mineral oil	33,523	1,100	400	3,435	38,458
Workshop waste	82,171	2,450	1,884	1,066	87,571
Other hazardous waste	13,699	50,250	614	4,716	69,279
<b>Hazardous</b>	<b>129,393</b>	<b>53,800</b>	<b>2,898</b>	<b>9,217</b>	<b>195,308</b>
<b>Total</b>	<b>2,965,553</b>	<b>104,223</b>	<b>192,587</b>	<b>100,783</b>	<b>3,363,146</b>

<sup>1</sup> Switzerland has not been included in the calculation.

**EN25 Transported, imported, exported and treated hazardous waste (in tonnes)**

	<b>Year</b>	<b>Amount</b>	<b>Origin</b>	<b>Destination</b>
Hazardous waste transported by PUT to PUT	2015	5,081.00	Austria	PUT stabilisation plant Vienna
	2014	8,731.62	Austria	PUT stabilisation plant Vienna
Hazardous waste transported by PUT from external sources	2015	122.06	ABW	PUT landfill Haslau
	2014	451.72	ABW	PUT landfill Haslau
Hazardous waste transported by PUT to external sources	2015	-	-	-
	2014	2,656.16	Austria	ABW
	2014	5,012.82	PUT stabilisation plant Vienna	Altlastensanierung und Abraumdeponie Langes Feld
	2014	138.26	PUT stabilisation plant Vienna	Wien Energie GmbH
Hazardous waste transported by PUT within the organisation	2015	21,569.32	PUT stabilisation plant Vienna	PUT landfill Haslau
	2014	22,584.12	PUT stabilisation plant Vienna	PUT landfill Haslau
Imported (cross-border) waste to PUT	2015	58.70	Croatia	PUT stabilisation plant Vienna
	2015	913.12	Slovenia	PUT stabilisation plant Vienna
	2014	21.22	Croatia	PUT stabilisation plant Vienna
	2014	516.76	Slovenia	PUT stabilisation plant Vienna
Exported (cross-border) waste to PUT	2015	-	-	-
	2014	-	-	-
Hazardous PUT waste treated	2015	18,918.04	Austria	PUT stabilisation plant Vienna
	2014	24,549.60	Austria	PUT stabilisation plant Vienna
<b>Total hazardous waste transported</b>	<b>2015</b>	<b>26,772.38</b>		
	<b>2014</b>	<b>39,574.70</b>		
<b>Total treated waste imported</b>	<b>2015</b>	<b>971.82</b>		
	<b>2014</b>	<b>537.98</b>		
<b>Total treated waste exported</b>	<b>2015</b>	<b>-</b>		
	<b>2014</b>	<b>-</b>		
<b>Total hazardous waste treated</b>	<b>2015</b>	<b>18,918.04</b>		
	<b>2014</b>	<b>24,549.60</b>		

# Acknowledgements

## Media proprietor

PORR AG  
Absberggasse 47, 1100 Vienna  
T +43 50 626-0  
office@porr-group.com  
porr-group.com

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## Further information

PORR AG . Corporate Communications  
Absberggasse 47, 1100 Vienna  
comms@porr-group.com

Every care has been taken to ensure that all information contained in every part of this Sustainable Value Report is accurate and complete. The figures have been rounded off using the compensated summation method. We regret that we cannot rule out possible round-off, typesetting and printing errors.

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