



What connects us.





*We are PORR.
Sustainability*



connects us.

Valuable

We are PORR. Sustainability connects us.

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What we've achieved in 2016/2017.

20

Sustainability certificates for PORR projects

2.6m t

Material recycled

-2.8%

Reduction in energy consumption: energy used/production output¹

-31.4%

Reduction in accident frequency¹

75

Award-winning research projects

2,346

Training sessions

1,073.4 t

CO₂ saved across vehicle fleet

83.6%

Staff appraisals in 2017

¹ Change from 2016 to 2017



The PORR Executive Board team from left: Hans Wenkenbach, Karl-Heinz Strauss and Andreas Sauer

Dear stakeholders,

Intelligent building means embracing responsibility. That's why doing business sustainably is a key component of our strategy. It gives us a clear competitive advantage and forms the basis for long-term economic success. The importance of CSR is also becoming ever clearer when bidding on international calls for tender. What's more, demand for environmentally sound and climate-friendly projects is also set to rise.

We are addressing the major challenges of our times – demographic shifts, climate changes, scarcity of resources, migration, digitalisation and so on – with strategic solutions that are both timely and forward-looking. As a company that consumes a lot of resources and energy, PORR has been committed to responsible corporate management for many years already. We work closely together with providers of certification systems such as ÖGNI. We are also part of sustainability networks like the UN Global Compact and respACT. At the same time we are cooperating with internationally acclaimed management systems in the fields of Environment, Occupational Health and Safety, Quality and Anti-bribery. Furthermore, we have been reporting on our CSR activities since as early as 2009 in the form of a sustainability report in line with the Global Reporting Initiative guidelines GRI G4.

Our sustainability strategy covers the three core areas of adding value, recognising value and preserving value. These encompass every relevant aspect in terms of economy, society and the environment. In order to hone our focus even

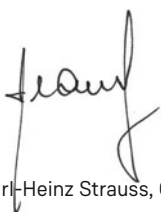
more effectively, we carried out a risk and impact analysis together with our stakeholders in 2017 and used this as the basis for determining clear objectives. The resultant catalogue of measures will be evaluated periodically and adjusted where necessary.

We want to improve our environmental performance and that's why we are committed to optimising our resource and energy efficiency – in close cooperation with our clients and awarding authorities. In the period under review we managed to implement an array of measures to cut CO₂ emissions and markedly improve our figures related to energy and recycling.

With the goal of establishing PORR as “the best place to work”, we implemented numerous initiatives in the reporting period. These improve equal opportunities and promote diversity in the company even more effectively. What this means for the now more than 17,000 staff members from over 60 nations is a better balance between work and home life. Measures such as home office, flexitime models, childcare and nursing care options and, from 2018, workplace health promotion all play a significant part in achieving our goals.

There's a lot we have achieved in the past two years and we will continue to enhance our efforts in the environmental and social sphere in the years to come.

We hope you find this report an informative and engaging read.



Karl-Heinz Strauss, CEO



Andreas Sauer, CFO



Hans Wenkenbach, COO

Sustainability strategy

PORR strives to generate profits in a sustainable manner, whereby the company embraces its responsibility towards society. The three action fields of its CSR strategy are characterised by a clear focus on value.

PORR is an international construction company that renders services across the entire value chain of the building industry. The impacts of its business activities on society and the environment are thereby multifaceted. In order to do justice to this responsibility with a view to future generations, value-based management is a core element of the corporate strategy. At the same time we strive to incorporate the interests of our stakeholders into our daily business.

PORR is committed to a strategy centred on sustainability – the backbone of its business activities lies in the interplay between economy, ecology and society. Through its skills, PORR helps to master the challenges we all face today – including climate change, responsible consumption and resource-friendly production, sustainable urban planning and industry, innovation and infrastructure. In its economic activities the company gives equal weight to economic, societal, social and environmental standards, which are summarized in the three action fields of adding value, recognising value and preserving value.

Adding value forms the foundation of every economic activity within PORR. It encompasses the core business of construction and simultaneously serves as the basis for its economic success – the central aspect of PORR. In the financial sphere PORR draws on anti-bribery training, audits and similar measures to ensure legally compliant processes, thereby also gaining economic benefits.

Recognising value involves measures and initiatives to nurture the staff's performance, skills and expertise. The top priorities here are the aspects of health and safety, identified by the workforce as the central element in the materiality analysis.

Preserving value refers to the responsible approach to ecological resources. Special attention is paid to the high environmental and social standards of PORR. Adherence to environmental regulations is regularly assessed through audits by an independent body. In addition, every business division is required to systematically record environmental impacts and to plan and implement improvements.

In the field of CSR, PORR concentrates its business activities on issues that are highly relevant to stakeholders on the one hand and issues that are intrinsically intertwined with PORR's core business on the other. At the same time, risks have been identified in the course of the 2017 risk and impact analysis and allocated thematically based on critical aspects. This should enable individual threat factors to be mitigated well in advance. The aspects identified in the course of the materiality analysis are listed in this chapter including the specified short and medium-term goals. The central aspects of long-term economic success, customer satisfaction, and occupational health and safety involve measures that are not only highly relevant for PORR, its staff and its customers, but also decisive for the success of the business.

Intelligent building means strengthening diversity. Our employees and workers are the success factor behind the way we live our responsibility in construction.

” Karl-Heinz Strauss, CEO

Sustainability goals

Topic	Short and medium-term goals
Long-term economic success	<ul style="list-style-type: none"> • Implementing the strategic plan for the further digitalisation of corporate, labour and construction processes • Exploiting economic benefits through the increase in resources saved
Customer satisfaction	<ul style="list-style-type: none"> • Group-wide roll-out of standardised feedback sessions with clients • Introduction of a regular stakeholder forum
Health, safety and prevention	<ul style="list-style-type: none"> • Group-wide saturation with the “Vision Zero” campaign: reducing LTIFR <10 • Continuing with training on occupational health and safety • Introduction of workplace health promotion with complete coverage
Further education and training	<ul style="list-style-type: none"> • Promoting e-Learning • Implementing the digIT LearningMap and thereby increasing the average length of training • Roll-out of porr_academy for employees on the home markets • Strengthening the competencies of women to increase the percentage of women at every level of the hierarchy • Increasing the percentage of apprentices to 5%
Compliance	<ul style="list-style-type: none"> • Further developing the high compliance standards • Conducting regular audits to receive certification • Continuing with Group-wide anti-bribery and compliance training
Diversity and equal opportunities	<ul style="list-style-type: none"> • Diversity as a fixed focal topic in training for future managers and establishing it in the general educational programme • Roll-out of “We@PORR” to all PORR markets • Raising awareness of diversity-related issues through communication, network meetings, role models etc.
Environmentally sound use of materials, energy and emissions	<ul style="list-style-type: none"> • Reducing specific primary energy consumption by 1.5% annually • Reducing the specific GHG emissions by at least 1.5% annually • Continuing with energy-efficiency measures in the fields of equipment, fleet and building management • Further developing methods that conserve resources in foundation engineering, building construction and civil engineering • Further increasing the percentage of recycled construction materials • Focused risk analysis with regard to environmental impacts • Cutting contaminated fractions through advances in waste treatment and recovery techniques • General reduction in waste
Sustainable procurement	<ul style="list-style-type: none"> • Group-wide roll-out of SAP MM • Evaluating a SAP-based supplier management system • Set of criteria for high environmental and social standards • Introduction of ISHAP documentation system with complete coverage



We build respon
Adding value



sibly.
connects us.

Economic success

As one of Austria's leading construction companies and an acclaimed international player, PORR realises attractive opportunities for growth. The clear focus is on earning power and a well-balanced risk profile.

With its concentration on the construction business, PORR is positioned as a growing company with strong earning power. The company focuses on the stable home markets with secure margins in Austria, Germany, Switzerland, Poland and the Czech Republic, where PORR offers its entire portfolio. The company additionally operates in the project markets of Qatar and Dubai, Norway, Great Britain and selected countries in the CEE/SEE region. Here the construction group works selectively with its export products in tunnelling, railway construction and civil engineering. PORR operates as a full service provider for construction projects of every level of complexity. The broad service range and the complete value chain allow the company to provide services that span a project's entire lifecycle. In 2017 PORR and its 17,719 staff members generated production output of EUR 4,738m.

Dynamism and growth

PORR does not want to be the biggest construction company in Europe; it wants to be the best. And this is why it is true to its motto "Intelligent building connects people". The goal is to bring together the high standards of quality, technology and efficiency in collaboration with every person involved in a project – whether their role is as a builder or as a user. Values such as trustworthiness, reliability, customer focus, teamwork and a partnership approach are the core components of the PORR identity.

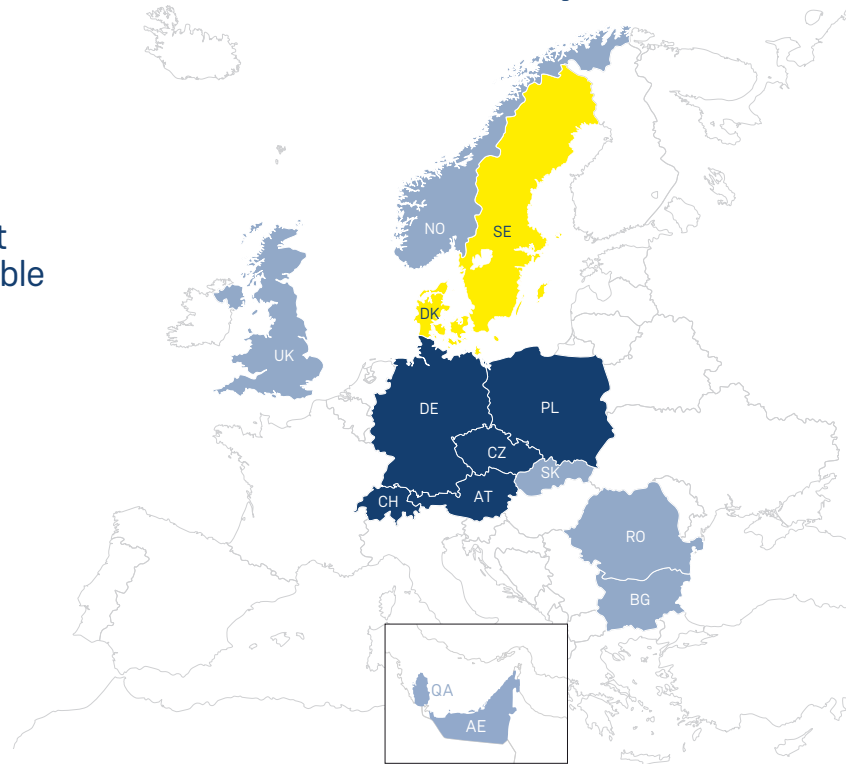
With a strong core shareholder structure, PORR benefits from stable ownership with owners that consistently support the company's strategy. The Strauss-Ortner syndicate holds 53.7% of the shares with the rest in free float.

Business performance (in EUR m)

	2017	2016	Change
Production output	4,738	3,925	20.7%
Order backlog	6,367	4,804	32.5%
Order intake	6,301	4,150	51.8%
EBITDA	200.7	187.3	7.1%
EBIT	90.2	100.1	-9.8%
EBT	85.3	91.1	-6.3%
Net profit	63.7	66.8	-4.7%
Equity (incl. non-controlling interests)	597	441	35.4%
Equity ratio	20.7%	18.7%	2.0PP
Net debt/net cash	-147	53	>-100.0%
Staffing level (average)	17,719	15,328	15.6%

We deliver high quality for our customers thanks to our specialist expertise and innovative, sustainable solutions.

” Hans Wenkenbach, COO



Intelligent growth

“Intelligent growth” is the central element of the corporate strategy. In the period under review the PORR portfolio was strengthened in Austria and Germany in important sectors and regions. With the takeover of Franki Grundbau and Heijmans Oevermann in Germany, PORR has expanded its service range in specialist civil engineering and traffic construction. This also led to a significant increase in production output. The acquisition of the Salzburg-based Hinteregger Group was finalised in Austria, strengthening the PORR portfolio in industrial civil engineering, power plant construction and underground construction.

Core competency – construction

PORR is committed to its core competency – construction. It is the leading construction company in Austria and is also among the industry’s leaders on the other home markets of Germany, Switzerland, Poland and the Czech Republic. The focus is on earning power, sustainable financial stability and a well-balanced risk profile. PORR builds as much as possible itself. Here the different demands of the permanent business and project-driven business are reflected in the organisational structure.¹

Powerful business units

PORR’s activities are divided into four business units: the strongest segment by a considerable margin in terms of output is Business Unit 1 – Austria, Switzerland and Czech Republic. In 2017 around 51% of production output was generated by this unit, which bundles the permanent busi-

ness on the named markets along with large-scale building construction projects. Since 2016 the activities in Germany have been housed in Business Unit 2 – Germany. Business Unit 3 – International concentrates on Poland and other CEE/SEE countries, Great Britain, Qatar and Norway. Business Unit 4 contains all services in the areas of Environmental Engineering, Healthcare & Services.

Leader in technology and innovation

PORR is gearing up for the challenges of digitalisation. Spanning multiple divisions, various teams from the operating units and shared service department are dedicated to this issue. The goal is to find new solutions that make internal processes more efficient and provide customers with value added.

Best place to work

Clear responsibilities, streamlined and flexible structures, transparent management and dedicated staff are the decisive success factors for PORR. Occupational health and safety also plays a key role in the corporate strategy. With Vision Zero PORR is pursuing a clearly defined prevention strategy to eliminate accidents at work. Furthermore, the PORR diversity initiative “We@PORR” strives to promote equal opportunities and further improve diversity. All of these measures are part of the goal of positioning PORR as the “best place to work”. In the long term, the strategy is expected to be reflected in a significant increase in productivity.

- **The home markets** include Austria, Germany, Switzerland, Poland and the Czech Republic.
- On selected **international project markets** PORR’s range is concentrated on services in tunnelling, railway construction and civil engineering.
- Attractive new **target markets**, such as Sweden and Denmark, are being evaluated in parallel.

¹ Permanent business: PORR offers complete coverage of all construction services.
Project business: PORR selectively offers services that represent value added for the company.

Value chain



Products and energy sources used

- **Raw materials and construction materials:** cement, steel, gravel, bitumen, wood, water, formwork, insulation materials, scaffolding, plasterboard etc.
- **Materials recycled in-company:** 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, emissions, wastewater, waste
- Temporary use of space for construction site equipment and infrastructure

Quality management

True to the motto “know your customer”, there is a strong emphasis on quality management and customer satisfaction at PORR. Standardised tools are used for measurements, evaluations and continuous optimisation.

Customer satisfaction is a key success factor in the construction industry. The issue covers aspects such as adherence to contracts and deadlines, process and product quality, maintaining budgets and good communication. High demands in terms of occupational safety, the complete fulfilment of obligations, and a cooperative approach to project development through solution-oriented, qualified personnel are additional preconditions for good and long-lasting relationships with clients.

Optimal quality assurance

Customer satisfaction is defined as a material goal in every project and is recorded and specified through a standardised process in the management system. Additionally, in the course of the materiality analysis conducted in spring 2016, customer satisfaction was defined as a relevant aspect. “Know your customer” is also explicitly laid out as a guiding principle of the corporate policy in the Management Handbook.

High customer satisfaction presupposes optimal quality assurance. This is the only way to guarantee that every project handed over conforms to the desired specifications and contractual obligations. The more consistently quality assurance is practised, the greater the chance of a flawless construction process. The degree of quality control is influenced by the client’s project specifications as laid out in the contract, the technical standards, and legal regulations. It also extends to the demonstrable assessment of suppliers and work done by subcontractors in addition to qualified services provided by the company.

Structured activities for process and product quality are undertaken as part of continuous quality assurance in order to increase customer satisfaction. The process quality is safeguarded with the help of the quality management plan, which targets the specific needs of the project.

Assessment systems

PORR evaluates the satisfaction of its customers at multiple stages of the project’s lifecycle. This includes face-to-face talks, the quality of problem solving in the course of calls for tender or order negotiations, as well as when building and handing over projects.

A central instrument here is the client meeting. The project manager records the results of the customer meeting in the form of a personal account. In Germany, for example, a final report template is used in the course of which the client is questioned about satisfaction over the course of the entire project. In addition to the quality of the project management, other issues covered here include aspects of occupational health and safety, environmental protection, the attitude and skills of personnel, adherence to deadlines and other contractual obligations, as well as the possibility of recommending the company in future.

Another opportunity for assessment lies in the various communication platforms for interacting with customers. This includes work on committees, participation in standardisation bodies, representations of interest and trade associations, as well as construction site excursions and site discussions with the developers.

Value-based leadership

Behaviour driven by core values is a central success factor at PORR and serves as the foundation for all decisions in the Group.

PORR's business activities as a leading company in the construction industry also have high socio-political relevance. In order to do justice to this responsibility, PORR has developed a Code of Ethics that is binding for all members of staff as well as service providers and suppliers. The ethical guidelines laid out here form the basis for all of the company's business activities. They provide a foundation for the morally, ethically and legally unimpeachable behaviour of everyone involved in the business process.

Furthermore, PORR has mission statements for managers and employees, a compliance management system, issuer compliance guidelines and guidelines on preventing corrupt behaviour, as well as numerous other guidelines (e.g. on antitrust law, checking contracts and business partners, avoiding the illegal employment of foreigners and social dumping, as well as avoiding money laundering and financing terrorism).

A wide range of additional guidelines and work instructions (purchasing, hospitality, donations, financial accounting etc.) and a new whistleblower system pursuant to Section 32 MAR, as well as appropriate, multi-year educational plans for staff also serve to enhance the internal processes in the Group.





The open exchange with the stakeholders and our sustainable strategy of intelligent growth form the basis for PORR's long-term success.

” Andreas Sauer, CFO

Focus on human rights

PORR is committed to upholding human rights when conducting any business activity. PORR's business locations are not situated in regions where human rights violations are prevalent. On ethical grounds, the company generally avoids doing business in countries where human rights are abused, failing which it deliberately withdraws from these markets (e.g. in the case of foreign journalists being arrested). These decisions conform to the company's sustainable management approach.

Compliance structure

One focal point of the compliance organisation lies in safeguarding fair competition and avoiding corruption. Transparent and fair behaviour on the market is the top priority for PORR. Any restriction on free competition and breaches of competition or antitrust laws are thereby incompatible with the PORR corporate philosophy.

The company has a compliance system that is in use in every branch office. The PORR management compliance system should ensure that the risk of violating any legal obligation is minimised. This in turn also sustainably protects PORR's reputation and strengthens the trust of business partners and public authorities in the company.

All of PORR's business locations and processes are regularly assessed by the internal audit department in a way that is independent, objective and random. Additional audits are also conducted wherever necessary. The accompanying reports are presented to the Executive Board and discussed in detail. Internal audit contributes to responsible management insofar as it optimises business processes, oversees the internal control system, and develops existing internal regulations. Risks are pinpointed in advance, thereby enhancing the awareness of the people involved in the process. Another

consequence is that standards, laws and internal and external regulations are upheld and unlawful practices avoided. In addition, the PORR internal audit department is itself subject to regular mandatory audits.

The Chief Compliance Officer (CCO) is appointed by the Executive Board and supports it in developing and upholding the Group-wide compliance management system. The CCO and every Compliance Officer is truly independent with regard to their tasks.

The relevance of compliance and compliance management systems has increased exponentially in recent years. On the one hand, there is extensive new regulation accompanied by punitive sanctions, on the other, prosecutions are being pursued even more fervently.

This is also connected to increased responsibility for the company. PORR has to guarantee that every staff member upholds every legal obligation in the course of their professional activities.

Recertification

PORR's goal is to continuously develop the high compliance standards that guarantee recertification. In the period under review work was completed on preparing and implementing ISO certification in line with the new anti-bribery standard (ISO 37001). In addition, all compliance guidelines were revised in the reporting period.

Combating bribery and corruption

PORR has declared its commitment to unreservedly combat bribery and corruption. The most important focal points involved information and training for staff on the issue of anti-corruption.

The central management philosophy “There is no place for corruption in our company” holds true for every employee, worker and supplier. With this in mind, the focal points of the compliance organisation at PORR lie in preventing corruption and antitrust breaches. A key focus of the compliance activities in the period under review was the comprehensive training on measures and methods to combat corruption. The training plan runs for three years at a time and has been implemented without any deviation to date. In the reporting period 2016/2017 a total of 2,650 people took part in compliance training. Furthermore, PORR has whistleblower systems in place in every division, allowing employees to report any possible grievances.

Anti-competitive conduct is not tolerated under any circumstances at PORR. Regular checks are carried out at the PORR business locations including the construction sites. What’s more, PORR does not operate in countries that appear

on a published list of sanctions or in countries with a CPI index of below 50. Any processes that have come to light in the past are to be investigated and disclosed in full. As the responsible authorities suspected illegal price-fixing to have taken place in the period between 2006 and 2015, searches were carried out on 3 May 2017 at four TEERAG-ASDAG and PORR sites. The PORR Executive Board immediately initiated an internal investigation into the affair and is fully cooperating with the authorities.

In the reporting period 2016/17 there were no significant fines or non-monetary sanctions for non-compliance with laws and regulations.

Compliance training

Regular compliance training is held in order to make every staff member aware of the compliance regulations governing their business activities. The content of these training incorporates the findings of the compliance risk assessment.

Compliance training programme

	Training type	Year	Participants
Anti-corruption	e-Learning part 1 ²	2016	1,800
Antitrust and competition law ¹	e-Learning part 2 ³	2017	850
Anti-corruption refresher ¹	e-Learning part 3 ²	2018	2,050
Management conference	Topic and presentation	2015	430
Procurement conference in Berlin	Presentation and discussion	2015	64
Management conference	Topic and presentation	2016	450
Divisional management conference BU 1 in Vienna	Presentation and discussion	2016	65
PORR Congress 2017	Awareness	2017	2,000
Foreign Labour Act	PORR academy	2017	500
Additional training and e-Learning in foreign branch offices	e-Learning Poland	2014-2017	>500

¹ Courses in German, English, Polish, Czech and Hungarian

² Preventing bribery and corruption

³ Competition law: preventing anti-competitive practices

Contributing to the local economy

The value added statement of PORR shows the extra value the Group has created for society. The company’s objective is to create and expand sustainable value added for its stakeholders.

PORR creates value for its interest groups at every stage of the value chain with its innovative projects and solutions. Here the company pursues the goal of generating sustainable value added. Through its forward-looking business approach, the PORR Group safeguards jobs as well as services provided by the public sector.

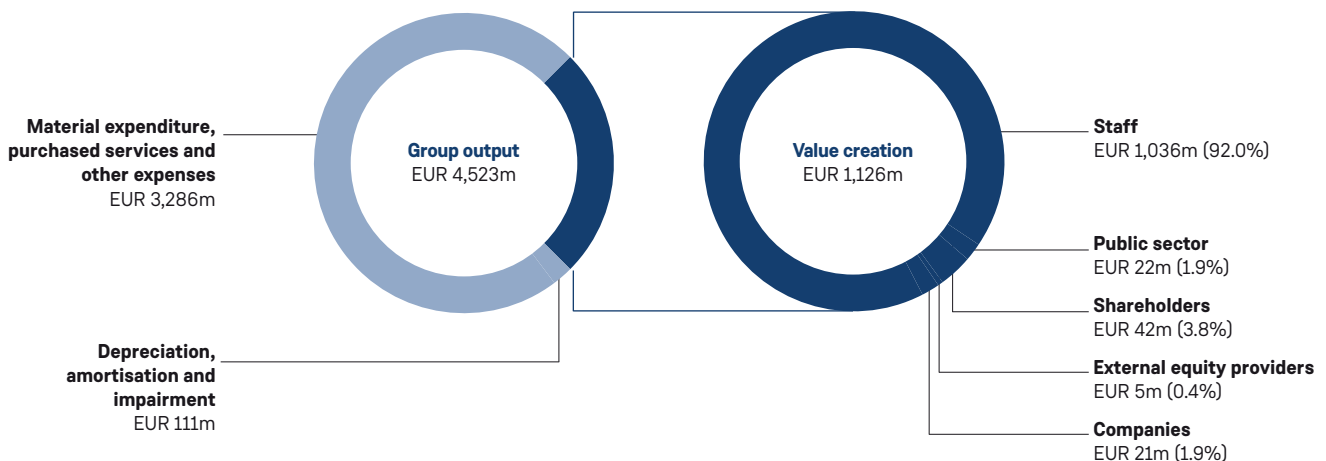
The company has international branch offices, invests in research and development, works with international and local suppliers, and makes an overall contribution to the development of the local economies on its relevant markets. As an employer PORR is also responsible for jobs at home and abroad and thereby for purchasing power through wages and salaries. By paying taxes and charges PORR makes a contribution

to financing communities, thus also supporting public infrastructure.

The value added statement shows the direct financial value PORR creates for the relevant interest groups in the course of its business activities. Value added is defined as the output generated less the costs of goods and services purchased and used, adjusted for depreciation, amortisation, impairment and reversals of impairment.

In 2017 the value added stood at EUR 1,126m and was thereby up 15.6% on the previous year. Accounting for 92.0%, the largest share of value added related to the PORR workforce.

Value added statement 2017





We are a team.
Recognising val

ChampionDR.com



we connects us.

Safety first

Safety is the top priority at PORR. The focus is on preventing accidents through safe operations at the construction site.

Occupational health and safety is the central pillar of the PORR strategy; its importance is governed by the management system OHSAS 18001:2007 and was once again confirmed in the course of the materiality analysis. In addition to the health-related aspects, the issue of safety is highly relevant even during the award process – especially in Northern Europe occupational safety is a decisive factor when awarding tenders. In many respects PORR is a leader in this sphere. Accident figures are disclosed even during the bidding process and multi-stage procedures are developed with the client in order to realise the projects without a single accident. Furthermore, PORR attends regular meetings with clients on occupational health and safety – including with ASFINAG, ÖBB and VERBUND.

Cross-border cooperation

PORR is also active in cross-company working groups such as the Holz-Bau union in Austria, the main trade association for the German construction industry (www.bauindustrie.de) and the industrial unions Construction-Agriculture-Environment and the Alpine Kolloquium in the D-A-CH-S region (www.bauforumplus.eu). At European level the company is represented in the European Federation of Foundation Contractors (www.effc.org) and takes part in social policy dialogue through its membership of the European Construction Industry Federation (www.fiec.eu) and the European Federation of Building and Woodworkers (EFBW).

Vision Zero

The trend of the PORR accident statistics has clearly been heading in the right direction, even



Occupational health and safety is a top priority for us. Regular training sessions and prevention measures have led to a significant reduction in the risk of accidents.

” Martin Sonnberger, Occupational Health & Safety

though the accident frequency in 2016 matched that of 2015. That said, the working hours lost due to accidents has been falling steadily, suggesting a decrease in the severity of accidents at work. With “Vision Zero” the company is pursuing a clearly defined prevention strategy to reduce the frequency of accidents. Here the focal points have been summarised in seven success factors that range from management and staff responsibility through to identifying risks and using safer technologies through to staff training. The medium-term goal for PORR is to reduce the LTIFR (Lost Time Injury Frequency Rate) to less than 10 by 2020.

Promoting safety training

With its internal training and development facilities complemented by external courses, PORR offers a diverse range of training in occupational health and safety. The focus on training for construction managers and foremen in the period under review was on the fields of earth-moving machinery, the use of mobile phones on construction sites, access points and roads on construction sites, as well as reporting potential hazards and near-misses.

Among construction site personnel the focus is on issues such as personal safety gear, fastening loads, pressurised pipes, working at high altitudes and dealing with mobile communication devices on construction sites. From 2017 the occupational health and safety experts from the different countries will develop the focal points on an alternating basis. Under this system, the content

for 2017 came from Germany, the Czech Republic and Austria. In addition, new safety gear was issued during the period under review.

Strong commitment

Measures for occupational health and safety are coordinated in regular coordination meetings. All of the foreign branch offices gave their approval for the measures with the cross-border health and safety managers at the European jour fixe. There was also a dedicated D-A-CH jour fixe for occupational health and safety and an Austrian jour fixe. PORR has relied on full-time safety officers since introducing them in 2015: there are now more than 30 occupational health and safety experts working across the Group. In organisational terms, the importance of health and safety is recognised through its status as a staff unit.

Focus on mental health

In the period under review PORR conducted an online survey on the mental health of its workforce. Skilled workers were questioned using a written feedback form. The response rate among salaried workers was 85% and among waged workers 50%.

After evaluating the highly satisfactory results across the board, workshops were held in the presence of occupational psychologists in order to draw concrete conclusions from the findings and develop appropriate measures. This led to conclusions including a desire for a stronger focus on health. The requisite measures have already been implemented.



Together.

Occupational Health & Safety

In order to prepare our workforce for the challenges of the future, PORR is committed to sustainable HR development. Key aspects here include individual support and viewing diversity as a valuable resource.

The construction industry is a classic people business – employees are the main factor for the company's success. The Group is committed to continuous further education and training in order to maintain and expand the talent for innovation and competitive advantages – in line with the principle of lifelong learning. With its educational platform *porr_academy*, PORR has established access to education for the entire staff – whether they are full or part-time. What's more, a training academy for apprentices and skilled workers is also in the planning phase. Here there is a strong focus on nurturing talented individuals and on the in-depth training of tomorrow's specialists. The investments in HR development are reflected in the long periods of time that employees and workers stay with the company.

PORR experienced renewed growth in the period under review. As a result of the takeovers and the

expansion of business activities, the company has a workforce of 17,279 people.¹ The PORR staff members come from over 60 nations.

The number of training sessions in the years 2016 and 2017 climbed to 783 and 1,563 respectively (all figures for the DACH region and Poland; Czech Republic is not included). Among salaried employees, the average number of training sessions was 12.1 hours in 2017 and 12.4 hours in 2016. The reporting sphere has been expanded in the current report and now encompasses Poland in addition to the DACH region, as well as the Czech Republic for training sessions. The general structure of the industry – men dominate in the technical construction area that is also more training intensive – is generally reflected in the higher training times among men.

HR structure¹

	2017	2016
Average workforce	17,279	14,552
of which women	11.8%	12.5%
Apprentices	322	251
of which women	12	14
New staff ²	4,756	3,945
Leavers ³	1,035	765
Average length of training per employee in hours ⁴	12.1	12.4
Partial retirement ⁵	117	74
Parental leave/part-time work, women ³	149	102
Parental leave/part-time work, men ³	118	32

¹ Data covers the home markets, Norway, Qatar and Romania

² Waged workers and salaried employees

³ Only salaried employees

⁴ Data covers salaried employees in the home markets, synchronisation of the data collection systems for Norway, Qatar and Romania is underway.

⁵ Only Austria and Germany

The biggest potential we have lies in our staff. That's why we nurture their strengths and competencies through targeted measures for professional development.

” Bettina Deuts, HR development

Defining targets and evaluating performance

PORR has mandatory staff appraisals in place to allow every employee to access the appropriate further development and training programmes and to evaluate their progress. Other benefits include making work structures more efficient and improving teamwork. Overall, the take-up rates for staff appraisals rose sharply in the reporting period: in 2016 they stood at 74.0% (women) and 75.0% (men) and in 2017 at 86.2% (women) and 82.7% (men). Data has been available from every home market since 2016.

Tomorrow's specialists and skilled workers

PORR has set the goal of increasing the number of apprentices from 3% of the skilled workforce to 8% – this translates into around 400 apprentices. Furthermore, awareness raising of the appeal of the construction industry should be conducted among school pupils through specific programmes. In this sphere PORR works closely together with the relevant trade fair organisers and the media. PORR attends the “Apprenticeship Day” and introduces pupils to the construction industry with the initiative “PORR@HAK”. In the course of work-experience days, pupils have the chance to get a taste of the company and its vocations and get to know them. Furthermore, PORR was once again a partner to the Business School Games and the new product MINT Master.

University students were also part of a targeted campaign in the period under review, with numerous measures implemented. Here PORR attended “BeWanted Graz” for the first time in 2016 and “BeWanted Vienna” in 2017. In the course of “Meet.ing”, a one-off event by the Vienna University of Technology Career Center, a workshop on Building Information Modeling (BIM) was held for the first time in 2016 together with colleagues from PDE. In cooperation with the Carinthia University of Applied Sciences,

PORR organised a career day for those studying construction engineering. In 2016 and 2017 PORR took part in the trade fair at the Vienna University of Technology campus of Gusshaus ÖVG, the Austrian Society for Vacuum Technology. In 2017 students had the chance to hold concrete interviews with recruiters from the company as part of the “Long Night of Recruitment” in Graz. Also for the first time in 2017, PORR had a stand at the IT Career Forum in Vienna.

The rise of digitalisation

In the recruiting process PORR is increasingly turning to digital communication systems such as Skype or the SharePoint platform. If applicants don't work in the same place that they are applying to or are unable to travel, then interviews are held via Skype. From 2018 the entire onboarding of staff should be conducted digitally. Following the start in Austria, an evaluation and eventual roll-out to further markets is planned. Not only does this modernize processes in HR management, but it also leads to efficiency increases. Furthermore, in 2017 PORR started to conduct exit interviews with staff leaving the company. In the recruiting sector PORR works with the mobile app hokify and cooperates closely with Whatchado, Xing and LinkedIn.

Focus on e-Learning

In the field of HR development PORR is increasingly making use of new digital media such as webinars, e-Learning etc. and thereby adapting optimally to the requirements of the workplace and the needs of its employees. The training programme covers a wide range of topics ranging from the principles of communication to occupational health and safety through to legal topics such as employing foreign workers. In 2016 five new legal topics were incorporated into the training programme as webinars.



Focus on apprentices

There are numerous initiatives in place to raise awareness among school pupils of the appeal of the construction industry. Female pupils in particular are targeted – with the goal of increasing the percentage of women in the sector step by step. PORR offered so-called “taster days” in the form of work-experience days for the first time. These gave pupils the chance to get a taste of the company and its vocations and get to know them better.

PORR@HAK

The successful initiative “PORR@HAK” was continued once again with PORR represented at 14 commercial colleges under this initiative in 2016. The goal of the programme is to give fifth-grade pupils information on commercial opportunities in the construction industry.

Daughters' Day

In 2016 PORR once again participated in “Daughters' Day”, with around 30 young women attending. The company also plans to participate in 2018.

Corporate presentations

Numerous presentations and training sessions for job applications were held in 2016 together with trusted partners – including Weidinger & Partner, BBRZ and BEST; some of these were enhanced with tours of construction sites. Around 190 people participated in the events in total.

Long Night of Recruitment in Graz

2017 was the first time that PORR took part in an event where interested parties from every target group (first-timers, old hands, etc.) could hold concrete job interviews with the company's recruiters.



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MTOP – More than one perspective

In 2016 PORR began its cooperation with the MTOP organisation. This offers sustainable support to highly skilled refugees looking to enter the labour market.

Work training for refugees

Selected refugees were given assistance in starting their careers as part of a work training (job market service programme). This enabled PORR to acquire new staff, who have now been taken on as permanent employees.

fair.versity Austria

PORR once again participated in the trade fair for careers and further education with a focus on diversity in Austria in 2016. Participants had the chance to talk to our construction manager Andrea Moore in the course of “speed dating”.

01

Vienna University of Technology event in cooperation with PDE

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“PORR@HAK”: PORR representatives meet pupils at Neusiedl commercial college

03

“Daughters’ Day 2016”: Strong interest and great enthusiasm



Competitive remuneration

When it comes to pay, PORR is committed to transparent and fair remuneration based on the principle of equal opportunities. In addition to legal stipulations, the company also considers market rates.

The remuneration system at PORR is centred on market conditions, country-specific collective bargaining agreements and minimum wages – regardless of origin, gender, age or religion. The respective collective bargaining agreements are in place in every country included in the report with the exception of Qatar, Romania and Switzerland. The principle of “equal pay for equal work” applies to every area of the company. Owing to specific market requirements, not only are the minimum wage requirements upheld for skilled workers, extra pay is also provided on a case-by-case basis.

There is a bonus system in place for managers, which – in addition to the basic salary – provides a flexible salary component based on the degree to which performance targets are met. The regular staff appraisals not only form the basis for HR development measures, but also for salary adjustments and determining whether performance targets have been met. Detailed information on the remuneration system for members of the Executive and Supervisory Boards can be found in the Annual Report. Employment and

social fringe benefits provided conform to contemporary standards and sometimes go beyond the legal stipulations.

Corporate retirement provisions

PORR offers all staff members in Austria a corporate pension plan with a retirement fund, as long as they have been with the company for a minimum of five years. The contributions are managed by carefully chosen pension funds or corporate insurance funds. The sustainability of the contributions is secured on the basis of recommendations by an ethics committee. 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, PORR also maintains the hardship funds, which had capital of around EUR 50,000 in the period under review. Payouts from the hardship funds totalled EUR 18,500 in 2016 and EUR 16,000 in 2017. The goal of the fund is to mitigate the economic impact of illness, disability or death in cases of hardship and to finance social safeguards.

Equal opportunities and diversity

PORR is committed to equal opportunities regardless of cultural and ethnic origin, age or gender. Diversity is a valuable resource and is viewed as an opportunity to break new ground together.

The “We@PORR” diversity initiative was brought to life in 2016 to raise awareness of the issue of diversity in the company. One of the initiative’s other objectives is to increase the percentage of women at every level of the Group. Equal opportunities and diversity should be used to increase productivity in every area and to improve the work-life balance. PORR is also taking proactive measures regarding the integration of refugees - including through vocational and educational training.

Organisation and structure

The “We@PORR” diversity initiative is allocated to the division Corporate Social Responsibility and has been restructured in terms of both content and organisation, whereby the project teams rotate depending on the focal point. The teams are overseen by the managers of the diversity division, which is also represented in every

committee. These include the advisory board, on which managers from different levels including the Head of Human Resources, the Chairman of the Works Council and the Head of Communications sit, as well as the Council, which is the central management and steering body for diversity at PORR. The latter consists of the three Executive Board members, the Head of Human Resources, the Chairman of the Works Council and the Head of Corporate Communications, as well as an external expert.

Corporate Social Responsibility and diversity measures are in force across the Group, whereby the latter can be adapted in line with the respective market depending on its legal specifications and needs. There is already a diversity contact partner on every home market; the roll-out to additional markets is underway.



**01**

“We@PORR Kids”: Better work-life balance through childcare

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Mentoring programme: Targeted initiative to empower women

03

Diversity training: Recognising and combating discrimination

**Empowering women**

Numerous measures to empower women have been implemented under the title “Seizing opportunities”. This has thereby increased the transparency in promoting managers within PORR and established obligatory internal advertising of management positions. Measures implemented across Austria include those to develop skills and expertise such as the training “Empowerment for women in the operating construction business”, as well as a seven-month mentoring programme for women. These will be rolled out to the home markets based on demand. What’s more, two corporate networks were implemented to strengthen team cohesion, present examples of learning and best practice, and cover special issues related to diversity. The meeting of the women’s network “Women@PORR”, or the “Diversity Table”, which all employees are welcome to attend, is held twice a year and serves as a basis for sharing and networking.

Focus on work-life balance

As a modern and attractive employer, PORR has put in place a better framework for combining one’s professional and private life. This was behind the introduction of initiatives such as the “Kids Days” (childcare on school-free days), the “PORR Adventure Camp” (two-weeks of childcare in summer), the Parent-Child Office for childcare emergencies in the Vienna head office, and PORR Nursing Leave. What’s more, in the reporting period proactive management of parental leave was introduced across the whole of Austria including the information platform Toolio. Employees throughout the Group already receive the “PORR Baby Box”. Additionally, in the period under review the models for home office and flexitime were developed and implemented in Austria as a first step in 2017. The roll-out to other markets will now be realised based on local needs. The PORR career break is based on a reduced-salary model and can be taken for a period of up to eight months. The next focal points will involve generational management and workplace health promotion.

PORR diversity training for managers

Multiple diversity training sessions for management were planned and implemented in the period under review. The first range of courses started in November 2017 with further sessions to follow from January 2018. Topics covered during these two-day training sessions range from recognising discrimination mechanisms, prejudices and stereotypes, through to measures for avoiding discrimination and approaches to special-needs groups and potential conflicts.



We care about the
Preserving value



*The environment.
We connects us.*

Success through innovation

Capabilities in innovation are essential for economic success and closely tied to digitalisation. Additional potential is created through the strong integration of staff in the innovation process.

The development of innovative solutions is an essential part of planning and design processes as well as for the actual construction. As the contact point, the PORR Technology Management and Innovation (PTI) department provides comprehensive advice and support in every question of innovation. The innovation projects of other departments and operating units are bundled in the Knowledge Management division. Employees from other European PORR sites are also involved in specific projects. PORR employs a total of 45 people in the fields of Research, Development and Innovation. The key importance of these fields is reflected in the investments in R&D – investments in 2016 were 20% higher than the previous year, while for 2017 R&D expenditure was at a similarly high level. In the period under review, state subsidies totalled around EUR 100,000.

In order to benefit from external research networks, PORR works with competitors and major clients on a range of different research projects. Numerous university institutes are involved in the industry and innovation projects, forming the scientific and academic basis for interdisciplinary

consortiums. In the period under review PORR received multiple awards for its activities in innovation. The company took the first three places at the 2016 Innovation Awards chosen by the national committee of the International Tunneling Association (ITA).

Digitalisation of construction processes

One central issue in the field of innovation activities is digitalising design and construction processes. In future all PORR processes will be digitalised as far as possible and thereby the majority of processes will be paperless. 30 employees are involved in developing and applying Building Information Modeling (BIM). Different design and build processes – such as architecture, calculation and monitoring construction progress – are gradually being integrated into these models.

PORR ideas contest

PORR initiated the ideas contest in order to nurture the potential for innovation in the company. Here there has already been a sequel to the existing model of generating ideas – with a stronger focus on the issue of innovation. The ideas range from



01

Sapphire-Libeskind: Pioneering project development using BIM software

02

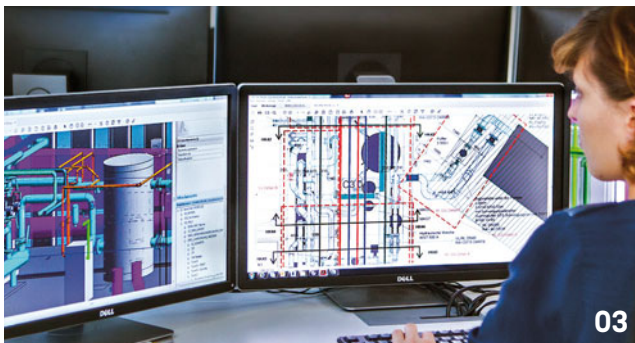
PORR ideas contest: Awards and bonuses for the best ideas and innovations

03

Structural planning: Design of support structures using BIM



02



03

new or advanced construction methods and innovative materials through to ways of saving energy, and improvements in internal processes and procedures. The PORR knowledge factory in the PORRtal enables employees to provide additional input for developments and advances, thereby exploiting synergies within the Group.

Innovation in railway construction

PORR has been present in the field of track engineering for more than 30 years with numerous innovations in its Slab Track Austria system. Over the years the system has established itself as a tried-and-tested technology. One advance in this field is the usability of Slab Track with or without integrated guide rails in the form of interchangeable precast concrete parts. This makes individual sections of tunnels and bridges easy to access and traverse for emergency vehicles dependent on wheels. The PORR-patented technology is widely used, including on the high-speed German Unity Transport Project 8.

New patents

A brand new reinforcement system with perforated sheets has been developed for the efficient and economical production of thin-walled,

precast, steel-reinforced concrete parts, such as track support plates for example. This has already been patented in Austria and the Europe-wide patent is pending. Another innovation is drainage-optimised, annular gap grouting for tunnel boring machines. This is now sturdier and more permeable thanks to a new mix. A utility model for this has already been submitted in Austria and the European patent application is currently being prepared.

Common materials used for sealing excavation pits primarily involve cement and chemical components whose environmental credentials are strictly regulated. Thanks to a newly developed soft gel, which is, for the first time, completely organic, there is now a construction material available that is based on natural, renewable raw materials and has no negative impact on groundwater such as pH increases or salt seepage. The soft gel was patented in Germany in 2017.

In its current research projects PORR is exploring issues such as optimising the statics of high-rise buildings in order to reduce energy-intensive resources, namely concrete and steel. Moreover, it is also exploring options for increasing the percentage of recycled material in asphalt and for reducing the absorption of sunlight through special roof coverings.

**Holiday Inn Express
Munich City West.**
Modern concept embody-
ing sustainability



Sustainable products and construction methods

Resources such as energy and raw materials are not subject to an unlimited supply. With forward-looking buildings PORR is setting new standards in environmental preservation and climate protection – in the interests of its customers and the generations to come.

Discussions on the issue of sustainability gathered momentum once again at the end of 2015 with the UN Climate Conference in Paris. National and international Sustainable Development Goals set new standards, whereby companies tend to even surpass these kinds of regulations. In view of the importance to the national economy and the high amounts of resources consumed, the construction and real estate industry has a weighty responsibility. PORR demands high standards of sustainability from its suppliers and is proactively committed to forward-looking construction standards.

Optimising the lifecycles of buildings

The goals of the construction industry are plain to see – to be as climate-neutral as possible, closed resource cycles, the use of renewables, and realising concepts that conform to demographic developments. In this regard, building certification systems provide a recognised and proven process and method for minimizing the use of resources without compromising the quality of homes, workplaces and lifestyles in the respective buildings. The goal of PORR Design & Engineering (PDE) is to optimise the lifecycle of projects in terms of economy, ecology and socio-cultural aspects. In addition to the usable sustainability performance of the buildings, both the usage capability and the usage credibility of the space is maximised.

The use of digital building models (BIM)

Digital building models play a central role when developing climate-neutral projects. They facilitate the evaluation of the environmental impacts of projects and constructions. Important factors here are the simulation of thermal comfort, energy requirements and daylight. In addition

to determinations of mass, volume and space, assessments are made of demolition concepts and the ease of disassembly as well as the separation of construction materials.

Further developments of certification systems

PDE offers consulting and assistance services for the three main labels of the DGNB certification family (DGNB, ÖGNI, SGNi), as well as for BREEAM and LEED in the fields of new construction, modernisation and standing assets. Added to these are other national labels like klima:aktiv, Minergie, TQB of ÖGNB, SNBS, NNBS, BNB and NaWoh. PDE also proactively pursues participation in further developing certification systems. As part of the German Green Building Association (GGBA), PDE and four other selected companies have been entrusted with the task of preparing the rating system documents of the US-American system LEED for the German-speaking world. At the end of 2016 accreditation was awarded by BRE Global Ltd® and the order was received from DIFNI (BREEAM DACH region) to adapt the world's leading system BREEAM for the markets Austria, Germany and Switzerland in the usage profile of new construction in terms of both language and norms.

In spring 2017 PDE played a leading role in adapting the new core system for the Austrian Sustainable Building Council (ÖGNI) for the building types office, hotel, residential, production and logistics for the Austrian market.

In 2016 and 2017 there were 20 projects, including 15 PDE projects, which were awarded sustainability certificates. What's more, there are dozens of projects in the process of receiving certification.



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bee@PORR

At more than 30 sites across its home markets, PORR has provided beekeepers with the requisite space for their bee colonies – for example on the grounds of branch offices or on rooftops. On the roof of the Group headquarters in the Favoriten district of Vienna alone there are six hives; on the roof of the branch office in Warsaw there are already ten. In Germany a total of twelve beehives have been established at four locations, each providing a home for around 60,000 bees in the peak season. The initiative has also had a warm reception internally. There has been strong interest in the project and several employees have now taken up beekeeping in their spare time. The project is unique to date in terms of this dimension. During the peak season the PORR beehives provide a home for around 13 million bees in 220 hives across the Group.



03

01

Marina Island, Prague: Living on the Vltava

02

bee@PORR: Home to 13 million bees

03

Novotel and ibis in QBC Vienna: Urban development at Vienna Central Station

04

Baltyk Tower, Poznan: New city landmark



04

Procurement and supplier management

PORR focuses on establishing stable, long-term relationships with suppliers and subcontractors – with strict attention paid to occupational health and safety, environmental standards and human rights.

Procurement is a crucial division at PORR. Every year PORR purchases materials and services with a total value in excess of EUR 3 bn from more than 40,000 companies in 50 countries. When selecting suppliers, PORR applies the principles laid out in the Code of Ethics and has pledged to uphold the specified social and environmental standards across the entire value chain. Adherence to sustainability standards is evidenced by the requisite certificates and self-reporting in the master data sheet. In addition, guidelines and aspects are defined that are then monitored during the execution phase and evaluated upon conclusion of the project at the latest. Non-adherence incurs consequences that can stretch to being blacklisted for further contracts. The set of criteria in the self-reporting form is regularly updated to include socio-environmental aspects.

Reducing the number of suppliers

In view of the diverse range of services rendered by PORR, the demands on suppliers and service providers also vary greatly in terms of product and service group specifications. In general PORR strives to avoid small-scale supplier structures and prefers to make use of a product group of fewer, carefully selected suppliers. The higher revenue of the individual suppliers has a positive impact on the prices and contractual conditions that PORR can command. Moreover, the

longstanding relationships that resemble partnerships and the consequent predictability of the business partner mitigate the business risks for PORR (e.g. through insolvency, delayed payment claims etc.). Many of the products and services are procured in such a way that they can only be delivered or provided by regional suppliers. Long delivery routes or procuring products from regions with lower social standards and labour standards are avoided wherever possible.

Sustainability risks

Certain important materials used by the company have high sustainability risks. Included here are construction materials such as concrete, cement, steel etc. A very strong focus is placed on regional supply when procuring these materials: for example, concrete can only be acquired by providers located a maximum of 50km away from the construction site. The first choice in the energy sector wherever possible is electricity from the hydropower plants of domestic providers. Appropriate measures have been put in place as part of energy efficiency management. A sharp rise in attention paid to upholding sustainability criteria in the procurement process has come from Green and Blue Buildings as well as tunnel projects. Socio-environmental labels are selected for procurement for the company's own use such as paper, advertising, PORR clothing (for use on construction sites and as leisurewear).

Energy efficiency

PORR's goal is to continuously reduce its energy consumption. The use of alternative drive systems and energy sources should increase energy efficiency, whereby sustainable fleet management plays a central role.

As an industrial company, PORR's energy consumption is high, whereby most of it is generated from construction site operations, transporting goods, and the administrative infrastructure.

Decrease in energy consumption

In 2016 and 2017 the company consumed 464,439.25 and 545,675.67 MWh energy respectively. Despite numerous acquisitions, in 2017 it was possible to reduce energy consumption in relation to production output by 2.8% against the previous year 2016.

The most important energy source by some margin is diesel, accounting for 52.9%, followed by gas, electricity and heating oil. With this in mind, a main focal point in increasing efficiency was on construction vehicles and machinery.

The dominant use of fossil fuels led to a similar picture in greenhouse gas emissions and energy consumption. In the years 2016 and 2017,

135,692.67 and 163,713.59 tonnes of CO₂ equivalent were generated through operating activities. 24.5% of the energy consumption in 2017 came from renewables.

Reducing emissions

The significant reduction in direct greenhouse gas emissions (GHG emissions, Scope 1+2) was facilitated by the ongoing fleet replacement with vehicles that boast reduced fuel consumption. The use of state-of-the-art construction machinery, improvements in production facilities and staff training, and the use of low-pollutant products also contributed to the reduction in emissions.

For the indirect GHG emissions (Scope 3), PORR records emissions generated through flights, rail travel, the use of car rentals, and business travel. The emissions already included in Scope 1 are excluded. The increased use of video conferencing led to a significant reduction in the travel time

Energy consumption by energy type (annual consumption in MWh)¹

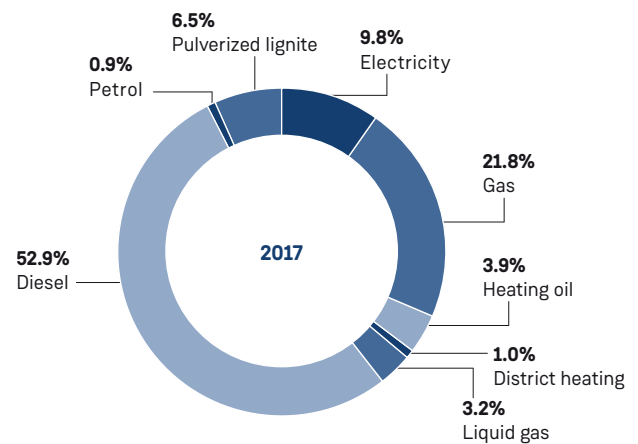
	2017	2016	Change
Electricity	53,633.33	52,290.87	2.6%
Gas	118,684.80	132,801.75	-10.6%
Heating oil	21,537.46	13,347.73	61.4%
District heating	5,399.35	5,471.51	-1.3%
Liquid gas	17,392.32	10,411.28	67.1%
Diesel	288,607.80	236,087.80	22.2%
Petrol	5,095.50	4,225.61	20.6%
Pulverized lignite	35,325.10	9,802.70	260.4%
Total	545,675.67	464,439.25	17.5%
Production output in EUR m	4,677	3,870	20.9%
Energy consumption/ production output in kWh/EUR	0.117	0.120	-2.8%

¹ Data covers the home markets, Qatar, Norway and Romania

The advantages yielded by our sustainable fleet management are not only environmental, they also bring benefits in terms of safety and finances.

” Werner Zenz, Central Equipment Management

Energy consumption by energy type (annual consumption in %)



of employees and the subsequent number of kilometres generated by company cars, rail travel and flights in the period under review.

Increasing energy efficiency

In plant engineering for asphalt and concrete mix plants, as well as gravel processing plants, measures are consistently implemented to reduce the energy consumed and consequently the GHG emissions. A contribution to reducing emissions also comes from new construction and refurbishing buildings used by the operating business.

Against this backdrop, just as much attention is paid to upholding the highest environmental construction standards as on fitting photovoltaic systems (PV systems). The energy produced is used not only for heating and lighting, but also for operating electric vehicles.

The new construction and refurbishment of existing buildings used for operations as part of the new world of work has also been realised in line with environmental principles. Here a huge priority for PORR is low energy consumption for heating, cooling and lighting. The introduction of shared printers on each floor rather than each desk plays has led to additional energy efficiency increases in office work.

Implementing the energy efficiency guidelines

In line with the energy efficiency guidelines, PORR intends to cut its primary energy consumption by at least 1.5% by 2020. The use of alternative energies and an array of measures in construction equipment and mobility should also lead to a reduction in GHG emissions of at

least a similar degree. As sustainability indicators are increasingly becoming a factor in award processes, higher energy efficiency improves PORR's overall competitive position.

Regular audits

The data on energy is collected in the relevant PORR markets under the framework of the environmental management system. The assessment is conducted in the course of regular energy audits in line with ÖNORM EN 16247-1 on the basis of the Austrian Energy Efficiency Act or the EDL-G in Germany. The requisite reporting to the monitoring point in Austria is realised punctually and the findings from the energy audits are incorporated into the energy-efficiency planning.

Measures to increase energy efficiency

- Constant modernisation of the vehicle fleet and construction machinery
- Central management of construction machinery
- Measures related to buildings such as LED lighting, shared printers
- Setting up photovoltaic units with charging points or electric vehicles
- Setting up videoconferencing facilities to reduce 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
- Consistent use of Skype for telephone conferences

Reducing energy on the construction site

Consistent energy savings on construction sites contribute to sustainable energy efficiency and reduce harmful airborne emissions.

A critical focal point in increasing energy efficiency lies in reducing energy consumption on construction sites. Here PORR consistently strives to acquire products with the best emissions standards on the market when purchasing off-road equipment, replacing the fleet of cars and LCVs, and installing automatic start-stop functionality on construction vehicles. In addition, the use of construction machinery with electric drives is currently being examined.

Central equipment management

The goal of PORR Equipment Services (PES) – which bundles the equipment management of the entire Group – is to sustainably increase efficiency and reduce airborne emissions in equipment management. All equipment and vehicles have been recorded in the PES so that Group-wide standardisation and subsequently a reduction in the range of brands and types can be achieved. An additional measure is the Group-wide determination of technical standards for equipment, machinery and vehicles. Following its implementation in Austria, Germany and the Czech Republic, the standardisation process is also being rolled out in Poland.

Decrease in total emissions

The results of recent years show that the consistent implementation of measures has paid off. The emissions of off-road equipment totalled 129,646kW in 2017. In order to facilitate





Emissions of pollutants (in kg/kW)

	2017	2016	Change
Carbon monoxide (CO)	2.53	2.57	-1.5%
Hydrocarbons (HC)	0.16	0.20	-20.2%
Nitrogen oxide (NO _x)	2.38	2.70	-11.9%
Particular matter (PM)	0.13	0.16	-15.0%

comparisons with previous years, the ratios of the significant pollutants have been shown in kg/kW once again.

Energy savings from on-road equipment (cars, pickups, light commercial vehicles)

In order to achieve a further reduction in pollutant emissions, PES cut the timeframe for replacing cars from seven years or 240,000km to four years or 140,000km. As the vehicle matrix was streamlined at the same time under consideration of CO₂ emissions and the acquisition of energy-efficient vehicles, it was possible to achieve a significant reduction in CO₂ emissions.

In 2016 there was a reduction of 664.2 tonnes for on-road equipment; in 2017 the value stood at 409.2 tonnes. The details on savings for cars, pick-ups and light commercial vehicles as well as the regional breakdown for the years 2016/2017 are shown in the table EN19 – Change in GHG emissions – on page 67f.

Energy savings from off-road equipment (construction machinery)

In 2016 PES and its subsidiaries operated construction machinery with total engine power of 128,546kW; in 2017 the value was 129,646kW. When acquiring new construction equipment,

PES generally only buys machinery that conforms to the best available emissions standards on the market. All equipment with an operator seat has been fitted with an automatic start-stop function, significantly reducing idle time and operating hours.

This has reduced emissions and extended the intervals needed for maintenance, meaning that the equipment can be operated in a more economical and energy-efficient way.

Measures to reduce energy consumption on the road

- The **passenger car matrix** (on-road vehicles) is constantly updated to conform to state-of-the-art standards in terms of exhaust emissions, consumption and air emissions. The shorter period of vehicle usage also reduces fuel consumption.
- When acquiring **off-road construction equipment**, all of the machinery acquired conforms to the best-in-class exhaust standards.
- The project **start-stop for construction machinery** is being implemented consistently. There are also plans to acquire additional electric cars and electric construction equipment as well as hybrid construction machinery.
- For the past two years, all automotive construction machinery (including compressors and generators) has had **telematics boxes** built in; these report the number of operating hours in the SAP system daily. Equipment that is underutilised is identified and eventually sold, which also has a positive impact on reducing emissions of pollutants.

Resource management and waste treatment

PORR wants to send out a clear signal in regard to the advance of climate change. By bundling its activities in the field of resource management, PORR aims to increase the efficiency of its measures.

The responsible approach to resources and the clear commitment to environmental protection represent an important pillar of the PORR sustainability strategy. Environmental management is part of the Integrated Management System (IMS), which is certified to 14001:2015 at the SQS (Reg. Nr. 40247) and guarantees not only quality and economic feasibility, but also the protection of environmental, labour, health and safety standards. The goal of the system is to realise a Group-wide environmental policy that takes into account all legal specifications. Here the incorporation of environmental aspects into all relevant processes is just as important as entrepreneurial decision-making.

The focus of environmental management lies in improving energy efficiency and optimising the use of resources – in particular through steadily increasing the recycling rates and reducing the volume of waste. In order to achieve optimal results and be able to realise synergies, the Group's entire knowhow in the field of environmental engineering is bundled in PORR Umwelttechnik (PUT). The measures for environmental protection – which includes seminars, certification, investments, proprietary refurbishment projects etc. – increased from EUR 2,373,207 (2016) to EUR 23,274,181 (2017). On the one hand the increase was caused by the proprietary project “contaminated site N12 Kapellerfeld”; on the other hand 2017 was the first year that included investments of the newly acquired subsidiaries ABW, Koller, Langes Feld and PKM Muldenzentrale.

Waste management

The majority of the volumes of waste in the period under review involved municipal waste, followed by metal and wood. Despite a 47.5% increase in

the total waste generated in the Group from 2016 to 2017, the percentage of waste in the “non-hazardous” category has held steady at around 94%. The increase in waste came from corporate growth as well as fluctuations in the project situation (this was especially pronounced in waste flows from the project markets). The reporting of waste for PORR covers the countries Austria, Germany, Poland, the Czech Republic, Qatar and Norway. Not included in the report are waste volumes from Switzerland, Great Britain, Romania and a few Austrian sites, as it was not possible to document the company's own amounts of waste reliably due to joint waste disposal arrangements with other companies. It should also be noted that only the main flows were recorded for the Czech Republic (2016 and 2017) and Poland (2016) and therefore no amounts were available for the item “other non-hazardous waste” in the period under review.

As the disposal method (e.g. recycling, incineration or landfill) is generally at the discretion of the disposer, the final treatment type is unknown in the majority of cases. In principle, most of the waste mass in Austria is recycled – particularly wood, metal, paper and mineral oils – or burnt to produce energy, especially in the case of municipal waste, plastic packaging and workshop waste.

Focus on recycling

Against a backdrop of an increasing scarcity of resources, recycling is becoming an ever more important issue. Reclaiming and reusing waste protects the environment and helps to reduce disposal costs. PORR's goal is to recycle as much material as possible and thereby steadily increase the percentage of recycled construction materials. A new recycling plant has been built at

Amounts recycled from construction rubble (in t)¹

	2017	2016
Recycled building material from rubble	85,200	144,900
Recycled building material from broken concrete	402,700	331,500
Recycled building material from asphalt	330,800	251,800
Recycled building material from natural rock	201,300	138,700
Reuse of excavated material/soils	510,000	260,100
Total	1,530,000	1,127,000

¹ Data covers Austria, Czech Republic, Poland and Qatar. Germany, Switzerland, Norway and Romania are not included in the figures.

the Pirka site in order to do justice to this goal. The recycled construction materials are used for a range of applications including as 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. In the years 2016 and 2017 the Group-wide amounts of recycled waste stood at 1,530,000 tonnes and 1,127,000 tonnes respectively. This value is subject to fluctuations that can arise for example through the contamination of large quantities of mineral construction waste, for example with excavated material. In Austria, the Czech Republic, Poland and Qatar the percentage of recycled construction material from asphalt rose by 10% overall. In general it should be noted that the use of secondary raw materials is subject to project-related fluctuations.

Recycling in-house

PORR has its own recycling plants for construction materials in the form of the Himberg and Pirka sites, which are capable of producing around 600,000 tonnes of recycled construction materials, secondary raw materials and quality profiles. PORR is also promoting the issue of recycling in the research and development sector. Projects currently underway include developing a method to increase the quality of recycled construction materials, to process brick chippings, plasterboard and insulation material. Furthermore, PORR is working on the first-time use of brick chippings as a substrate product in the greening of buildings and on an innovative method to improve the construction properties of recycled materials.

Environmental lab – innovative waste treatment methods

Methods for recycling a wide variety of waste types with different contamination levels are developed in the environmental laboratory. The goal here is to limit harmful reactions and to be able to send the waste for proper disposal. The challenge faced in these attempts lies in the ever evolving combinations of pollutants. This requires investment both in new analytical equipment and in developing new methods to increase efficiency and be able to make decisions based on economic and environmental criteria. Targeted R&D activities outside the standardised lab processes allow identification methods to be improved, test methods to be adjusted, and methods to identify and quantify substances and laboratory-scale testing apparatus to be developed for special scientific questions.

Rehabilitating contaminated sites

Making safe and rehabilitating contaminated sites is a key focal point for PORR. In recent years PORR Umwelttechnik has played a significant part in practically every major environmental clean-up project and is one of the leading companies in this field thanks to its knowhow in environmental engineering. The following rehabilitation projects were realised in 2016: contaminated site N12 Kapellerfeld (around 2.6m³, 175,000m² surface area), contaminated site K20 Donauchemie Brückl (around 240,000m³, around 20,000m² surface area).

In the reporting period there were no environmental breaches at PORR subject to obligatory reporting. No logs are kept of minor incidents such as an oil leak from an excavator.



Service section

About this report

This Sustainable Value Report covers the activities of the PORR Group in 2016/2017. PORR's goal is to report from across the entire Group on sustainability issues. As 86.9%, i.e. the majority of production output, is generated on the home markets already reported, PORR will concentrate as a next step on the markets with production output of more than 1%. Included here are the project markets of Qatar, Norway and Romania. This report is designed for every stakeholder group of PORR AG and covers the period from 1 January 2016 to 31 December 2017.

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 December 2016. The Sustainable Value Report is based on the requirements of the Global Reporting Initiative (GRI) – G4 Sustainability Reporting Guidelines. The report fulfils the requirements of GRI G4 in the “Core” version. A materiality analysis was carried out for the first time 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/csr.

In addition to the existing materiality analysis, in 2017 PORR conducted a risk and impact analysis. This involved the systematic recording of possible risks with the involvement of external stakeholders. With the goal of mitigating possible risk factors well in advance and being able to implement countermeasures in a timely manner, the top risks of the company have been pinpointed and their impacts documented. This approach increases transparency on the one hand, and also

leads to enhanced awareness with regard to the most important risks. The potential impacts and risks are evaluated in meetings and workshops.

The risk assessment conforms to the requirements of the Austrian Act to Improve Sustainability and Diversity and covers the areas of environment, social affairs, employee matters, respecting human rights and combating corruption and bribery. The risks reported by the stakeholders have been assessed in terms of implications and probability before being evaluated, consolidated, and then laid out in a matrix. Appropriate countermeasures were specified for the top risks listed, some of which have already been implemented.

The risk and impact analysis relates to the complete value chain including the supply chain. It was conducted with the aid of internal evaluations already in circulation such as the materiality matrix, the PESTEL analysis, the risk matrix etc. and from workshops with stakeholders, whereby the stakeholder representatives came from the fields of staff and management, clients, suppliers and service providers, legislators and authorities, the financial community, NGOs, the media, representation of interests bodies and civil engineers.

The report includes an introductory statement by the Executive Board, an overview of the company's strategy regarding CSR, the company, its product portfolio and markets. This is followed by the three chapters on adding value, recognising value and preserving value, which each depict the respective field of action at PORR as determined by the materiality analysis.

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Sustainability organisation

The issue of sustainability is anchored in the CSR staff unit that reports directly to the Group Executive Board. Together with the CSR project team – a cross-departmental network of experts from Quality Management, Human Resources, Technology Management, Strategy, Occupational Health & Safety, Purchasing, Group Management, Risk Management, Equipment Management and Energy Efficiency and Waste Management – sustainability measures are regularly evaluated and adjusted and new CSR projects are developed where necessary for issues with a direct connection to the company’s core business.

The Group Executive Board cooperates with the Head of the CSR staff unit to determine the sustainability strategy and goal-setting along with the accompanying set of measures, which apply a medium and long-term perspective. The CSR manager is then responsible for the effective implementation of the measures agreed.

The CSR organisational structure is divided into two major segments. Under the title “We@PORR”, the first segment covers aspects related to diversity and to Work&Life including family and nursing care, flexible working hours, age, gender, ethnic origin etc. The second major area is called “Sustainability@PORR” and primarily deals with the issues of reporting, communication and ratings. Included here are enquiries from CSR ratings platforms and potential clients and the media, as well as producing the Sustainable Value Report.

In its function as the coordination point, the staff unit is involved in regular dialogue with the PORR stakeholders and incorporates this into the further development of sustainability activities in the form of special activities such as workshops, lectures, training sessions or live Q&As at events. In this way the issue is proactively promoted and the requisite awareness and identification among stakeholders is assured.



Risk and impact analysis

In order to mitigate possible risk factors well in advance, the top risks of the company have been pinpointed and their impacts documented. On this basis PORR has then determined appropriate countermeasures.

Occupational health and safety

Impacts on both physical and mental health are recorded as risks under this aspect. Numerous countermeasures have been implemented in order to avoid accidents at work and the possible costs to the national economy. In addition to the regular occupational health and safety training, PORR has established a “reporting point for near-misses and hazardous situations” as well as an “advice centre for mental health and conflict resolution”.

Sustainability in the supply chain

Misconduct on the part of suppliers and subcontractors regarding human rights, environmental issues and employee matters is to be avoided as it may have undesirable consequences including a lack of quality in execution and processing, the loss of orders, wage and social dumping, or damage to company’s image. One measure, for example, is the production of a catalogue of criteria for high environmental and social standards in the supply chain. PORR also increasingly relies on its own highly qualified staff. Furthermore, ISHAP (social security and requirements for employing foreigners) has been introduced to improve the checks and documentation of outside personnel.

Environment and climate

There are no environmental standards in place that offer complete coverage of the entire value chain. High environmental impact can lead to an increase in the costs for fuel and energy, a rise in resource consumption and to the loss of orders. This is why PORR has implemented a range of measures – including project processes focused on the environment and quality with the aid of management systems – and is committed to efficient energy management and to establishing an internal environment and waste network.

Ethics and compliance

The aspect covers the risk of unfair competition and the distortion effects accompanying it, the legal consequences, and the possible exclusion from award procedures. With this in mind, PORR has implemented measures including the introduction of a compliance management system and guidelines. It is also committed to anti-bribery and compliance training and increased checks and balances through the internal audit department.

Lack of skilled labour

Problems can arise in executing tenders and the quality of the work rendered due to a lack of skilled labour. The error rate increases and there may also be delays in construction execution. Measures taken to counteract this include the development of an intensive system for further development and training. In the recruiting sector a stronger focus is being placed on addressing women, older jobseekers and qualified skilled workers with immigrant backgrounds. Moreover, women should be given greater encouragement and promotion in the operating business through training.

Intercultural competencies

Conflicts and social tension often result from contrasting values and cultural backgrounds. This can lead to communication problems and delays in project realisation through a lack of teamwork. PORR is combating this with a wide range of measures including internal measures for further development and training, diversity-specific company networks to strengthen team cohesion, and diversity training and intercultural competency training.

Only a selection of the measures implemented is given here. A detailed overview of all of the measures can be found in the Appendix from page 70f.

Stakeholder Management

PORR promotes constructive and targeted communication with its stakeholders in relation to the relevant sustainability issues.

Stakeholder management is a fundamental pillar in the quest for commercial success. Understanding the needs of the significant interest groups – i.e. the groups of people with a direct connection to the company, who influence it or are influenced by it – opens up new perspectives. Economic success can be secured long-term by comparing the needs of stakeholders with the company's own activities. The most important stakeholder groups for PORR are its staff, customers, shareholders and investors, suppliers, media, society, representation of interest bodies, authorities and legislators, and cooperation partners.

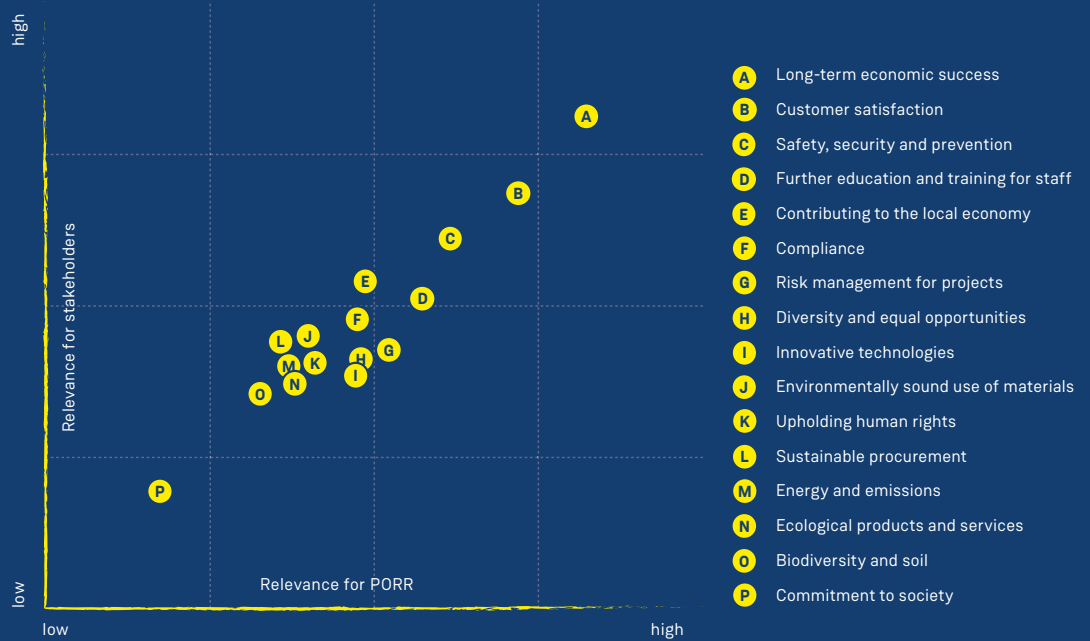
Multifaceted communication

Contact with stakeholders takes place at multiple levels. PORR promotes direct exchanges in the course of realising projects, through cross-company networks, road shows, conferences, shareholders' meetings, trade fairs and workshops. Another approach is through online surveys, including those sent in the course of producing the materiality matrix, the internal evaluation on the mental health of the workforce and that on the need for childcare and nursing care. Pressing issues are also addressed in the form of live Q&A sessions at large-scale internal events. Stakeholders can additionally access information relevant to the company through general media reporting, the PORR website, newsletters, corporate publications such as the Annual Report or Sustainable Value Report, the staff magazine, as well as from circulars and the intranet.





Materiality matrix



PORR is a member and/or supporter of numerous initiatives and sector-specific organisations. These include the following institutions:

Federation of Austrian Industry, VIBÖ (Association of Industrial Construction Companies Austria), EIC (European International Contractors), the Polish Construction Industry Association, Achilles (prequalification platform), CDP (Carbon Disclosure Project), DGNB (German Sustainable Building Council), FEhS (Institute for Research in Building Materials), Mineral Resources Forum, German Water Partnership, Ludwig Boltzmann Society, ÖGNI (Austrian Sustainable Building Council), Railway Business Forum, STUVA (Research Association for Tunnels and Transportation Facilities), Business for Integration, UN Global Compact, Diversity Charter, respACT (Austrian Business Council for Sustainable Development), Companies for Families, Global Reporting Initiative.

Topic identification in the sustainability process

In the course of conducting a comprehensive materiality analysis, PORR defined the material CSR topics for the Group. All social and environmental aspects along the company's entire value chain were analysed and prioritised in the course of this process. To ensure that the full range of

sustainability topics for PORR could be recorded, the requirements of the GRI G4 reporting guidelines, including the sector supplement on the construction industry, the topics of the relevant sustainability ratings and the peer group were all analysed and evaluated in terms of their validity for PORR.

The topics ascertained were then condensed into 16 core topics in the course of a workshop. In a further step they were transferred to an online questionnaire in which each topic could be assessed in terms of relevance. The materiality matrix was produced based on the results of the survey and then went on to serve as the foundation for the PORR sustainability strategy. The importance of the topics was based on how relevant the topics were for stakeholders and for PORR. The most material topics are thereby those that have the greatest impact on PORR and/or those that are most relevant for stakeholders.

The findings showed that “long-term economic success” and “customer satisfaction” were the most relevant issues by a considerable margin, 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”.

GRI G4 CONTENT INDEX

Indicator	Description	Reference page	Comment
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	7	
G4-2	Provide a description of key impacts, risks, and opportunities	49, 70f, AR 45ff	
Organizational Profile			
G4-3	Name of the organization	12	
G4-4	Primary brands, products and services	12f, AR 23	
G4-5	Location of the organization's headquarters	12, AR 23	
G4-6	Countries in which the organization operates or in which the organization has operations that are specifically relevant to sustainability topics	12f	
G4-7	Nature of ownership and legal form	12, AR 26	
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	12f	
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	12, 57	
G4-10	Total number of employees by location, employment contract, gender, employment type, legal recognition, fluctuations in employment numbers, seasonal variations	25, 57f	
G4-11	Percentage of total employees covered by collective bargaining agreements	29	
G4-12	Supply chain	14	
G4-13	Significant changes regarding the organization's size, structure, ownership or supply chain	12f	
G4-14	How the precautionary approach or principle is addressed by the organization	37f	
G4-15	List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	47, 51	
G4-16	Memberships of associations and national or international advocacy organizations	51	
Identified Material Aspects and Boundaries			
G4-17	List all entities included in the organization's consolidated financial statements	AR 119ff	
G4-18	Explain the process for defining the report content and the Aspect Boundaries	47	
G4-19	List all the material Aspects identified in the process for defining report content	49, 51	
G4-20	For each material Aspect, report the Aspect Boundary within the organization	51	
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	51	
G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatement	47	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	47, 49, 70	

Indicator	Description	Reference page	Comment
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Stakeholder Engagement

G4-24	List of stakeholder groups engaged by the organization	50	
G4-25	Basis for identification and selection of stakeholders with whom to engage	51, 71	
G4-26	The organization's approach to stakeholder engagement	47, 50, 51	
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded	49, 51, 71	

Report Profile

G4-28	Reporting period for information provided	47	
G4-29	Date of most recent previous report	47	
G4-30	Reporting cycle	47	
G4-31	Contact point for questions regarding the report or its contents	47	
G4-32	Report the 'in accordance' option the organization has chosen	47	
G4-33	The organization's policy with regard to seeking external assurance for the report	47	not verified

Governance

G4-34	The governance structure of the organization, including committees responsible for decision-making on economic, environmental and social impacts	48, AR 27ff	
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Ethics and Integrity

G4-56	The organization's values, principles, standards and norms of behavior	16f	
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Specific Standard Disclosure

Economic Performance Indicators

Economic Performance			
DMA	Management approach	12f	
EC1	Direct economic value generated and distributed	19	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	37, 49	
EC3	Coverage of the organization's defined benefit plan obligations	29	
EC4	Financial assistance received from the government	34	state research subsidies

Indicator	Description	Reference page	Comment
Environmental Performance Indicators			
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DMA	Management approach	39	
EN2	Percentage of materials used that are recycled input materials	44f, 62	
Energy			
DMA	Management approach	40, 63f	
EN3	Energy consumption within the organization	40f, 63f	
EN5	Energy intensity (per production/sales unit or per service)	64f	
EN6	Reduction of energy consumption	40f, 63f	
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DMA	Management approach	40f	
EN15	Direct GHG emissions (Scope 1)	40f, 65	
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EN19	Reduction of GHG emissions	40f, 65	
EN21	No _x , So _x and other significant air emissions	43, 68	
Effluents and Waste			
DMA	Management approach	44f	
EN23	Total weight of waste by type and disposal method	44f, 69	
EN24	Total number and volume of significant spills	45	
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	68	
Environmental Products and Services			
DMA	Management approach	44f	
EN27	Extent of impact mitigation of environmental impacts of products and services	37, 44f	
Land Degradation, Contamination and Remediation			
DMA	Management approach	45	
CRE5	Land remediated and in need of remediation for the existing or intended land use, according to applicable legal designations	45	
Overall Environmental Protection Measures			
DMA	Management approach	44	
EN31	Total environmental protection expenditures and investments by type	44	
Supplier Environmental Assessment			
DMA	Management approach	39	
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	39, 49, 70f	

Indicator	Description	Reference page	Comment
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Labor Practices and Decent Work

Employment			
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LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	25, 57f	
LA3	Return to work and retention rates after parental leave, by gender	58	
Occupational Health and Safety			
DMA	Management approach	22	
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	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	22f	
LA8	Health and safety topics covered in formal agreements with trade unions	22f	
Training and Education			
DMA	Management approach	25	
LA9	Average hours of training per year per employee by gender, and by employee category	25f, 60	
LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	25ff	
LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	26, 60	
Diversity and Equal Opportunity			
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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, AR 36	
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Human Rights

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HR4	Operations and suppliers identified 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	16f, 39	
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DMA	Management approach	16f	
HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	16f, 17	
Supplier Human Rights Assessment			
DMA	Management approach	39	
HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	39, 49, 70f	

Indicator	Description	Reference page	Comment
Society			
Anti-corruption			
DMA	Management approach	18	
S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	16f	
S04	Communication and training on anti-corruption	18	
Anti-competitive Behavior			
DMA	Management approach	16f	
S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	18	
Compliance			
DMA	Management approach	17	
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	18	

Key data/Appendix

G4-9 Economic performance (in EUR m)	2017	2016	Change
Production output	4,738	3,925	20.7%
Order backlog	6,367	4,804	32.5%
Order intake	6,301	4,150	51.8%
EBITDA	200.7	187.3	7.1%
EBIT	90.2	100.1	-9.8%
EBT	85.3	91.1	-6.3%
Consolidated profit	63.7	66.8	-4.7%
Equity (incl. non-controlling interests)	597	441	35.4%
Equity ratio	20.7%	18.7%	2.0PP
Net debt/net cash	-147	53	>-100.0%
Average staffing levels	17,719	15,328	15.6%

Employment

G4-10 Staffing structure

2017	AT	DE	CH	CZ	PL	NO	QA	RO	Change
Average workforce	9,985	2,703	266	762	1,590	58	1,617	298	17,279
of which women	1,051	471	35	104	213	13	79	76	2,042
in %	10.5	17.4	13.2	13.6	13.4	22.4	4.9	25.5	11.8
Salaried employees	3,456	1,596	132	424	901	38	722	209	7,478
of which women	915	459	35	100	211	13	79	76	1,888
in %	26.5	28.8	26.5	23.6	23.4	34.2	10.9	36.4	25.2
Waged workers	6,521	876	134	338	689	20	895	132	9,605
of which women	136	11	-	4	2	-	-	-	153
in %	2.1	1.3	-	1.2	0.3	-	-	-	1.6
Apprentices	251	28	10	24	1	6	2	-	322
of which women	9	2	1	-	-	-	-	-	12

2016

Average workforce	8,757	1,459	223	779	1,355	5	1,729	245	14,552
of which women	939	281	33	109	307	2	71	70	1,812
in %	10.7	19.3	14.8	14.0	22.7	40.0	4.1	28.6	12.5
Salaried employees	3,054	959	127	429	847	5	683	182	6,286
of which women	821	272	33	103	305	2	71	70	1,677
in %	26.9	28.4	26.0	24.0	36.0	40.0	10.4	38.5	26.7
Waged workers	5,703	500	96	350	508	-	1,046	112	8,315
of which women	118	9	-	6	2	-	-	63	198
in %	2.1	1.8	-	1.7	0.4	-	-	56.3	2.4
Apprentices	209	32	10	-	-	-	-	-	251
of which women	8	5	1	-	-	-	-	-	14

LA1 New hires and fluctuation by gender and region

2017	AT	DE	CH	CZ	PL	NO	QU	RO	Total
New hires, salaried employees and waged workers	1,194	814	67	155	719	53	1,617	137	4,756
of which women	155	172	7	16	90	11	79	17	547
Left the company ¹	229	297	16	67	134	6	215	34	1,035
2016									
New hires, salaried employees and waged workers	959	548	63	214	370	9	1,729	53	3,945
of which women	107	158	9	25	52	2	71	19	443
Left the company ¹	211	131	19	62	125	-	189	28	765

¹ salaried employees only**LA3 Parental leave¹**

2017	AT	DE	CH	CZ	PL	QU	RO	Total	
Female salaried employees	68	23	1	2	49	1	5	149	
later left the company	3	-	-	-	1	-	-	4	
Male salaried employees	28	37	-	1	48	1	3	118	
later left the company	-	4	-	-	-	-	-	4	
2016									
Female salaried employees	75	6	3	-	16	1	1	102	
later left the company	3	2	2	-	2	1	-	10	
Male salaried employees	14	17	-	-	1	-	-	32	
later left the company	-	1	-	-	1	-	-	2	

¹ Norway is not included in the figures**Occupational health and safety****LA6 Accident and injury statistics**

2017	AT	DE	CH	CZ	PL	NO	QA	RO	Total
Fatal accidents at work	-	-	-	-	-	-	-	-	-
Accidents at work	427	76	5	8	14	3	7	3	543
Frequency of accidents ¹	27	18	11	6	6	8	-	6	11
Hours lost	67,403	14,542	645	2,021	2,729	1,095	-	208	88,643
Hours worked	15,866,760	4,245,595	435,254	1,328,101	2,454,348	385,618	22,834,314	514,122	48,064,112
Working hours lost due to accidents (in %) ²	0.42	0.34	0.15	0.15	0.11	0.28	-	0.04	0.18
Cases of occupational illness	-	-	-	-	-	-	-	-	-
2016³									
Fatal accidents at work	1	-	-	-	-	-	-	-	1
Accidents at work	504	63	12	4	4	-	4	-	591
Frequency of accidents ¹	32	26	28	3	2	-	-	-	16
Hours lost	77,097	14,183	2,955	1,008	392	-	-	-	95,635
Hours worked	15,674,648	2,402,271	424,136	1,465,710	1,969,458	-	13,795,127	433,467	36,164,817
Working hours lost due to accidents (in %) ²	0.49	0.59	0.70	0.07	0.02	-	-	-	0.26
Cases of occupational illness	8	-	-	-	-	-	-	-	8

¹ Number of accidents at work x 1,000,000/hours worked² (Working hours lost due to accidents/hours worked) x 100³ Norway is not included in the figures

LA6.1 Type of injury¹

2017	AT	DE	CH	CZ	PL	NO	RO	Total
Foreign-body injuries	17	1	-	-	-	-	1	19
Abrasions	4	2	-	-	1	-	-	7
Broken bones	42	9	2	-	2	-	1	56
Multiple types of injury	22	-	-	1	1	-	-	24
Bruising	162	16	-	4	-	2	-	184
Lacerations	27	4	-	-	1	1	-	33
Cuts and gashes	95	5	-	-	-	-	-	100
Miscellaneous and unknown injuries	20	24	3	-	5	-	-	52
Burns and chemical burns	18	4	-	1	1	-	1	25
Loss of body parts, sensory organs	4	1	-	-	-	-	-	5
Strains, sprains, torn ligaments	100	10	-	2	3	-	-	115
2016								
Foreign-body injuries	15	1	-	-	-	-	-	16
Abrasions	9	-	-	-	-	-	-	9
Broken bones	48	7	-	1	1	-	-	57
Multiple types of injury	25	-	-	-	-	-	-	25
Bruising	146	30	4	-	-	-	-	180
Lacerations	26	5	1	-	-	-	-	32
Cuts and gashes	100	2	-	-	-	-	-	102
Miscellaneous and unknown injuries	42	4	-	-	-	-	-	46
Burns and chemical burns	24	1	-	-	-	-	-	25
Loss of body parts, sensory organs	3	-	-	-	-	-	-	3
Strains, sprains, torn ligaments	97	16	6	2	1	-	-	122

¹ Qatar is not included in the figures**LA7 Number of workers with high sickness rates or exposure¹**

2017	AT	CH	CZ	PL	RO	Total
Noise	1,357	18	85	526	251	2,237
Chemical-toxic pollution	165	-	-	-	-	165
Welding fumes	21	7	-	14	-	42
Dust	256	-	-	122	251	629
Other	195	-	25	980	-	1,200
Number of eligibility and follow-up exams	1,994	25	110	1,642	251	4,022
2016						
Noise	1,122	54	85	80	247	1,588
Chemical-toxic pollution	29	-	-	8	-	37
Welding fumes	25	11	-	10	-	46
Dust	105	-	-	36	247	388
Other	185	-	24	400	-	609
Number of eligibility and follow-up exams	1,466	65	109	534	247	2,421

¹ Germany, Norway and Qatar not included in the figures

Further education and training

LA9 Average number of hours of education and training per year¹

2017	AT	DE	CH	CZ	PL	Total
Women	10.37	17.26	3.11	8.20	19.07	12.73
Men	11.76	16.41	4.27	5.63	10.80	11.84
Total	11.38	16.66	3.96	6.24	12.73	12.08

2016	AT	DE	CH	CZ	PL	Total
Women	10.20	12.69	0.47	17.80	11.20	11.20
Men	11.71	14.14	1.46	15.60	18.50	12.90
Total	11.32	13.71	1.31	16.10	15.80	12.40

¹ Data based on: porr_academy (only salaried employees), synchronisation of data collection system underway for Norway, Qatar and Romania.

LA10 Partial retirement¹

2017	Austria	Germany	Total
Total	108	9	117
of which women	45	1	46
Salaried employees	103	6	109
of which women	44	1	45
Waged workers	5	1	6
of which women	1	-	1

2016	Austria	Germany	Total
Total	74	-	74
of which women	24	-	24
Salaried employees	69	-	69
of which women	23	-	23
Waged workers	5	-	5
of which women	1	-	1

¹ Owing to different legislature, Switzerland, the Czech Republic and Poland are not included in the figures.

LA11 Performance evaluation of staff members by region (in %)¹

2017	AT	DE	CH	CZ	PL	Total
Women	89.0%	85.0%	93.3%	79.8%	81.6%	86.2%
Men	82.7%	84.9%	97.3%	83.3%	77.5%	82.7%

2016	AT	DE	CH	CZ	PL	Total
Women	85.7%	78.6%	80.0%	79.4%	34.0%	74.0%
Men	80.3%	75.6%	80.8%	81.4%	27.0%	75.0%

¹ Data only recorded for salaried employees on the home markets. Synchronisation of data collection system underway for Norway, Qatar and Romania.

LA12 Composition of governance bodies

2017	AT	DE	CH	CZ	PL	NO	QA	RO	Total
Executive Board	3	-	-	-	-	-	-	-	3
of which women	-	-	-	-	-	-	-	-	-
Supervisory Board ¹	14	-	-	-	-	-	-	-	14
of which women	2	-	-	-	-	-	-	-	2
Management staff up to L4 not including Executive Board ²	425	171	6	13	29	1	11	7	663
of which women	21	7	-	-	9	-	1	2	40
up to 30	-	-	-	-	-	-	-	-	-
30 to 50	18	4	-	-	6	-	-	1	29
over 50	3	3	-	-	2	-	1	-	9
of which men	404	164	6	13	20	1	10	5	623
up to 30	-	1	-	-	-	-	-	-	1
30 to 50	209	88	5	7	11	1	6	3	330
over 50	195	75	1	6	9	-	4	2	292
2016									
Executive Board	3	-	-	-	-	-	-	-	3
of which women	-	-	-	-	-	-	-	-	-
Supervisory Board ¹	15	-	-	-	-	-	-	-	15
of which women	2	-	-	-	-	-	-	-	2
Management staff up to L4 not including Executive Board ²	407	111	5	23	36	1	8	7	598
of which women	18	3	-	-	10	-	1	2	34
up to 30	1	-	-	-	-	-	-	-	1
30 to 50	13	1	-	17	7	-	1	1	40
over 50	4	2	-	6	3	-	-	1	16
of which men	389	108	5	23	26	1	7	5	564
up to 30	2	-	-	-	-	-	-	-	2
30 to 50	221	60	5	17	15	1	6	3	328
over 50	166	48	-	6	11	-	1	2	234

¹as of 31 December 2017²Level 1: Executive Board, Level 2: Managing Directors, Level 3: Departmental or Divisional Heads, Level 4: Group Leaders**EC1 Contribution to the local economy**

Economic value generated (in € m)	2017	2016
Revenue	4,293	3,417
Earnings from companies accounted for under the equity method	59	46
Other operating income	171	106
Depreciation, amortisation, impairment	-111	-87
Material expenditure	-2,944	-2,251
Other costs for generating value	-342	-256
Economic value generated	1,126	974

Distribution of economic value generated (in € m)	2017	in %	2016	in %
Staff	1,036	92.0	874	89.7
Public sector	22	1.9	24	2.5
Shareholders (dividends)	42	3.8	38	3.9
External equity providers (net interest expense)	5	0.4	9	0.9
Company (retained profits)	21	1.9	29	3.0
Value generated	1,126	100.0	974	100.0

Materials

EN2 2017

Share of recycled materials (in t) ¹	AT	CZ	PL	QA	Total
Recycled building material from rubble	85,200	-	-	-	85,200
Recycled building material from broken concrete	353,400	31,800	-	17,500	402,700
Recycled building material from asphalt	271,400	18,200	41,200	-	330,800
Recycled building material from natural rock	201,300	-	-	-	201,300
Reuse of excavated material/soils	306,600	203,400	-	-	510,000
Total	1,217,900	253,400	41,200	17,500	1,530,000

¹ Switzerland, Norway and Romania not included in the figures
In production plants only recycled building material from asphalt by PBG itself is used exclusively:
Austria: 41,500 tonnes (2017), Poland: 41,240 tonnes (2017) and Czech Republic: 18,200 tonnes (2017).

Secondary raw material as share of total (in %) ²	AT	CZ	PL	QA	Total
Recycled building material from asphalt	9%	11%	10%	-	10%

² Germany, Switzerland, Norway and Romania not included in the figures

2016

Share of recycled materials (in t) ³	AT	CZ	PL	QA	Total
Recycled building material from rubble	144,900	-	-	-	144,900
Recycled building material from broken concrete	324,700	-	-	6,800	331,500
Recycled building material from asphalt	222,600	17,200	12,000	-	251,800
Recycled building material from natural rock	138,700	-	-	-	138,700
Reuse of excavated material/soils	260,100	-	-	-	260,100
Total	1,091,000	17,200	12,000	6,800	1,127,000

³ Germany, Switzerland, Norway and Romania not included in the figures
In production plants only recycled building material from asphalt by PBG itself is used exclusively:
Austria: 42,000 tonnes (2016), Poland: 12,000 tonnes (2016) and Czech Republic: 17,200 tonnes (2016).

Secondary raw material as share of total (in %) ⁴	AT	CZ	PL	QA	Total
Recycled building material from asphalt	9%	10%	12%	-	9%

⁴ Germany, Switzerland, Norway and Romania not included in the figures

Use of recycled material (in t) ⁵	2017	2016	Change
Recycled building material from asphalt	430,000	397,577	8.0%

⁵BU4 Environmental Engineering

Energy

EN3 Energy consumption
2017Type of energy (annual
consumption in MWh)

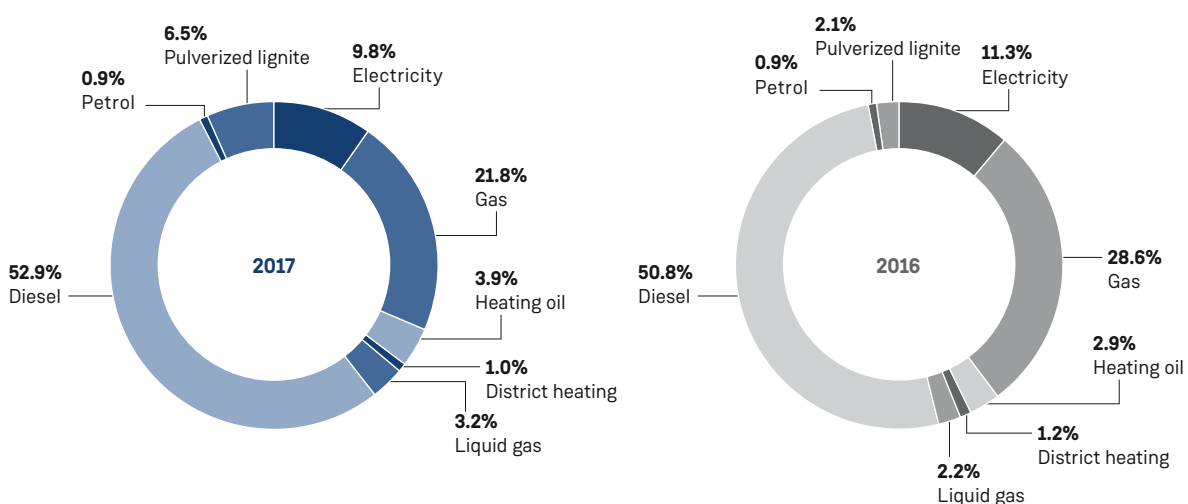
	AT	DE	CH	CZ	PL	NO	QA	RO	Total
Electricity	23,657	12,226	1,985	1,685	9,870	1,314	-	2,897	53,633
Gas	87,825	1,802	-	22,139	-	-	-	6,919	118,685
Heating oil	5,781	13,171	336	-	2,249	-	-	-	21,537
District heating	4,063	781	-	-	556	-	-	-	5,399
Liquid gas	7,743	9,623	26	-	-	-	-	-	17,392
Diesel	163,262	54,705	2,572	12,294	18,525	2,212	24,559	10,479	288,608
Petrol	1,443	611	46	425	2,402	16	-	153	5,096
Pulverized lignite	-	-	-	-	35,325	-	-	-	35,325
Total	293,774	92,920	4,964	36,543	68,927	3,542	24,559	20,448	545,676

2016

Type of energy (annual
consumption in MWh)

	AT	DE	CH	CZ	PL	NO	QA	RO	Total
Electricity	27,820	12,563	1,958	1,530	6,956	18	-	1,446	52,291
Gas	107,197	2,485	-	22,178	724	-	-	218	132,802
Heating oil	5,981	6,692	194	-	481	-	-	-	13,348
District heating	3,220	874	-	-	1,377	-	-	-	5,472
Liquid gas	9,682	691	38	-	-	-	-	-	10,411
Diesel	152,868	38,614	2,438	10,973	11,874	74	8,768	10,479	236,088
Petrol	1,667	321	48	355	1,665	19	-	153	4,226
Pulverized lignite	-	-	-	-	9,803	-	-	-	9,803
Total	308,434	62,240	4,676	35,036	32,880	110	8,768	12,295	464,439

Energy consumption by energy source (in %)



EN5 Energy intensity	2017	2016	Change
Total energy consumption (in MWh)	545,676	464,439	17.5%
Production output (in EUR m) ¹	4,677	3,870	20.9%
Energy consumption/production output (kWh/EUR)	0.117	0.120	-2.8%

¹ PORR achieved a Group-wide increase in production output.

EN6 Change in energy consumption¹	2017²	2016	Change
Type of energy (in MWh)			
Electricity	53,633	52,291	2.6%
Gas	118,685	132,802	-10.6%
Heating oil	21,537	13,348	61.4%
District heating	5,399	5,472	-1.3%
Liquid gas	17,392	10,411	67.1%
Diesel	288,608	236,088	22.2%
Petrol	5,096	4,226	20.6%
Pulverized lignite	35,325	9,803	260.4%
Total	545,676	464,439	17.5%

¹ Figures include the PORR home markets as well as Romania, Norway and Qatar.

² including Franki Grundbau, BBGS, Hejiman Oevermann and Hinteregger

EN7 Reduction of energy consumption for products and services¹ (in MWh)	2017²	2016	Change
Electricity	53,633	52,291	2.6%
Gas	118,685	132,802	-10.6%
Liquid gas	17,392	10,411	67.1%
Total	189,710	195,504	-3.0%

¹ Figures include the PORR home markets as well as Romania, Norway and Qatar.

² including Franki Grundbau, BBGS, Hejiman Oevermann and Hinteregger

Energy consumption by type of energy (annual consumption in MWh)¹	2017	2016	Change
Electricity	53,633.33	52,290.87	2.6%
Gas	118,684.80	132,801.75	-10.6%
Heating oil	21,537.46	13,347.73	61.4%
District heating	5,399.35	5,471.51	-1.3%
Liquid gas	17,392.32	10,411.28	67.1%
Diesel	288,607.80	236,087.80	22.2%
Petrol	5,095.50	4,225.61	20.6%
Pulverized lignite	35,325.10	9,802.70	260.4%
Total	545,675.67	464,439.25	17.5%
Production output in EUR m	4,677	3,870	20.9%
Energy consumption/production output in kWh/EUR	0.117	0.120	-2.8%

¹ Figures include the PORR home markets as well as Romania, Norway and Qatar.

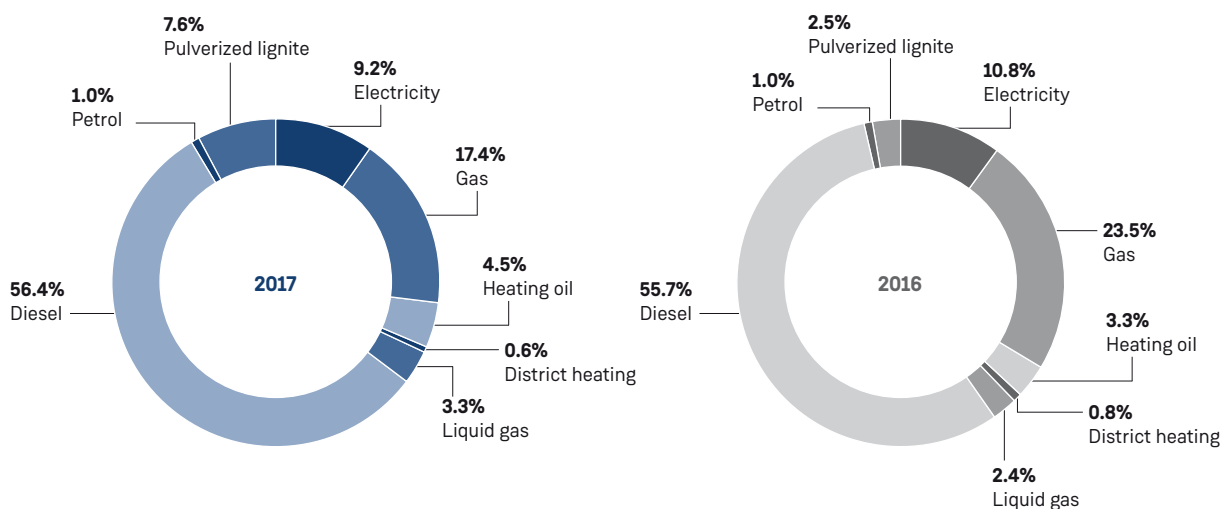
Emissions**EN15 Direct GHG emissions (Scope 1)**

2017

Type of energy (in t)	AT	DE	CH	CZ	PL	RO	NO	QA	Total
Electricity	-	-	-	-	-	-	-	-	-
Gas	17,565	360	-	4,428	-	1,384	-	-	23,737
Heating oil	1,561	3,556	91	-	607	-	-	-	5,815
District heating	-	-	-	-	-	-	-	-	-
Liquid gas	1,781	2,213	6	-	-	-	-	-	4,000
Diesel	40,815	13,676	643	3,073	4,631	2,620	553	6,140	72,152
Petrol	361	153	11	106	601	38	4	-	1,274
Pulverized lignite	-	-	-	-	9,891	-	-	-	9,891
Total	62,083	19,959	751	7,607	15,730	4,042	557	6,140	116,869

2016

Type of energy (in t)	AT	DE	CH	CZ	PL	RO	NO	QA	Total
Electricity	-	-	-	-	-	-	-	-	-
Gas	21,439	497	-	4,436	145	44	-	-	26,560
Heating oil	1,615	1,807	52	-	130	-	-	-	3,604
District heating	-	-	-	-	-	-	-	-	-
Liquid gas	2,227	159	9	-	-	-	-	-	2,395
Diesel	38,217	9,654	609	2,743	2,969	2,620	18	2,192	59,022
Petrol	417	80	12	89	416	38	5	-	1,056
Pulverized lignite	-	-	-	-	2,745	-	-	-	2,745
Total	63,915	12,197	683	7,268	6,404	2,701	23	2,192	95,382

CO₂ emissions by energy source (in %)

EN16 Indirect GHG emissions (Scope 2)**2017**

Type of energy (in t)	AT	DE	CH	CZ	PL	RO	NO	QA	Change
Electricity	6,624	3,423	556	472	2,763	811	368	-	15,017
Gas	3,513	72	-	886	-	277	-	-	4,747
Heating oil	405	922	23	-	157	-	-	-	1,508
District heating	772	148	-	-	106	-	-	-	1,026
Liquid gas	619	770	2	-	-	-	-	-	1,391
Diesel	11,428	3,829	180	861	1,297	734	155	1,719	20,203
Petrol	101	43	3	30	168	11	1	-	357
Pulverized lignite	-	-	-	-	2,473	-	-	-	2,473
Total	23,462	9,208	764	2,248	6,965	1,832	524	-	46,722

2016

Type of energy (in t)	AT	DE	CH	CZ	PL	RO	NO	QA	Change
Electricity	8,346	3,769	587	459	2,087	434	5	-	15,687
Gas	4,288	99	-	887	29	9	-	-	5,312
Heating oil	419	468	14	-	34	-	-	-	934
District heating	612	166	-	-	262	-	-	-	1,040
Liquid gas	775	55	3	-	-	-	-	-	833
Diesel	10,701	2,703	171	768	831	734	5	614	16,526
Petrol	117	22	3	25	117	11	1	-	295
Pulverized lignite	-	-	-	-	686	-	-	-	686
Total	25,256	7,284	778	2,139	4,045	1,187	11	614	41,313

EN17 Other indirect GHG emissions (Scope 3)**2017¹**

	AT	DE	CH	PL	NO	QA	Total
Air travel	1,100	455	24	14	72	242	1,906
Rail	5	2	-	-	-	-	7
Car rentals	34	105	-	-	2	-	141
Staff trips ²	612	-	-	-	-	-	612
Total	1,751	562	24	14	74	242	2,666

2016³

Air travel	1,125	462	25	-	-	-	1,612
Rail	3	1	-	-	-	-	4
Car rentals	39	141	1	-	-	-	181
Staff trips ²	614	-	-	-	-	-	614
Total	1,782	604	25	-	-	-	2,412

¹ Czech Republic and Romania not included in the figures² Staff with a parking space in the headquarters not included in Scope 1³ Czech Republic, Romania, Poland, Norway and Qatar not included in the figures

2016		CO ₂ OLD	CO ₂ NEW	CO ₂ reduction	Decommissioning	Ø km	CO ₂ savings
		g/km/vehicle	g/km/vehicle	g/km/vehicle	Number	Annual output	t/CO ₂ /year
Austria	Cars	133	113	20	484	30,000	290.4
	Pickup	237	193	44	6	30,000	7.9
	LCVs	215	181	34	230	30,000	234.6
Germany	Cars	131	110	21	74	30,000	46.6
	Pickup	-	-	-	-	-	-
	LCVs	227	176	51	20	30,000	30.6
Switzerland	Cars	-	-	-	-	-	-
	Pickup	-	-	-	-	-	-
	LCVs	-	-	-	-	-	-
Czech Republic	Cars	138	113	25	75	26,000	48.8
	Pickup	-	-	-	-	-	-
	LCVs	232	195	37	5	26,000	4.8
Poland	Cars	109	108	1	18	30,000	0.5
	Pickup	197	197	-	3	30,000	-
	LCVs	193	193	-	2	30,000	-
Total							664.2

EN21 Emission performance pollutants (in kg/kW)

2017	AT	DE	CZ	Total/weighted
Carbon monoxide (CO)	2.51	3.15	2.07	2.53
Hydrocarbons (HC)	0.16	0.16	0.08	0.16
Nitrogen oxide (NO _x)	2.43	2.15	1.64	2.38
Particulate matter (PM)	0.14	0.1	0.06	0.13
2016				
Carbon monoxide (CO)	2.54	3.33	2.07	2.57
Hydrocarbons (HC)	0.20	0.25	0.08	0.20
Nitrogen oxide (NO _x)	2.71	3.14	1.64	2.70
Particulate matter (PM)	0.16	0.17	0.06	0.16

Emission performance pollutants (in kg/kW)

	2017	2016	Change
Carbon monoxide (CO)	2.53	2.57	-1.5%
Hydrocarbons (HC)	0.16	0.20	-20.2%
Nitrogen oxide (NO _x)	2.38	2.70	-11.9%
Particulate matter (PM)	0.13	0.16	-15.0%

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

	2017	2016	Change
Total hazardous waste transported	3,071	7,295	-58%
Total hazardous waste imported	-	-	-
Total hazardous waste exported	50	-	-
Total hazardous waste treated	49,705 ¹	26,941	84%

¹ includes "new" subsidiaries ABW, LF, Koller, PKM-M3

EN23 Total weight of waste (in t)¹

2017	AT	DE	CZ	PL	NO	QA	Total
Municipal waste	986.25	265.27	182.28	640.64	21.98	403.93	2,500.35
Paper	201.97	298.36	0.81	-	31.72	112.76	645.62
Paper packaging	235.84	36.57	6.78	84.77	0.01	-	363.97
Plastic packaging	29.35	18.55	3.03	97.47	0.02	69.00	217.42
Glass	18.52	-	2.00	-	0.01	-	20.53
Metal	686.12	100.39	17.39	68.71	51.41	47.04	971.06
Wood	332.18	73.67	167.39	-	158.50	1,354.04	2,085.78
Bulky waste	62.07	11.75	66.06	2.08	-	-	141.96
Other non-hazardous waste	845.61	171.37	-	3.35	3.60	97.10	1,121.03
Non-hazardous waste	3,397.91	975.92	445.74	897.02	267.25	2,083.87	8,067.71
Mineral oil	188.79	22.43	-	5.63	-	2.30	219.15
Workshop waste	28.77	23.54	0.21	0.71	8.23	-	61.46
Other hazardous waste	90.25	12.31	0.78	0.50	-	160.75	264.59
Hazardous waste	307.81	58.28	1.00	6.84	8.23	163.05	545.21
Total	3,705.72	1,034.20	446.74	903.85	275.00	2,246.92	8,612.43
2016							
Municipal waste	772.67	216.76	154.85	141.17	8.27	135.20	1,428.92
Paper	106.48	137.46	6.39	0.02	2.18	92.00	344.53
Paper packaging	108.30	6.78	9.76	22.78	-	-	147.62
Plastic packaging	28.66	19.88	2.93	26.08	-	69.00	146.55
Glass	17.10	0.50	2.00	0.02	-	-	19.62
Metal	573.38	243.91	21.12	2.73	21.56	170.00	1,032.70
Wood	412.19	13.63	59.88	44.09	23.28	360.00	913.07
Bulky waste	129.20	1.08	53.76	166.55	-	-	350.59
Other non-hazardous waste	976.73	19.03	-	-	-	85.00	1,080.76
Non-hazardous waste	3,124.70	659.03	310.68	403.46	55.29	911.20	5,464.36
Mineral oil	188.99	10.96	1.04	-	-	-	200.99
Workshop waste	36.98	5.50	-	-	-	-	42.48
Other hazardous waste	110.43	3.03	3.50	0.57	-	9.00	126.53
Hazardous waste	336.40	19.49	4.53	0.57	-	9.00	369.99
Total	3,461.10	678.52	315.21	404.03	55.29	920.20	5,834.35

¹ Switzerland and Romania not included in the figures

Risk and impact analysis

Aspect	Risk	Impact
Occupational health and safety	Impact on physical/mental health	<ul style="list-style-type: none"> • Increased number of accidents at work • Possible criminal proceedings • Increased costs to the national economy • Loss of social status
Sustainability in the supply chain	Inadequacies on the part of suppliers and subcontractors regarding human rights, environmental issues and employee matters	<ul style="list-style-type: none"> • Violation of human rights and employee matters • Lack of quality in execution and processing by subcontractors • Loss of orders through incorrect selection of subcontractors • Wage and social dumping • Damage to image
Environment and climate	Incomplete coverage of environmental standards throughout the entire value chain	<ul style="list-style-type: none"> • Increased impact on the environment can lead to rises in costs for fuel and energy • Higher consumption of resources • Loss of orders • Possible criminal proceedings • Laborious permit procedures for projects through overregulation
Ethics and compliance	Unfair competition	<ul style="list-style-type: none"> • Distortion effect and exclusion from award procedures • Legal consequences • Damage to image
Lack of skilled labour	Lack of hiring and retaining qualified skilled labour	<ul style="list-style-type: none"> • Problems in executing tenders and the quality of work rendered • Excessive pressure at work due to workers being spread too thinly increases error rate • Delays in construction execution • Unemployment of (domestic) unqualified workers
Intercultural competencies	Intercultural problems	<ul style="list-style-type: none"> • Conflicts and social tension through contrasting values and cultural backgrounds • Communication problems • Delays in project realisation through a lack of teamwork

Measures

- Creating a secure work environment through controls
 - Conducting occupational health and safety training
 - Reporting system for near-misses and hazardous situations
 - Raising awareness through communication with staff, intranet etc.
 - Increasing the resources of vocational health practitioners and health and safety officers
 - Providing high-quality safety gear, clothing and equipment
 - Introducing workplace health promotion
 - Installing points for mental health and conflict resolution
-
- Catalogue of criteria for high environmental and social standards in the supply chain
 - Securing qualified staff for the company
 - Intensifying the company's own value chain, i.e. offering and delivering as many construction services as possible itself
 - Long-term commitment of subcontractors to PORR as a partner
 - Introducing ISHAP to improve the checks and documentation of outside personnel at construction sites with regard to social security and regulations on foreign labour
-
- Incorporating sustainability in the design and execution of buildings, focus on Green and Blue Building
 - Environmental and quality-oriented project realisation with the aid of management systems
 - Increased development and realisation of protective structures (e.g. against avalanches and floods)
 - Measures to reduce emissions through efficient energy management, e.g. fleet management
 - Optimising energy credentials during building upgrades and refurbishments
 - Renaturation
 - Enhancing credibility through approval by independent experts e.g. ISO certification and ECO norms
 - Knowledge transfer by participating in cross-company initiatives
 - Establishing an internal environmental and waste network in order to mitigate risks
-
- Participating in prequalification processes through increased CSR standards
 - Enhancing credibility through approval by independent experts e.g. ISO certification and ECO norms
 - Introducing compliance management systems and guidelines
 - Obligatory Code of Ethics
 - Anti-bribery and compliance training
 - Introduction of a whistleblower system
 - Increased checks and balances through internal audit department
-
- Intensive system for further education and training
 - Targeted recruitment and HR measures
 - Cooperation with schools
 - Expanding the target group circle e.g. women, older jobseekers, qualified skilled workers with immigrant backgrounds
 - Binding knowledge carriers to the company
 - Focus on knowledge transfer through mixed teams
 - Staff benefits and incentive system
 - Workplace health promotion
 - Diversity management
 - Increased promotion of women in the operating business through training
 - Mentoring programmes
-
- Internal measures for further development and training
 - Increased use of buddies
 - Diversity-specific company networks to strengthen team cohesion
 - Forming mixed project teams
 - Diversity training and intercultural competency training
 - Campaigns to raise awareness
 - Diversity management
-

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Disclaimer

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.

This report is a translation into English of the report issued in the German language and is provided solely for the convenience of English-speaking users. In the event of a discrepancy or translation error, the German-language version prevails.



