

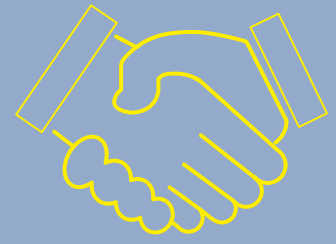
Sustainability Report 2019

365

Responsibility

**-10%**

Reduction in Scope 1  
GHG emissions to  
123,048t



**Code of  
Conduct**

**1,188,563t**

Use of non-recyclable  
materials falls by 15%

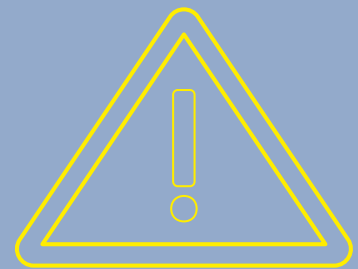
# Highlights 2019

**112,435**

Training hours  
increase by 18%

**+4%**

Average staffing  
level: 19,828



**Safety Alert  
implemented**

> EUR  
**7bn**  
Record  
order backlog

**19%**  
Percentage of women in  
training to become future  
managers rises by 11PP

**-7%**  
Reduction in  
total energy  
consumption to  
598,179MWh

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# About this report

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## Reporting practices and framework

Since 2008 PORR has issued regular reports on its Corporate Social Responsibility (CSR) activities, published at least once every two years. Since 2018 the PORR Sustainability Report is published annually. The last report came out in April 2019 and was based on the standards of the Global Reporting Initiative (GRI).

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This 2019 Sustainability Report is a non-financial report pursuant to Section 267a of the Austrian Commercial Code and in accordance with Section 243b of the Austrian Commercial Code. It is targeted at all stakeholder groups of PORR AG and covers the business activities from 1 January to 31 December 2019. It has been produced in accordance with the GRI standards, "Core" option. Parallel to this, PORR has shown how the material topics and corresponding measures stand in relation to the Sustainable Development Goals (SDGs). The measures have been evaluated in terms of the contribution they have made to the SDGs and are cross-referenced in the report.

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Accounting for around 94%, the most significant share of production is generated on the home markets of Austria, Germany, Switzerland, Poland, Czech Republic, Slovakia and Romania. That is why this report focuses on the home markets. The project markets Qatar and Norway are also in the reporting sphere. As PORR aims to report on sustainability topics in full across the entire Group analogously to the Annual Report, the addition of the United Arab Emirates (UAE) has resulted in a change of the countries included in the report compared to the 2018 Sustainability Report.

Comparative data for the previous year is shown wherever possible. That said, the figures for the Group are not comparable with the previous year in view of the change in the countries included

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## Your contact partner

Theresia E. Pircher  
Corporate Social Responsibility Unit  
T +43 50 626-1840  
theresia.pircher@porr.at

in the report. There is also no option to compare data for the UAE with data from the previous year.

## External assurance

This report has been submitted for an external audit by Wirtschaftsprüfungs- und Steuerberatungsgesellschaft BDO Austria GmbH. Pursuant to Section 96 Paragraph 1 of the Austrian Stock Corporation Act, this report has been checked by the Supervisory Board. In addition to this report, PORR provides information on corporate responsibility in the Annual Report and online at [porr-group.com/en/csr](http://porr-group.com/en/csr).

## Additional information

The CSR topics of relevance to PORR were determined under application of a Group-wide stakeholder survey in 2019 and presented in a new materiality matrix. The analysis was based on the requirements of the GRI standards and on the topics of the relevant sustainability rating and the peer group. This led to a slight difference in the weighting of the material aspects in comparison with the 2018 Sustainability Report.

The risk assessment corresponds to the requirements of the Austrian Sustainability and Diversity Improvement Act. The risks identified in the course of workshops have been assessed in terms of implications and probability of occurrence, evaluated, consolidated and finally entered into a matrix. These were assessed in 2019 by the CSR Steering Committee to see if they were up to date and led to some slight adjustments. Appropriate countermeasures have been identified for the items listed as top risks, some of which have already been implemented.

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**WÜRRA**



# 365 days

## Taking responsibility

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The year of our 150th anniversary was clouded by a difficult market situation. High demand at the same time as a scarcity of resources coupled with intensive competition meant that – despite a record order backlog of more than seven billion euros – we had to make a downwards revision to our profit forecast. We have responded very quickly with “PORR 2025” and introduced a restructuring process. With the COVID-19 pandemic we are currently experiencing a crisis that is having a drastic impact on every area of our lives. Unfortunately, it is impossible to forecast the actual economic impacts at this time. Our biggest focus now is on the health of our employees and on safeguarding our economic stability. All operational measures and our full commitment to sustainable business remain unchanged. We are committed to climate protection and to a careful approach to our resources as well as advocating for a fair environment in which to live and work – 365 days a year.

This commitment is also the focus of our 2019 Sustainability Report: We embrace responsibility for the economy, environment and for social affairs. This is reflected in the high staff satisfaction rate, which was shown to exceed 90% in this year’s analysis. Also unchanged is our commitment to the principles of the UN Global Compact, under which we strive to meet the Sustainable Development Goals (SDGs).

What do we have to report in terms of sustainability? We achieved high take-up for our stakeholder survey, which was then used to


update our materiality matrix. While the stakeholders themselves hadn’t changed, there was a slight change or expansion in the topics, which also corresponds to global trends. So, an even stronger focus has been placed on promoting sustainability in the supply chain. Details on this are given in the chapter Corporate Profile and Sustainability Strategy. We had already anticipated this development and done justice to it with our dedicated Code of Conduct for business partners that is mandatory throughout the entire Group. This serves as an important pillar in relationship management and our everyday work lives. For the PORR employees there is an internally binding Code of Conduct that contains an instruction manual to explain how staff should behave in unclear situations.

We also have good news to report with regard to energy. The comprehensive measures implemented have allowed us to reduce both energy consumption and GHG emissions. In contrast we managed to increase the percentage of women in training to become future managers by 11PP. This year our work was recognised with numerous awards – including Gold from EcoVadis and 100% at Achilles. In addition, we were named as a Diversity Leader by the Financial Times. These developments show that we are on the right track. We look forward to your personal feedback on our work.


Sincerely, the Executive Board



Karl-Heinz  
Strauss  
CEO



Andreas Sauer  
CFO



Josef Pein  
COO



Thomas Stiegler  
COO



Josef Pein

Andreas Sauer

Karl-Heinz Strauss

Thomas Stiegler

A day  
with

# the Executive Board

**Responsibility matters.** Multiple appointments shape the everyday work life of the Executive Board members. During which they have to keep an eye on economic, social and environmental issues at the same time as safeguarding the company's economic success.



## 08:30 Video interview

On the 19th floor of the PORR headquarters, COO Thomas Stiegler submits to questions posed by UBM Development. In a quick-fire interview known to German speakers as a “Word-Rap”, he answers eleven questions and talks about his job as head of Business Unit 3 and international projects, his inspiration, his mission and his largest private construction project to date – namely a sandcastle he built for his son. In addition, he gives an insight into progress on the Holiday Inn project in Gdańsk city centre – aiming for the sustainability certificate LEED Gold – and underlines the importance of the PORR Principles and of PORRians standing together.



## 11:00 Opening of the PORR Campus

Together with representatives from politics, business and the media, CEO Karl-Heinz Strauss opens the PORR Campus at the PORR compound in Wien Simmering – a pilot project that's one of a kind in Austria. This internal facility for further education and training is allowing PORR to expand the three-pronged system of construction apprenticeships with a fourth pillar and thereby elevating the existing curriculum for skilled workers and apprentices to a new level. In the period September 2019 to June 2020, around 200 apprentices from all three apprenticeship classes should attend the PORR Campus.





14:00

## Group tax meeting

With an exciting keynote, CFO Andreas Sauer introduces the annual tax meeting before answering questions on the overall finance strategy of the PORR Group. The meeting is held once a year under the management of the Group tax department. Participants at this one-day event include those responsible for tax issues throughout the entire Group, every department that deals with taxes and colleagues from selected operating units of the Vienna headquarters.

16:30

## TU Talent Internship

At a talent internship event for construction engineers at the Vienna University of Technology (TU), Executive Board member and COO Josef Pein holds so-called “lightning job interviews” with selected students. The goal is to get to know future graduates of the tech uni and to find appropriate candidates for PORR in the fields of building construction and civil engineering. In the course of a multi-week internship, they then gain an insight into services provided by PORR.





# Corporate Profile and Sustainability Strategy

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# About PORR

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102-7

## LEADING CONSTRUCTION COMPANY

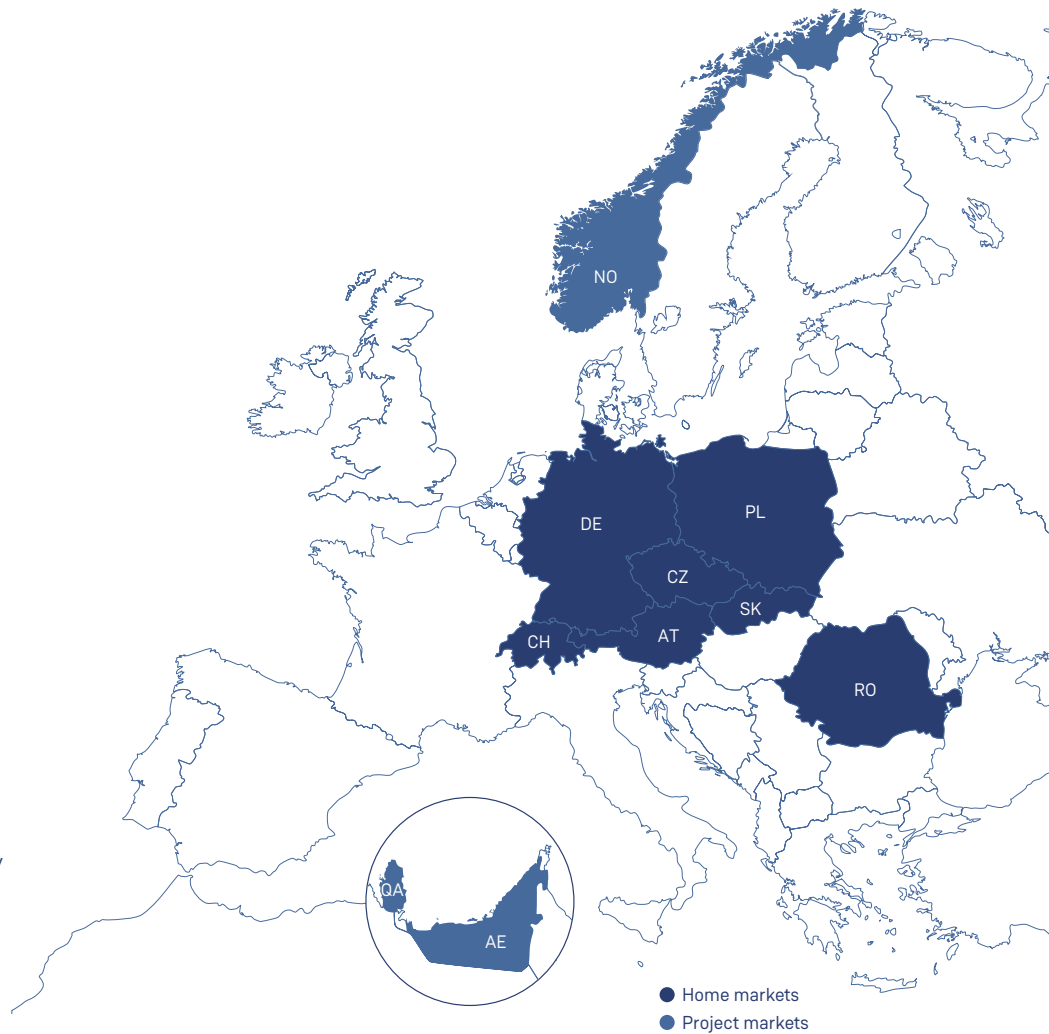
PORR is Austria's leading construction company and is one of the industry's most important players on its home markets.

## SEVEN HOME MARKETS IN EUROPE

PORR focuses on the seven European home markets of Austria, Germany, Switzerland, Poland, Czech Republic, Slovakia and Romania. In addition, the company does very selective work on certain project markets such as Qatar, UAE and Norway.

## STABLE CORE SHAREHOLDER

The core shareholders take a long-term approach and support the PORR strategy. The Strauss-Ortner syndicate holds 53.7% of shares, the remainder are in free float.



Around 94% of production output comes from the seven PORR home markets.

### Core competency – construction

PORR has been successfully realising complex construction projects in building construction and civil engineering for over 150 years. As one of the few infrastructure specialists on the seven home markets, the company covers the entire value chain for infrastructure projects. Its goal is to continue to expand the company's leading position as a design-build contractor. Furthermore, as a technology leader, PORR increasingly applies networked and innovative solutions to construction and is proactively driving forward digital advances.

### ECONOMIC PERFORMANCE (EUR m)

	2019	2018	Change
Production output	5,570	5,593	-0.4%
Order backlog	7,065	7,100	-0.5%
Order intake	5,536	6,326	-12.5%
EBITDA	222.3	219.5	1.3%
EBIT	54.7	92.3	-40.7%
EBT	37.4	88.1	-57.6%
Consolidated profit	27.8	66.2	-58.0%
Equity (incl. non-controlling interests)	599	618	-3.1%
Equity ratio	16.4%	19.9%	-3.5PP
Net debt	346	150	>100.0%
Average staff	19,828	19,014	4.3%

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GRI  
201-1**Economic performance**

PORR ended the year of consolidation, 2019, with a high order backlog of EUR 7,065m that was just slightly below the level of the previous year. Despite the challenging market environment, this reflects the positive medium-term market trend. Production output of EUR 5,570m once again matched the record level of the previous year. PORR generated around 94% of output on its seven stable home markets. Its selective approach to project acquisition has enabled the company to strengthen its earnings power as well as its market position on the home markets and sustainably align itself for the future. The order intake was reduced by 12.5% to EUR 5,536m and reflects the strategy of a more selective acquisition policy in the Group. The revaluation of a project in Norway and the market situation in Poland led to a 57.6% reduction in earnings before taxes (EBT) for the 2019 business year to EUR 37.4m.

**“PORR 2025” transformation programme**

The PORR strategy remains unchanged and focused on the long term. The “PORR 2025” transformation programme was initiated in 2019 and aims to substantially strengthen PORR as a group during the ongoing structural shifts in the construction sector. Numerous analyses were conducted in the year under review in the four action fields of Markets/Segments, Organisation, Operational Analysis and Digital Opportunities and measures were derived from this analysis, all in pursuit of one single aim: PORR wants to create sustainable long-term value. Further details are given in the 2019 Annual Report on pages 68 and 69.

- **Greater focus:** The company remains convinced of the long-term potential of its seven European home markets. The strong growth in recent years has allowed PORR to secure a powerful market position in many regions that should be secured and expanded in the future.
- **Greater efficiency:** Following the growth of recent years and as part of its strategy implementation, PORR initiated a structural realignment in 2019. Uniform standards and processes across the Group provide a framework for intelligent and profitable growth.
- **Enhancing value:** The changing market backdrop and PORR’s strong growth over the past few years have necessitated a review of cost structures at every level.
- **Digital opportunities:** The need for transformation in the construction sector has led to a massive rise in terms of technology. Digital, connected solutions across the entire construction value chain and new, data-based business models are the main focus here. These will open up new dimensions in terms of future potential.

**Staff**

PORR experienced further growth in the period under review. In 2019 the company employed 19,828 staff members, of which 18,290 were on the home markets. This represents an increase of 4.3% against the previous year. The growth in Austria was particularly strong at 7.1%, which was partly accounted for by the increase in output of BU 1. The rise abroad was less pronounced at 2.1%. The new home

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SDG 8

markets of Slovakia and Romania were the only places with a significant rise in staffing levels. For the entire PORR Group, staff expense climbed to EUR 1,243.2m, which was slower than the rise in production output. The people who work at PORR come from over 80 nations. The percentage of senior management recruited from the local community was 76.5% in Austria, 50% in Germany and 100% in Poland. There is no corresponding level on the other PORR markets.

PORR uses targeted measures to strengthen the motivation and performance ability of its employees as well as their potential for innovation and social skills. Promoting women at every level of the hierarchy is another important goal for PORR. Numerous measures led to an increase in the percentage of women in the company to 15%. This corresponds to 368 more female staff members in the company than the previous year.

### Quality management

Quality assurance is part of operational project management. The Integrated Management System is used to define material core processes and assign clear responsibilities via the process map. The process itself is subdivided into the planning phase, monitoring and comparing target and actual quality criteria, as well as introducing countermeasures in case of any deviations. The process steps are documented using test records. Correctional measures are regularly evaluated as part of a process of continuous improvement.

### Risk management

Efficient risk management and the internal control system (ICS) are essential for economic success. The ICS is aligned to mandatory EU standards and includes the assessment of operating risks and the proper implementation of organisational processes to all accounting and reporting processes in the Group. The risk assessment processes contain quantitative analyses of opportunities and risks that are also applied to standard risk checklists. More information is provided in the 2019 Annual Report from page 108. PORR monitors new developments and is in close contact with regulators and NGOs. In addition to performance and finance risks such as those related to the market, liquidity, interest rates, currency exchange, procurement, borrowing and capital risks, the Group-wide risk management also covers social and environmental risks. The goal of the company is to counter-

act in a timely manner any risks related to quality, the environment, social affairs and health and safety, such as the shortage of skilled labour, wage dumping, social dumping, unfair competition or breaches of human rights – all issues that are especially relevant in relation to the supply chain. A detailed overview of the material risks and their impacts on non-financial issues pursuant to the Sustainability and Diversity Improvement Act can be found from page 60. In the environmental sector, the risks are climate-related, whereby the keyword is emissions, or relate to heavy resource consumption and an increase in waste generated. As a sustainable company, PORR has implemented measures in the field of energy and resource efficiency as well as for reducing waste. The more frequent occurrence of extreme weather events caused by climate change also has a negative influence on construction activity. Weather extremes such as heat, flooding, storms etc. can lead to expensive project delays, damage to structures or machinery or even to the shutdown of construction sites.

### Customer satisfaction

Customer satisfaction is a significant success factor in the construction business and has been anchored into the PORR management system as a standardised process. Measuring satisfaction is carried out at multiple levels and covers aspects such as adherence to deadlines, meeting budgets or upholding quality and social standards including those related to occupational health and safety and environmental protection. The satisfaction assessment takes place in the course of project management, upon handover, using a questionnaire or in a customer meeting. In 2019 a decision was taken to measure customer satisfaction digitally, whereby the first steps have been initiated in relation to the content of the new question database as well as a tool for its implementation. The goal is to have all of the findings available Group-wide at the touch of a button and to allow correctional measures to be taken early on in case of any negative developments. A pilot project to this end is planned for 2020.

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# Sustainability strategy

Responsible corporate management is the foundation of our economic success. PORR intends to do justice to the responsibility it bears towards the environment and society.

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The high amounts of energy and resources consumed in the construction industry mean that the impacts of PORR's business activities on society and on the environment are both severe and multifaceted. This requires global, forward-looking thinking. As a company that acts sustainably and operates internationally, PORR is committed to improving its energy efficiency and thereby reducing its energy consumption. Another focal point lies in resource efficiency – where improved material recycling, developing new construction materials and methods and more efficient construction-site logistics are significant factors in terms of both costs and competitiveness. Last but not least, recycling raw materials helps to reduce procurement risks such as supplier bottlenecks or the cost of materials.

The health and safety of our employees are especially important to PORR. This principle is reflected in numerous measures and initiatives. Against a backdrop of the growing lack of skilled labour, PORR continues to focus on personnel development. By individually nurturing and developing the strengths and competencies of individual staff members, the company's ability to innovate should be maintained, knowhow secured and competitiveness further increased. Safety and preventative healthcare are other key pillars when doing business.

The principles of sustainable corporate management are anchored in the PORR sustainability strategy, the latest version of which can be found on the PORR website. The CSR vision is part of the sustainability strategy.

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## OUR VISION

- We strive for sustainable economic success and want to operate in a way that is fair and just to society and the environment.
- We create a positive and inclusive work environment characterised by respect and support.
- We guarantee occupational health and safety and focus on workplace health promotion.
- We rely on regular exchanges with our stakeholders in our quest to find solutions for global challenges.
- We intend to strengthen our resilience against the current and future consequences of climate change.
- We want to make a valuable contribution to preserving our natural resources for current and future generations.
- We advocate for an improvement in environmental performance throughout the entire value chain.
- We want to replace resource-intensive methods that damage the environment by developing sustainable and innovative products and services.

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102-19

**Responsibility and steering**

The sustainability strategy and objectives with their accompanying set of measures are determined by the Executive Board in cooperation with the CSR Unit. Responsibility for sustainability lies with the Executive Board. Together with the CSR Steering Committee – a cross-departmental network of experts including those from the areas of Quality Management, Environmental Engineering, Human Resources, Technology Management, Occupational Health and Safety, Procurement, Group Management, Group Accounting, Risk Management and Compliance, Equipment Management, as well as Energy Efficiency and Waste Management – the sustainability measures are constantly assessed, updated and new CSR projects directly linked to the core

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business are realised wherever necessary. Proposals on prioritising planned sustainability measures are made by different people including the CSR Project Team, which is active across the Group. This team compares best-practice examples or lessons learnt from the PORR markets and highlights any areas where action needs to be taken.

As the coordinating body, the CSR Unit has regular exchanges with the PORR stakeholders. Responsibility for all of the measures is borne by the most senior control bodies. This means that not only is the Sustainability Report assessed and approved by the Executive Board and the Supervisory Board, but all sustainability issues are regularly discussed in Supervisory Board meetings.

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SDG 16

## Three pillars of sustainability

PORR’s sustainability strategy rests on three pillars: Economic, Environmental and Social. The terminology has been updated since last year and adjusted in line with GRI standards and the Sustainability and Diversity Improvement Act. So, the adding value area is now in the Economic action field, the content on preserving value can be found in the Environmental section and the issues of recognising value are addressed in the Social chapter. The three action fields are derived from the materiality analysis and reflect the construction company’s three sustainability dimensions, which provide the basis for defining the goals and corresponding measures. PORR is committed to responsible corporate management and promotes an integrated approach i.e. interlinking between the three sustainability dimensions.

**Economic**

The long-term success of the company forms the basis for every economic activity. The important contribution to local economic development and the pursuit of long-term business success – both of these are part of the continuous dialogue with the stakeholders. The five principles of

Reliability, Shoulder to Shoulder, Appreciation, Passion and Pioneering Spirit form the common corporate culture that strives to guarantee morally, ethically and legally unimpeachable behaviour. Guidance is provided by the PORR Code of Conduct for employees, which is mandatory across the entire Group. In addition to fair competition, the uppermost maxim is upholding the law, i.e. strict adherence to local provisions, guidelines, standards, labour laws and conventions. Furthermore, any form of corruption or bribery is prosecuted without exception. Alongside the issue of risk management, customers and their satisfaction are accorded top priority. At PORR a customer-oriented approach is visible in the quality of the services rendered as well as in adherence to deadlines, flexibility, and meeting technological and economic targets. When choosing business partners, suppliers etc., and when reducing outsourced risks in the value chain, PORR insists on seamless adherence to principles laid out in the Code of Conduct for business partners. The company remains in close contact with its suppliers and service providers in order to guarantee sustainability in the entire value chain.



### **Environmental**

PORR is committed to preserving the environment and engages in research and development for the purpose of climate protection. With its climate strategy, the company wants to play a part in limiting the negative consequences of climate change. Energy-efficiency measures, the use of renewables and the related substitution of fossil fuels, as well as the development and use of sustainable products and services all help to reduce pollutant emissions. PORR takes current environmental questions into account when making corporate decisions and when managing its resources and infrastructure. The increasing scarcity of resources and related price hikes are being countered with careful use of resources and through recycling. PORR strives to minimise its impact on the environment and to continuously improve environmental protection measures. Environmental opportunities are utilised and risks are reduced, the resultant impacts are analysed precisely and appropriate solutions and countermeasures are developed and applied. Here the company is committed to innovation and investments in technological solutions as well as knowledge transfer between internal and external stakeholders. In cooperation with local partner companies, methods are developed that have the greatest possible impact on environmental protection.

### **Social**

The changes in the world of work in the direction of digitalisation demand a modern, forward-looking corporate culture that focuses on the wellbeing of every single member of staff. The diversity of the approximately 20,000 employees from more than 80 nations should be utilised even more effectively and the conditions for a better work-life balance should be put in place. In the field of occupational health and safety PORR insists on strict adherence to safety rules and practices and provides every worker with a safe and healthy working environment. Workplace health promotion and occupational health and safety are part of ongoing quality assurance and facilitate process-driven analysis. With a broad range of further education and training options, the company is committed to nurturing individual potential. Customer focus, awareness of environmental and safety issues, as well as raising awareness of the company's social responsibility towards society are all supported by a sector-specific roadmap. PORR's commitment to the community and social engagement is reflected in its support for selected organisations and institutions that pursue humanitarian, societal, charitable, educational or cultural objectives.



# SUSTAINABILITY GOALS

Action field	Aspect	Short to medium-term measures	Status quo 2019
ECONOMIC	Social and environmental standards in the supply chain (SDG 3, 8, 13, 15)	<ul style="list-style-type: none"> <li>Group-wide rollout of SAP MM and SAP ARIBA</li> <li>Evaluating an SAP-based supplier management system</li> <li>Energy database for purchasing</li> <li>Set of sustainability criteria for procurement</li> <li>Introduction of ISHAP documentation system with complete coverage</li> <li>Responsible sourcing</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> </ul>
	Ethics and compliance (SDG 16)	<ul style="list-style-type: none"> <li>Further developing the high compliance standards</li> <li>Conducting regular audits to receive certification</li> <li>Continuing with Group-wide anti-bribery and compliance training</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> <li>⊖</li> <li>⊖</li> </ul>
	Science and technology (SDG 8, 9)	<ul style="list-style-type: none"> <li>Implementing the strategy plan for further digitalisation in corporate, work and construction processes</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> </ul>
	Contributing to the local economy (SDG 8, 10)	<ul style="list-style-type: none"> <li>Exploiting economic benefits gained through resource efficiency</li> <li>Group-wide rollout of standardised feedback sessions with clients</li> <li>Introduction of a regular forum for stakeholder dialogue</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> <li>⊖</li> <li>⊖</li> </ul>
ENVIRONMENTAL	Energy and emissions (SDG 7, 13)	<ul style="list-style-type: none"> <li>Reducing annual primary energy consumption by at least 1.5% versus 2015, by a total of 7.5% by 2020</li> <li>Reducing specific GHG emissions by at least 1.5% per year versus 2015, by a total of 7.5% by 2020</li> <li>Introducing an energy management system with complete coverage</li> <li>Continuation of energy-efficiency measures in equipment and fleet management</li> <li>Increasing the percentage of renewable, environmentally friendly energy to over 10% by 2020</li> <li>Adhering to the binding climate strategy through regular monitoring and an annual progress report</li> <li>Intensifying cooperation with climate-related representation of interest bodies</li> <li>Decarbonising the construction process by 21% by 2030 versus 2014</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> </ul>
	Waste management (SDG 15)	<ul style="list-style-type: none"> <li>Cutting contaminated fractions through advances in waste treatment and recovery techniques</li> <li>General reduction in waste</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> <li>⊖</li> </ul>
	Material consumption and recycling (SDG 15)	<ul style="list-style-type: none"> <li>Further increasing the reuse and recycling of construction materials</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> </ul>
	Biodiversity and soils (SDG 3, 6, 13)	<ul style="list-style-type: none"> <li>Focused risk analysis with regard to environmental impacts</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> </ul>
	Water (SDG 6, 15)	<ul style="list-style-type: none"> <li>Further developing methods that conserve resources in foundation engineering, building construction and civil engineering</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> </ul>
	Sustainable buildings and constructions (SDG 3, 7, 11, 12, 13)	<ul style="list-style-type: none"> <li>Continuation of energy-efficiency measures in building management</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> </ul>
	Health and safety (SDG 3)	<ul style="list-style-type: none"> <li>Group-wide saturation with the “Vision Zero” campaign: reducing the accident frequency to &lt;10 by 2020</li> <li>Continuing with training on occupational health and safety</li> <li>Introduction of workplace health promotion with complete coverage</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> <li>⊖</li> <li>⊖</li> </ul>
	Upholding human rights (SDG 8, 16)	<ul style="list-style-type: none"> <li>Protecting and promoting international human rights</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> </ul>
SOCIAL	Further education and training (SDG 4)	<ul style="list-style-type: none"> <li>Promoting e-learning</li> <li>Implementing the digIT LearningMap and thereby increasing the average length of training</li> <li>Rollout of the porr_academy for employees on all home markets</li> <li>Strengthening the competencies of women to increase the percentage of women at every level of the hierarchy</li> <li>General increase in the percentage of apprentices, specific target for Austria to 5%</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> <li>⊖</li> </ul>
	Diversity and equal opportunities (SDG 5)	<ul style="list-style-type: none"> <li>Diversity as a fixed focal topic in training for future managers and establishing it in the general educational programme</li> <li>Rollout of “We@PORR” to all PORR markets</li> <li>Raising awareness of diversity-related issues through communication, network meetings, role models etc.</li> </ul>	<ul style="list-style-type: none"> <li>⊖</li> <li>⊖</li> <li>⊖</li> </ul>

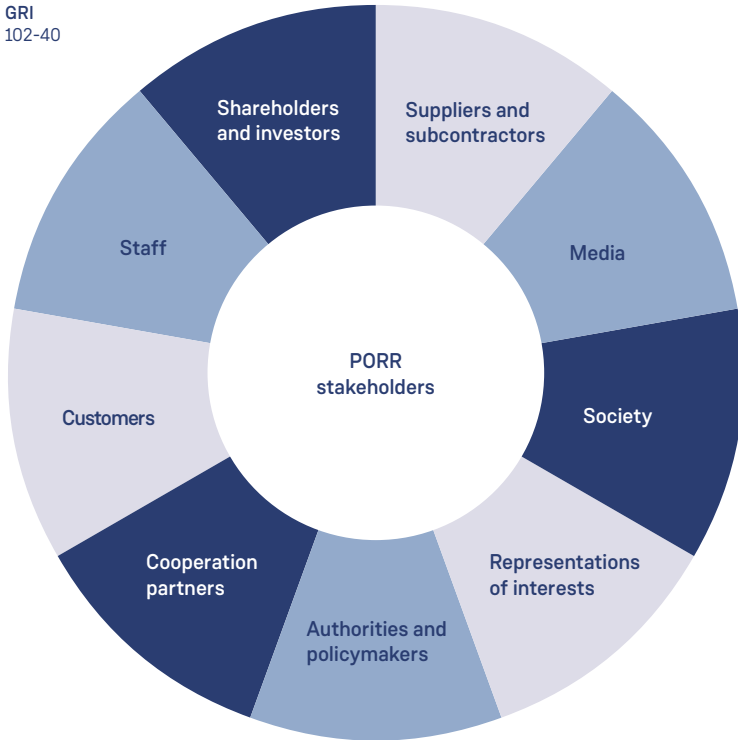
⊖ Achieved

⊖ Underway

⊖ Planned

# Stakeholder engagement

GRI 102-40



Stakeholders are included in key decisions via Group-wide online surveys – such as those used in the production of the materiality matrix for example – and through activities like the internal evaluation of staff mental health and the survey on needs for childcare and nursing care. Stakeholders receive information about the company in various ways such as general media reports, the PORR website, newsletters, corporate publications such as the Annual Report or the Sustainability Report, the staff magazine report, as well as circulars or the intranet or via direct exchanges such as the stakeholder dialogue forum.

PORR is a member and/or supporter of numerous initiatives and sector-specific organisations and has been rated by independent third parties for its CSR activities and awarded various sustainability certificates.

GRI 102-12  
102-13

Here is a short overview: Federation of Austrian Industry, VIBÖ (Association of Industrial Construction Companies Austria), Business for Integration, DWA (German Association for Water, Wastewater and Waste), Society for Ecology and the Waste Industry, IDM (Institute for the Danube Region and Central Europe), IG Lifecycle, Minergie Switzerland, NNBS (Sustainable Construction Network Switzerland), SGNi (Swiss Sustainable Building Council), Swiss Lean Construction Institute, Austrian Association for Recycling Construction Materials, Association to Promote Fairer Conditions in Construction, international initiatives with a focus on occupational health and safety such as bauforum+, FIEC (European Construction Industry Federation), EFFC (European Federation of Foundation Contractors), Achilles (prequalification platform), CDP (Carbon Disclosure Project), EcoVadis (CSR analysis system for supply chains), 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), United Nations Global Compact including SDGs, Diversity Charter, respACT (Austrian Business Council for Sustainable Development), Companies for Families, Global Reporting Initiative.

GRI 102-40  
102-42  
102-43

Actively involving internal and external stakeholders in PORR's CSR activities is a central tenet. After all, understanding the needs of the material stakeholder groups, i.e. the groups of people who are directly connected to the company, who influence it or are influenced by it, opens up new perspectives. Long-term economic success is based on reconciling stakeholder needs with corporate activities. In a workshop held by the CSR Steering Committee, the question of whether the relevant stakeholder groups are currently up to date was examined and confirmed.

### Multifaceted communication

PORR engages in regular dialogue with its stakeholders. Exchanges take place in the company through networks, roadshows, conferences, shareholder meetings, trade fair appearances, workshops, training sessions, lectures, topic-based factsheets and newsletters, as well as in the course of realising projects. In multi-day events such as the "CSR Days" or the "Environmental Ideas Workshop", ideas are generated for advancing sustainability activities. In 2019 a dialogue forum was held with suppliers on the topic of sustainable procurement. The measures implemented are reflected in the very high rates of staff satisfaction. The large-scale staff survey carried out in 2019 put this at over 90%.

GRI 102-21

# MATERIALITY MATRIX



## Material topics

GRI  
102-15  
102-31  
102-44  
102-46  
102-48  
  
SDG 16

### Materiality analysis

In 2019, the year under review, the CSR Steering Committee assessed the relevance of the stakeholder matrix. After confirming it was up to date, a comprehensive analysis was conducted of all of the topics on the basis of the latest GRI requirements, the peer groups, the CSR ratings and the requirements relating to prequalification and SWOT analysis, as well as the risk and impact analysis. In the end, the process yielded 16 CSR topics that had been determined as material, some of which are newly included. They were then transferred to a questionnaire with options to prioritise the topics. In October 2019 more than 4,000 internal and external stakeholders took part in the anonymous Group-wide survey. The survey's findings were then brought together in a new materiality matrix that serves as the basis for updating the sustainability strategy.

GRI  
102-47

In the course of the analysis, topics such as "Long-term economic success", "Customer satisfaction" and "Risk management" were removed from the matrix as these are prerequi-

sites for doing business successfully and are no longer considered as topics with a sustainability character, i.e. those that may have a negative impact on society or the environment. The relevance of the topics "Health and safety", "Further education and training" and "Ethics and compliance" remained high. In addition, the topic "Sustainable procurement" was renamed "Social and environmental standards in the supply chain" to facilitate a more nuanced consideration of this key aspect. In the "Environmental" action field, the aspect "Energy and emissions" retained the highest relevance. "Environmentally sound use of materials" was divided into "Water", "Waste management" and "Material consumption and recycling" with a focus on recycling and expanded with the aspect "Sustainable buildings and constructions". The experts decided to replace "Commitment to society" with an aspect with a higher priority, namely "Wellbeing of local residents". Nevertheless, the survey's findings showed that the weighting is significantly lower than other material aspects and so this aspect will not be explored in particular detail.

GRI  
102-16

**UN Global Compact**

PORR is a signatory to the UN Global Compact and fully supports the UN Guiding Principles for Business and Human Rights. It supports the measurable Sustainable Development Goals (SDGs) defined by the UN General Assembly in 2015 through various projects, measures and initiatives. When implementing its targets and strategy, PORR incorporates the principles relating to human rights, labour, environment and anti-corruption. As an international construction company, PORR is confronted by issues such as high consumption of energy and resources, high labour input and building up land areas. All projects and KPIs are evaluated in terms of their contribution to the SDGs. The SDGs are also cited in addition to the GRI standards in relation to the most important aspects of the report wherever PORR can make a contribution to meeting them.

PORR contributes to meeting 13 of the 17 SDGs through its measures and programmes. The relevance of individual goals results from the materiality analysis and has been broken down into three categories.

**Priority 1:**

Goals 7 “Affordable and Clean Energy”, 8 “Decent Work and Economic Growth”, 12 “Responsible Consumption and Production” and 13 “Climate Action” are especially relevant as the company can have the greatest influence in these areas given its high consumption of resources. The introduction of energy-efficiency measures and use of renewables should lead to a fall in GHG emissions and a reduction in the dependency on fossil fuels. The focus on comprehensive recycling measures makes an additional contribution to environmental protection and reducing disposal costs. These measures are described in detail in the Environmental chapter. Occupational safety remains a top priority, as do the regular checks to ensure that human rights are upheld. The growing relevance has led the aspect social standards in the supply chain to be given a higher weighting. These issues are addressed in the chapters Economic and Social.





### Priority 2:

With regard to goals 3 “Good Health and Well-being” and 4 “Quality Education”, PORR makes important contributions, especially in the areas of occupational health and safety and further education and training. The same applies to goal 16 “Peace, Justice and Strong Institutions”. Here a Code of Conduct was implemented in the period under review and numerous compliance and anti-corruption measures were introduced. These measures are summarised in the chapters Economic and Social. On the basis of the materiality analysis, goals 6 “Clean Water and Sanitation” and 15 “Life on Land” are also a priority. In this regard, PORR focuses on sustainable sources, is committed to reuse and recycling and is addressing the issue of water with a dedicated Water Officer and a water policy. The measures are part of the Environmental action field.

### Priority 3:

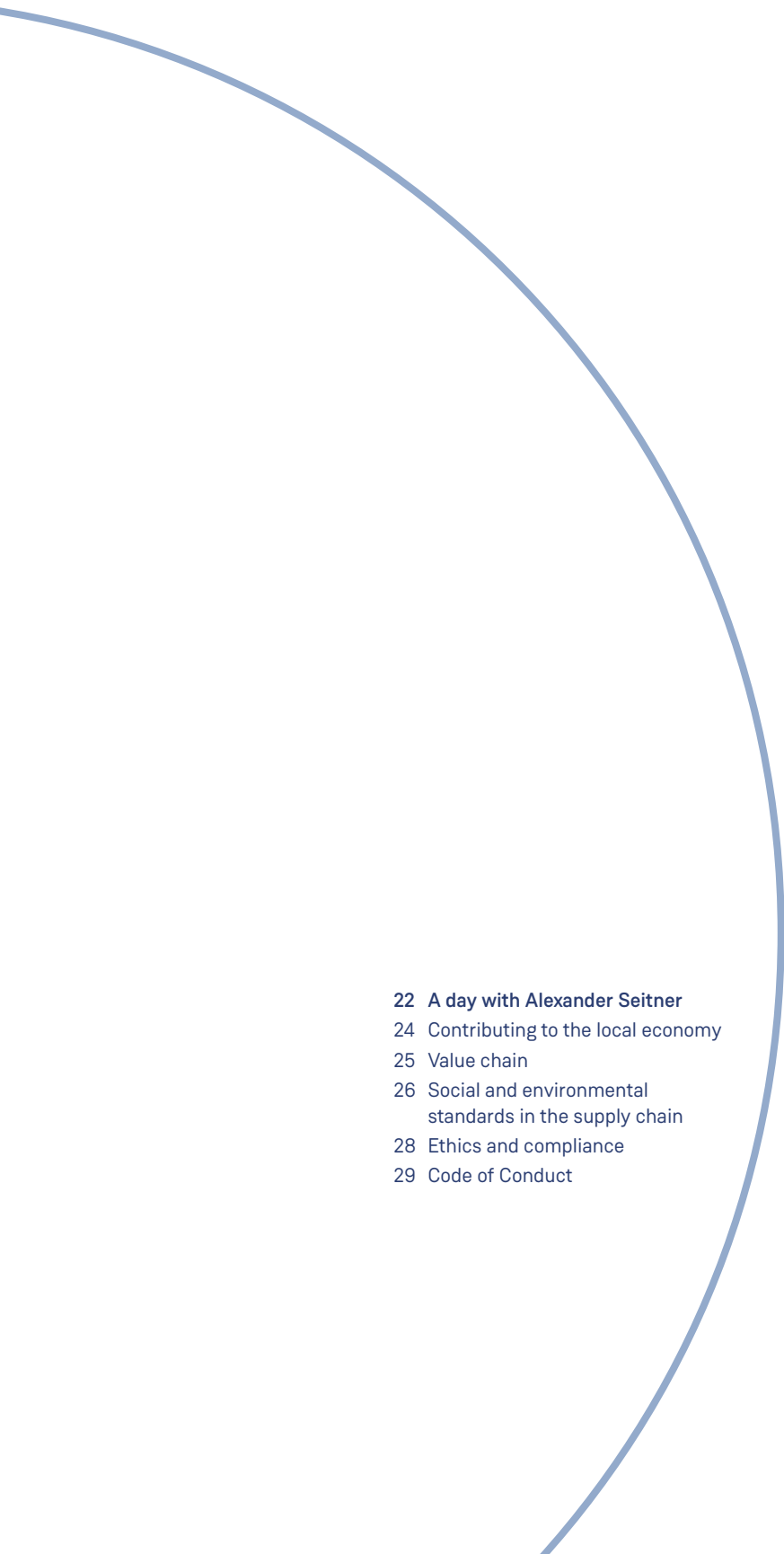
Goals 9 “Industry, Innovation and Infrastructure” and 11 “Sustainable Cities and Communities” are also significant for the business activities, even though they have been accorded lower priority. PORR is striving to improve local transport logistics and to identify efficiency measures in the fields of transport and building infrastructure. Promoting buildings with sustainability certificates also falls under this category, which was identified in the course of the new analysis and is shown in the materiality matrix under sustainable buildings and constructions. In addition, reducing emissions caused by transport, pollution, and limiting any negative social and environmental impacts are addressed in this area.

The impact of goals 5 “Gender Equality” and 10 “Reduced Inequality” have been given a lower weighting in the materiality matrix. However, as PORR sees diversity in particular as an important topic of the future and is committed to guaranteeing equal opportunities across the Group, it has taken appropriate steps with the internal diversity initiative “We@PORR”. This aspect is addressed by measures in the Social chapter.



ECO-  
NOMIC

The image shows a circular tunnel under construction or maintenance. The interior is illuminated with a cool blue light. A large, vertical pipe runs down the center of the tunnel. The walls are composed of concrete segments with various markings and small openings. A track or conveyor system is visible on the floor. The overall scene is industrial and technical.

- 
- 22 **A day with Alexander Seitner**
  - 24 Contributing to the local economy
  - 25 Value chain
  - 26 Social and environmental standards in the supply chain
  - 28 Ethics and compliance
  - 29 Code of Conduct

A day  
with

# Alexander Seitner

**Sustainability underground.** Alexander Seitner's workday normally runs from 6 am to 7 pm. As a shift manager on the Brenner Base Tunnel, the PORRian has his hands full ensuring that the highest standards are met, including those related to sustainability.

10:45

## Check conveyor-belt system

In order to reduce emissions, all of the excavated material generated in the course of tunnelling is transported by conveyor belt directly from the working face to the Padastertal landfill and its planned treatment facility. The current conveyor belt has a length of around 13.5km - and is set to reach around 55km at full length. Daily checks are absolutely essential in order to minimise downtime.



06:00

## Shift starts

Right at the start of his shift, Alexander Seitner looks through his mailbox. To ensure that everyone involved is kept up to date, daily station announcements are sent out by email with all of the relevant tunnelling data. Printouts are avoided as much as possible.





14:30

## Aggregates arrive

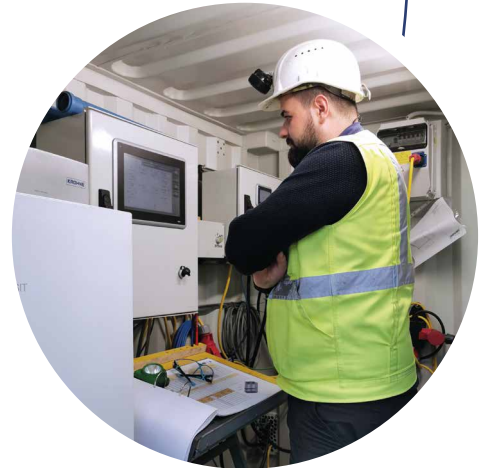
In the early afternoon it's time for quality control and the arrival of the aggregates. The aggregates needed for concrete production are currently being loaded onto wagons in the gravel plants and offloaded at the construction site. In future the excavated material that's on site should be used for producing concrete in the site's own mix plants. This will save on transport costs and protect the environment. And this also draws on the knowhow of the shift manager.



18:30

## Maintenance

The wastewater generated can only be released into the existing water bodies if certain values and parameters are met. Regular maintenance of the water pollution control system, usually carried out at the end of the workday, is the only way for PORR and the responsible inspection body to guarantee the proper functioning of the facility.



# Contributing to the local economy

PORR makes an important contribution to the development of the local economies on its markets. It improves public infrastructure and influences communities through building construction projects.

GRI  
102-2  
102-15  
103-1  
203-1  
203-2

## Management approach

PORR makes an important contribution to the development of the local economies on its markets through local branch offices, creating and maintaining jobs at home and abroad, investing in research and development, giving preferential treatment to local suppliers when choosing partners, and through taxes and social security contributions. With projects such as railway construction it improves public infrastructure and enriches communities by building schools and hospitals. PORR is keenly focused on the satisfaction of its relevant stakeholders and takes their interests into account. Sustainable business provides a clear competitive advantage in the construction industry and is an important pillar of the PORR strategy.

SDG 9

GRI  
103-2

PORR has a stable core shareholder that supports the sustainable evolution of the company. The focus is on operating excellence and a balanced risk profile. In order to increase efficiency, PORR is expediting the digitalisation of its business processes. Optimising the use of resources, developing innovative solutions, and conducting regular audits to receive ISO certification for example, all play a central role, as does efficient stakeholder engagement. Concepts and measures are developed and implemented by the CSR Unit together with the CSR Steering Committee and the CSR Project Team, with the direct approval of the CEO.

GRI  
103-3

The business units and subsidiaries use an Integrated Management System (IMS), that is constantly updated to meet the needs of interest groups, markets, policymakers and international standards (ISO 9001:2015,

ISO 14001:2015, ISO 45001:2018, ISO 31000:2009, ISO 19600:2015 and ISO 37001). The PORR Group’s management approach functions as an integrated management system and displays all of the company’s business, management and support processes.

## Value-added statement

In 2019 PORR generated value added of EUR 1,313.2m and thereby achieved an increase of 1.8% year on year. Accounting for 94.7%, the majority of the value added came from the PORR staff.

GRI  
201-1

SDG 9

## “Green Finance”

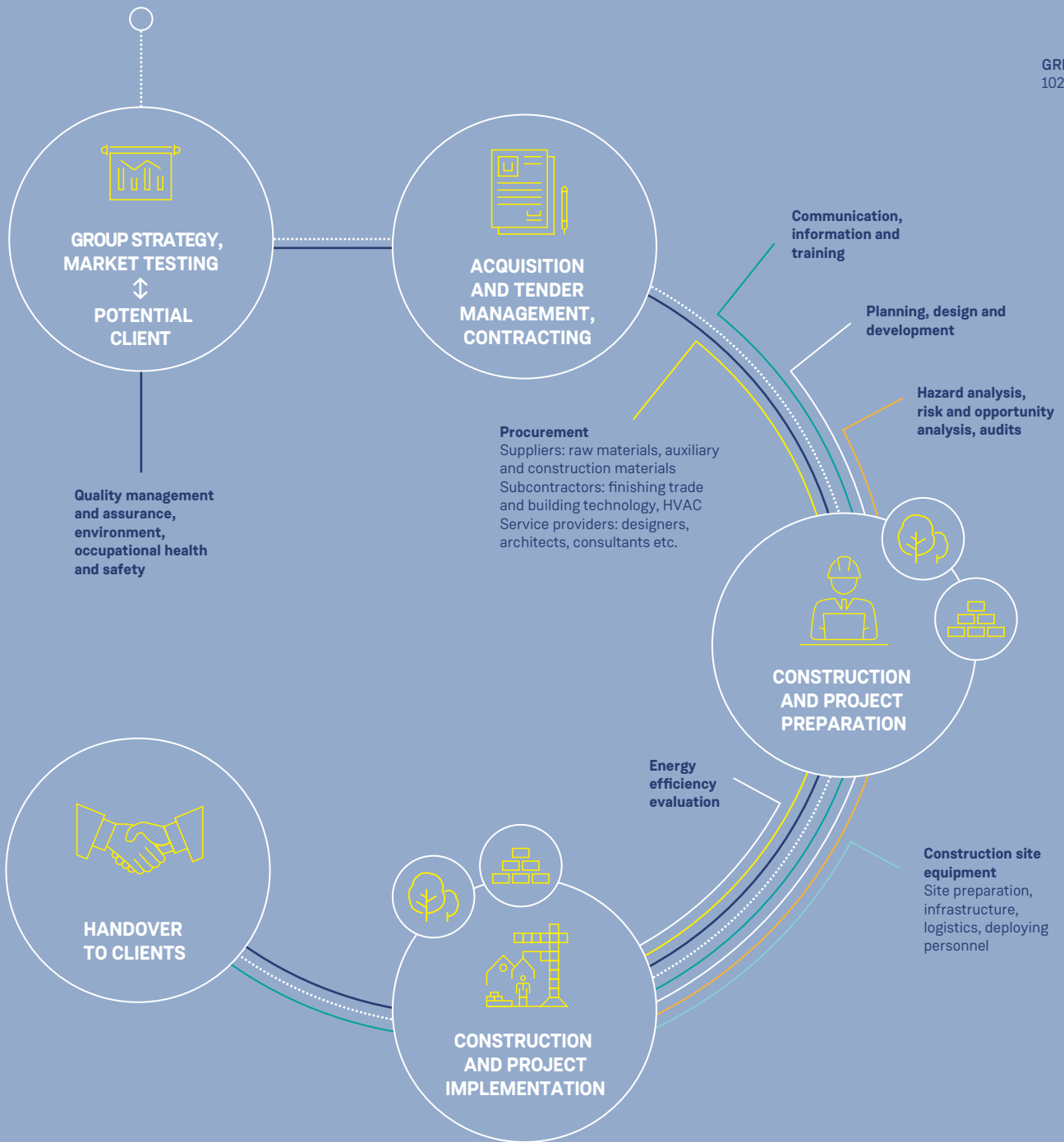
In line with the CSR strategy and the commitment to sustainability, climate protection and sustainable business development, the PORR Group has produced a contractual framework for green financing. The company can draw on “green financing instruments” for projects that serve to improve energy efficiency and/or reduce the company’s carbon footprint as well as any “eligible green projects” in the environmental sector. In the year under review, a green “Schuldscheindarlehen” (“green finance”) of EUR 31.5m with due dates between 2023 and 2026 was issued. Of this total, EUR 17.5m was already invested in the “Green Building Portfolio” in 2019. EUR 2.7m went to the portfolio that is financing the new office building in Klagenfurt that was established in 2016 and has been awarded DGNB Platinum. A further EUR 14.8m was invested in “Pollution Prevention and Control” and relates to refinancing the acquisition of the demolition and recycling firm Prajo in 2014 for EUR 10m as well as the upgrades and ongoing operations of existing recycling plants in Himberg and Pirka totalling EUR 4.8m.

## GREEN BUILDINGS

	2019
Estimated ex-ante annual energy consumption (kWh)	114,047
Estimated carbon emissions avoided (t CO <sub>2</sub> eq)	11.08

# VALUE CHAIN

GRI 102-9



PORR relies on closer collaboration with cooperation partners to ensure sustainability in the supply 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

# Social and environmental standards in the supply chain

We put great emphasis on stable long-term relationships with suppliers and on local procurement. Upholding social and environmental standards is at the heart of our activities.

GRI  
102-9  
103-1

## Management approach

The construction industry has a complex supply chain due to the high number of suppliers and subcontractors. Contractual partners of PORR supply things like raw materials for construction, equipment and labour. Complex supply chains run the risk of a lack of transparency and make it more difficult to monitor adherence to the social, environmental and quality standards laid out by the company. This is why sustainable supplier management is a top priority at PORR. Here the focus is on establishing stable, long-term relationships with suppliers and subcontractors – with strict attention paid to social, environmental and economic considerations.

GRI  
103-2  
SDG 8

Reducing the number of suppliers and using lead buyers for primary goods should increase quality and trust in regional suppliers. The basic datasheet for suppliers was revised in 2019 to put an even stronger focus on social, environmental and economic aspects as well as issues like compliance. In addition, a dedicated Code of Conduct mandatory for all business partners was published. This was expanded with a dedicated set of sustainability criteria for procurement. When evaluating suppliers, minimum and exclusion criteria were applied even more strongly for the fields of economic, social and environmental. The guidelines listed as well as the measurement methods etc. draw on work and safety practices, upholding human rights or also ecological standards. That said, PORR is bound to abide by the specifications of the client when choosing materials and can only point out the advantages of sustainable products in an advisory capacity. Sustainability targets in procurement include the Group-wide rollout of SAP MM and the complete coverage of the ISHAP system for documenting workers. The focus on the annual stakeholder dialogue forum in 2019 was on sustainable procurement.

GRI  
103-3

Supplier evaluation, the supplier management system and the related database serve

as a control instrument. Any environmental incidents or deviations relating to environmental or social issues are marked in the supplier database in the course of project execution, i.e. dealt with directly on the construction site, and evaluated using a traffic-light system. Non-adherence to the applicable standards can have consequences extending to a ban on the supply company. The annual feedback sessions with suppliers serve as a further tool for evaluation. The supplier basic datasheet, the purchasing guidelines and the Code of Conduct for business partners are all evaluated regularly and revised where needed in cooperation with the CSR Unit and the CSR Steering Committee.

## Guaranteeing sustainability standards in the supply chain

The objective behind the PORR measures is to avoid any negative environmental and social consequences. Environmental negative impacts at PORR result from areas such as the high levels of transport for construction materials and from non-renewable insulation. The high use of plastics means that packaging is also often not environmentally friendly. Negative social impacts can result from the complex supply chains, which run the risk of a lack of transparency and make it more difficult to monitor adherence to social, environmental and quality standards as laid out by the company.

In order to mitigate these negative impacts, the basic datasheet for suppliers was revised in the period under review. In addition to the contract details, the new version also addresses valuations, ratings, international initiatives like the UN Global Compact, certification or possible procedures related to the environmental and social standards of the suppliers. Furthermore, issues like the publication of the Sustainability Report, the set of sustainability measures and the existence of compliance procedures were examined.

GRI  
102-9  
308-2  
414-2

SDG 9

Economic



With the new sustainability criteria for procurement, PORR provides an overview of the focus on sustainable goods procurement as well as sustainability factors in the different groups of goods. This serves as a guide for the Group-wide supplier, subcontractor and service provider segment. Subcontractors are called on to use the criteria and instructions listed as a guide and thereby to enhance sustainability in the procurement sector. Furthermore, the revised version of the purchasing guidelines lays out even more strongly the minimum standards to be upheld and monitored in the fields of environmental and socio-economic compliance (e.g. adherence to labour standards) and contains clear exclusion criteria (e.g. human rights breaches, corruption, unfair operations and business practices etc.).

GRI 102-21

A stakeholder dialogue forum for sustainable procurement was held for the first time in 2019 and was attended by over 25 representatives of the most important supply firms from various areas like energy, steel and construction materials. After a brief introduction to the CSR Unit, the sustainability strategy and the new purchasing organisation was explored in workshops that addressed topics including measures to reduce CO<sub>2</sub> emissions and to increase transparency in the supply chain. The findings were applied to a set of measures for increased cooperation in the supply chain.

GRI 102-16  
102-17  
205-2

SDG 8

The Code of Conduct for business partners lays out clear rules of behaviour in the economic, social and environmental spheres with the goal of achieving more sustainability in procurement and more efficient cooperation in the supply chain. This is a fixed component for new contracts and applies equally to groups of suppliers and subcontractors as well as to service providers. It is disseminated in the course of the annual feedback sessions, as well as in year-round negotiations and is part of the general purchase conditions. It is also published on the PORR website.

GRI 307-1

In the year under review no supplier relationships were broken off because of negative impacts related to environmental or social

affairs. PORR prioritised careful supplier selection. For example, in Romania a supplier was replaced because of the higher environmental rating (LEED) in relation to the use of recycled construction materials and penalties were applied for low environmental protection standards.

PORR wants to minimise environmental and social risks through stable, long-term partnerships. Here the focus of cooperation with suppliers is on local procurement. Depending on the situation on site – namely the availability of raw materials – over 60% to 99% of purchases are made locally from country to country. On average, around 93% of procurement at PORR involves local purchases. In this context, local procurement refers to accessing materials, subcontractors or services in the region in which they are needed.

In Austria in 2019 around 95% of the volumes procured came from local partner companies. In Germany, local purchases accounted for 89% of the procurement budget. In the Czech Republic, Poland and Slovakia, around 91% to 98% of materials used were domestic. The share accounted for by local procurement in Norway varies greatly depending on the project. On the largest Norwegian projects currently underway, the Minnevika Bridge and the E16 Eggemoen, around 70% is procured from local suppliers. In order to support local industry, PORR Qatar is part of a joint venture known as the Local Industry Participation Plan. The goal behind all of these measures is to create sustainable jobs and support local companies by strengthening local procurement markets.

GRI 204-1

SDG 8

# Ethics and compliance

PORR has declared its unconditional commitment to fighting corruption. The Code of Conduct applies equally to employees and business partners throughout the entire value chain.

GRI  
103-1

## Management approach

Unfair competition and dishonest business practices can damage the image of both PORR – for example in the form of revenue or profit decreases or stock market slumps – and the business location. Fair and transparent conduct is therefore a top priority. Outside of PORR, adherence to compliance rules is also especially important – not least because the value chain in the industrial sector is characterised by the strong fragmentation of supply companies.

GRI  
102-17  
103-2

The PORR Group uses a compliance management system that covers relevant aspects such as anti-corruption, social dumping and disseminating information. No services are rendered in countries with a low CPI score (Corruption Perceptions Index: scale 0-100, 0=very corrupt). Employees attend compliance lectures as well as training sessions on anti-bribery and issuer compliance. While the Group's internal Code of Conduct is mandatory for all staff members, the external version applies to all business partners. The partners are also responsible for adherence to the specifications throughout their respective supply chain. Non-adherence can lead to an immediate cessation of the business relationship through to a ban on further work. The Compliance Officer works closely with the Internal Audit and Legal departments to monitor adherence to the guidelines. Any deviations should be reported to [compliance@porr.at](mailto:compliance@porr.at) immediately. Breaches related to money laundering or financing terrorism can be reported anonymously via the internal whistleblower system in accordance with ISO 37001.

GRI  
103-3

Internal Audit evaluates the efficiency of the compliance management system and regularly audits all of the business sites and processes of PORR using spot checks. These reports are then discussed with the Executive Board and extra inspections are carried out where necessary. PORR's Internal Audit department is subject to regular mandatory external audits. The PORR compliance management system is certified to national (ONR 192050) and international standards (ISO 19600, ISO 37001).

## Compliance aspects

PORR is certified to ISO 37001 (Anti-bribery management systems) and ISO 19600 (Compliance management systems) as well as ONR 192050 (Compliance management systems). The PORR anti-bribery guidelines are an internal document provided to employees and business partners. In the period under review, a follow-up audit was conducted and all of the certification was positively confirmed. In the reporting period, 58 out of around 225 operating sites, offices and production facilities were inspected for corruption risks and no such risks were identified.

GRI  
205-1

In 2019, twelve members of the control body acknowledged the fight against corruption through guidelines and procedures. In addition, 20 senior managers, 1,497 members of middle and lower management and 16,300 staff members were informed about the anti-bribery guidelines. Moreover, regular training was held on compliance issues including e-learning, issuer compliance training and one-on-one sessions. A total of 20 employees from the senior management level attended anti-bribery training in 2019. 884 employees from the middle and lower management level and 31 non-management staff attended issuer compliance training.

GRI  
205-2  
SDG 16

Investigations have been underway by the responsible authorities since the start of 2017 into a range of civil engineering companies, including PORR Bau GmbH, on suspicion of anti-competitive arrangements. This investigation has not yet been concluded. The company is cooperating fully with the authorities. There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations. At present there are no proceedings pending related to corruption.

GRI  
206-1

GRI  
419-1

GRI  
205-3

# PORR CODE OF CONDUCT



## Fair and constructive cooperation

GRI  
102-16  
102-17

SDG 8, 16

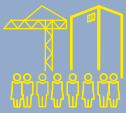
The previously applicable Code of Ethics was revised and is now available as a Code of Conduct. Together with the PORR Principles, it provides guidelines for conduct that is morally, ethically and legally sound and displays integrity. It also forms the basis for all corporate activities and decisions within PORR. The PORR Code of Conduct is valid for all employees and workers in all markets and branch offices and in all subsidiaries. It governs all activities related to work and society as well as dealings with colleagues, customers, suppliers and all other stakeholders.

Observing and adhering to the code is a top priority. This holds true for every member of staff as well as for our business partners. Non-compliance incurs appropriate consequences that range from criminal penalties and cancellations through to the immediate termination of the business relationship or a ban on further work.

Any breaches of this Code of Conduct can be reported directly to [compliance@porr.at](mailto:compliance@porr.at).

### For employees

The PORR Code of Conduct for employees is divided into the chapters Economy, Social and Environment. Under these are different subheadings that address in detail issues that are important for everyday work processes. In addition to a description of the topic, an explanation is given as to what this means for individual staff members. This is then followed by a case study that is formulated as a conflict in which the employee could find her or himself. A short clarification explains how one should behave in this conflict situation.



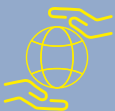
#### Economy

- Stakeholders
- Compliance
- Bribery and Corruption
- Fair Competition



#### Social

- Human Rights and Working Conditions
- Health and Safety
- Training and Development
- Diversity and Equal Opportunity
- Data Protection and Confidentiality
- Company Property
- Social Engagement



#### Environment

- Protection of Habitat

### For business partners

An additional priority is defining the cooperation with our business partners across the entire value chain through shared values and approaches. That is why, with our PORR Code of Conduct for business partners, we call on all business partners with whom PORR works, or who want to do business with us, to conduct themselves in line with the provisions contained therein, to uphold any local laws, and to behave responsibly.



#### Economy

- Compliance and Anti-corruption
- Fair Competition



#### Social

- Human Rights and Working Conditions
- Occupational Health and Safety
- Quality and Safety
- Data Protection and Confidentiality
- Company Property



#### Environment

- Protection of Habitat



# ENVIRON- MENTAL





<b>32</b>	<b>A day with Angelika Wiedner</b>
34	Energy and emissions
38	Waste management
40	Material consumption and recycling
42	Biodiversity and soils
43	Water

A day  
with

# Angelika Wiedner

**Always a challenge.** A typical day is an alien concept for laboratory apprentice Angelika Wiedner. Her workdays are determined by the construction sites that present the budding expert with new challenges every day.

08:00

## Quality counts

As part of the quality assurance process for lightweight concrete, Angelika Wiedner determines the pouring density in the morning before the mixing starts. The lightweight concrete is only given the greenlight to be used in the construction once the quality checks are complete.



11:00

## Today for tomorrow

The recycling material is divided into classes based on the material's water absorption, its grain shape and its fracture rate. The test results are used to make decisions on the subsequent use of the material. And of course, replacing primary raw materials with recycled materials means that fewer natural resources need to be consumed.





13:00

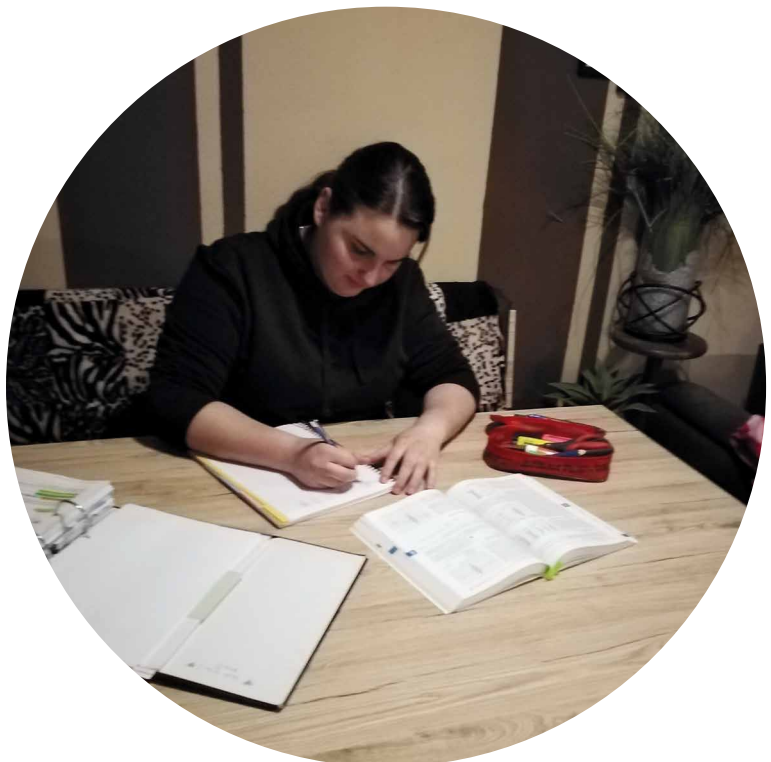
## A new life

One important job done by Angelika Wiedner is monitoring the manufacturing process of rubberised concrete – both in the plant and on the construction site. If necessary, she also applies changes to the recipe. Her work helps give an old product new life and preserves a precious natural resource.

16:00

## Ready for graduation

The professional challenges for Angelika Wiedner don't end when the lab closes, as she is currently studying hard for her final apprenticeship exams. That means non-stop learning, even in her own four walls and leisure time.



# Energy and emissions

We want to improve our energy efficiency by reducing our energy consumption and emissions. Forward-looking buildings are setting new standards in climate protection.

GRI 102-11  
103-1

SDG 7

### Management approach

With the UN Climate Conference in Paris, discussions related to sustainability gathered momentum again at the end of 2015. On the one hand, the Sustainable Development Goals are helping to set new benchmarks, targets and guidelines. On the other hand, the “European Green Deal” is providing further impetus for achieving climate neutrality in the European Union by 2050. The construction and real estate industries have particular responsibility for environmental and climate protection in light of their high resource consumption. The sector’s high energy consumption, including the use of fossil fuels, largely results from construction site operations, transporting goods and the administrative infrastructure. As a sustainable company, PORR strives to reduce its energy consumption and thereby improve its energy efficiency.

GRI 103-2

SDG 7, 9, 13

With buildings that are fit for the future, PORR is setting new standards in environmental and climate protection. PORR also demands sustainable action from its suppliers and promotes future-proof construction standards. The focus here is on maximum climate neutrality, recycling resources, the use of renewable energy, realising concepts that conform to

demographic shifts, and the application of digital building models (Building Information Modelling or BIM for short). Alternative drive systems and energy sources, using next-generation construction machinery, a sustainable and centrally controlled equipment and fleet management system, as well as the modernisation of old production facilities and optimised construction site logistics should lead to a continuous increase in energy efficiency and corresponding fall in GHG emissions. PORR has set itself the goal of cutting its primary energy consumption and specifically GHG emissions by at least 1.5% annually by 2020. This corresponds to a 7.5% reduction for the period 2015 to 2020. New principles and measures are developed and expanded in direct consultation with the CEO, the highest internal decisionmaker for sustainability and environmental affairs.

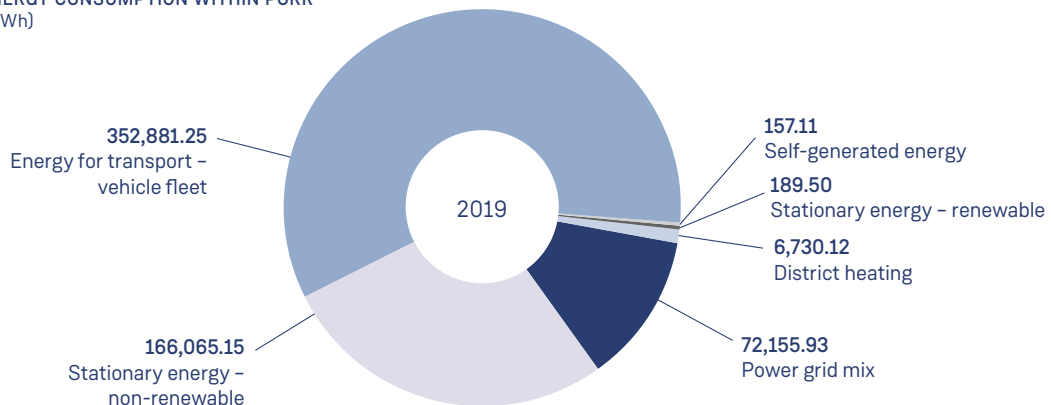
Environmental protection is a continuous process. That’s why the Environmental and Energy Officers regularly evaluate and adapt the targets and measures in coordination with the CSR Unit and the CSR Steering Committee. Furthermore, PORR is committed to further developing certification systems and implementing the energy efficiency guidelines, as well as conducting regular energy audits pursuant to ÖNORM EN 16247-1 on the basis of the Austrian Energy Efficiency Act and the EDL-G in Germany. There are plans to introduce an energy management system in Austria in 2020.

GRI 103-3

GRI 302-1

SDG 7, 9, 13

ENERGY CONSUMPTION WITHIN PORR (MWh)





GRI	GHG-EMISSIONS <sup>1</sup>	
305-1	(t)	
305-2		<b>2019</b>
305-3		
	Direct GHG emissions related to energy (Scope 1)	123,048.58
	Indirect GHG emissions related to energy (Scope 2)	24,566.62
	Other indirect GHG emissions (Scope 3) <sup>2</sup>	2,640.07

<sup>1</sup> Calculations are based on the legal, country-specific calculation key

<sup>2</sup> Data relate to flights, rail travel and car rentals

GRI  
302-1  
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302-5

**Energy consumption and emissions**

The energy data shown covers the energy consumption of PORR locations including production sites (majority-owned) as well as construction machinery and equipment. Recording the energy consumption on construction sites is a work in progress. In 2019 PORR reduced its energy consumption by 7.1% to 598,179.06MWh (2018: 644,180MWh). Energy consumption in relation to production output stood at 0.108MWh/TEUR. The most important energy source by far was diesel – followed by gas, electricity and heating oil. In light of this, PORR focuses its measures to increase efficiency primarily on construction vehicles and machinery. Optimising construction operations, which is linked to decarbonising construction processes, is another focal point.

SDG 7, 9, 13

GRI  
305-1  
305-5

The overwhelming use of fossil fuels meant that GHG emissions showed a similar trajectory to energy consumption. In 2019 a total of 123,048.58t of CO<sub>2</sub> equivalent Scope 1 was generated by operations (2018: 136,738).

GRI  
305-5

In order to reduce GHG emissions, PORR implemented a range of measures in 2019, the year under review. These included a reduction in fuel consumption through the ongoing replacement of the fleet, the use of next-generation construction machinery and improvements in production facilities. PORR is also contributing to climate action through staff training, holding video conferences to reduce travel and using low-pollution products.

For the other indirect GHG emissions (Scope 3), PORR reports emissions generated by flights, train travel, the use of rental cars and business travel. Emissions already covered by Scope 1 are excluded. The respective GHG emissions for 2019 amounted to 2,640.07t compared to 2,034t in the previous year.

GRI  
305-3

**Equipment and fleet management**

The goal of PORR Equipment Services (PES) is to bundle all equipment and vehicles into Group-owned companies. Group-wide standardisation should reduce the variety of makes and types and subsequently lead to a reduction in airborne emissions. After Austria, Germany and Czech Republic, this will be rolled out to all PORR home markets. To achieve sustainable efficiency increases and a reduction in airborne emissions in the Group's equipment management, PES relies on three core elements: transparency in results thanks to clear allocation, synergic effects through bundling responsibilities, and defining technical standards for equipment and vehicles.

GRI  
302-4  
305-5

SDG  
7, 9, 13

The current data relates to Austria, Germany and the Czech Republic and covers all companies in which the Group holds an interest of more than 50%.

SDG 7, 9, 13

**On-road equipment (cars, pick-ups, light commercial vehicles)**

Since 1 September 2018, the exhaust gas and test procedure for passenger cars of the NEDC (New European Driving Cycle) has been superseded EU-wide by the WLTP (Worldwide Harmonised Light-Duty Vehicle Test Procedure), which has an impact on the data for 2019. Since that time, all new vehicles require type approval under the measurement methods of WLTP.

Since 1 September 2019, all light commercial vehicles also need type approval in accordance with the WLTP. This method determines vehicle consumption under more realistic conditions, so that the average consumption values shown are around 20% higher.

To consider the current tax aspects applicable in the different EU countries, the old NEDC method is being used during the transition to back-calculate approximate values. Depending on the vehicle considered, CO<sub>2</sub> emissions have already increased by several percentage points. These back-calculated NEDC values are currently still being used as a basis – both for determining the fleet consumption of individual manufacturers and for calculating the Austrian standard consumption tax and the amount of any benefit in kind.

Streamlining the vehicle matrix and acquiring more energy-efficient vehicles under consideration of the CO<sub>2</sub> emissions had led to a reduction in CO<sub>2</sub> emissions. Excluding the change in measuring method (i.e. applying approximate back-calculation), CO<sub>2</sub> emissions decreased by 74.2t in 2019.

As of 1 January 2020, the back-calculation using NEDC will come to an end and only the (higher) WLTP values will be permitted for calculating the Austrian standard consumption tax and the amount of any benefit in kind.

GRI 302-4 305-5

GRI 302-4

**Off-road equipment (construction equipment)**

PORR only purchases construction equipment that conforms to the best available emissions standards on the market. This should lead to a further reduction in pollutant emissions. All equipment with an operator seat has been fitted with an automatic start-stop function, in order to significantly reduce idle time and operating hours. This has also led to a decrease in pollutant emissions as well an extension in the intervals needed for maintenance. Overall, the equipment can be operated in a more economical and energy-efficient way.

**Emissions performance of mobile construction equipment**

In 2019, PES and its subsidiaries managed mobile construction equipment with a total output of 266,571kW. The increase in the equipment’s output is mainly due to the expansion of the product groups evaluated. Small-scale equipment in the class <18kW is now included for output purposes.

In order to compare the emissions of ozone-depleting substances (HC) and other significant airborne emissions (CO, NOx, PM), the relationship between each kW and the respective pollutant is shown. Despite the significant increase in output, there was a decrease in exhaust emissions. This was thanks to the upgrading of the equipment park and investments in construction equipment in the best emissions class.

GRI 305-6 305-7

**Measures to reduce the energy consumption of on and off-road equipment**

- The fleet of cars (on-road equipment) is maintained at state-of-the-art levels in terms of exhaust standards, consumption and airborne emissions. Shortening the period in use and thereby replacing the fleet more frequently allows the application of additional measures to reduce fuel consumption.
- When acquiring new construction equipment, PORR only buys off-road equipment that conforms to the best available emissions standards on the market.
- The “automatic-stop function for construction equipment” project is being consistently implemented. There are plans to purchase additional electric cars and construction equipment with electric drives, as well as hybrid construction vehicles.
- The consistent use of Skype conferencing is increasingly leading to a fall in travel to the branch offices and headquarters. In addition, train travel is a common alternative to driving. This helps to reduce emissions.

GRI  
102-11  
302-5  
  
SDG 7, 11, 13

**Sustainable buildings and constructions**

PORR is setting new standards in environmental and climate protection with its forward-looking construction methods and buildings. Buildings generate emissions in every phase of their lifecycle, emissions that go into the air, water and soil and have an array of different impacts. Lifecycle assessments when designing buildings should help to reduce environmental impacts caused by emissions. With the help of lifecycle assessment data, these emissions are calculated across the entire lifecycle and evaluated. Where possible, the lifecycle assessment should be applied during the design phase and thereby serve as a key instrument for optimising the environmental quality of the building. The basis for calculating the lifecycle impact of a building is DIN EN 15978.

GRI  
416-1  
416-2  
  
SDG 3

Projects involving sustainability certificates have particularly high requirements in terms of user health and building safety. All legal stipulations are met on PORR construction projects. Disabled access is ensured throughout on all of the new builds of property owned by the Group. When renovating existing buildings, disabled access is provided where structurally possible. In terms of GHG potential in the year under review, 2019, the building construction projects designed and built by PORR were 14% more efficient in terms of CO<sub>2</sub> than the industry average and required around 55% less primary energy from non-renewables.

GRI  
305-5  
  
SDG 7, 13

Building certification is a proven method for meeting sustainability targets. In addition to the useful sustainability performance of buildings, the chance of renting or selling the space is maximised. In 2019 there were 23 PORR projects awarded sustainability certificates, of which 20 were for PORR Design & Engineering, PDE for short. Included here were, in Germany, the Berlin Campus Zalando (DGNB Gold) and Leuchtenbergring in Munich (LEED Gold), as well as in Austria Quartier Belvedere Central in Vienna (DGNB Platinum, LEED Platinum) and PEMA III in Innsbruck (LEED Gold). Moreover, the project Business Garden in Bucharest achieved LEED Platinum, one of the top three awards worldwide. In addition, several dozen projects are in the process of being certified.



# Waste management

GRI  
103-1

## Management approach

Together with excavated soil, construction and demolition waste make up 75% of all waste volumes as every construction activity results in large quantities of construction-specific waste. The majority of this is mineral waste – especially on demolition projects or when refurbishing buildings. This waste can damage the ecosystem and incur significant disposal costs. As a sustainable company, PORR is committed to avoiding or reducing any negative impact on the environment. It treats waste as a form of secondary raw materials that can be fed back into the construction process.

GRI  
103-2  
306-2

Mineral construction waste, industrial waste and contaminated soil is treated in PORR's own waste recycling and treatment plants and through targeted research and development. Recycling methods are developed in the Environmental Laboratory for many different types of waste with different levels of contamination. The objectives here are to keep reusable waste in the circular economy, reduce the impact of pollutants and ensure the proper disposal of any waste that cannot be recycled.

SDG 12

Alongside waste from construction and demolition, the waste generated through PORR's oper-

ations, which arises in the course of operating offices, production sites and workshops, represents the second largest waste source. PORR strives to reduce these waste volumes and separate any unavoidable waste in a way that allows high-grade recycling. That said, the actual disposal route is in the hands of the certified party responsible for disposal and is determined by the choice of the disposal company in certain cases. In Austria the Environmental and Waste Network provides a platform for the efficient exchange of experience and knowhow transfer. It proactively involves every department in order to achieve a long-term reduction in waste generated. Environmental protection is a focal point of the PORR sustainability strategy as well as in the Codes of Conduct for employees and business partners respectively.

The Group's internal Environmental and Waste Network works with the CSR Unit to evaluate the current state of the measures and revise the approach if necessary. Alongside this, environmental management is part of the Integrated Management System (IMS), which is certified to 14001:2015 at SQS (Reg. Nr. 40247) and incorporates environmental aspects into all material corporate decision-making processes.

GRI  
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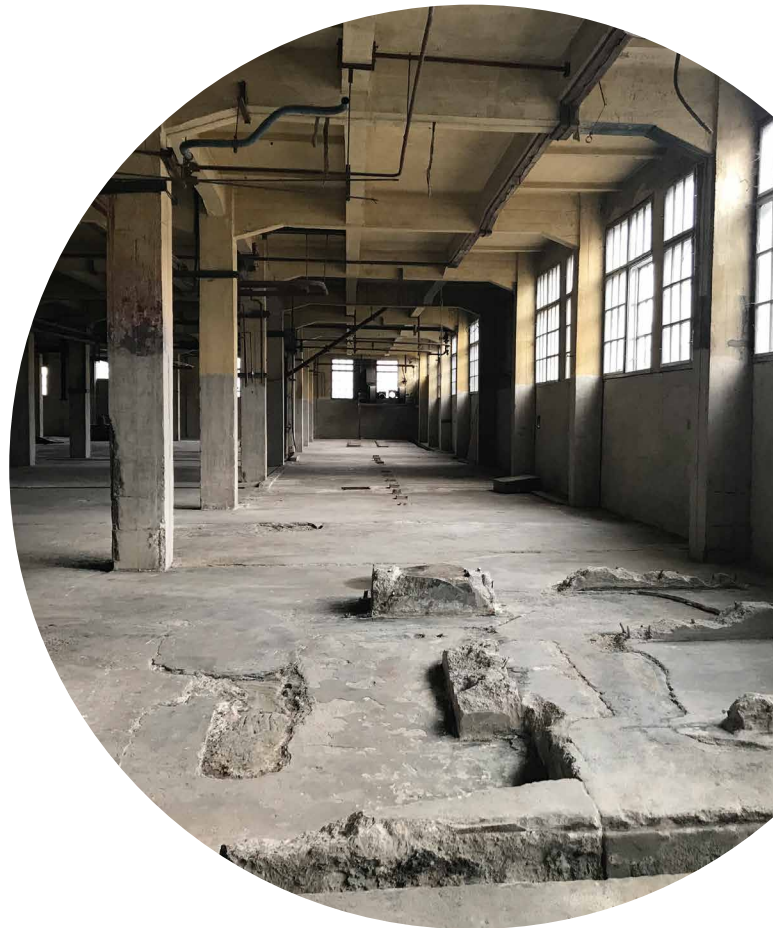
### Waste reporting

Reducing waste volumes is a key focal point in optimising the use of resources. 9,152.27t or 92.5% of the Group's total waste volumes were categorised as non-hazardous in the period under review. The PORR waste reporting covers sites used for the company's own business in Germany, Norway, Poland, Romania, Switzerland, Slovakia, Czech Republic, UAE and Austria. As projects in Qatar were already handed over in 2018 or were in the final stage of completion in 2019, no waste volumes were generated there. The waste amounts could not be recorded for every PORR site as traceable documentation of waste volumes was not possible at certain sites owing to joint disposal arrangements with other companies. In the year under review there were no significant leaks of hazardous materials.

GRI  
306-3

### Rehabilitating and making safe contaminated sites

Making safe and rehabilitating contaminated sites is an important focal point for PORR. In the period under review environmental clean-up work was done on the contaminated site K22 "Lederfabrik Dr. Hans Neuner", an old tannery in the heart of Klagenfurt, Carinthia, that had been operating since 1922 and had produced trivalent chromium from hexavalent chromium. This method and the remnants of the war had caused significant contamination of the soil. PORR was hired to clear out and gut all of the buildings along with their decontamination and subsequent demolition. Materials recycling, installing a groundwater purification plant and rehabilitating the contaminated soil is also part of PORR's purview. The waste volumes are around 18,405.24t, the rehabilitation involves a total area of 53,020m<sup>2</sup>. The work was still underway at the time of publication of this report.



A rehabilitation system is in operation at an operating site in Vienna Simmering. On a total area of 120,000m<sup>2</sup>, the contaminated site – tar and tar products were responsible for the contamination – has been made safe by means of being enclosed in cut-off walls with five filter windows and additional measures in the form of seven safety wells and a groundwater purification unit. Rehabilitation of the contaminated site is being realised continuously. The filter window is filled with active charcoal and purifies the groundwater that flows through it at a rate of approximately 125,000m<sup>3</sup> a year. Additional measures mean that around 95,000m<sup>3</sup> a year of groundwater that had previously been pumped uphill is purified using an active charcoal filter. This adds up to a total of 220,000m<sup>3</sup> of water purified.

# Material consumption and recycling

GRI  
102-11  
103-1

## Management approach

In the construction industry, the greatest impact on the environment comes from the demand for construction materials, alongside energy consumption. With this in mind and in light of the growing scarcity of resources, PORR is committed to circular economies and its underlying principle “reuse, repair, recycle”. The focus is on high resource efficiency, better use of materials, the development of new construction materials and methods, as well as more efficient construction-site logistics – a significant cost and competitiveness factor in the construction business. Last but not least, reusing raw materials can mitigate procurement risks such as those related to supply bottlenecks or cost of materials. A responsible approach to resources and the clear commitment to environmental protection form an important pillar of the PORR sustainability strategy.

GRI  
103-2  
SDG 12, 15

PORR’s goal is to reuse as much material as possible and thereby steadily increase the percentage of recycled construction materials and further develop methods that preserve resources. To this end, PORR has a number of plants in which recycled construction materials and secondary materials can be produced in guaranteed quality and is constantly expanding them. In order to achieve optimum results and realise synergic effects, the Group’s entire knowhow in the field of technology-based environmental protection is bundled in PORR Umwelttechnik (PUT) and in the Centre of Excellence for Resources. PORR also promotes the issue of recycling in the research and development sector. Here materials that were previously classified as waste and sent to landfill should be converted into valuable construction materials. In addition, PORR is working on innovative methods to improve the technical construction properties of recycled materials.

GRI  
103-3

Environmental management is part of the Integrated Management System (IMS), which is certified to 14001:2015 at the SQS (Reg. Nr. 40247) and facilitates the implementation of a Group-wide environment policy that takes into account all legal specifications. Here the

incorporation of environmental aspects into all relevant processes and into entrepreneurial decision-making should be secured and monitored at regular intervals. The focus of environmental management and of the environmental experts who make up the environmental network lies in optimising the use of resources – in particular by steadily increasing recycling rates and reducing waste volumes – and in the annual assessment of the measures implemented, with any adjustments made where necessary.

## Focus on recycling

Innovative methods should improve the construction properties of recycled material. In 2019 the PORR’s recycled waste across the Group totalled 3.8m tonnes (2018: 1.2m tonnes). This figure is subject to sharp fluctuations that can depend on the application options on large-scale projects for example, as well as the various levels of contamination of mineral-based construction rubble, e.g. excavated material that is used as a feedstock.

PORR currently has 17 sites in Austria at which construction materials are recycled. In 2019 around 1.5m tonnes of recycled construction rubble was produced here from mineral-based construction rubble – especially from asphalt, concrete, rubble and natural stone. Furthermore, in 2019 around 310,000t of construction rubble and excavated material was processed into recycled construction materials on various construction sites. Quality assurance is a critical factor in terms of environmental credentials and construction properties and that is why it is overseen by accredited testing and inspection bodies. The majority of the construction rubble recycled by PORR is reused on construction sites and in asphalt mix plants, whereby demand for primary raw materials has declined considerably.

For the production of asphalt, in 2019 in Austria 59,077.72t of primary raw materials such as stone and bitumen were substituted with construction material recycled by the company, along with 20,913.09t in Poland and 17,264.00t in the Czech Republic.

GRI  
301-1  
301-2

SDG 12, 15

GRI  
301-2

### Science and technology

PORR is playing a valuable part in conserving resources and protecting the environment with projects to recycle construction rubble and to use secondary raw materials from the metals industry. Furthermore, the use of raw materials with a lower carbon footprint opens up new market opportunities. For example, in tunnel construction compounds containing excavated material from the tunnel are used as material in the construction. As a result, millions of tonnes of stone do not require disposal and the same amount does not need to be mined from quarries. In addition, local recycling of excavated material also leads to significant reductions in transport and energy consumption at the construction site.

Construction-site logistics is a key topic for increasing efficiency. Here digital solutions are being developed that allow construction processes to be more precisely controlled. These tools have already been rolled out successfully in the road construction sector in Austria and Germany. They are under development for tunnelling, building construction, earthworks and structural engineering.

PORR is proactively engaged in innovations in various areas, whereby the focus is on the environment, developing alternative construction materials and methods, optimising the use of resources, and rehabilitating contaminated soils.

One of many research projects in building construction was 3D-Stat. This has facilitated a significant reduction in the use of cement, concrete and armouring, whereby the load-bearing properties and strength remain above the minimum values specified by EU norms. The 3D-Stat project was even named as one of the finalists for the "2019 TÜV Science Award" in Austria.

SDG 9 2019 also saw an organic soft gel developed in a PORR research project receive approval for use in Germany. The main application of the organic soft gel is for producing horizontal and vertical seals for concrete troughs. The completely organic soft gel – which replaces construction



materials such as cement or chemical components that had been used in sealing walls until now – marks the world's first material for sealing that is purely organic. One major advantage of the organic soft gel is that it can be injected or pumped directly into the ground as does not have any negative impact on groundwater such as increasing pH levels, salt seepage or similar.

Another research and innovation project from PORR relates to environmentally friendly heating systems. The project is called giga-TES (Thermal Energy Storage) and addresses the seasonal energy storage that should be realised in urban structures for their district heating systems. The consortium consists of more than 15 partners from different spheres such as universities, private companies and energy providers. The PORR departments for specialist civil engineering as well as technology management & innovation are involved in developing large heat storage tanks to allow up to 2m cubic metres of hot water to be stored at 95°C. Great attention is being paid to the heat-retaining properties of the construction as the providers strive to minimise any thermal losses. Field testing is a key part of the research project in order to gather experience with innovative construction methods and materials. In 2019, PORR received EUR 3.5m in public subsidies for research and investments.

GRI  
201-4

# Biodiversity and soils

GRI  
103-1

## Management approach

Biodiversity is essential for the health and wellbeing of the population and the generations to come. It is also of critical importance in economic terms. As a construction company, PORR contributes to building up, using, and paving over the surface of the earth. This then leads to a reduction in space, impacts the regulatory function the soil has on the atmosphere and on the natural water balance, exacerbates climate change and finally damages biodiversity. By adhering to mandatory environmental regulations and other specific measures, the negative impacts on the environment should be kept to a minimum. PORR's sphere of influence is limited as sustainable construction starts even before the project development phase, namely at the stage of urban planning and zoning. Here the local (construction) authorities hold ultimate responsibility in coordination with the developers. However, PORR is intensively involved in expert work at national and European level to further align the construction industry towards the sustainable use of natural resources, from the design and build via usage through to demolition and recycling of the materials generated and through the use of secondary raw materials in construction.

GRI  
103-2

SDG 15

As a sustainable company, PORR strives to optimise the lifecycle of its projects in terms of economic, environmental and socio-cultural considerations. In addition to the useful sustainability performance of buildings, this maximises the chance of renting or selling the space. The greening of rooftops creates replacement habitats and retention basins for the rain. Furthermore, on EIA (Environmental Impact Assessment) projects, compensatory measures are often laid out for landfills and stone quarries. The contact partners when it comes to protecting the environment are PORR Umwelttechnik (PUT), the Environmental Lab and the internal Environment Officer. The range of services here includes determining and investigating contaminated sites including taking samples and studying them, through to reinforcement measures and environmental clean-up. The issue of environmental protection is anchored in the PORR sustainability strategy as well as in the Codes of Conduct for employees and business partners respectively.

The environmental management system is part of the Integrated Management System (IMS), which is certified to 14001:2015 at the SQS (Reg. Nr. 40247). The goal of the system is to implement a Group-wide environmental policy, taking into account all legal specifications. Here the environmental impacts are determined for all relevant processes, comprehensive protective measures for mitigation are approved and their implementation is monitored at regular intervals.

PORR does not have a direct influence on biodiversity at its respective premises as these are generally in commercial areas and not in places with high levels of biodiversity. Negative impacts can arise indirectly from transporting materials or when building roads and railways – including in the course of bridge construction in Norway. In general, preventing negative environmental impacts is the responsibility of the commissioning authority or client. In the period under review no living organisms were endangered in the respective regions thanks to comprehensive protective measures.

The renaturation of habitats is undertaken on behalf of and commissioned by a third party as the sites remain under the ownership of the client. That said, all measures are generally overseen and monitored by specialised experts.

PORR contributes to enhancing biodiversity by greening roofs, causeways and recultivating landfill sites. This is because, on the one hand, the substrate is produced using secondary raw materials like excavated soil and recycled construction materials, on the other hand, the structures themselves have been improved in these ways. These special sites also benefit from site-appropriate planting of friendly types of flora. This not only encourages biodiversity (insects, birds and wild animals), but also makes the habitats more attractive for every user. With the initiative “bee@PORR”, PORR is also taking action against bee deaths and supporting beekeepers by housing beehives and colonies on the Group's properties. Under the motto “Bee aware and care”, there have been more than 400 beehives at PORR sites since 2017, providing a home to more than 20 million bees.

GRI  
103-3

GRI  
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304-2

SDG 15

GRI  
304-3

GRI  
304-4

# Water

GRI  
103-1  
303-1

## Management approach

Varying amounts of water are needed both for construction activities and at production facilities (e.g. bitumen mix plants) as well as at demolition sites. Water and wastewater are used as resources consumed or waste generated respectively, and groundwater and mountain water are accessed in the course of excavation works or underground construction (tunnelling). In building construction and civil engineering, the main use of water is as an ingredient in fresh concrete. Even though the construction industry uses significantly less water than in water-intensive industries like the textiles or food and drinks sector, PORR is aware of the responsibility it has to society to preserve this valuable resource. With this in mind, the raw material water has been added to the internal resource management agenda.

GRI  
103-2  
SDG 6, 15

The water policy forms an important basis on which to work. The Water Officer evaluates the water consumption of the PORR Group together with the centre of excellence for resources. The areas with the highest specific water consumption are then addressed with the CSR Unit, the Environmental Network and the Research and Development Team to find solutions for reducing water use and measures for recycling water. Depending on the location and size of the construction project, water on construction sites is provided by means of water hydrants or wells, which are jointly used by all companies working on site. It is not possible at present to accurately calculate the levels of water consumption for the PORR construction sites. PORR has currently restricted itself to recording water consumption at its offices and production sites. Wastewater is fed into the public sewage network or treated in reservoirs before being disposed of properly.

GRI  
103-3

Together with their networks, the Water Officer regularly assesses the status quo of the measures implemented and, where necessary, revises the approach and the internal water policy. In addition, the environmental management system pursuant to ISO 14001:2015 makes an important contribution to incorporating environmental aspects into corporate decisions and evaluating them periodically.

## Water consumption

Water as a raw material has been integrated into internal resource management. PORR operates wastewater treatment plants and soil-washing plants including water treatment units. High indirect water consumption is incurred with ready-mixed concrete. The water is taken from the public network and fed back into the public sewage system. Water withdrawn by the Group totalled 2,257.56MI in 2019, whereby around half of this was surface water withdrawn. PORR strives to minimise water consumption and usage intensity. The goals set for water consumption are determined in cooperation with the responsible authorities taking into account any legal requirements as well as the specifications from designs and permits. They also incorporate natural science considerations, technological aspects and new developments in design.

As water is a scarce resource in Qatar and the UAE, special measures have been taken here. In Qatar, PORR has developed a Water Resource Plan (WRPlan) under which the recommendations of the EIA report (Environmental Impact Assessment Report) are implemented and its provisions are upheld. One of the provisions included by the suppliers is that the use of drinking water should be avoided for construction purposes. Regular training sessions are held to communicate regulatory requirements and guidelines passed by the Ministry of the Environment.

## Water recirculation

Wastewater is fed into the public sewage network, the standards for which are laid down by law on the PORR markets. In 2019 there were no bodies of water that were significantly affected by wastewater discharge. Information on the operating site in Simmering and the related groundwater treatment is given in the section on Rehabilitating and making safe contaminated sites. The total volume of wastewater discharged in the period under review stood at 1,689.93MI (2018: 498.70MI). PORR follows the principle of maximising wastewater quality and minimising wastewater quantity and therefore does not introduce any foreign substances into the wastewater. PORR analyses water samples in accordance with the stipulated sampling plan in order to determine and prove adherence to the maximum discharge values. The PORR Group is not aware of any incidents involving the breach of specified discharge levels.

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303-5

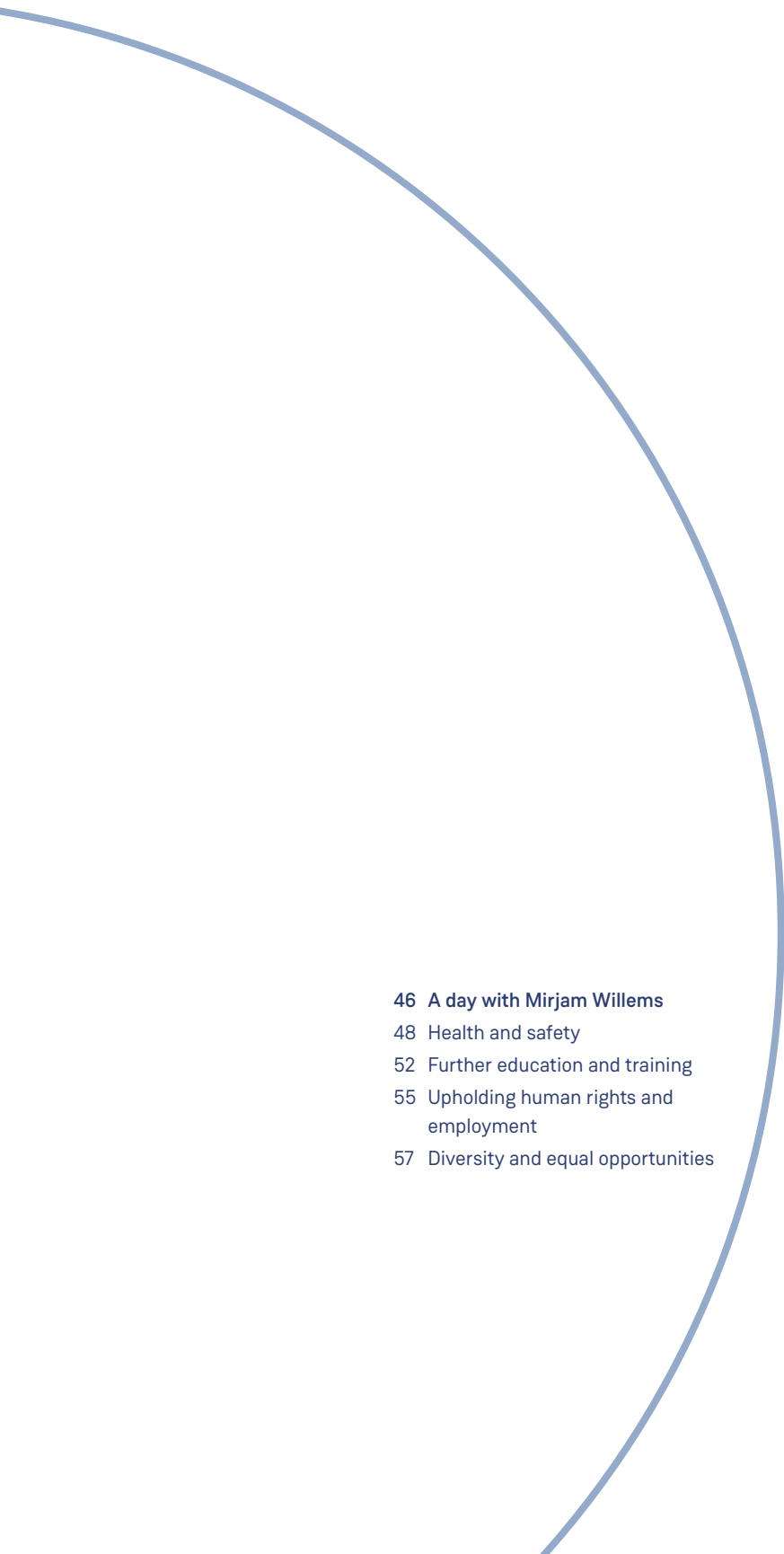
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303-4

SDG 6



SOCIAL



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A day  
with

# Mirjam Willems

**Organisation is everything.** For Safety Officer Mirjam Willems no two days are the same. And yet, organised processes and keeping sight of the bigger picture are essential in her work. They are the top priority for every PORRian.



07:00

## Training

Together with the foreman or site manager, Mirjam Willems holds a toolbox training session for her colleagues. When work begins on a new construction site, she supports the project managers and site supervisors even before the site opens and provides guidance on everything to do with occupational health and safety.



11:00

## Site inspection

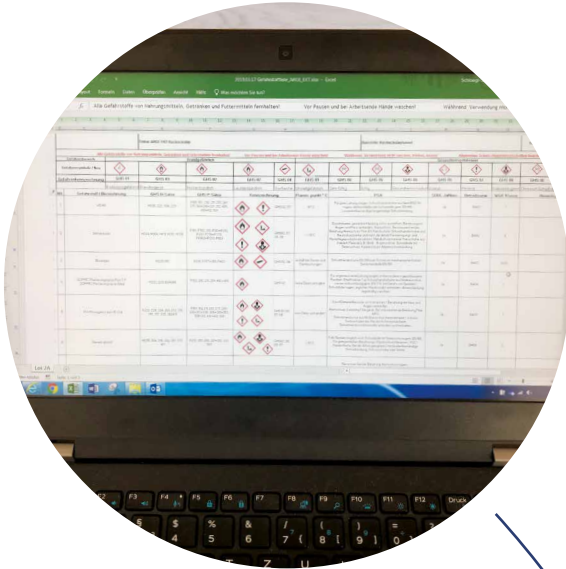
During the walkaround of the construction site with the site management, trade inspectors, the social accident insurance institution for the building industry, the developers, the site inspectors and any subcontractors, Mirjam Willems points out any deficiencies – with the goal of remedying them immediately. If that isn't possible, the problematic areas are recorded after the inspection. Par for the course, as Mirjam Willems has been a fixed feature of the PORR team for twelve years.



14:00

## Construction site documentation

Many of Mirjam Willems' projects are large-scale contracts for which she needs to be on the construction site two days in a row. The longstanding expert checks whether the proscribed organisation and processes are actually being upheld. If that's not the case, then she works with the site managers to rectify this. She also checks that all of the occupational health and safety documentation is properly completed on the construction site - from the walkaround through to hazard identification.



17:00

## Safety first

The workday of Mirjam Willems ends when every colleague is home safe and sound. Her personal goal - increasing awareness of health and safety - is something she strives to achieve through talks, written instructions and training sessions. Together with the site teams, she works on implementing solutions before anything bad happens.



# Health and safety

Our focus is on creating a safe working environment. Measures for workplace health promotion should help to enhance performance and sustainably improve our competitive position.

GRI  
103-1

## Management approach

The health and safety of its staff members are especially crucial to PORR as – in addition to personal injury and damages – accidents at work can incur civil-law and economic consequences such as criminal proceedings, damage to the company’s image, construction delays and impact the company’s ability to compete. Targeted prevention measures aim to prevent any excess stress or adverse mental and physical effects on employees.

GRI  
103-2

Already in 2015, the Executive Board and the Works Council signed the PORR Safety Charter, thereby committing to proactive hazard prevention and health promotion. With Vision Zero, the accident frequency rate should be reduced to fewer than ten accidents per million hours

SDG 3



worked by 2020. Regular further education and training sessions aim to raise awareness of occupational health and safety in the operational units and sustainably embed these issues among managers. The importance of worker protection is accorded great importance already during apprentice training. Cross-country coordination and agreement ensure health and safety standards are upheld throughout the Group. When executing construction activities, the health and safety of any neighbours or local traffic users is guaranteed at all times thanks to effective protective measures, implemented in close cooperation with the developers. In addition to the Occupational Health and Safety Unit, which reports directly to the Executive Board, the Workplace Health Promotion Team – which is part of the CSR Unit – is responsible for planning, implementing and evaluating behavioural and situational measures to promote good health. The Workplace Health Promotion Team improves the wellbeing of staff members, avoids sickness in the workplace and contributes to a sustainable working environment that promotes good health. The measures under Vision Zero, as well as the training in occupational health and safety, workplace health promotion and apprentice training are all anchored in the PORR sustainability strategy.

GRI  
403-6

SDG 3

The standard ISO 45001 is valid across the whole Group – applying to all staff members, all activities and all sites – and describes the requirements of a modern occupational health and safety system, bringing together the aspects of occupational safety with promoting good health in the workplace. The implementation and effectiveness of the defined targets in occupational health and safety and workplace health promotion are monitored by the uppermost management in coordination meetings held four times a year. Measures are evaluated, assessed for their efficiency and effectiveness on the basis of practical experience, and adapted where necessary.

GRI  
103-3  
403-1  
403-8

SDG 3

# Occupational safety

GRI  
403-4  
403-7

SDG 3

The Occupational Health and Safety Unit strives to provide every staff member in the PORR Group with a safe work environment. In pursuit of this, it works on targeted measures to improve safety and security at work in regular coordination meetings with the management and in close cooperation with the health and safety managers of the international subsidiaries. Comprehensive checks, training and a reporting system for near-misses and hazardous situations should reduce the accident frequency rate.

In the period under review, more than 54 full-time Safety Officers were employed. They are responsible for ensuring health and safety standards are upheld and that the respective measures are implemented on the construction sites. In addition, independent health practitioners are deployed, and they work closely with the Safety Officers and the Works Council, which also deals with health and safety issues as part of its mandate to protect staff. Like the Safety Officers, the Vocational Health Practitioners regularly visit construction sites in order to check if health and safety directives are being observed and to introduce appropriate measures if necessary. On the PORR markets, there are cooperation initiatives in place with Vocational Health Practitioners (e.g. in Germany) and with healthcare providers (e.g. in Norway).

Occupational health and safety committees have been set up in the line organisation. The committee members are middle and lower managers, works council representatives, security providers and safety officers. The committees meet at least once a year. Furthermore, a central Occupational Health and Safety Committee is convened once a year. The members are those responsible from upper management, at least one representative from each business unit, the head of the Human Resources department, the head of the Quality Management department, the delegated Works Council representative, the head and the deputy of the Occupational Health and Safety department, as well as a Vocational Health Practitioner.

GRI  
403-3

SDG 3

## Risk prevention

Increased awareness of occupational safety led to another significant increase in hazardous situations reported in the period under review. In the course of risk assessment, any actual and potential hazards are identified at the construction sites and in the operating sites and the related risks are assessed. The assessment is the responsibility of the respective manager prior to the start of any construction site operations – with the support provided by the responsible Safety Officers if necessary. In this way, technical health and safety issues are dealt with in meetings with everyone involved in the project before any construction activity begins.

In addition, staff members can report any situational or work-related hazards – anonymously or to the responsible manager, as they prefer. This reporting option gives staff a significant role in the development, implementation and evaluation of the management system. Information relevant to occupational health and safety protection is provided in a health and safety protection document that is accessible to every staff member.

Work-related hazards and dangerous situations can be recorded by construction site personnel in the “potential hazards notebook”. With the introduction of the “LMRA” (Last Minute Risk Analysis) chart in Germany, for example, employees are encouraged to evaluate their current situation in terms of health and safety. The rollout of this system to other countries is being prepared.

Depending on their PORR management level, supervisors need to complete a set number of “Safety Walks” on the construction sites. In the course of these walks, the Safety Officers recommend possible measures to mitigate any risks and hazards identified. The supervisor oversees the status of whether the tasks have been completed after handover to the site management. All measures are regularly assessed in terms of their effectiveness. In general, employees on the construction sites receive intensive support from a network of safety experts. A strong focus on health and safety is also instilled in the apprentices. Apprentices under the age of 18 are forbidden from handling dangerous substances. The responsible foreman is responsible for ensuring adherence to this rule.

GRI  
403-2

SDG 3

GRI  
403-4

GRI  
403-2**Digital safety**

The paperless construction site is also a priority when it comes to occupational health and safety. The goal is to digitise existing processes relating to health and safety. In 2019 in Austria a health and safety application was published to this end. It was developed by PORR itself and has a multitude of uses. In addition to recording, processing, evaluating and tracking, it also allows documentation to be kept, incidents to be processed more quickly, and easier tracking of health and safety data. Both the "Safety Walks" by managers and the inspections by Safety Officers can be done in a way that is standardised, uncomplicated and recorded in real time. The health and safety app has facilitated comprehensive evaluations as well as simpler reports and statistics. For example, the "Safety Alert" was developed using the findings of the relevant accidents at work and hazardous situations reported. Here a short and simple illustration is used to show how an accident or hazardous situation arose and how this can be prevented in a targeted way. The "Safety Alerts" are disseminated using a top-down process and all staff members are notified. In future it should also be possible to produce reports of potential hazards via the mobile device. A rollout of the Austrian health and safety application to additional countries is planned.

GRI  
403-7

SDG 3

**Measures for accident prevention**

Comprehensive measures have been implemented in the PORR Group to ensure that all staff members have comprehensive protection. There are clear quality criteria in place for hiring potential subcontractors and suppliers with the goal of keeping to a minimum any safety risks from business relationships even before work begins. Access to construction sites is not permitted for outside parties unless they are informed in advance about the hazards and risks – such as acknowledging and adhering to the requisite protective measures and wearing the proper protective gear. Technical equipment and tools are inspected and serviced within the legally proscribed maintenance intervals and manufacturer recommendations. This obligation also applies to tools and equipment from subcontractors and suppliers. Adherence to a certain level of hygiene is another important

topic. This standard should be guaranteed both on the construction site and in the recreational areas, washroom facilities and office containers. In terms of cleaning, care is taken to use cleaning agents that are as sustainable and as environmentally friendly as possible.

**Safety training**

Education specific to the various functions is generally implemented on the basis of the PORR training matrix. Administrative and operational employees receive training on occupational health and safety matters at least once a year. In addition, managers in the technical sphere have to complete health and safety training in the form of seven selected e-learning modules. Practical health and safety training is also a fixed component of apprentice training. Across the Group, there are regular health and safety campaigns addressing different focal points.

More specialised training is provided based on the staff member's activities and function, e.g. handling self-propelled equipment, personal protective gear to prevent falls, entering containers and cramped spaces etc. Furthermore, the evaluation of incidents that occurred and the hazardous situations reported are taken into account and topic-based training is provided on these issues four times a year. In this way, the following special topics were addressed on selected PORR markets in 2019: "Field of vision with construction machinery", "Safe access to workshops", "Working at great heights", "Concrete works" and "Working the night shift".

**Accident frequency performance**

The accident frequency rate – an important performance indicator in this field – is presented from page 83. A good figure reflects a positive occupational health and safety performance and is a key competitiveness factor. While the rate of documented work-related injuries declined in Poland, Romania, Switzerland and Austria, it was unchanged in Qatar. Germany, Norway, the Czech Republic and Slovakia reported an increase. In light of the different calculation models resulting from varying client requirements and the respective national regulations, the figure given should be considered an approximate rate.

GRI  
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GRI  
403-9

# Workplace health promotion

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403-6

SDG 3

PORR strives to protect the health of its workforce and to this end offers employees a range of options related to sport and movement, nutrition and mental health. The measures are managed by the project team for Workplace Health Promotion. In the field of sport and movement, training rooms are provided at the Vienna headquarters and both virtual training and live courses are held here. At larger sites with their own canteens, the range of food on offer is regularly evaluated and expanded or changed if needed. Here PORR ensures a wide range of nutritional sustenance is provided.

An advisory Centre for Mental Health and Conflict Resolution is available to promote good mental health among staff members in addition to regular talks on topics such as burnout for example.

Numerous measures are in place to ensure uniform hygiene standards on the construction sites. For example, pictograms are used to show hygiene standards, which are checked in the course of regular site inspections. In addition, PORR signed new framework agreements for Austria in the year under review, which specify that only mobile toilets with dispensers for disinfectant are used. Another focal point in Austria was on smoking cessation programmes in cooperation with the health insurance providers, which were attended by more than 50 people. Health days were also held to address topics like back health and the cardiovascular system, also in cooperation with local partners. In Poland and Romania PORR finances levels of healthcare provision via private medical providers. Medical cover for family members is also available at attractive conditions. Further offers include first aid training outside the company or workshops on a “therapeutic diet”. PORR Suisse offers its employees discounts on annual membership of fitness centres and sports facilities for example. Cheaper entry to fitness studios is also offered in Germany, where seminars on back health and

smoking cessation courses are also available if necessary. With its seasonal “bike to work” initiative, PORR Suisse motivates its employees to get on their bikes and cycle to work. There is a diverse range of offers across the Group, tailored to the needs in different countries. A particularly innovative project was planned for 2019: from 2020, staff on the multi-year project the Brenner Base Tunnel have access to a fitness container with cardio and strength equipment.

PORR addresses good health promotion already in the apprentice training phase. In their first and second year, the apprentices complete health training. Interactive courses explore topics such as the proper way to lift and carry, sun protection, preventing addiction, balancing exercises and healthy nutrition, especially on the construction site.

Salaried employees and waged workers have access to the different workplace health promotion services via the PORR intranet, the PORRtal, the TOOLIO information platform, articles in the employee magazine report and other information campaigns. On top of this, the Workplace Health Promotion Team works closely with the construction site managers to communicate the offers available in person.

GRI  
403-5



# Further education and training

Our employees and workers secure our success. That is why we are committed to ongoing HR development and nurturing individual strengths and competencies.

GRI 103-1

## Management approach

In light of the increasing shortage of skilled labour, PORR's focus is on HR development. Individually nurturing and developing strengths and competencies of individual staff members should preserve the company's talent for innovation as well as safeguarding knowhow and further increasing competitiveness.

GRI 103-2

SDG 4

The training platform *porr\_academy* gives staff members in Austria, Germany and Switzerland access to educational opportunities ranging from communication basics and intercultural training via aspects of occupational health and safety through to legal issues such as employing foreign workers. Digital media such as webinars, e-learning etc. is increasingly being used. In the course of trade-related fairs or via the media, the appeal of the construction industry is highlighted to children still attending school. Since 2019, the PORR Campus has provided a broad training programme for apprentices learning skilled trades and vocations.

GRI 103-3

A feedback sheet is issued after every training session in order gauge the effectiveness of the educational measures by quality management standards. In addition, the mandatory performance review serves as a basis for planning further education and training programmes and for evaluating progress made.

## Training

The comprehensive measures for further education and training continued in the period under review. The average number of training hours in 2019 stood at 15.16 for female staff (2018: 14.38) and at 12.51 for male staff (2018: 12.66). The performance review – an important tool for individual development – was completed by 92.1% of female staff (2018: 85.4%) and 84.8% of male staff (2018: 83.3%).

PORR offers a comprehensive programme for individual professional development, ranging from internal training through to financing and support in external education and training. In the year under review, 2019, PORR promoted further education and training programmes on personal development as well as for increasing professional skills. Across the Group, trainings in English were offered and held on the issues of “Leadership” and “Emotional Competence for Site Managers” in order to meet the increasing educational demand at international level and facilitate a cross-departmental exchange of experience. From 2019 a follow-up seminar “Time Skills/Part 2” will be held to facilitate better structuring of the average workday. Internal lecturers can perfect their teaching technique in the training session “Train The Trainer (TTT)”.

GRI 404-1  
404-3

SDG 4

GRI 404-2

In parallel to the digital recording in porr\_academy of the performance review notes, an e-learning course on the "PORR Performance Review" has been provided. Since 2019 the digital education range has included the online course "From Employee to Manager", which aims to provide new managers with the relevant knowledge content and to explain different management models and tools. Experiencing self-efficacy in order to be more effective and constructive in one's everyday work was achieved by female PORRians in the session "Empowerment for Women in Construction/Part 2". Intercultural skills were also developed in the course of a one-day workshop.

A "Conference for Site Managers" in building construction was held for the first time in the year under review to promote the exchange of knowledge and information. Cutting-edge developments were on the programme along with best-practice examples related to hot topics, which formed part of a diverse mix of lectures, in-depth workshops and introductions by the different company areas.

The increasingly international alignment of the company meant that language courses became more important and enjoyed higher demand. Introduced in 2018, the "digIT Learning Map" continued in 2019. Training on digitalisation – with the main topics iTWO, BIM, SAP MM, SharePoint and IMS – reflected the growing digitalisation in the business environment and the ever higher demand for training related to the affected work processes. Many training sessions were also offered in the different countries – e.g. in Slovakia iTWO, FIDIC (Fédération Internationale des Ingénieurs Conseils or International Federation of Consulting Engineers), EMAS-Training (Eco-Management and Audit Scheme). Romania also held comprehensive courses on hard and soft skills. In Switzerland extra first aid training was offered and in Poland attention was paid to personal skills with courses like "Dealing with Emotions and Handling Stress". Here as well the goal is to expand the range of training across the Group on the basis of actual needs.



In the year under review, PORR continued and expanded its recruiting and HR marketing measures. Activities in the reporting period were expanded to include the “Studo” project, publishing adverts in the “Studo Uni App” including the company profile. “Digital onboarding”, i.e. the standardised e-learning tool for all employees joining the company in Austria, was used by more than 250 people in 2019. Across the Group, over 130 HR events were held with a focus on recruiting. In Austria virtual reality glasses were used for the first time, giving potential employees a virtual tour of the company via a 360° video. In addition, tours of the construction sites are planned.

All of the measures targeted at pupils and students continued in the year under review including the events “PORR@HAK”, “Business School Games/MINT Games”, “HTL Recruiting Days” and “Work Experience Days”. In addition, in 2019 students at the Camillo Sitte Higher Technical Institute had the chance to do work experience from September to November as part of their course in building construction/renovation.

For students, the offers at “Young Talents Day”, an internship fair at Vienna University of Technology (TU), were expanded. In the course of the “TU Talent Internship”, selected students completed internships in different areas of PORR during their holidays. The goal of the programme is for interested companies to make contact with the top talents studying construction engineering at Vienna’s TU.

At the “Long Night of Recruiting”, companies were able to get to know potential candidates in a series of twelve-minute interviews, candidates with an interest in starting their career at one of the many different PORR departments.

In the course of its Diversity Initiative, PORR is continuing its cooperation with the organisation “MTOP – More Than One Perspective”. In addition, PORR continues to help selected refugees enter the world of work as part of a job market service programme. In the period under review, the company also started to develop its new employer branding strategy which will be constantly developed and implemented. Its goal is to increase the attractiveness of the company and thereby counter the lack of skilled labour. Another step involved a new employer branding video aligned towards special target groups. The video showcases different jobs at PORR and will go live officially in 2020.





# Upholding human rights and employment

A commitment to protect human rights is indispensable for us. PORR ensures adherence across the entire supply chain and is committed to fair pay for every worker.

GRI  
103-1

## Management approach

The complexity of construction work demands a high number of subcontractor levels and a supply chain with countless partial processes. This enhances the danger of a lack of transparency as well as wage and social dumping. Regulatory compliance is crucial, especially in relation to labour migration, which is particularly prevalent in the Arabic region for example. Any breaches related to employee affairs may not only lead to criminal prosecution, but may also have a negative impact on the award of tenders, on recruiting, and on the company's image. They lead to delays and problems in realising construction projects and contracts as well as affecting the quality of the work and subsequently damaging society and the business location.

GRI  
103-2  
SDG 4, 8, 10

PORR's top priority is to retain skilled experts in the company long-term. This is why PORR focuses on further education and training and a better work-life balance. Throughout the entire supply chain, the company promotes fair work practices and the protection of human rights. PORR is committed to the principles of the UN Global Compact and the Sustainable Development Goals. The Group-wide Code of Conduct for staff and the one for business partners help to achieve this goal, along with the guidelines for avoiding illegal employment and social dumping. Furthermore, the basic datasheet for suppliers addresses the issues of child workers and forced labour. The personnel documentation system ISHAP has been introduced to facilitate better checks on external staff and is being successively rolled out. Contact points for human rights issues include local bodies such as the Norwegian Work Environment Board or contact persons from the HR or Occupational Health and Safety departments, the European Works Council, the advisory Centre for Mental Health and Conflict Resolution and the CSR Unit. In addition, any human rights violations can be reported directly to the Compliance Officer.

Annual checks to assess validity are made for the two Codes of Conduct, procurement-related documentation such as the basic datasheet for suppliers, the sustainability criteria for procurement, the choice and evaluation of suppliers, as well as the spot checks of business premises by the Compliance department to guarantee that measures are implemented. Furthermore, the HR department works with other employment-related areas to verify the actual status quo using the key performance indicators – such as fluctuation or training figures for example. Where necessary and subject to the approval of the Executive Board, an update of the measures implemented is released. Any breaches in the supply chain are reported and evaluated in the supplier management system.

## Employment

Although PORR fundamentally relies on staff employed by the company, it also works with selected local manpower leasing firms on larger project volumes, for follow-up orders or to cover short-term labour peaks. Following a selection process, framework agreements were concluded with the providers that explicitly refer to upholding local laws on a variety of issues such as pay, collective agreements, working hours etc. The employment figures for waged workers reflect weather-related fluctuations in the different countries that may be more or less pronounced but are steadily declining. The corresponding data is gathered from the payroll systems via standard analysis.

In the course of compliance checks, 58 PORR sites were inspected for adherence to human rights such as the risk of child workers or forced labour. No breaches were found.

GRI  
103-3

GRI  
408-1  
409-1  
412-1

GRI  
401-2

Part-time contracts allow PORR to accommodate the varying needs of its staff. In the reporting period almost 960 people, more than 5% of the workforce, were working under individual employment contracts. The staff benefits are available in the same degree to every member of staff - no differentiation is made based on full-time or part-time employment.

GRI  
102-41  
202-1  
405-2

**Remuneration and benefit plans**

Remuneration at PORR is based on the principle of equal opportunities - there is no difference in pay based on gender. In most countries, salaries are governed by collective bargaining agreements and exceed the minimum wage requirements. As of 31 December 2019, 16,532 staff members or 87.2% of the workforce were paid under collective or wage agreements. Payment exceeding the collective agreement was made based on qualifications. In the year under review there were no pay increases for the highest earners.

SDG 5, 10

GRI  
201-3

PORR does not offer its staff any performance-based benefit plans. There are only minimal exceptions, for which provisions are formed in the balance sheet. Defined benefit pension plans are offered in Germany, Austria and Switzerland.

GRI  
414-2

SDG 5

With the guidelines to avoid illegal employment and social dumping, the mandatory Code of Conduct for business partners, the ISHAP personnel documentation system and framework agreements with manpower leasing companies, the company strives to ensure that no wage or social dumping occurs with contract workers or temps and that minimum wages are upheld.

**Focus on the Gulf region**

In both Qatar and the UAE, PORR ensures that all legal and internal guidelines and directives are upheld at the highest level. Even though labour law in the UAE diverges slightly from that in Qatar, the same approaches and minimum standards apply in principle to those in Qatar. In the UAE, PORR exclusively works with personnel from manpower leasing agencies. They are selected in line with stringent criteria in order to guarantee the high PORR standards.

In Qatar worker rights are governed by legislation such as the Dhaka Principles, whereby the PORR Qatar guidelines also address the respective issues. All workers have guaranteed freedom of movement and receive an original copy of their work contract. They are informed about all legal occupational health and safety aspects. In addition, they are in possession of their passport and other personal documents and there is a complaints reporting system. As a rule, their basic pay exceeds the minimum wage and they are also provided with aspects such as accommodation, transport, food and sports facilities free of charge. Different ethnic requirements are catered to in the choice of food and there is freedom to practice any religion. The Workers' Welfare Forum aims to identify possible problems early on and take proactive steps to solve them. For example, there are heat-sensitive warning systems on every construction site that are activated as soon as the temperature or humidity reach maximum levels. Outdoor work then ceases immediately.



# Diversity and equal opportunities

We are committed to diversity at every place of business. After all, diversity is considered a success factor at PORR. Promoting equal opportunities allows us to create an attractive working environment.

GRI  
103-1

## Management approach

The job market is characterised by an increasing shortage of skilled labour and constant demand for new performance incentives. As a future-focused employer, PORR draws on flexible working models and measures that allow a better work-life balance. This should strengthen the motivation, professional performance, innovation potential and social skills of staff members. What's more, the focus on diversity should contribute to enhancing the company's success.

GRI  
103-2

SDG 5, 10

The diversity initiative "We@PORR" deals with planning and implementing measures related to diversity and equal opportunities. The topic of diversity is anchored in the CSR Unit. Topic-based project teams, which have been set up in Austria and on other markets, are in regular contact with employees from different areas and hierarchical levels in order to constantly evaluate and expand the projects. The set of measures developed is assessed by the Diversity Board and amended where necessary before being presented for approval to the highest decision-making body, the Diversity Council, on which members of the Group Executive Board sit. The HR department, the Works Council and the advisory Centre for Mental Health and Conflict Resolution are available for any questions related to equal opportunities.

GRI  
103-3

The set of measures is evaluated in the form of needs assessments via focus groups or working groups, test phases, surveys, monitoring participation levels or evaluating feedback forms by the Diversity Project Team, the Diversity Board and the Diversity Council and amended where necessary.

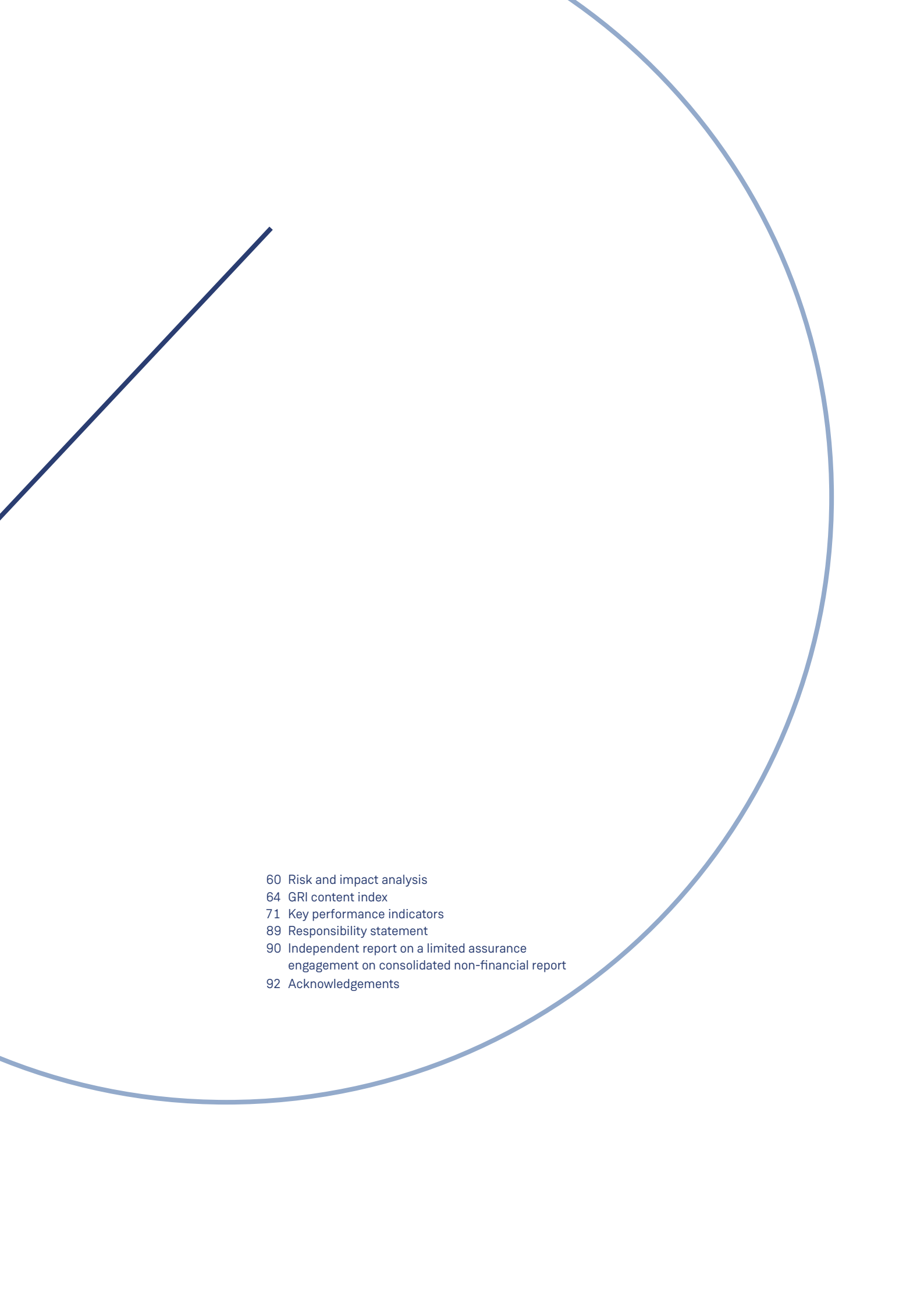
## "We@PORR"

PORR is committed to equal opportunities and fulfils all country-specific legal requirements. For example, there are strict anti-discrimination guidelines in place in the UAE and Qatar. In addition to this, PORR uses communication campaigns, role models, lectures, networking events, courses for women and mentoring programmes to lay the foundations for the requisite awareness raising. Against this backdrop, the percentage of women working in the company increased to 15% in the period under review. The change in the percentage of women training to become future managers was also positive, rising from 8% to 19% in the reporting period and providing a basis for a diverse management structure. The female-centred network "Women@PORR" made an especially important contribution to better networking and the intensive exchange of experience among female colleagues. On top of this, the new campaign "proud@PORR" was prepared in 2019, in which attractive professions and career opportunities for women are presented. The in-company networking events "Diversity Table" promote mutual respect and focus on diversity-specific core dimensions.

In its quest to improve the work-life balance, the "We@PORR" measures include Home Office options, which have been available so far in Norway, Poland and Austria, and sabbaticals, which are offered to employees in Austria and Germany. The "PORR Baby Box" has already been introduced throughout the entire PORR Group. Family and care services such as the "Kids Day", the "Adventure Camp", the "Parent-Child Office" for childcare emergencies and "PORR Nursing Care Leave" and "PORR Care+ Insurance" are additional attractive options. In general, the rollout to international markets is done gradually based on needs and is complemented on a case-by-case basis with country-specific initiatives.



# APPEN- DIX



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# Risk and impact analysis

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102-15

ASDIA <sup>1</sup> topics	Material topics	Risks	Impacts on PORR
<b>Respecting human rights</b>	<b>Upholding human rights</b>	Human rights violations in business activities	<ul style="list-style-type: none"> <li>• Consequences under criminal law</li> <li>• Negative impacts on tendering process</li> <li>• Recruitment problems</li> <li>• Damage to image</li> </ul>
<b>Employee and social affairs</b>	<b>Social standards in the supply chain</b>	Violations relating to human rights, employee and social affairs	<ul style="list-style-type: none"> <li>• Prosecutions, e.g. for human rights violations</li> <li>• Increased project costs due to construction delays</li> <li>• Pressure at work increases error frequency</li> <li>• Damage to image</li> <li>• Increased external controls</li> <li>• Negative impacts on tendering process</li> </ul>
	<b>Health and safety</b>	Impact on physical/mental health in business activities	<ul style="list-style-type: none"> <li>• Prosecutions (e.g. corporate liability, administrative sanctions)</li> <li>• Decreased competitiveness (e.g. tender process, recruiting)</li> <li>• Increased project costs</li> <li>• Increased external controls</li> </ul>
	<b>Further education and training</b>	Shortage of skilled labour in business activities	<ul style="list-style-type: none"> <li>• Problems in realising contracts</li> <li>• Lack of quality</li> <li>• Pressure at work increases error frequency</li> <li>• Knowhow loss through technological stagnation</li> <li>• Sustainability criteria: prequalification</li> </ul>
	<b>Diversity and equal opportunities</b>	Intercultural problems in business activities	<ul style="list-style-type: none"> <li>• Lack of teamwork makes it harder to realise projects</li> <li>• Communication problems and potential for conflict</li> <li>• Endangering the international standing</li> <li>• Decreased innovation potential by failing to utilise diversity</li> </ul>
	<b>Wellbeing of local residents</b>	Impact on physical/mental health	<ul style="list-style-type: none"> <li>• Increased project costs through construction delays</li> <li>• Increased external controls</li> </ul>
	<b>Contributing to the local economy</b>		<ul style="list-style-type: none"> <li>• Knowledge of conditions improves contract realisation</li> <li>• Simplified communication with business partners</li> </ul>
	<b>Combating corruption and bribery</b>	<b>Ethics and compliance</b>	Unfair competition and corruption in business activities and supply chain

<sup>1</sup> Austrian Sustainability and Diversity Improvement Act

Impacts on non-financial topics	Concepts/Due-diligence processes/measures	Contribution to SDGs
<ul style="list-style-type: none"> <li>• Violation of fundamental rights (child labour, forced labour etc.)</li> <li>• Loss of democracy and freedom</li> <li>• Physical and mental health problems</li> <li>• Social tension</li> <li>• Damage to the national economy</li> </ul>	<p>p. 15 p. 18 et seq. p. 26 et seq. p. 29 p. 55 et seq.</p>	<p>8 16</p>
<ul style="list-style-type: none"> <li>• Violation of fundamental rights (child labour, forced labour, fair pay etc.)</li> <li>• Increase in accidents at work and early retirement</li> <li>• Increased mental stress due to lack of competencies</li> <li>• Health impacts (noise, dust, vibrations)</li> </ul>	<p>p. 15 p. 26 et seq. p. 29</p>	<p>3 8</p>
<ul style="list-style-type: none"> <li>• Increased cost to national economy</li> <li>• Increase in accidents at work</li> <li>• Early retirement resulting from physical/mental stress</li> </ul>	<p>p. 15 p. 29 p. 48 et seqq.</p>	<p>3</p>
<ul style="list-style-type: none"> <li>• Lack of opportunities for promotion</li> <li>• Loss of competencies and education</li> <li>• Increased financial output</li> <li>• Increased mental stress due to lack of competencies</li> <li>• Lower transferability to the labour market</li> <li>• Hampers innovation and advances</li> <li>• Disadvantage for the location</li> <li>• Decreased ability to contribute to national economy</li> </ul>	<p>p. 15 p. 28 p. 29 p. 52 et seqq.</p>	<p>4</p>
<ul style="list-style-type: none"> <li>• Conflicts/social tension arising from different values</li> <li>• Discrimination against minorities</li> <li>• Encouraging the formation of slums and ghettos</li> </ul>	<p>p. 15 p. 29 p. 57</p>	<p>5</p>
<ul style="list-style-type: none"> <li>• Damage to infrastructure (e.g. power lines)</li> <li>• Damage to neighbours' health through particulate matter, noise and vibrations</li> <li>• Impact on transport safety through entering and exiting construction sites</li> <li>• Impact on road users caused by construction vehicles turning</li> </ul>	<p>p. 48</p>	<p>3</p>
<ul style="list-style-type: none"> <li>• Impairing local purchasing power</li> <li>• Decrease in economic value generated</li> <li>• Endangering local jobs through migration</li> </ul>	<p>p. 15 p. 24 et seq. p. 26 et seq.</p>	<p>8 10</p>
<ul style="list-style-type: none"> <li>• Damaging the business location</li> <li>• Subverting the rule of law</li> <li>• Loss of tax revenue</li> <li>• Wasting of public funds</li> <li>• Increase in public legal fees</li> </ul>	<p>p. 15 p. 26 et seq. p. 28 et seq.</p>	<p>16</p>

ASDIA <sup>1</sup> topics	Material topics	Risks	Impacts on PORR
<b>Environmental affairs</b>	<b>Energy and emissions</b>	No blanket environmental standards in the value chain in business activities	<ul style="list-style-type: none"> <li>• Loss of contracts</li> <li>• Prosecutions (e.g. due to environmental damage, compliance breaches)</li> <li>• Long permit procedures caused by overregulation</li> <li>• Cost increases in fuel and energy due to higher environmental impact</li> <li>• Production interruptions/higher costs through temporary bans/protected areas</li> <li>• Increase in costs caused by not exploiting material properties</li> <li>• Higher disposal costs for non-recyclable material</li> </ul>
	<b>Waste management</b>		
	<b>Material consumption and recycling</b>		
	<b>Environmental standards in the supply chain</b>	Breaches related to environmental matters	<ul style="list-style-type: none"> <li>• Prosecutions e.g. due to environmental damage</li> <li>• Increased project costs due to construction delays</li> <li>• Damage to image</li> <li>• Increased external controls</li> <li>• Negative impacts on tender process</li> <li>• Cost increases in fuel and energy due to higher environmental impact</li> <li>• Higher costs through temporary bans/protected areas</li> <li>• Cost increases caused by remediation of contaminated soil</li> </ul>
	<b>Biodiversity and soils</b>	Environmental damage in business activities	<ul style="list-style-type: none"> <li>• Prosecution</li> <li>• Expensive/time-consuming procedures for site remediation</li> <li>• Damage to image</li> <li>• Construction delays due to increased project costs</li> </ul>
	<b>Water</b>	No blanket environmental standards in the value chain in business activities	<ul style="list-style-type: none"> <li>• Loss of contracts</li> <li>• Prosecutions (e.g. due to environmental damage, compliance breaches)</li> <li>• Long permit procedures caused by overregulation</li> <li>• Cost increases in fuel and energy due to higher environmental impact</li> <li>• Production interruptions/higher costs through temporary bans/protected areas</li> <li>• Increase in costs caused by not exploiting material properties</li> <li>• Higher disposal costs for non-recyclable material</li> </ul>
	<b>Sustainable buildings and constructions</b>		
	<b>Science and technology</b>	Lack of innovation potential in business activities	<ul style="list-style-type: none"> <li>• Decreased opportunities in the tender process</li> <li>• Costs incurred by purchasing knowhow lead to increased dependency</li> <li>• Increased investment costs</li> <li>• Not fit for the future due to not exploiting technological advances</li> </ul>

<sup>1</sup> Austrian Sustainability and Diversity Improvement Act



Impacts on non-financial topics	Concepts/Due-diligence processes/measures	Contribution to SDGs
<ul style="list-style-type: none"> <li>• Environmental damage through emissions (CO<sub>2</sub>, exhaust fumes, particulate emissions)</li> <li>• Light emissions</li> <li>• High energy consumption in production or through inefficient logistics</li> <li>• Increased climate change</li> </ul>	p. 15 p. 34 et seqq.	7 13
<ul style="list-style-type: none"> <li>• Higher waste volumes</li> </ul>	p. 15 p. 38 et seq.	15
<ul style="list-style-type: none"> <li>• Damaging the ecosystem by exhausting resources</li> <li>• Impacting the ecosystem through environmentally unsound materials</li> <li>• Preventing circular economies</li> </ul>	p. 15 p. 40 et seq.	15
<ul style="list-style-type: none"> <li>• Wasting or squandering resources</li> <li>• Use of environmentally damaging materials and/or increased waste generated</li> <li>• Damage to the environment caused by emissions (CO<sub>2</sub>, exhaust fumes, particulate emissions)</li> <li>• Light emissions</li> <li>• Higher energy consumption, e.g. cement production, long transport routes</li> <li>• Longer heatwaves caused by building up natural areas</li> <li>• Environmental impact through construction activity</li> <li>• Increased climate change</li> <li>• Loss of habitats and cultural treasures</li> <li>• Increased risk of extreme weather events/natural hazards</li> <li>• Preventing circular economies</li> </ul>	p. 15 p. 26 et seq.	13 15
<ul style="list-style-type: none"> <li>• Damage to habitats, protected areas, species diversity</li> <li>• Decrease in usable arable land</li> <li>• Decrease in primary production</li> <li>• Loss of climate regulation through factors such as urban hotspots</li> <li>• Impact on ecosystem performance</li> </ul>	p. 15 p. 42	3 6 13
<ul style="list-style-type: none"> <li>• Excessive use of fresh water</li> <li>• Damage to bodies of water</li> </ul>	p. 15 p. 43	6 15
<ul style="list-style-type: none"> <li>• Building up natural areas prevents natural heat regulation and leads to increased heatwaves</li> <li>• Impact on health caused by noise, dust and vibrations</li> <li>• Environmental impact through construction activity</li> <li>• Damage to habitats and cultural treasures</li> <li>• Increased risk of extreme weather events/natural hazards e.g. soil erosion</li> <li>• Costs to the national economy incurred by non-compliance to standards</li> </ul>	p. 15 p. 37	3 7 11 12 13
<ul style="list-style-type: none"> <li>• Outdated processes cause resource inefficiency, environmental damage and impacts on health</li> <li>• Lowering living standards</li> <li>• Endangering the business location</li> </ul>	p. 15 p. 41	8 9

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# Key performance indicators

## GENERAL DISCLOSURES

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### INFORMATION ON STAFF

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT	UAE
<b>Total staff</b>	<b>18,962</b>	<b>3,104</b>	<b>170</b>	<b>147</b>	<b>2,192</b>	<b>689</b>	<b>291</b>	<b>167</b>	<b>1,221</b>	<b>10,887</b>	<b>94</b>
<b>Total male staff</b>	<b>16,104</b>	<b>2,547</b>	<b>150</b>	<b>118</b>	<b>1,760</b>	<b>558</b>	<b>243</b>	<b>131</b>	<b>1,029</b>	<b>9,477</b>	<b>91</b>
Permanent male staff	14,947	2,327	150	104	1,016	558	201	128	895	9,477	91
Temporary male staff	1,157	220	0	14	744	0	42	3	134	0	0
Full-time male staff	15,879	2,486	150	117	1,751	556	236	131	1,023	9,338	91
Part-time male staff	225	61	0	1	9	2	7	0	6	139	0
<b>Total female staff</b>	<b>2,858</b>	<b>557</b>	<b>20</b>	<b>29</b>	<b>432</b>	<b>131</b>	<b>48</b>	<b>36</b>	<b>192</b>	<b>1,410</b>	<b>3</b>
Permanent female staff	2,642	495	20	26	328	131	45	36	148	1,410	3
Temporary female staff	216	62	0	3	104	0	3	0	44	0	0
Full-time female staff	2,124	438	20	27	417	127	39	36	178	839	3
Part-time female staff	734	119	0	2	15	4	9	0	14	571	0

Staffing levels: 31 December 2019

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
<b>Total staff</b>	<b>17,747</b>	<b>2,876</b>	<b>815</b>	<b>108</b>	<b>2,036</b>	<b>319</b>	<b>239</b>	<b>86</b>	<b>852</b>	<b>10,416</b>
<b>Total male staff</b>	<b>15,257</b>	<b>2,364</b>	<b>748</b>	<b>79</b>	<b>1,638</b>	<b>243</b>	<b>200</b>	<b>63</b>	<b>701</b>	<b>9,221</b>
Permanent male staff	14,271	2,253	748	41	862	243	177	63	663	9,221
Temporary male staff	986	111	0	38	776	0	23	0	38	0
Full-time male staff	15,112	2,332	748	79	1,629	241	194	63	698	9,128
Part-time male staff	145	32	0	0	9	2	6	0	3	93
<b>Total female staff</b>	<b>2,490</b>	<b>512</b>	<b>67</b>	<b>29</b>	<b>398</b>	<b>76</b>	<b>39</b>	<b>23</b>	<b>151</b>	<b>1,195</b>
Permanent female staff	2,312	473	67	19	284	76	35	23	140	1,195
Temporary female staff	178	39	0	10	114	0	4	0	11	0
Full-time female staff	1,932	403	67	26	385	75	36	23	140	777
Part-time female staff	558	109	0	3	13	1	3	0	11	418

Staffing levels: 31 December 2018

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### ANNUAL TOTAL COMPENSATION RATIO<sup>1</sup>

2019	DE	QA	NO	PL	RO	CH	SK	CZ	AT	UAE
Annual total compensation ratio for staff in employment for the full year	4.9	5.0	3.5	11.4	23.4	4.4	9.9	8.1	25.8	7.9

<sup>1</sup> Annual total compensation ratio of the highest paid person to the median annual total compensation for staff in employment for the full year  
Higher median values in AT and RO: Group Executive Board in Vienna, management deployed abroad

2018	DE	QA	NO	PL	RO	CH	SK	CZ	AT
Annual total compensation ratio for staff in employment for the full year	3.8	8.3	3.5	11.4	15.1	2.9	9.9	10.4	25.5

<sup>1</sup> Annual total compensation ratio of the highest paid person to the median annual total compensation for staff in employment for the full year  
Higher median values in AT and RO: Group Executive Board in Vienna, management deployed abroad

## ECONOMIC

GRI  
201-1PORR GROUP ECONOMIC PERFORMANCE  
(EURm)

	2019	2018	Change
Production output	5,570	5,593	-0.4%
Order backlog	7,065	7,100	-0.5%
Order intake	5,536	6,326	-12.5%
EBITDA	222.3	219.5	1.3%
EBIT	54.7	92.3	-40.7%
EBT	37.4	88.1	-57.6%
Profit	27.8	66.2	-58.0%
Equity (incl. non-controlling interests)	599	618	-3.1%
Equity ratio	16.4%	19.9%	-3.5PP
Net debt	346	150	>100.0%
Average staff	19,828	19,014	4.3%

Figures include all PORR markets

STAFF COSTS BY COUNTRY  
(TEUR)

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
Average staff	19,190	3,038	525	375	2,454	531	292	239	1,152	10,584
Staff costs	1,215,728	230,031	17,490	26,259	79,848	10,980	35,087	4,884	35,765	775,384
Average staff costs per staff member	63	76	33	70	33	21	120	20	31	73

Basis for calculation: all companies including joint ventures regardless of the equity interest held  
UAE: Standardisation process for reporting underway

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
Average staff	18,393	2,993	1,189	404	2,279	376	301	133	840	9,878
Staff costs	1,154,451	220,035	54,910	27,995	71,419	8,531	32,877	2,704	26,097	709,883
Average staff costs per staff member	63	74	46	69	31	23	109	20	31	72

EXPENDITURE ON EDUCATION AND TRAINING BY COUNTRY  
(TEUR)

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
Average staff	19,190	3,038	525	375	2,454	531	292	239	1,152	10,584
Education and training costs	5,223	1,026	5	84	520	135	197	59	156	3,041
Average education and training costs per staff member	0.27	0.34	0.01	0.22	0.21	0.25	0.67	0.25	0.14	0.29

Basis for calculation: all companies including joint ventures regardless of the equity interest held  
UAE: Standardisation process for reporting underway

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
Average staff	18,393	2,993	1,189	404	2,279	376	301	133	840	9,878
Education and training costs	4,401	846	83	285	360	66	153	35	151	2,422
Average education and training costs per staff member	0.24	0.28	0.07	0.71	0.16	0.18	0.51	0.26	0.18	0.25

## Appendix

### GRI 201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (EURm)

	2019	2018
Revenue	4,880.4	4,959.1
Earnings from companies accounted for under the equity method	87.4	86.6
Other operating income	182.8	189.1
Income from financial investments and other current financial assets	15.4	18.5
Depreciation, amortisation and impairment	-167.6	-127.1
Cost of materials	-3,286.7	-3,462.6
Other costs to generate economic value	-398.5	-373.9
<b>Economic value generated</b>	<b>1,313.2</b>	<b>1,289.7</b>

The direct economic value generated relates to all PORR markets

### DISTRIBUTION OF ECONOMIC VALUE GENERATED (EURm)

	2019	2018
Staff costs	1,243.2	1,178.8
Payments to government entities	9.6	21.9
Shareholders/holders of hybrid capital and profit-participation rights	0.0	43.0
External capital providers	32.7	22.7
Companies (retained earnings)	27.7	23.3
<b>Economic value generated</b>	<b>1,313.2</b>	<b>1,289.7</b>

### GRI 205-2 COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

	2019	2018
<b>Internal communication on anti-corruption guideline</b>	<b>17,829</b>	<b>15,099</b>
Members of the governance body <sup>1</sup>	12	12
Upper management employees	20	18
Middle and lower management employees	1,497	499
Non-management employees	16,300	14,570
Members of the governance body (%)	100.0	48.0
Upper management employees (%)	87.0	100.0
Middle and lower management employees (%)	100.0	32.1
Non-management employees (%)	93.4	90.1
<b>Anti-corruption training</b>	<b>935</b>	<b>479</b>
Members of the governance body	0	12
Upper management employees	20	18
Middle and lower management employees	884	407
Non-management employees	31	42
Members of the governance body (%)	0	48.0
Upper management employees (%)	87.0	100.0
Middle and lower management employees (%)	59.1	26.2
Non-management employees (%)	0.2	0.3

<sup>1</sup> The entire Executive Board (with the participation of certain members of the governance body) acknowledged the anti-corruption guideline  
 Upper management level: E1-E2 (Executive Board, managing directors)  
 Middle and lower management levels: E3-E5 (department, unit, group and team managers)

## ENVIRONMENT

GRI  
301-1

### MATERIALS USED (t)

2019	Total	PL	CZ	AT
<b>Materials used</b>	<b>1,285,818.14</b>	<b>420,479.02</b>	<b>220,186.00</b>	<b>645,153.12</b>
Non-renewable materials used	1,188,563.33	399,565.93	202,922.00	586,075.40
Renewable materials used	97,254.81	20,913.09	17,264.00	59,077.72

Data relate to asphalt mix plants

2018	Total	PL	CZ	AT
<b>Materials used</b>	<b>1,400,204</b>	<b>606,200</b>	<b>236,682</b>	<b>557,322</b>
Non-renewable materials used	1,400,204	606,200	236,682	557,322
Renewable materials used	0	0	0	0

Data relate to asphalt mix plants

GRI  
301-2

### RECYCLED INPUT MATERIALS USED

2019	Total	PL	CZ	AT
Amount of recycled material used (t)	97,254.81	20,913.09	17,264.00	59,077.72
Percentage of recycled material (%)	7.6	5.0	7.8	9.2

Data relate to asphalt mix plants

2018	Total	PL	CZ	AT
Amount of recycled material used (t)	131,189	52,291	26,749	52,149
Percentage of recycled material (%)	9.3	8.6	11.3	9.4

Data relate to asphalt mix plants

GRI  
302-1

### ENERGY CONSUMPTION WITHIN THE ORGANISATION (MWh)

2019	Total	DE	QA <sup>1</sup>	NO	PL	RO	CH	SK	CZ	AT	UAE
<b>Energy consumption within the organisation</b>	<b>598,179.06</b>	<b>72,891.35</b>	<b>839.46</b>	<b>7,751.38</b>	<b>71,143.54</b>	<b>4,969.00</b>	<b>6,689.02</b>	<b>583.60</b>	<b>41,294.81</b>	<b>380,972.83</b>	<b>11,044.07</b>
Energy for transport - vehicle fleet	352,881.25	51,380.78	839.46	1,800.49	22,825.04	4,600.73	1,838.05	334.56	8,806.87	249,411.20	11,044.07
Stationary energy - non-renewable	166,065.15	9,897.16	0.00	5,669.40	31,938.36	0.00	650.97	26.57	30,405.31	87,477.38	0.00
Stationary energy - renewable	189.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	189.50	0.00
Indirect energy consumption	78,886.05	11,613.41	0.00	281.49	16,380.14	368.27	4,200.00	222.47	2,082.63	43,737.64	0.00
Power grid mix	72,155.93	10,244.09	0.00	281.49	15,554.94	213.26	3,200.00	222.47	2,082.63	40,357.05	0.00
District heating	6,730.12	1,369.32	0.00	0.00	825.20	155.01	1,000.00	0.00	0.00	3,380.59	0.00
Self-generated energy	157.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	157.11	0.00

<sup>1</sup> QA: Decrease in energy consumption: final phase of completion

## Appendix

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
Energy consumption within the organisation	644,180	48,366	99,526	12,165	98,934	16,751	7,318	1,697	49,629	309,794
Energy for transport - vehicle fleet	292,191	30,535	6,385	2,844	31,755	3,666	1,743	412	23,504	191,346
Stationary energy - non-renewable	285,117	10,580	93,141	6,008	47,004	10,709	975	841	25,184	90,674
Stationary energy - renewable	94	0	0	0	0	94	0	0	0	0
Indirect energy consumption	66,654	7,250	0	3,312	20,175	2,283	4,600	444	941	27,649
Power grid mix	61,714	6,870	0	3,312	20,000	2,283	4,600	444	941	23,264
District heating	4,940	380	0	0	175	0	0	0	0	4,385
Self-generated energy	125	0	0	0	0	0	0	0	0	125

Increase in energy consumption: corporate acquisition in CZ and expansion of entities included in the report

### GRI 302-2 ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION (MWh)

2019	Total	DE	QA	NO	PL	RO	CH	SK	AT	UAE
Energy consumption outside of the organisation	13,339.02	4,130.10	1,064.96	2,374.59	40.59	355.41	130.61	0.96	5,143.60	98.20

CZ: Standardisation process for reporting underway

2018	Total	DE	QA	NO	PL	RO	CH	SK	AT
Energy consumption outside of the organisation	10,725	3,323	369	2,313	41	173	101	5	4,402

CZ: Standardisation process for reporting underway

### GRI 302-3 ENERGY INTENSITY

	2019	2018	Change
Total energy consumption within the PORR Group (MWh)	598,179.06	644,180	-7.1%
Production output (TEUR) <sup>1</sup>	5,518,038.00	5,489,982	0.5%
Energy consumption/production output (MWh/TEUR)	0.108	0.117	-7.6%

<sup>1</sup> Production output relates to the entities reported on in the Sustainability Report

## Appendix

### GRI 303-3 WATER WITHDRAWAL (Ml)

2019	Total	DE	NO <sup>1</sup>	PL	RO	CH	SK	CZ	AT
<b>Total water withdrawal</b>	<b>2,257.56</b>	<b>1,051.32</b>	<b>1,040.40</b>	<b>58.54</b>	<b>6.65</b>	<b>7.00</b>	<b>4.50</b>	<b>17.68</b>	<b>71.47</b>
Surface water – withdrawal	1,050.98	40.60	989.30	0.00	0.00	0.00	4.50	0.00	16.58
Surface water – fresh water	60.75	39.67	0.00	0.00	0.00	0.00	4.50	0.00	16.58
Surface water – other water	990.23	0.93	989.30	0.00	0.00	0.00	0.00	0.00	0.00
Groundwater – withdrawal	855.14	820.77	0.00	8.56	0.00	0.00	0.00	5.29	20.52
Groundwater – fresh water	814.54	788.73	0.00	0.00	0.00	0.00	0.00	5.29	20.52
Groundwater – other water	40.60	32.04	0.00	8.56	0.00	0.00	0.00	0.00	0.00
Produced water – withdrawal	91.52	91.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Produced water – other water	91.52	91.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Water from third parties – withdrawal	259.92	98.43	51.10	49.98	6.65	7.00	0.00	12.39	34.37
Water from third parties – fresh water	208.86	98.43	0.04	49.98	6.65	7.00	0.00	12.39	34.37
Water from third parties – other water	51.06	0.00	51.06	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total water withdrawal from areas with water stress</b>	<b>0.43</b>	<b>0.11</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.32</b>	<b>0.00</b>	<b>0.00</b>

<sup>1</sup> NO: The high values are mainly caused by a large bridge construction project  
 QA and UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible

2018	Total	DE <sup>1</sup>	NO	PL	RO	CH	SK	CZ	AT
<b>Total water withdrawal</b>	<b>857.84</b>	<b>561.31</b>	<b>130.05</b>	<b>32.69</b>	<b>5.80</b>	<b>7.00</b>	<b>10.81</b>	<b>13.22</b>	<b>96.96</b>
Surface water – withdrawal	154.58	0.94	123.66	0.00	0.00	0.00	0.00	0.00	29.97
Surface water – fresh water	153.64	0.00	123.66	0.00	0.00	0.00	0.00	0.00	29.97
Surface water – other water	0.94	0.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Groundwater – withdrawal	464.28	431.80	0.00	4.34	0.00	0.00	10.00	0.00	18.14
Groundwater – fresh water	464.28	431.80	0.00	4.34	0.00	0.00	10.00	0.00	18.14
Produced water – withdrawal	116.96	116.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Produced water – other water	116.96	116.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Water from third parties – withdrawal	122.02	11.62	6.38	28.35	5.80	7.00	0.81	13.22	48.84
Water from third parties – fresh water	115.69	11.62	0.05	28.35	5.80	7.00	0.81	13.22	48.84
Water from third parties – other water	6.34	0.00	6.34	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total water withdrawal from areas with water stress</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

<sup>1</sup> DE: Radmer Kies GmbH & Co, KG  
 QA: Water withdrawal based on properties, no detailed breakdown is therefore possible

### GRI 303-4 WATER DISCHARGE (Ml)

2019	Total	DE <sup>1</sup>	NO	PL	RO	CH	SK	CZ	AT
<b>Total water discharge</b>	<b>1,689.93</b>	<b>1,499.76</b>	<b>0.04</b>	<b>49.98</b>	<b>6.65</b>	<b>7.00</b>	<b>4.50</b>	<b>17.68</b>	<b>104.32</b>
Discharged into surface water	556.55	556.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Discharged into surface water – fresh water	555.88	555.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Discharged into surface water – other water	0.67	0.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Discharged into groundwater	986.88	911.64	0.00	0.00	0.00	0.00	0.00	5.29	69.95
Discharged into groundwater – fresh water	986.37	911.13	0.00	0.00	0.00	0.00	0.00	5.29	69.95
Discharged into groundwater – other water	0.51	0.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Recirculated as water from third parties	146.50	31.57	0.04	49.98	6.65	7.00	4.50	12.39	34.37
Recirculated as water from third parties – fresh water	125.31	10.38	0.04	49.98	6.65	7.00	4.50	12.39	34.37
Recirculated as water from third parties – other water	21.19	21.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00

<sup>1</sup> DE: The high value is caused by pumping out and recirculating groundwater generated in the course of construction activities  
 QA and UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible

## Appendix

2018	Total	DE <sup>1</sup>	NO	PL	RO	CH	SK	CZ	AT
<b>Total water discharge</b>	<b>498.70</b>	<b>386.08</b>	<b>0.35</b>	<b>28.35</b>	<b>5.80</b>	<b>7.00</b>	<b>0.81</b>	<b>13.22</b>	<b>57.08</b>
Discharged into surface water	0.25	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00
Discharged into surface water – other water	0.25	0.00	0.25	0.00	0.00	0.00	0.00	0.00	0.00
Discharged into groundwater	385.00	385.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Discharged into groundwater – fresh water	385.00	385.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Recirculated as water from third parties	113.45	1.08	0.10	28.35	5.80	7.00	0.81	13.22	57.08
Recirculated as water from third parties – fresh water	112.33	0.07	0.00	28.35	5.80	7.00	0.81	13.22	57.08
Recirculated as water from third parties – other water	1.11	1.01	0.10	0.00	0.00	0.00	0.00	0.00	0.00

<sup>1</sup> DE: Radmer Kies GmbH & Co, KG

QA: Water withdrawal based on properties, no detailed breakdown is therefore possible

### GRI 303-5 WATER CONSUMPTION (MI)

2019	Total	DE	NO <sup>1</sup>	PL	RO	CH	SK	CZ	AT
<b>Total water consumption</b>	<b>568.06</b>	<b>-448.33</b>	<b>1,040.36</b>	<b>8.56</b>	<b>0.00</b>	<b>0.00</b>	<b>0.32</b>	<b>0.00</b>	<b>-32.85</b>
Total water consumption from areas with water stress	0.43	0.11	0.00	0.00	0.00	0.00	0.32	0.00	0.00

<sup>1</sup> NO: The high values are mainly caused by a large bridge construction project

QA and UAE: Water withdrawal based on properties, no detailed breakdown is therefore possible

Negative values are accounted for by rainwater discharge

2018	Total	DE <sup>1</sup>	NO	PL	RO	CH	SK	CZ <sup>2</sup>	AT
<b>Total water consumption</b>	<b>401.10</b>	<b>175.23</b>	<b>129.70</b>	<b>32.69</b>	<b>5.80</b>	<b>7.00</b>	<b>10.81</b>	<b>0.00</b>	<b>39.88</b>
Total water consumption from areas with water stress	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

<sup>1</sup> DE: Radmer Kies GmbH & Co, KG

<sup>2</sup> CZ: Standardisation process for reporting underway

QA: Water withdrawal based on properties, no detailed breakdown is therefore possible

### GRI 305-1 DIRECT GHG EMISSIONS (SCOPE 1) (t)

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT	UAE
<b>Energy-direct GHG emissions</b>	<b>123,048.58</b>	<b>14,990.43</b>	<b>206.55</b>	<b>1,835.66</b>	<b>13,266.21</b>	<b>1,130.58</b>	<b>614.40</b>	<b>88.75</b>	<b>8,475.42</b>	<b>79,726.70</b>	<b>2,713.88</b>

Data relate to all direct energy consumption such as diesel, petrol, heating oil, natural gas, liquid gas and wood  
Basis for calculation: legal, country-specific calculation key

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
<b>Energy-direct GHG emissions</b>	<b>136,738</b>	<b>9,969</b>	<b>24,460</b>	<b>2,175</b>	<b>19,022</b>	<b>3,322</b>	<b>672</b>	<b>308</b>	<b>10,826</b>	<b>65,984</b>

Basis for calculation: legal, country-specific calculation key

### GRI 305-2 INDIRECT GHG EMISSIONS (SCOPE 2) (t)

2019	Total	DE	QA <sup>1</sup>	NO	PL	RO	CH	SK	CZ	AT	UAE
<b>Energy-indirect GHG emissions</b>	<b>24,566.62</b>	<b>4,861.14</b>	<b>0.00</b>	<b>2.25</b>	<b>11,406.95</b>	<b>98.25</b>	<b>281.88</b>	<b>35.26</b>	<b>1,109.00</b>	<b>6,771.89</b>	<b>0.00</b>

<sup>1</sup> QA: Final completion phase

Data relate to types of energy where the primary energy consumption was prior to PORR usage, e.g. power and district heating  
Basis for calculation: legal, country-specific calculation key

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
<b>Energy-indirect GHG emissions</b>	<b>24,124</b>	<b>3,181</b>	<b>68</b>	<b>29</b>	<b>14,709</b>	<b>779</b>	<b>114</b>	<b>75</b>	<b>493</b>	<b>4,676</b>

Basis for calculation: legal, country-specific calculation key

## Appendix

### GRI 305-3 OTHER INDIRECT GHG EMISSIONS (SCOPE 3) (t)

2019	Total	DE	QA	NO	PL	RO	CH	SK	AT	UAE
Other indirect GHG emissions	2,640.07	921.61	129.64	253.74	9.85	0.05	28.51	0.23	1,276.84	19,60

CZ: Standardisation process for reporting underway  
Data relates to flights, rail travel and car rentals  
Basis for calculation: legal, country-specific calculation key

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ <sup>1</sup>	AT
Other indirect GHG emissions	2,034	582	13	306	11	38	22	1	0	1,061

<sup>1</sup> CZ: Standardisation process for reporting underway  
Data relates to flights, rail travel and car rentals  
Basis for calculation: legal, country-specific calculation key

### GRI 305-4 GHG EMISSIONS INTENSITY

	2019	2018	Change
Total GHG emissions (t CO <sub>2</sub> )	150,255.27	162,896	-7.8%
Production output (TEUR) <sup>1</sup>	5,518,038.00	5,489,982	0.5%
GHG emissions/production output (t CO <sub>2</sub> /TEUR)	0.027	0.030	-10.0%

<sup>1</sup> Production output relates to the entities reported on in the Sustainability Report

### GRI 305-7 AIR EMISSIONS (kg/kW)

2019	Total/weighted	DE	CZ	AT
Carbon monoxide (CO)	1.87	2.18	2.14	1.80
Hydrocarbons (HC)	0.12	0.05	0.02	0.14
Nitrogen oxide (NO <sub>x</sub> )	1.82	1.97	1.48	1.83
Particulate matter (PM)	0.13	0.09	0.09	0.14

Standardisation process for reporting in other countries underway

2018	Total/weighted	DE	CZ	AT
Carbon monoxide (CO)	2.60	2.82	2.04	2.57
Hydrocarbons (HC)	0.13	0.04	0.05	0.16
Nitrogen oxide (NO <sub>x</sub> )	2.18	2.21	1.55	2.20
Particulate matter (PM)	0.12	0.13	0.07	0.12

### CHANGE IN AIR EMISSIONS (kg/kW)

	2019	2018	Change
Carbon monoxide (CO)	1.87	2.60	-28.2%
Hydrocarbons (HC)	0.12	0.13	-7.3%
Nitrogen oxide (NO <sub>x</sub> )	1.82	2.18	-16.4%
Particulate matter (PM)	0.13	0.12	5.1%



## Appendix

GRI  
306-2 **WASTE BY TYPE**  
(t)

2019	Total	DE	NO	PL	RO	CH	SK	CZ	AT	UAE
<b>Total waste by waste type</b>	<b>9,895.56</b>	<b>1,303.83</b>	<b>659.37</b>	<b>354.23</b>	<b>609.80</b>	<b>14.00</b>	<b>64.32</b>	<b>258.88</b>	<b>6,165.72</b>	<b>465.41</b>
<b>Hazardous waste</b>	<b>743.29</b>	<b>74.03</b>	<b>159.60</b>	<b>9.55</b>	<b>-</b>	<b>0.80</b>	<b>0.00</b>	<b>1.87</b>	<b>440.32</b>	<b>57.12</b>
Mineral oil	220.38	19.15	0.60	5.68	-	0.00	0.00	0.00	194.95	0.00
Workshop waste	229.47	18.61	159.00	3.13	-	0.00	0.00	0.00	48.73	0.00
Other hazardous waste	293.44	36.27	-	0.74	-	0.80	0.00	1.87	196.64	57.12
<b>Non-hazardous waste</b>	<b>9,152.27</b>	<b>1,229.80</b>	<b>499.77</b>	<b>344.68</b>	<b>609.80</b>	<b>13.20</b>	<b>64.32</b>	<b>257.01</b>	<b>5,725.40</b>	<b>408.29</b>
Household waste	1,959.82	229.32	55.12	135.37	259.00	7.00	54.00	140.52	899.39	180.10
Paper	664.42	455.75	1.99	-	7.00	3.50	0.00	0.46	195.72	-
Paper packaging	222.57	30.29	1.50	0.68	127.00	1.40	1.85	4.33	54.47	1.05
Plastic packaging	101.61	36.77	1.02	0.05	36.80	0.30	0.02	6.54	19.98	0.13
Glass	47.37	0.76	-	-	-	0.70	0.00	2.42	43.49	-
Metal	1,771.58	211.95	137.00	78.70	80.00	0.30	-	0.00	1,263.63	-
Wood or wood waste	724.50	70.09	274.14	9.96	100.00	0.00	5.00	51.84	194.30	19.17
Bulky waste	119.67	12.66	-	-	-	0.00	0.00	45.90	61.11	-
Other non-hazardous waste	3,540.73	182.21	29.00	119.92	-	0.00	3.45	5.00	2,993.31	207.84

Data relate to offices and production sites  
PL, RO, CH: Waste disposal partly based on properties  
QA: Project completion 2018

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
<b>Total waste by waste type</b>	<b>26,839</b>	<b>1,945</b>	<b>7,916</b>	<b>744</b>	<b>165</b>	<b>1,087</b>	<b>222</b>	<b>43</b>	<b>217</b>	<b>14,500</b>
<b>Hazardous waste</b>	<b>857</b>	<b>88</b>	<b>131</b>	<b>55</b>	<b>10</b>	<b>0</b>	<b>50</b>	<b>0</b>	<b>1</b>	<b>522</b>
Mineral oil	244	21	0	4	6	0	0	0	0	212
Workshop waste	294	67	5	50	4	0	0	0	0	168
Other hazardous waste	319	0	126	0	0	0	50	0	1	142
<b>Non-hazardous waste</b>	<b>25,981</b>	<b>1,856</b>	<b>7,785</b>	<b>689</b>	<b>155</b>	<b>1,087</b>	<b>172</b>	<b>43</b>	<b>217</b>	<b>13,977</b>
Household waste	5,992	470	3,857	95	-	511	-	30	102	926
Paper	595	434	-	5	-	0	-	3	0	152
Paper packaging	67	17	-	0	-	6	-	1	2	41
Plastic packaging	48	20	-	4	-	1	-	4	3	16
Glass	20	0	-	0	-	-	-	0	1	19
Metal	1,330	440	-	103	-	100	2	3	29	653
Wood or wood waste	4,914	170	3,787	472	-	90	100	2	49	244
Bulky waste	166	2	-	9	-	-	70	0	31	54
Other non-hazardous waste	12,849	304	141	-	155	378	-	0	0	11,872

Data relate to offices and production sites  
QA, PL, RO, CH: Waste disposal partly based on properties

## Appendix

### WASTE BY TYPE – DISPOSAL METHOD (t)

2019	Landfill	Waste incineration	Recycling	Recovery (incl. recovered energy)	Miscellaneous
<b>Total waste by waste type</b>	<b>555.74</b>	<b>5.00</b>	<b>1,087.12</b>	<b>51.84</b>	<b>8,195.86</b>
<b>Hazardous waste</b>	<b>1.87</b>	<b>0.00</b>	<b>159.60</b>	<b>0.00</b>	<b>581.82</b>
Mineral oil	0.00	0.00	0.60	0.00	219.78
Workshop waste	0.00	0.00	159.00	0.00	70.47
Other hazardous waste	1.87	0.00	0.00	0.00	291.57
<b>Non-hazardous waste</b>	<b>553.87</b>	<b>5.00</b>	<b>927.52</b>	<b>51.84</b>	<b>7,614.04</b>
Household waste	399.52	0.00	0.00	0.00	1,560.30
Paper	0.00	0.00	12.95	0.00	651.47
Paper packaging	0.00	0.00	134.68	0.00	87.89
Plastic packaging	0.00	0.00	44.38	0.00	57.23
Glass	0.00	0.00	3.12	0.00	44.25
Metal	0.00	0.00	429.25	0.00	1,342.33
Wood or wood waste	100.00	5.00	274.14	51.84	293.52
Bulky waste	45.90	0.00	0.00	0.00	73.77
Other non-hazardous waste	8.45	0.00	29.00	0.00	3,503.28

For companies included in the report see GRI 306-2 on p. 79  
No comparative data as this disposal method was reported for the first time in 2019

### GRI 306-4 TRANSPORT OF HAZARDOUS WASTE (t)

2019	Total	DE	QA	NO	PL	CH	SK	CZ	AT	UAE
Hazardous waste transported <sup>1</sup>	4,479.92	74.00	0.00	160.00	10.00	0.80	0.00	2.00	4,176.00	57.12
Hazardous waste imported	5,357.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,357.00	0.00
Hazardous waste exported	1,699.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,699.00	0.00
Hazardous waste treated and transported	94,823.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94,823.00	0.00
Hazardous waste shipped internationally (%)	6.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.7	0.0

<sup>1</sup> Hazardous waste transported = miscellaneous waste transported (not exported, not imported, not treated and transported)

RO: Standardisation process for reporting underway

Total of all hazardous waste transported = transported hazardous + imported hazardous + exported hazardous + treated and transported hazardous waste

2018	Total	DE	QA	NO	PL	CH	SK	CZ	AT
Hazardous waste transported	4,305	88	131	55	10	50	0	1	3,970
Hazardous waste imported	0	0	0	0	0	0	0	0	0
Hazardous waste exported	0	0	0	0	0	0	0	0	0
Hazardous waste treated and transported	61,248	0	0	0	0	0	0	0	61,248
Hazardous waste shipped internationally (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

RO: Standardisation process for reporting underway

## SOCIAL

GRI  
401-1

## NEW EMPLOYEE HIRES AND TURNOVER BY AGE GROUP, GENDER AND COUNTRY

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT	UAE
<b>Total new hires by age group</b>	<b>4,160</b>	<b>466</b>	<b>23</b>	<b>55</b>	<b>684</b>	<b>503</b>	<b>69</b>	<b>100</b>	<b>226</b>	<b>1,999</b>	<b>35</b>
New hires aged below 30	1,572	195	1	5	222	105	22	17	69	928	8
New hires aged 30 to 50	1,986	205	17	39	355	276	35	61	113	861	24
New hires aged 50+	602	66	5	11	107	122	12	22	44	210	3
<b>Total new hires by gender</b>	<b>4,160</b>	<b>466</b>	<b>23</b>	<b>55</b>	<b>684</b>	<b>503</b>	<b>69</b>	<b>100</b>	<b>226</b>	<b>1,999</b>	<b>35</b>
New hires men	3,584	368	21	51	580	436	54	75	195	1,769	35
New hires women	576	98	2	4	104	67	15	25	31	230	0
Rate new hires aged below 30 (%)	37.8	41.8	4.3	9.1	32.5	20.9	31.9	17.0	30.5	46.4	22.9
Rate new hires aged 30 to 50 (%)	47.7	44.0	73.9	70.9	51.9	54.9	50.7	61.0	50.0	43.1	68.6
Rate new hires aged 50+ (%)	14.5	14.2	21.7	20.0	15.6	24.3	17.4	22.0	19.5	10.5	8.6
Rate new hires men (%)	86.2	79.0	91.3	92.7	84.8	86.7	78.3	75.0	86.3	88.5	100.0
Rate new hires women (%)	13.8	21.0	8.7	7.3	15.2	13.3	21.7	25.0	13.7	11.5	0.0
<b>Total fluctuation by age group</b>	<b>2,129</b>	<b>512</b>	<b>334</b>	<b>36</b>	<b>578</b>	<b>137</b>	<b>67</b>	<b>23</b>	<b>48</b>	<b>387</b>	<b>7</b>
Left the company aged below 30	624	180	52	6	182	34	18	2	17	133	0
Left the company aged 30 to 50	1,048	193	260	25	276	75	26	13	13	161	6
Left the company aged 50+	457	139	22	5	120	28	23	8	18	93	1
<b>Total fluctuation by gender</b>	<b>2,129</b>	<b>512</b>	<b>334</b>	<b>36</b>	<b>578</b>	<b>137</b>	<b>67</b>	<b>23</b>	<b>48</b>	<b>387</b>	<b>7</b>
Men who left the company	1,742	397	315	30	504	128	53	9	37	264	5
Women who left the company	387	115	19	6	74	9	14	14	11	123	2
Fluctuation rate aged below 30 (%)	29.3	35.2	15.6	16.7	31.5	24.8	26.9	8.7	35.4	34.4	0.0
Fluctuation rate aged 30 to 50 (%)	49.2	37.7	77.8	69.4	47.8	54.7	38.8	56.5	27.1	41.6	85.7
Fluctuation rate aged 50+ (%)	21.5	27.1	6.6	13.9	20.8	20.4	34.3	34.8	37.5	24.0	14.3
Fluctuation rate men (%)	81.8	77.5	94.3	83.3	87.2	93.4	79.1	39.1	77.1	68.2	71.4
Fluctuation rate women (%)	18.2	22.5	5.7	16.7	12.8	6.6	20.9	60.9	22.9	31.8	28.6

Basis for calculation: staff employed for the full year

## Appendix

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
<b>Total new hires by age group</b>	<b>2,343</b>	<b>652</b>	<b>18</b>	<b>49</b>	<b>858</b>	<b>99</b>	<b>32</b>	<b>31</b>	<b>144</b>	<b>460</b>
New hires aged below 30	851	194	3	16	311	24	14	5	49	235
New hires aged 30 to 50	1,102	308	15	28	411	52	15	21	67	185
New hires aged 50+	390	150	0	5	136	23	3	5	28	40
<b>Total new hires by gender</b>	<b>2,343</b>	<b>652</b>	<b>18</b>	<b>49</b>	<b>858</b>	<b>99</b>	<b>32</b>	<b>31</b>	<b>144</b>	<b>460</b>
New hires men	1,886	541	12	40	757	89	19	24	109	295
New hires women	457	111	6	9	101	10	13	7	35	165
Rate new hires aged below 30 (%)	36.3	29.8	16.7	32.7	36.2	24.2	43.8	16.1	34.0	51.1
Rate new hires aged 30 to 50 (%)	47.0	47.2	83.3	57.1	47.9	52.5	46.9	67.7	46.5	40.2
Rate new hires aged 50+ (%)	16.6	23.0	0.0	10.2	15.9	23.2	9.4	16.1	19.4	8.7
Rate new hires men (%)	80.5	83.0	66.7	81.6	88.2	89.9	59.4	77.4	75.7	64.1
Rate new hires women (%)	19.5	17.0	33.3	18.4	11.8	10.1	40.6	22.6	24.3	35.9
<b>Total fluctuation by age group</b>	<b>2,385</b>	<b>416</b>	<b>725</b>	<b>36</b>	<b>520</b>	<b>105</b>	<b>13</b>	<b>10</b>	<b>210</b>	<b>350</b>
Left the company aged below 30	656	76	190	7	159	21	4	3	96	100
Left the company aged 30 to 50	1,311	216	506	22	266	57	5	5	72	162
Left the company aged 50+	418	124	29	7	95	27	4	2	42	88
<b>Total fluctuation by gender</b>	<b>2,385</b>	<b>416</b>	<b>725</b>	<b>36</b>	<b>520</b>	<b>105</b>	<b>13</b>	<b>10</b>	<b>210</b>	<b>350</b>
Men who left the company	2,104	346	712	33	474	90	8	7	187	247
Women who left the company	281	70	13	3	46	15	5	3	23	103
Fluctuation rate aged below 30 (%)	27.5	18.3	26.2	19.4	30.6	20.0	30.8	30.0	45.7	28.6
Fluctuation rate aged 30 to 50 (%)	55.0	51.9	69.8	61.1	51.2	54.3	38.5	50.0	34.3	46.3
Fluctuation rate aged 50+ (%)	17.5	29.8	4.0	19.4	18.3	25.7	30.8	20.0	20.0	25.1
Fluctuation rate men (%)	88.2	83.2	98.2	91.7	91.2	85.7	61.5	70.0	89.0	70.6
Fluctuation rate women (%)	11.8	16.8	1.8	8.3	8.8	14.3	38.5	30.0	11.0	29.4

Basis for calculation: staff employed for the full year

## Appendix

### GRI 401-3 PARENTAL LEAVE

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT	UAE
<b>Total staff on parental leave</b>	<b>377</b>	<b>72</b>	<b>0</b>	<b>1</b>	<b>101</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>27</b>	<b>162</b>	<b>0</b>
Male staff	159	35	0	0	70	1	0	1	0	52	0
Female staff	218	37	0	1	31	5	1	6	27	110	0
<b>Total returned after parental leave</b>	<b>236</b>	<b>50</b>	<b>0</b>	<b>1</b>	<b>95</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>82</b>	<b>0</b>
Male staff	145	32	0	0	69	0	0	0	0	44	0
Female staff	91	18	0	1	26	3	0	0	5	38	0
<b>Staff retained after twelve months</b>	<b>184</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>73</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>69</b>	<b>0</b>
Male staff	110	24	0	0	49	0	0	0	0	37	0
Female staff	74	12	0	0	24	1	0	5	0	32	0
Staff retention rate (%)	78.0	72.0	0.0	0.0	76.8	33.3	0.0	0.0	0.0	84.1	0.0
Retention rate male staff (%)	75.9	75.0	0.0	0.0	71.0	0.0	0.0	0.0	0.0	84.1	0.0
Retention rate female staff (%)	81.3	66.7	0.0	0.0	92.3	33.3	0.0	0.0	0.0	84.2	0.0

Basis for calculation for staff retained after twelve months: staff on parental leave and those returned after parental leave within the year under review – the figure is not spread out over the year

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
<b>Total staff on parental leave</b>	<b>297</b>	<b>64</b>	<b>2</b>	<b>2</b>	<b>82</b>	<b>15</b>	<b>2</b>	<b>2</b>	<b>15</b>	<b>113</b>
Male staff	116	36	0	0	49	3	0	0	1	27
Female staff	181	28	2	2	33	12	2	2	14	86
<b>Total returned after parental leave</b>	<b>202</b>	<b>63</b>	<b>3</b>	<b>0</b>	<b>67</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>58</b>
Male staff	110	36	1	0	48	1	0	0	1	23
Female staff	92	27	2	0	19	3	2	0	4	35
<b>Staff retained after twelve months</b>	<b>124</b>	<b>45</b>	<b>2</b>	<b>0</b>	<b>15</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>55</b>
Male staff	54	29	1	0	0	1	0	0	1	22
Female staff	70	16	1	0	15	3	0	0	2	33
Staff retention rate (%)	61.4	71.4	66.7	0.0	22.4	100.0	0.0	0.0	60.0	94.8
Retention rate male staff (%)	49.1	80.6	100.0	0.0	0.0	100.0	0.0	0.0	100.0	95.7
Retention rate female staff (%)	76.1	59.3	50.0	0.0	78.9	100.0	0.0	0.0	50.0	94.3

### GRI 403-9 WORK-RELATED INJURIES

2019	Total	DE	QA <sup>1</sup>	NO	PL	RO	CH	SK	CZ	AT	UAE
Fatalities caused by work-related injuries	1	1	0	0	0	0	0	0	0	0	0
Serious injury (without fatalities)	8	0	0	0	0	0	0	0	0	8	0
Work-related injuries documented	571	94	1	3	29	0	5	2	7	430	0
Hours worked	36,080,526	5,830,066	2,494,628	567,680	3,677,279	851,926	382,600	219,210	1,752,304	18,394,357	1,910,476
Rate of fatalities caused by work-related injuries (%)	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Rate of serious work-related injuries (without fatalities) (%)	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0
Rate of work-related injuries documented (%)	15.8	16.1	0.4	5.3	7.9	0.0	13.1	9.1	4.0	23.4	0.0

<sup>1</sup> QA: low number of hours worked due to completion of projects in 2018 and final completion phase in 2019

Calculation key QA: pro rata project volumes in accordance with the requirements of the Qatar Construction Standard 2014 and client specifications

Basis for calculation: staff employed for the full year

Rate calculation: number of fatalities/work-related injuries/work-related injuries documented \* 1,000,000/hours worked

## Appendix

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
Fatalities caused by work-related injuries	0	0	0	0	0	0	0	0	0	0
Serious injury (without fatalities)	4	1	0	0	0	0	0	0	0	3
Work-related injuries documented	556	84	6	2	30	1	6	0	5	422
Hours worked	46,460,822	5,514,615	16,900,302	758,984	3,543,112	522,122	455,488	107,128	1,374,819	17,284,252
Rate of fatalities caused by work-related injuries (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Rate of serious work-related injuries (without fatalities) (%)	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Rate of work-related injuries documented (%)	12.0	15.2	0.4	2.6	8.5	1.9	13.2	0.0	3.6	24.4

Basis for calculation: staff employed for the full year

Calculation key QA: pro rata project volumes in accordance with the requirements of the Qatar Construction Standard 2014 and client specifications

### GRI 403-10 WORK-RELATED ILL HEALTH

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT	UAE
Fatalities caused by work-related ill health	0	0	0	0	0	0	0	0	0	0	0
Documented instances of work-related ill health	4	0	0	0	0	0	0	0	0	4	0

Four cases of noise-induced hearing loss

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
Fatalities caused by work-related ill health	0	0	0	0	0	0	0	0	0	0
Documented instances of work-related ill health	4	0	0	0	0	0	0	0	0	4

Four cases of noise-induced hearing loss

## Appendix

GRI 404-1 **AVERAGE HOURS OF TRAINING PER YEAR BY EMPLOYEE**

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT	UAE
<b>Training hours by gender</b>	<b>112,435.00</b>	<b>29,657.00</b>	<b>315.00</b>	<b>1,146.00</b>	<b>16,348.00</b>	<b>1,200.00</b>	<b>799.00</b>	<b>3,473.00</b>	<b>1,233.00</b>	<b>58,159.00</b>	<b>105.00</b>
Male employees	74,488	20,682	288	707	9,894	832	632	1,693	780	38,875	105
Female employees	37,947	8,975	27	439	6,454	368	167	1,780	453	19,284	0
<b>Training hours by employee category</b>	<b>112,435.00</b>	<b>29,657.00</b>	<b>315.00</b>	<b>1,146.00</b>	<b>16,348.00</b>	<b>1,200.00</b>	<b>799.00</b>	<b>3,473.00</b>	<b>1,233.00</b>	<b>58,159.00</b>	<b>105.00</b>
Upper management	108.00	12.00	0.00	0.00	42.00	0.00	0.00	0.00	0.00	54.00	0.00
Middle and lower management	34,601.00	6,769.00	288.00	18.00	11,663.00	768.00	182.00	585.00	488.00	13,834.00	6.00
Non-management	77,726.00	22,876.00	27.00	1,128.00	4,643.00	432.00	617.00	2,888.00	745.00	44,271.00	99.00
<b>Average training hours by employee category</b>											
Upper management	4.91	4.00	0.00	0.00	42.00	0.00	0.00	0.00	0.00	3.18	0.00
Middle and lower management	23.13	21.29	9.60	2.25	52.07	12.59	5.69	36.56	8.00	18.92	0.40
Non-management	11.18	14.33	0.40	17.35	4.64	1.59	4.44	30.40	1.27	14.50	1.25
<b>Average training hours by gender</b>											
Male employees	12.51	15.34	3.65	15.71	12.45	4.14	5.02	22.57	1.66	14.27	1.15
Female employees	15.16	16.26	1.35	15.68	14.97	2.81	3.63	49.44	2.54	17.89	0.00

Upper management level: E1-E2 (Executive Board, managing directors)  
 Middle and lower management levels: E3-E5 (department, unit, group and team managers)  
 Basis for calculation: salaried employees

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
<b>Training hours by gender</b>	<b>95,672.00</b>	<b>22,280.00</b>	<b>288.00</b>	<b>1,931.00</b>	<b>7,382.00</b>	<b>1,840.00</b>	<b>748.00</b>	<b>2,388.00</b>	<b>3,090.00</b>	<b>55,725.00</b>
Male employees	65,538	15,084	135	1,569	4,511	1,112	604	1,135	1,926	39,463
Female employees	30,134	7,196	153	363	2,872	728	144	1,253	1,164	16,262
<b>Training hours by employee category</b>	<b>95,672.00</b>	<b>22,280.00</b>	<b>288.00</b>	<b>1,931.00</b>	<b>7,382.00</b>	<b>1,840.00</b>	<b>748.00</b>	<b>2,388.00</b>	<b>3,090.00</b>	<b>55,725.00</b>
Upper management	52.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	52.00
Middle and lower management	26,612.50	5,155.00	93.00	655.50	5,293.00	1,584.00	197.00	454.00	1,481.00	11,700.00
Non-management	69,007.50	17,125.00	195.00	1,275.50	2,089.00	256.00	551.00	1,934.00	1,609.00	43,973.00
<b>Average training hours by employee category</b>										
Upper management	2.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.06
Middle and lower management	17.14	16.96	0.76	15.99	22.33	37.71	8.21	41.27	16.10	17.23
Non-management	12.10	11.59	0.96	39.86	3.74	1.60	4.48	84.09	7.00	15.18
<b>Average training hours by gender</b>										
Male employees	12.66	11.83	0.48	35.65	8.19	8.83	5.59	103.18	10.08	15.24
Female employees	14.38	14.17	3.56	12.50	11.77	9.58	3.69	54.48	8.89	16.21

Upper management: E1-E2 (Executive Board, managing directors)  
 Middle and lower management: E3-E5 (department, unit, group and team managers)  
 Basis for calculation: salaried employees

## Appendix

GRI 404-3 **PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS**

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT	UAE
<b>Performance review by gender</b>	<b>6,234</b>	<b>1,218</b>	<b>218</b>	<b>44</b>	<b>1,027</b>	<b>171</b>	<b>122</b>	<b>62</b>	<b>278</b>	<b>3,041</b>	<b>53</b>
Male employees	4,440	851	187	27	674	110	89	46	211	2,196	49
Female employees	1,794	367	31	17	353	61	33	16	67	845	4
<b>Percentage of all employees who received a performance review</b>	<b>86.7</b>	<b>75.8</b>	<b>100.0</b>	<b>67.7</b>	<b>100.0</b>	<b>98.8</b>	<b>84.7</b>	<b>86.1</b>	<b>61.8</b>	<b>90.0</b>	<b>100.0</b>
Male employees (%)	84.8	72.1	100.0	64.3	100.0	98.2	83.2	86.8	61.5	88.2	100.0
Female employees (%)	92.1	86.4	100.0	73.9	100.0	100.0	89.2	84.2	62.6	95.1	100.0
<b>Performance reviews by employee category<sup>1</sup></b>	<b>6,234</b>	<b>1,218</b>	<b>218</b>	<b>44</b>	<b>1,027</b>	<b>171</b>	<b>122</b>	<b>62</b>	<b>278</b>	<b>3,041</b>	<b>53</b>
Upper management	12	0	0	0	0	0	0	0	0	12	0
Middle and lower management	1,169	226	10	10	208	35	25	9	25	609	12
Non-management	5,053	992	208	34	819	136	97	53	253	2,420	41
Upper management (%)	75.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	80.0	0.0
Middle and lower management (%)	87.4	75.6	100.0	100.0	100.0	100.0	89.3	64.3	51.0	90.5	100.0
Non-management (%)	86.6	76.0	100.0	61.8	100.0	98.6	83.6	91.4	63.1	89.9	100.0

<sup>1</sup> No comparative data as the indicator was applied for the first time in 2019  
 Basis for calculation: salaried employees  
 The basis for calculation is the number of talks actually held in relation to the number of employees with whom a talk had been planned  
 Upper management: E1-E2 (Executive Board, managing directors)  
 Middle and lower management: E3-E5 (department, unit, group and team managers)

2018	Total	DE	QA	NO	PL	CH	SK	CZ	AT
<b>Performance review by gender</b>	<b>5,188</b>	<b>914</b>	<b>309</b>	<b>45</b>	<b>681</b>	<b>126</b>	<b>54</b>	<b>315</b>	<b>2,744</b>
Male employees	3,799	638	283	29	442	91	37	234	2,045
Female employees	1,389	276	26	16	239	35	17	81	699
<b>Employees receiving regular performance reviews by gender</b>									
Male employees (%)	83.3	80.0	100.0	76.3	69.2	97.9	100.0	77.0	86.4
Female employees (%)	85.4	83.4	100.0	84.2	73.8	100.0	100.0	81.0	90.2

Figures relate to salaried employees



Appendix

GRI 405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

2019	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT	UAE
Male members of governance bodies (%)	91.2	91.7	0.0	0.0	100.0	0.0	100.0	0.0	100.0	83.3	0.0
Female members of governance bodies (%)	8.8	8.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.7	0.0
Members of governance bodies aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 30 to 50 (%)	23.5	8.3	0.0	0.0	50.0	0.0	0.0	0.0	50.0	33.3	0.0
Members of governance bodies aged 50+ (%)	76.5	91.7	0.0	0.0	50.0	0.0	100.0	0.0	50.0	66.7	0.0
Men in upper management (%)	100.0	100.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0
Women in upper management (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men in middle and lower management (%)	89.1	93.7	93.3	87.5	80.8	75.4	90.6	75.0	95.1	90.3	93.3
Women in middle and lower management (%)	10.9	6.3	6.7	12.5	19.2	24.6	9.4	25.0	4.9	9.7	6.7
Men in non-management positions (%)	84.6	80.7	87.1	79.9	80.2	81.5	82.6	78.8	83.7	86.8	100.0
Women in non-management positions (%)	15.4	19.3	12.9	20.1	19.8	18.5	17.4	21.2	16.3	13.2	0.0
Upper management aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Upper management aged 30 to 50 (%)	13.6	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	5.9	0.0
Upper management aged 50+ (%)	86.4	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	94.1	0.0
Middle and lower management aged below 30 (%)	0.5	0.0	3.3	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0
Middle and lower management aged 30 to 50 (%)	58.2	47.2	63.3	37.5	65.2	88.5	65.6	50.0	63.9	57.9	46.7
Middle and lower management aged 50+ (%)	41.4	52.8	33.3	62.5	34.8	11.5	34.4	50.0	36.1	41.3	53.3
Non-management aged below 30 (%)	20.9	19.3	10.8	11.5	23.4	13.7	25.9	13.2	13.8	22.3	22.8
Non-management aged 30 to 50 (%)	49.3	46.3	85.6	74.8	51.3	58.8	50.2	69.5	53.2	47.5	69.6
Non-management aged 50+ (%)	29.8	34.5	3.6	13.7	25.4	27.4	23.9	17.2	33.0	30.3	7.6

## Appendix

### DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

2018	Total	DE	QA	NO	PL	RO	CH	SK	CZ	AT
Male members of governance bodies (%)	92.0	100.0	0.0	0.0	100.0	0.0	100.0	0.0	100.0	83.3
Female members of governance bodies (%)	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.7
Members of governance bodies aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Members of governance bodies aged 30 to 50 (%)	28.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	50.0	33.3
Members of governance bodies aged 50+ (%)	72.0	100.0	0.0	0.0	50.0	0.0	100.0	0.0	50.0	66.7
Men in upper management (%)	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Women in upper management (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Men in middle and lower management (%)	89.4	94.7	89.4	75.6	80.2	78.6	95.8	63.6	97.8	90.9
Women in middle and lower management (%)	10.6	5.3	10.6	24.4	19.8	21.4	4.2	36.4	2.2	9.1
Men in non-management positions (%)	85.8	80.7	96.1	71.6	80.5	75.8	82.3	74.7	80.4	88.3
Women in non-management positions (%)	14.2	19.3	3.9	28.4	19.5	24.2	17.7	25.3	19.6	11.7
Upper management aged below 30 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Upper management aged 30 to 50 (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Upper management aged 50+ (%)	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Middle and lower management aged below 30 (%)	1.5	0.0	12.2	14.6	0.4	0.0	0.0	0.0	0.0	0.3
Middle and lower management aged 30 to 50 (%)	57.3	49.3	71.5	80.5	58.2	85.7	62.5	54.5	44.6	56.4
Middle and lower management aged 50+ (%)	41.1	50.7	16.3	4.9	41.4	14.3	37.5	45.5	55.4	43.3
Non-management aged below 30 (%)	20.8	17.5	29.5	17.9	27.3	12.3	24.2	9.3	13.9	20.7
Non-management aged 30 to 50 (%)	49.4	47.9	67.9	68.7	50.3	62.5	47.4	76.0	51.3	47.4
Non-management aged 50+ (%)	29.8	34.6	2.6	13.4	22.5	25.3	28.4	14.7	34.7	31.8

# Responsibility statement

We confirm to the best of our knowledge that this consolidated non-financial report, which has been produced in accordance with the reporting guidelines of the GRI Standards (“Core” option), contains the disclosures required in accordance with Sections 267a(2) and 243b(2) of the Austrian Commercial Code to facilitate an understanding of the business performance, the business results, the current state of PORR AG and the impacts of its activities, and shows as a minimum how they relate to environmental, social and employee matters, to upholding human rights, and to preventing corruption and bribery. The disclosures include a description of the business model of PORR AG and the concepts pursued in relation to the issues including due-diligence processes, material risks that would probably have a negative impact on the matters referenced, as well as the results of these concepts and the most important performance indicators.

We are currently experiencing a crisis that is having drastic effects on every aspect of our lives. In addition to concerns for the health of our staff and their families, our attention is focused on the company’s economic stability and consequently on safeguarding thousands of jobs. Unfortunately, it is not possible at present to forecast what the actual economic impacts will be. However, the Executive Board and the Supervisory Board of PORR AG can provide assurance that PORR AG and the PORR Group are on a robust footing and are very well prepared for difficult times.

In order to protect the health of staff members in relation to the spread of the coronavirus and to conform to requirements imposed by the government, PORR has introduced additional health and safety measures in accordance with this action plan. Measures have been implemented in areas such as workplace hygiene, organisational measures, work equipment, at-risk groups, staff transport, dormitories and construction site coordination in particular.

Vienna, 23 April 2020


The Executive Board



Karl-Heinz  
Strauss  
CEO



Andreas Sauer  
CFO



Josef Pein  
COO



Thomas Stiegler  
COO

# Independent report on a limited assurance engagement on consolidated non-financial report

GRI  
102-56

The German text of the signed confirmation report, which refers to the German version of the non-financial reporting 2019, is the only legally binding version. The English translation has no legal effect. In particular, it cannot be used for interpreting the German text.

## Subject matter of the contract

We have been appointed by PORR AG to perform procedures to obtain limited assurance (hereinafter “audit”) of the statements and data on the non-financial reporting of 2019 (hereinafter “reporting”) of PORR AG, based on the requirements according to Art. 267a UGB Sustainability and Diversity Improvement Act (Austrian Commercial Code, Nachhaltigkeits- und Diversitätsverbesserungsgesetz NaDiVeG) and the GRI Standards Core Option.

Our audit procedures were taken to achieve limited audit security as a basis for our assessment. The scope of audit procedures for obtaining audit evidence is smaller than the scope for sufficient audit security (such as for an annual audit), so that a low degree of audit security is given.

## Clarification of the audit engagement

- The audit of forward-looking statements was not the subject of our engagement.
- Equally, neither the detection and clarification of criminal offences, such as embezzlement or other malicious acts, nor the assessment of the effectiveness and efficiency of management were the subject of our engagement.

## Criteria

The information included in the report was based on the criteria applicable in the financial year 2019 (“the criteria”) consisting of: Requirement according to Art. 267a UGB Sustainability and Diversity Improvement Act (Austrian Commercial Code, Nachhaltig-

keits- und Diversitätsverbesserungsgesetz NaDiVeG) as well as the GRI Standards Core Option. We believe that these criteria are appropriate for the performance of our audit engagement.

## Management responsibilities

The management of PORR AG is responsible for the preparation of this report and for the information contained therein, in accordance with the above criteria. This responsibility of management includes selecting and applying appropriate methods of non-financial reporting and making assumptions and estimates related to individual non-financial disclosures that are reasonable in the circumstances. In addition, management is responsible for internal control relevant to the preparation and fair presentation of non-financial statements that are free from material misstatement, whether due to fraud or error.

## Declaration of independence and quality

We have complied with the Austrian professional provisions regarding independence as well as other ethical requirements. Our assurance engagement has been planned and performed in accordance with the International Standard on Quality Control 1 issued by the International Auditing and Assurance Standards Board (IAASB).

## Our responsibility

It is our responsibility to express a conclusion on the information included in the Report on the basis of the limited assurance engagement. Our assurance engagement has been planned and performed in accordance with Austrian generally accepted standards for other audits (KFS/PG 13) and the International Standard on Assurance Engagements (ISAE 3000 Revised). In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement and therefore less assurance is obtained.

### Our procedures

The procedures selected depend on the auditor's judgement and are described as follows:

- Obtaining an overview of the business activities as well as the company's structural and process organisation;
- Interviewing employees responsible for materiality analysis on group level in order to gain an understanding of the procedure for identifying significant sustainability issues and the corresponding reporting boundaries of the company;
- Risk assessment, including a media analysis on relevant information about the company's sustainability performance during the reporting period;
- Interviews with company managers to identify and understand relevant systems, processes and internal controls;
- Inspection of selected internal and external documents to determine whether qualitative and quantitative information is supported by sufficient evidence and presented fairly;
- Performing analytical procedures on Group level;
- Assessment as to whether the requirements were addressed appropriately according to Art. 267a UGB;
- Assessment as to whether the GRI Standards were consistent with the Core Option.

### Conclusion

Based on the audit procedures performed and the audit evidence obtained, nothing has come to our attention that causes us to believe that the information relating to the defined report contents in reporting for the period from 1 January 2019 to 31 December 2019 are not in accordance with the criteria identified above.

### Limitation of use

We issue this report on the basis of the engagement agreed with PORR AG. It is not subject of our performance to consider the interests of third parties. It serves exclusively the contracting authority and their purposes. Thus, it is not aiming at and intending to serve third parties as basis of decision-making. We do not assume any responsibility towards third parties.

### Terms of contract

The "General Conditions of Contract for the Public Accounting Professions", issued by the Chamber of Public Accountants and Tax Advisors, Version of 18 April 2018 are binding for this engagement. According to that, our liability is limited, and an accountant is only liable for violating intentionally or by gross negligence the contractual duties and obligations entered into. In cases of gross negligence, the maximum liability towards PORR AG and any third party totals EUR 726,730.

Vienna, 23 April 2020

### **BDO Austria GmbH** **Wirtschaftsprüfungs- und Steuerberatungsgesellschaft**

Mag. Klemens Eiter  
Auditor

ppa. Mag. Sanela Terko  
Tax Consultant

# Acknowledgements

## **Media proprietor**

PORR AG

Absberggasse 47, 1100 Vienna

T +43 50 626-0

office@porr-group.com

porr-group.com

## **Concept, realisation and editing**

PORR AG . Corporate Social Responsibility

be.public Corporate & Financial Communications GmbH, 1190 Vienna

## **Photos**

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## **Further information**

PORR AG . Corporate Social Responsibility

Absberggasse 47, 1100 Vienna

csr@porr-group.com

### Disclaimer

Every care has been taken to ensure that all information contained in every part of this Sustainability 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.

