5.5 Occupational risk prevention

Guaranteeing maximum safety for employees in the performance of their business activities is a priority for Sacyr. To this end, the Group is committed to providing a safe and stable environment for its employees and constantly updates its occupational health and safety measures. In addition, it fully complies with prevailing legislation in all the countries in which it operates.

Sacyr has adopted the concept of integrated safety and has established an occupational health and safety policy aimed at improving working conditions and raising the level of protection, health and safety of its employees.

In line with prevailing occupational health and safety regulations, preventative initiatives at the Sacyr Group are carried out using both its own resources and others arranged with an external prevention service:

- **Joint Prevention Service**: This prevention service covers three of the legally-required prevention areas: workplace safety, industrial hygiene and ergonomics and psychosociology. These matters are overseen by qualified specialists performing senior and intermediate level functions on a full-time basis. The Joint Prevention Service is overseen by the Group’s Head of Innovation.

- **Support Structure**: Formed by basic level technicians, working on a part-time basis at the different work centres. These personnel are integrated into the production line and directly oversee the production process.

- **External Prevention Service**: The prevention areas not managed by the Joint Prevention Service, such as workplace medical attention (health monitoring), are currently arranged with an external prevention service. Coordination between the company’s in-house prevention service and the external service is the responsibility of a senior prevention technician employed by the Sacyr Group.

In 2012 the companies of Sacyr submitted its OHS management to OHSAS legal and compliance audits, which they successfully passed.

**Certified health and safety system**

In addition to fully complying with all legal requirements in the area, Sacyr Group companies are implementing occupational health and safety management systems certified under OHSAS 18001, the principal international benchmark for occupational health and safety.

The system was implemented in 30 Group subsidiaries, eleven of which have obtained OHSAS 18001 certification.

In 2012, one new certification was obtained, bringing the total to over 78% of the Group based on its revenue figures.

This OHS management system helps to correctly identify, review, manage and improve monitoring of occupational risks to which Group employees are exposed and to comply with prevailing legislation.

Within the scope of this Management System, and as required by OHSAS standard, Sacyr sets annual targets, aimed at constantly improving its occupational risk management. Proposals for 2013 include:

- **Objective 1.** Progressively decreasing accident rates in the company, to reach a figure of 12% within a defined time frame. (3 years).

- **Objective 2.** Progressively reducing accidents caused by physical overexertion, to reach a figure of 9% within a defined period. (3 years).

- **Objective 3.** Increase, by 10% of its value, the safety visit average to Work Centres within a defined period (1 year).

- **Objective 4.** Increase, by one tenth of its value, the documentation visit average to work centres within a defined period (1 year).

**Dissemination of the prevention policy**

The Group management understands that in order to improve occupational safety, employees themselves must be aware of the risks they are exposed to in their job, and the importance of taking the appropriate preventive measures.

For this reason, the Sacyr Group encourages all employees to be familiar with the guidelines on which its Occupational Risk Prevention Policy is based and to incorporate them into their work style, to this end, it is committed to informing employees of the policy and distributes related documentation through training programmes tailored to each functional area and hierarchical level within the company.

As an example we can name some of the courses taught in the group:

- **OHSAS “Health and Safety in the Workplace Management System”**

- **Company Management Course**

Furthermore, both the Occupational Health and Safety Manual and General Procedures are available to all employees through Sacyr site and the PRESYV application. Through the Sacyr site channel, Group employees can access technical guides, prevention registers and technical notes focused on occupational risk prevention.

**Employee representation in OHS matters**

38% of Sacyr Group employees are represented on health and safety committees.

In addition, 7% of the total Group workforce has union representation through Prevention Officers. Although these officers do not form part of a Health and Safety Committee because is not constituted, they actively participate in health and safety-related issues by periodically attending meetings with company representatives.

The main issues associated with Occupational Health and Safety discussed at meetings between the company and unions, and which have resulted in formal agreements, are as follows:

- Setting up Health and Safety Committees
- Delivery and clarification of documentation to Prevention Officers.
Results of the occupational health and safety management

The Sacyr Group’s endeavours in the field of occupational health and safety have enabled significant advances in workplace quality, as measured by an internal scoring system that assesses each work centre in relation to the fulfilment of preventive duties.

The occupational accident rate has decreased in terms of last year’s figure, remaining at levels still well below the figures released by the Ministry of Labour for the two sectors in which the Group employs the most people. Although the calculation system recommended by the NIOHS is used (Frequency, seriousness and incidence rates) as it is standard procedure in Spain, the criteria included in the LA7 of the Global Reporting Initiative are still met.

In 2012, the Sacyr Group reported no fatalities in the workforce however there were 22 cases of work-related illnesses.

In terms of accidents involving subcontractors, during 2012 there was 1 fatal and 2 serious accidents registered. The Joint Prevention Service carried out the appropriate investigations for each of the three cases, assessing the causes and adopting suitable measures to prevent the recurrence thereof.

In terms of the breakdown of accidents by gender, the last two years have resulted as follows:

<table>
<thead>
<tr>
<th>Typology</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>PHYSICAL EXERTION: ON THE MUSCULOSKELETAL SYSTEM</td>
<td>42%</td>
<td>40%</td>
</tr>
<tr>
<td>CRUSHING ON OR AGAINST THE RESULT OF A FALL</td>
<td>17%</td>
<td>23%</td>
</tr>
<tr>
<td>CRUSHING ON OR AGAINST, RESULT OF A TRIP OR CRASH INTO A STATIONARY OBJECT</td>
<td>9%</td>
<td>8%</td>
</tr>
</tbody>
</table>

All statistical data below refers exclusively to Spain.

<table>
<thead>
<tr>
<th>Typology</th>
<th>2011 Indices</th>
<th>2012 Indices</th>
</tr>
</thead>
<tbody>
<tr>
<td>INCIDENCE INDEX</td>
<td>7,926.72</td>
<td>6,120.53</td>
</tr>
<tr>
<td>FREQUENCY INDEX</td>
<td>30.69</td>
<td>23.45</td>
</tr>
<tr>
<td>GRAVITY INDEX</td>
<td>0.78</td>
<td>0.54</td>
</tr>
<tr>
<td>EMPLOYMENT INDEX</td>
<td>0.0008</td>
<td>0.0007</td>
</tr>
</tbody>
</table>

Note: As of today’s date the official indices corresponding to 2012 have not been published.

In terms of the most significant accident types, the last two years have resulted as follows:

For the system of notification and registration of accidents, this is carried out through the standardised part published in Order TAS/2926/2002 published of 19 November of the Electronic Work Accident Declaration System (Delt@), accessible from the link: http://www.delta.mtas.es/.
Cooperation with leading OHS agencies

Sacyr works with a range of organisations specialising in promoting occupational health and safety. This allows the Group to pool information and experiences with other agents, strengthening its management in this field. These organisations include:

- National Occupational Health and Safety Commission: The Sacyr Group’s Joint Prevention Unit Head is the member representing the CEOE, the Spanish business federation, in the Construction Working Group of the National Occupational Health and Safety Commission.

- The Madrid Association of Architects and Master Builders: Sacyr forms part of the Health and Safety Committee of this association, which promotes occupational health and safety initiatives and activities in the construction industry.

- SEOPAN Health and Safety Committee: The Sacyr Group plays an active role in this committee within the Association of Spanish Construction Companies (SEOPAN), whose mission includes the promotion of compliance with occupational health and safety legislation and the provision of training within this area.

- The Madrid Region Association of Construction Companies (AECOM): Sacyr is a member of this Association, whose objectives include the promotion of occupational health and safety in sector companies and presides over the Health and Safety Committee.

- Spanish Association of Park and Garden Maintenance Companies (ASEJA): Sacyr participates in this association through its subsidiary Valoriza Servicios Medioambientales. ASEJA is currently preparing a training manual for gardening works which includes OHS recommendations.

- Spanish Association of Cleaning Companies (ASELIP): Through its Valoriza Facilities subsidiary, the Group takes part in this association by producing risk prevention handbooks.

- ACEX (the Spanish association of infrastructure maintenance and operation companies), comprising the leading infrastructure maintenance firms, is currently designing an array of statistics for occupational accidents in the industry.

- Construction Industry Labour Foundation: Comprised of the major players in the construction sector, this foundation provides training and promotes the use of appropriate preventative practices.
5.6 Quality and the Environment

TARGETS MET IN 2012

ISO 9001 and ISO 14001 certificated, Cafestore, Itepesa and Itemosa

Maximum score for the Green Certification (5 leaves) awarded to the project carried out by Sacyr Construcción, Millennium Square (Valladolid).

Putting in place of an electronic Supplier Assessment system in Somague.

Increase in the number of users of the environmental information applications

81.87 % of the earth excavated in the construction area is Spain in reused and 78 % in Portugal.

The environmental performance of Cafestore (multi-services), Itepesa, Itemosa (concessions area) and Valoriza Water Australia PTY LTD has been reported for the first time.

For the first time the amount of waste managed, based on the treatment received has been reported.

The Analytical Control Plan for water has been rolled out in AGS which has meant more than 215,000 analyses being conducted throughout the year.

Reduction of emissions associated with earth moving transport during the Olost by-pass Joint Venture, thus avoiding some 20.2 tons of CO₂ emissions.

CHALLENGES FOR 2013

Increase certifications in ISO 9001 and ISO 14001 in other activities of the Group, (Industrial Division and motorway concession).

Report to the Community on our carbon footprint.

Roll out our computer applications in the international area.

Define a customer satisfaction system in the industrial division.

Make available to the company a summary of the most significant environmental actions carried out by the Group.

Extend LEED certification in the Real Estate division.

Inform the company on the achievement rate of the environmental targets by business division.


Contractor and occupational risks

In addition to ensuring the health and safety of its own employees, the Group also takes the appropriate measures to guarantee the safety of subcontracted employees.

To this end, Sacyr has specific Sub-contractor Information, Control and Monitoring procedures in place, the main objectives of which are:

• To ensure that sub-contracted workers are fully informed about the risks to which they are exposed in their respective jobs and about the applicable protective and preventative measures.

• To ensure that sub-contractors effectively fulfil their responsibilities, taking all necessary measures and providing their employees with the appropriate means to ensure their safety.

Noteworthy is that during 2012, Sacyr complied with construction industry subcontracting regulations by limiting the number of levels in the subcontracting chain by using subcontracting records and requiring subcontractors to produce evidence of compliance.