

Sustainable Value Report 2014

GRI Index – complete

PORR is committed to the constant evaluation and analysis of its own performance with regard to sustainability criteria. The company uses the Performance Indicators from the Global Reporting Initiative (GRI) in order to prepare the data in a way which is transparent and allows meaningful comparisons. These findings relate first and foremost to the Austrian market. The following index gives an overview of the GRI indicators reported (G3.1) and includes the “Construction & Real Estate

Sector Supplements”. The quality of data is classified by so-called Application Levels. As it reports on at least 20 Performance Indicators, the report conforms to **Level B** as defined by the GRI.

Additional key indicators for PORR which are relevant for GRI are also included after the index. These are marked in the index with the note “see additional key data”.

Key data related to GRI

G3.1 Code	Contents as per GRI	Pages in report
1. Strategy and Analysis		
1.1	Statement from the most senior decisionmaker	3
1.2	Description of key impacts, risks and opportunities regarding sustainability	3, 8
2. Organisational Profile		
2.1	Name of the organisation	Cover
2.2	Brands, products and services	4, 5
2.3	Operational structure	6
2.4	Location of organisation's headquarters	Acknowledgements
2.5	Countries in which the organisation operates	5, 6
2.6	Nature of ownership and legal form	AR 23
2.7	Markets served	5
2.8	Scale of the reporting organisation	Cover, 4
2.9	Changes regarding size, structure, or ownership	4, AR 23
2.10	Awards	16, 18, 19, 29
3. Report parameters		
3.1	Reporting period	38
3.2	Date of previous report	38
3.3	Reporting cycle	38
3.4	Contact point	Acknowledgements
3.5	Process for defining report content	38
3.6	Boundary of the report	38
3.7	Limitations on the scope or boundary of the report	38
3.8	Joint ventures, subsidiaries, outsourced operations	4, AR 12
3.9	Data measurement	38
3.10	Re-statements of information from earlier reports	38
3.11	Changes in the scope, boundary, or measurement methods applied	38
3.12	GRI Content Index	39
3.13	External assurance	not relevant

G3.1 Code	Contents as per GRI	Pages in report	
4. Governance, Commitments and Engagement			
4.1	Governance structure of the organisation	AR 24ff	
4.2	Indication of whether the Chair of the highest governance body is also an executive officer	AR 24ff	
4.3	Members of the highest governance body that are independent and/or non-executive members	AR 24ff	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	AR 24ff, 17	
4.5	Linkage between compensation and performance	AR 31	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	AR 24ff	
4.7	Qualifications of the highest governance body	AR 25	
4.8	Statements of mission or values, codes of conduct, and principles	8, 9	
4.9	Procedures of the highest governance body for overseeing sustainability performance	10, 38	
4.10	Processes for evaluating the highest governance body's own performance as regards sustainability	AR 16, 17	
4.11	Precautionary approach	8, 9, 10	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives	9, 10	
4.13	Memberships	9, 10	
4.14	Stakeholder groups	HP	
4.15	Identification and selection of stakeholders	HP	
4.16	Approaches to stakeholder engagement	HP	
<input type="checkbox"/>	4.17	Questions and concerns from stakeholders	not reported
5	Management approach to economic, environmental and social categories, including labour, human rights, society and product responsibility	8, 9, 12, 14	

Key Data – Economic

G3.1 Code	Contents as per GRI	Pages in report	
Economic Performance			
<input checked="" type="checkbox"/>	EC1	Direct economic value generated and distributed	4, Cover
<input checked="" type="checkbox"/>	EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	30, 31, 32
<input checked="" type="checkbox"/>	EC3	Coverage of the organisation's defined benefit plan obligations	21
<input type="checkbox"/>	EC4	Significant financial assistance received from government	not reported
Market Presence			
<input type="checkbox"/>	EC5 (Core CRE)	Standard entry level wage compared to local minimum wage	not reported
<input checked="" type="checkbox"/>	EC6 (Core CRE)	Policy, practices, and proportion of spending on locally-based suppliers	Code of Ethics also applies to suppliers
<input checked="" type="checkbox"/>	EC7	Procedures for local hiring	There is no official policy/strategy regarding local hiring. It is however important and necessary for PORR to employ local workers (complete local employment is normally only possible after the initial phase).
Indirect Economic Impacts			
<input checked="" type="checkbox"/>	EC8	Infrastructure investments and services provided primarily for public benefit	11
<input type="checkbox"/>	EC9	Type and extent of indirect economic impacts	not reported

reported
 partially reported
 not reported
 not relevant to the report
 EC1 Performance Indicators
 EC9 Additional Indicators
 AR 2013 Annual Report

Key Data – Environmental

G3.1 Code	Contents as per GRI	Pages in report
Materials		
<input type="checkbox"/> EN1	Materials used by weight or volume	not reported
<input checked="" type="checkbox"/> EN2	Percentage of materials used that are recycled input materials	35, Cover, see additional key data
Energy		
<input checked="" type="checkbox"/> EN3	Direct energy consumption by primary energy source	30, Cover, see additional key data
<input checked="" type="checkbox"/> EN4	Indirect energy consumption by primary energy source	30, Cover, see additional key data
<input checked="" type="checkbox"/> EN5	Energy saved due to efficiency improvements	31, 32
<input checked="" type="checkbox"/> EN6	Initiatives to provide energy-efficient or renewable energy based products	31, 32
<input checked="" type="checkbox"/> EN7	Initiatives to reduce indirect energy consumption	31, 32
Water		
<input type="checkbox"/> EN8	Water consumption	Not reported. In instances of dust emissions, consumption is kept as low as possible.
<input type="checkbox"/> EN9	Impacts of water consumption	
<input type="checkbox"/> EN10	Water recycled and reused	
Biodiversity		
<input type="checkbox"/> EN11	Location and size of land in, or adjacent to, areas of high biodiversity value	Not reported. Where legally required, this is realised through environmental impact assessments.
<input type="checkbox"/> EN12	Impacts on biodiversity in protected areas and areas of high biodiversity value	
<input type="checkbox"/> EN13	Habitats protected or restored	
<input type="checkbox"/> EN14	Strategies for managing impacts on biodiversity	
<input type="checkbox"/> EN15	Species at risk of extinction with habitats in areas affected by operations	
Emissions, Effluents and Waste		
<input checked="" type="checkbox"/> EN16	Direct and indirect greenhouse gas emissions	32, Cover, see additional key data
<input type="checkbox"/> EN17	Other relevant greenhouse gas emissions	not reported
<input checked="" type="checkbox"/> EN18 (Core CRE)	Initiatives to reduce greenhouse gas emissions	32
<input type="checkbox"/> EN19	Emissions of ozone-depleting substances	not reported
<input checked="" type="checkbox"/> EN20	NO _x , SO _x , and other significant air emissions	32, Cover, see additional key data
<input type="checkbox"/> EN21	Total water discharge	not reported
<input checked="" type="checkbox"/> EN22	Total amount of waste	34, Cover, see additional key data
<input checked="" type="checkbox"/> EN23	Total number and volume of significant spills caused by accidents and incidents	No relevant instances in the reporting period
<input type="checkbox"/> EN24	Waste deemed hazardous under the terms of the Basel Convention	not reported
<input type="checkbox"/> EN25	Impact of water discharges on biodiversity	not reported
Products and Services		
<input checked="" type="checkbox"/> EN26	Initiatives to mitigate environmental impacts of products and services	30–36
<input type="checkbox"/> EN27	Packaging material reused or recycled	not reported
Compliance		
<input checked="" type="checkbox"/> EN28	Fines and non-monetary sanctions for noncompliance with environmental laws and regulations	No relevant instances in the reporting period
Transport		
<input checked="" type="checkbox"/> EN29	Environmental impacts of transporting products, materials and employees	31
Overall environmental protection expenditure and investments		
<input type="checkbox"/> EN30	Environmental protection expenditure and investments	not reported

Key Data – Social

G3.1 Code	Contents as per GRI	Pages in report
Labour Practices and Decent Work		
Employment		
LA1	Total workforce	12, Cover
LA2	New employee hires and employee turnover	12, see additional key data
LA3	Benefits provided to full-time employees	20f
LA15	Return to work and retention rates after parental leave	13, see additional key data
Labour/Management Relations		
LA4	Employees covered by collective bargaining agreements	In Austria, Germany and Switzerland all staff are covered by collective bargaining agreements. The company adheres to minimum wage levels.
LA5	Minimum notice periods regarding operational changes	National regulations apply to Austria and Germany. Changes which apply to other countries are regulated by the European Works Council.
Health and Safety		
LA6	Employee representation in formal joint management-worker health and safety committees	regulated under Austrian law
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities	22
LA8	Education and awareness-raising initiatives regarding serious diseases	22f
LA9	Health and safety topics covered in formal agreements with trade unions	regulated under Austrian law
Training and Education		
LA10	Average hours of training	15
LA11	Programs for skills management, lifelong learning and the transition to retirement	15f
LA12	Feedback to employees regarding performance and career development	13f
Diversity and Equal Opportunity		
LA13	Composition of governance bodies and breakdown of employees according to gender, age group and minority group membership	12, see additional key data
Equal Remuneration for Women and Men		
LA14	Ratio of basic salary and remuneration of women to men by employee category	13
Human Rights		
Investment and Procurement Practices		
HR1	Human rights screening for significant investment agreements and contracts	The human rights policy is laid out in the Code of Ethics, which applies across the entire organisation.
HR2	Human rights screening for significant suppliers, contractors, and other business partners	The human rights policy is laid out in the Code of Ethics, which applies across the entire organisation.
HR3	Employee training on human rights	not relevant
Non-Discrimination		
HR4	Incidents of discrimination and corrective actions taken	In 2012/2013 there were no instances of discrimination at PORR AG in line with legal regulations (equal opportunities law) which are known to the mental health and conflict resolution body.

■ reported
 ■ partially reported
 not reported
 not relevant to the report
 EC1 Performance Indicators
 EC9 Additional Indicators
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G3.1 Code	Contents as per GRI	Pages in report
Freedom of Association and Collective Bargaining		
HR5	Guaranteeing the right to exercise freedom of association and collective bargaining	24, The right to exercise freedom of association and collective bargaining is in place at every PORR site. The same is also required for suppliers from Austria, Germany and Switzerland.
Child Labour		
HR6	Identifying business activities with risk for incidents of child labour	regulated under Austrian law
Forced and Compulsory Labour		
HR7	Identifying business activities with risk for incidents of forced or compulsory labour	regulated under Austrian law
Security Practices		
HR8	Human rights training for security personnel	not relevant
Indigenous Rights		
HR9	Incidents of violations involving rights of indigenous people and actions taken	not relevant
Assessment		
HR10	Operations that have been subject to human rights reviews and/or impact assessments	not relevant
Remediation		
HR11	Grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	not reported
Gesellschaft		
Local Communities		
SO1	Operations with implemented local community engagement, impact assessments, and development programs	not reported
SO9	Operations with significant potential or actual negative impacts on local communities	not reported
SO10	Prevention and mitigation measures implemented in operations with negative impacts	not reported
Corruption		
SO2	Business units analysed for risks related to corruption	9, examinations of the business units are being conducted in the course internal auditing.
SO3	Training in anti-corruption policies and procedures	Nicht berichtet
SO4	Actions taken in response to incidents of corruption	No legally binding reviews occurred in 2012/2013.
Public Policy		
SO5	Public policy development and lobbying	not reported
SO6 (Core CRE)	Total value of financial and in-kind contributions to political parties, politicians, and related institutions	not reported
Anti-Competitive Behaviour		
SO7	Legal actions for anticompetitive behaviour, anti-trust, and monopoly practices	no incidents in the period under review
Compliance		
SO8	Significant fines and non-monetary sanctions for noncompliance with laws and regulations	no incidents in the period under review

■ reported
 ■ partially reported
 not reported
 not relevant to the report
 ■ EC1 Performance Indicators
 ■ EC9 Additional Indicators
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G3.1 Code	Contents as per GRI	Pages in report
Product Responsibility		
Customer Health and Safety		
<input checked="" type="checkbox"/> PR1	Assessment of the health and safety impacts of products	not relevant
<input checked="" type="checkbox"/> PR2	Incidents of non-compliance regarding the health and safety impacts of products	not relevant
Product and Service Labelling		
<input checked="" type="checkbox"/> PR3	Type of information on products and services and percentage of products subject to information requirements	not relevant
<input checked="" type="checkbox"/> PR4	Non-compliance with regulations concerning labelling	not relevant
<input type="checkbox"/> PR5	Practices related to customer satisfaction, including results of surveys	not reported
Marketing Communications		
<input type="checkbox"/> PR6	Adherence to laws, standards, and voluntary codes related to marketing communication	not reported
<input type="checkbox"/> PR7	Incidents of non-compliance with regulations and voluntary codes concerning marketing communications	not reported
Customer Privacy		
<input checked="" type="checkbox"/> PR8	Complaints regarding breaches of customer privacy	not relevant
Compliance		
<input type="checkbox"/> PR9	Fines for non-compliance with regulations concerning the use of products and services	not relevant

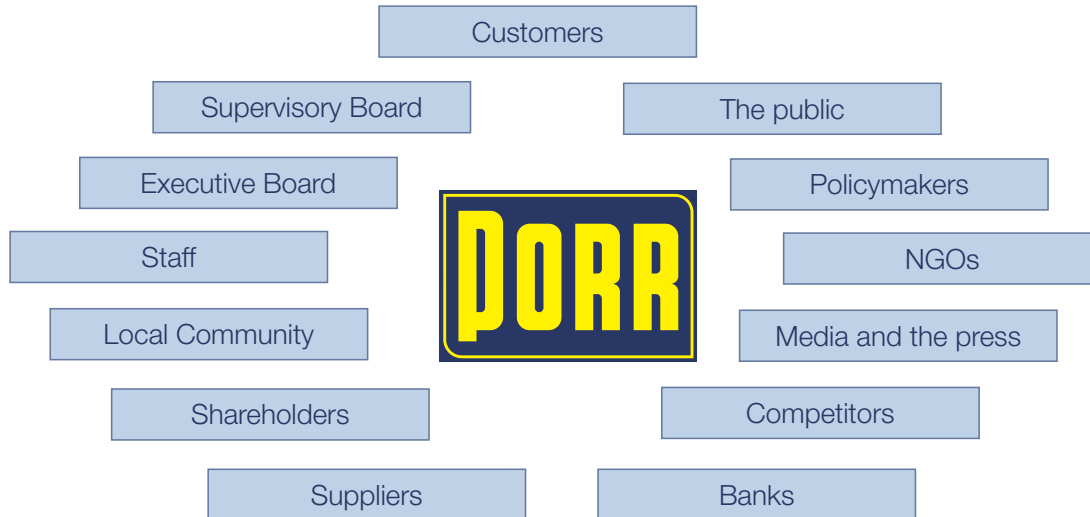
Key data – Construction & Real Estate sector

G3.1 Code	Contents as per GRI	Pages in report
Construction & Real Estate Sector Supplements		
<input type="checkbox"/> CRE 1	Building energy intensity	not reported
<input type="checkbox"/> CRE 2	Building water intensity	not reported
<input type="checkbox"/> CRE 3	Greenhouse gas emissions intensity from buildings	not reported
<input type="checkbox"/> CRE 4	Greenhouse gas emissions intensity from new construction and redevelopment activity	not reported
<input checked="" type="checkbox"/> CRE 5	Land remediated and in need of remediation for the existing or intended land use, according to applicable legal designations	not relevant
<input checked="" type="checkbox"/> CRE 6	Percentage of the organisation operating in verified compliance with an internationally recognized health and safety management system	The OHSAS 18001 safety management system applies across the entire Group.
<input type="checkbox"/> CRE 7	Number of persons voluntarily and involuntarily displaced and/or resettled	not reported
<input checked="" type="checkbox"/> CRE 8	Type and number of sustainability certification, rating and labelling schemes	29

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Governance, Commitments and Engagement

4.14 Stakeholder groups



4.16 Approaches to Stakeholder engagement

- Staff appraisals at least once a year with the management
- Communication with staff through the “**reporrrt**”, the staff magazine
- Internal electronic communication via the intranet, the “**porrtal**”
- Staff surveys
- Staff letters from the CEO
- Deploying internal experts to the committees of NGOs
- “Open day” at construction sites for local communities
- Information for local communities
- Supporting events held by neighbours, i.e. local festivals
- Events for customers and staff
- Attendance at trade fairs
- Memos
- Information brochures
- Press conferences
- Press relations

Additional Key Data

LA 1 Total workforce A-D-CH

		2013		2012		2011	
		male	female	male	female	male	female
A	salaries	2,251	782	2,091	767	1,984	712
	wages	6,052	104	5,859	102	5,364	95
D	salaries	528	182	410	141	344	129
	wages	307	10	289	9	344	9
CH	salaries	38	19	34	19	36	12
	wages	84	4	96	4	114	6

* figures taken from December

LA 2 New hires – salaried employees*

	Age	2013		2012		2011	
		male	female	male	female	male	female
A	under 25	72	26	65	36	56	22
	26–50	2,209	61	141	45	94	32
	over 50	32	-	21	3	13	1
D	under 25	16	15	15	13	6	4
	26–50	113	41	55	13	32	11
	over 50	32	8	19	6	3	2
CH	under 25	2	1	-	6	1	1
	26–50	11	2	6	3	11	2
	over 50	2	-	2	1	2	-

* The table includes all new entries, regardless of whether employees remained in the Group or left in the interim period.

LA 10 Training days/staff member

	2013		2012		2011	
	Austria	Germany	Austria	Germany	Austria	Germany
Male	1.44 (n=2,125)	1.46 (n=474)	1.41 (n=2,006)	2.02 (n=395)	1.25 (n=1,984)	1.91 (n=359)
Female	1.17 (n=749)	1.08 (n=174)	1.37 (n=734)	1.19 (n=135)	0.98 (n=712)	1.13 (n=135)
Total	1.37 (n=2,874)	1.36 (n=648)	1.40 (n=2,740)	1.81 (n=530)	1.18 (n=2,696)	1.69 (n=494)

LA 10 Numbers of staff attending training sessions

	2013		2012		2011	
	Austria	Germany	Austria	Germany	Austria	Germany
Male	952	221	929	218	732	189
Female	297	64	344	59	207	64
Total	1,249	285	1,273	277	939	253

Data sources (both tables LA10):

Staff member = employee (no waged workers)

Taken from: December 2011/2012/2013

Training: These figures include training sessions organised/coordinated by the HR development department as well as those which have been "externally" booked directly by staff at external training/education institutes.

Training documentation: The range of training and participation by staff members (employees) is documented in an HR development system (**porr_academy**). Training sessions in which staff participated but which are not mentioned here cannot have an impact on the aforementioned statistics.

LA 11 Progressive retirement of employees in Austria*

from	Total staff	Average length	of which women	Average length	of which men	Average length
2013	47	48.8 months	19	59.4 months	28	41.7 months
2012	57	41.9 months	21	56.2 months	36	33.5 months
2011	61	42.7 months	18	51.2 months	43	39.3 months
2010	49	29.0 months	12	34.0 months	38	27.4 months
2009	53	54.0 months	13	57.0 months	40	53.3 months

* Applies to all staff members who were in partial retirement in the relevant years. The figures for 2009 to 2011 have been adjusted retrospectively.

LA 15 Parental leave of employees in Austria*

from	Total staff	of which women	Average length	left PORR	of which men	Average length	left PORR
2013	56	41	22 months	1	15	3 months	-
2012	47	40	20 months	5	7	3 months	-
2011	57	50	21 months	4	7	4 months	-
2010	41	26	18 months	2	2	4 months	1
2009	32	29	23 months	4	3	4 months	1

* Applies to all staff members who were on parental leave in the relevant years. The figures for 2009 to 2011 have been adjusted retrospectively.

EN2 Recycling rate of construction waste

in %	2013	2012	2011	2010	2009
Concrete	82	92	92	85	95
Asphalt	93	94	83	93	96
Rubble	48	91	63	26	64

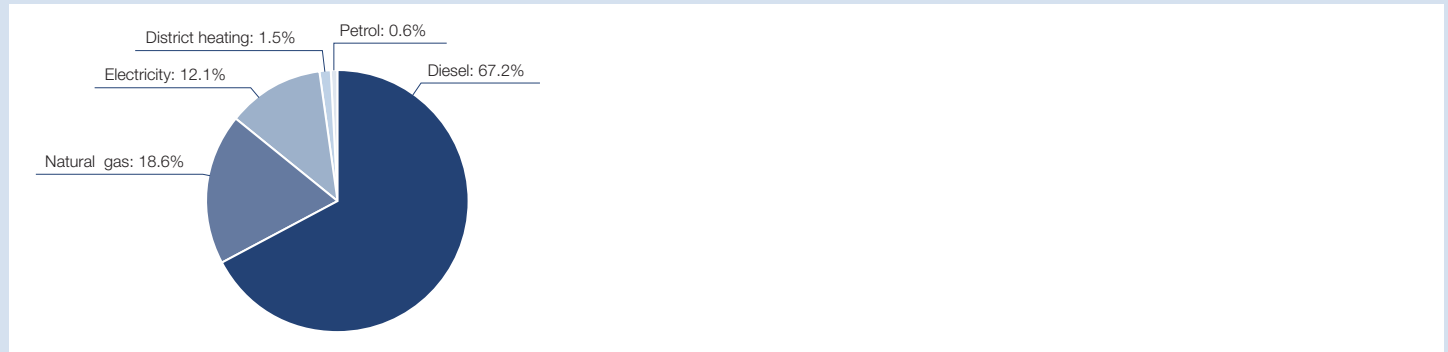
EN3, EN4 Direct and indirect energy consumption in Austria

in kWh	2013	2012	2011	2010	2009
Energy consumption diesel	258,507,493	247,621,133	214,548,885	210,806,611	268,812,577
Energy consumption gas	80,145,885	66,570,690	82,402,436	82,099,402	97,072,379
Energy consumption electricity	48,139,978	47,077,622	38,052,370	40,338,317	40,066,426
Energy consumption wood chips	10,840,611	10,528,601	8,968,549	8,257,254	7,691,990
Energy consumption district heating	6,026,495	5,067,524	8,720,036	9,559,000	5,670,785
Energy consumption petrol	1,887,790	1,647,134	1,614,182	1,465,328	1,863,805
Energy consumption CNG gas (vehicles)	101,176	139,478	273,140	145,660	151,440
Total energy consumption	405,649,429	378,652,182	354,579,598	352,671,572	421,329,402

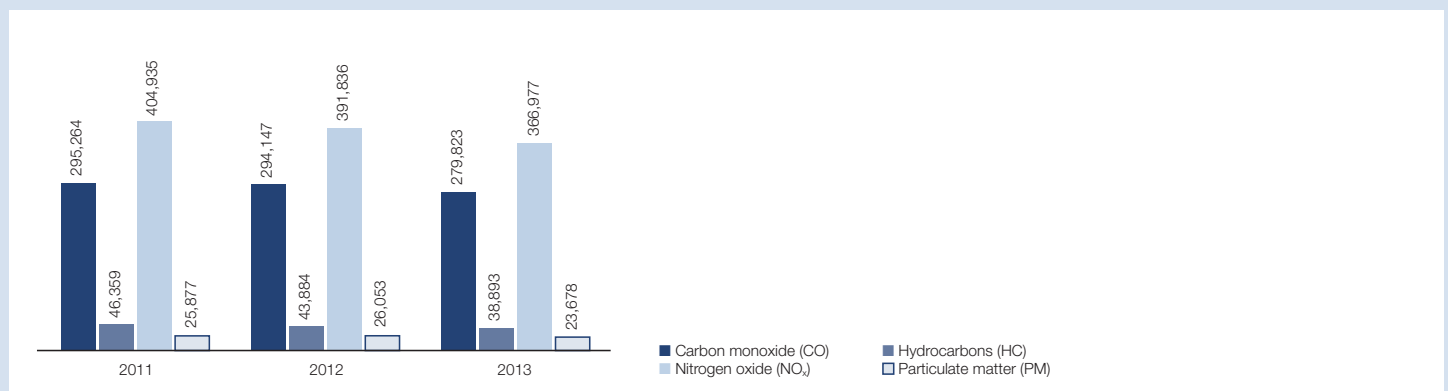
EN16 CO₂ emissions in Austria

in tonnes	2013	2012	2011	2010	2009
CO ₂ total	107,666	100,599	95,625	95,306	114,501

CO₂ emissions in Austria 2011 – breakdown by energy source in %



EN20 Construction machinery emissions in Austria in tonnes



EN 22 Total waste

Total weight of waste in work stations					
in tonnes	2013	2012	2011	2010	2009
Non-hazardous waste	3,056	2,967	3,755	3,260	3,105
Hazardous waste	316	385	262	531	630

Disposal methods of non-hazardous waste in work stations					
in %	2013	2012	2011	2010	2009
D1	5.4	5.4	15.0	12.9	17.8
R1	13.4	11.8	17.4	14.3	22.0
R1 and D1	19.7	21.6	21.0	26.3	21.6
R1 and/or R3	0.8	4.7	3.8	3.2	2.2
R3	10.5	9.2	7.9	13.6	15.7
R3 and R4 and R5	0.0	0.1	0.0	0.1	0.2
R4	21.4	14.8	10.9	12.1	16.0
R5	28.7	32.4	24.0	17.5	4.6

Disposal methods of hazardous waste in work stations					
in %	2013	2012	2011	2010	2009
R1	36.5	33.1	49.0	67.5	50.6
R1 and/or R2	6.7	20.0	16.7	9.5	12.6
R1 and R3 and R5	34.7	36.9	22.6	15.9	16.5
R1 and/or R3 and R5	0.0	0.1	0.5	0.2	0.1
R1 and/or R9	15.7	4.8	2.2	2.7	0.7
R3 and R11	0.2	0.2	0.6	0.4	0.0
R3 and R4 and R5	3.4	1.9	2.9	0.5	16.4
R4	2.7	2.9	5.1	3.3	3.0
R5	0.1	0.1	0.3	0.1	0.0

Disposal methods as per the Waste Framework Directive 2008/98/EG, appendix 1 and 2 (key)

R1 Main use as fuel or other means of generating energy

R2 Recovery/regeneration of solvents

R3 Recycling/recovery of organic substances not used as solvents

R4 Recycling/recovery of metals and metal alloys

R5 Recycling/recovery of other inorganic substances

R9 Refining oil or other ways of reusing oil

R11 Recycling waste produced from one of the methods listed from R1 to R10

D1 Storage in or on the earth (e.g. landfills)