

# STRATEGY

## WORK HEALTH PROMOTION





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Health is not everything, but without health everything is nothing. (Schopenhauer)

## 1. Introduction

The health and well-being of the PORR employees is affected by a wide range of physical and mental stresses in their everyday working lives. The private life situation can also have a positive or negative impact on the health of the individual. In addition, the changed economic framework conditions demand more flexibility and efficiency from people in order to cope with everyday life. This is particularly relevant since the Covid 19 pandemic.

Over the last few decades, work and society have undergone major changes as a result of the following factors:

- The life style tempo has increased
- Increasing information overload
- Increasing job insecurity
- New working conditions and time models
- Demographic change
- Changing values
- Digitalization

All these factors can be summarized under the term Work 4.0. As a result, preventive and sustainable measures for workplace health promotion are taking on an important role in the corporate strategy. Workplace health promotion is concerned with both employees and their working environment.

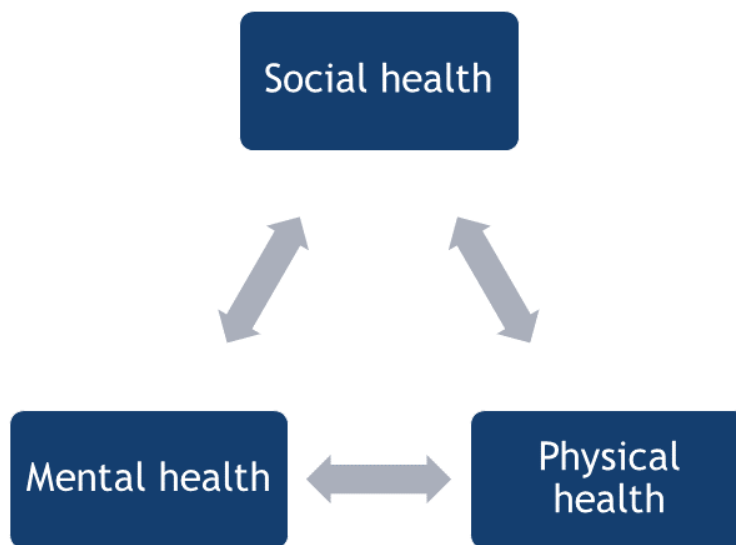
Employees are a company's most important resource.

**Motivations** for implementing workplace health promotion:

- Greater employee satisfaction and motivation
- Higher productivity and quality of work
- Better working atmosphere and more team spirit
- Lower sickness rates and less fluctuation
- Stronger competitiveness and better corporate image, also in terms of recruiting

Workplace health promotion has a high priority in the company. The topic-specific survey as part of the PORR Congress with approx. 2,000 participants, the evaluation of mental stress, results from workshops and focus groups with employees, CO representatives and experts and also the 2019 stakeholder survey have shown that the term "health" has become an important component in the working world of our employees.

Workplace health promotion encompasses all joint measures taken by employees and society to improve health and well-being at work.



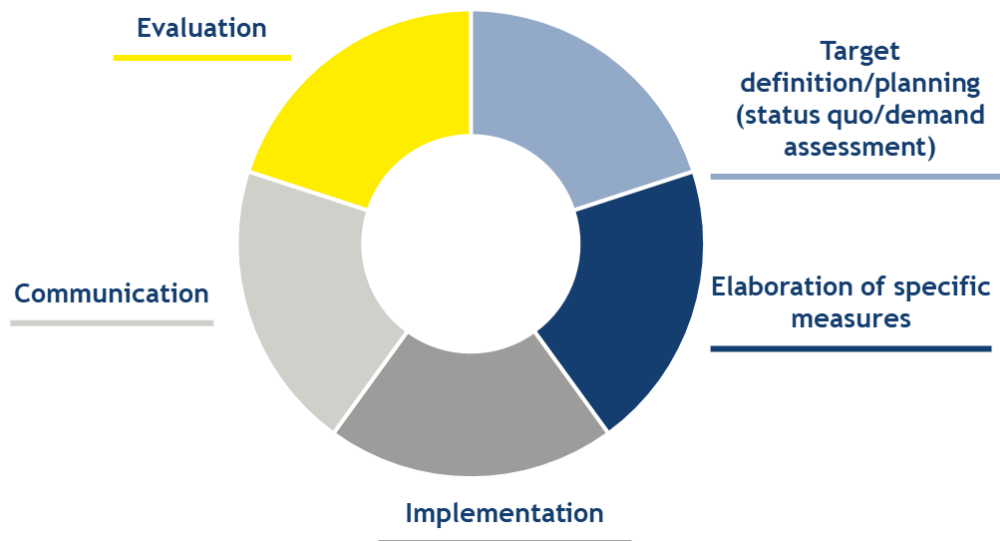
The kick-off for workplace health promotion took place in Vienna in 2017 and was gradually extended to other locations in Austria and other countries.

For Austria, PORR 2020 has been awarded the "BGF Quality Seal" with a validity period of three years.

Workplace health promotion is implemented throughout PORR as part of consistent quality assurance in order to systematically establish recurring measures or activities and to ensure the possibility of process-controlled analysis. The systematization of all health-promoting measures in the PORR Group, in the planning, implementation and evaluation of which various company departments (e.g. occupational safety, works council, occupational medicine, mental health and conflict counseling) are involved in addition to WHP management, is part of the implementation of occupational health management with a particular focus on an "occupational medicine network". A Covid 19 officer has also been nominated within the framework of occupational health management to coordinate all topics and measures in this context.

**Occupational health management** combines classical occupational health and safety with any existing occupational health and safety management systems. For more information, see the separate concept BGM.

## 2. Project cycle

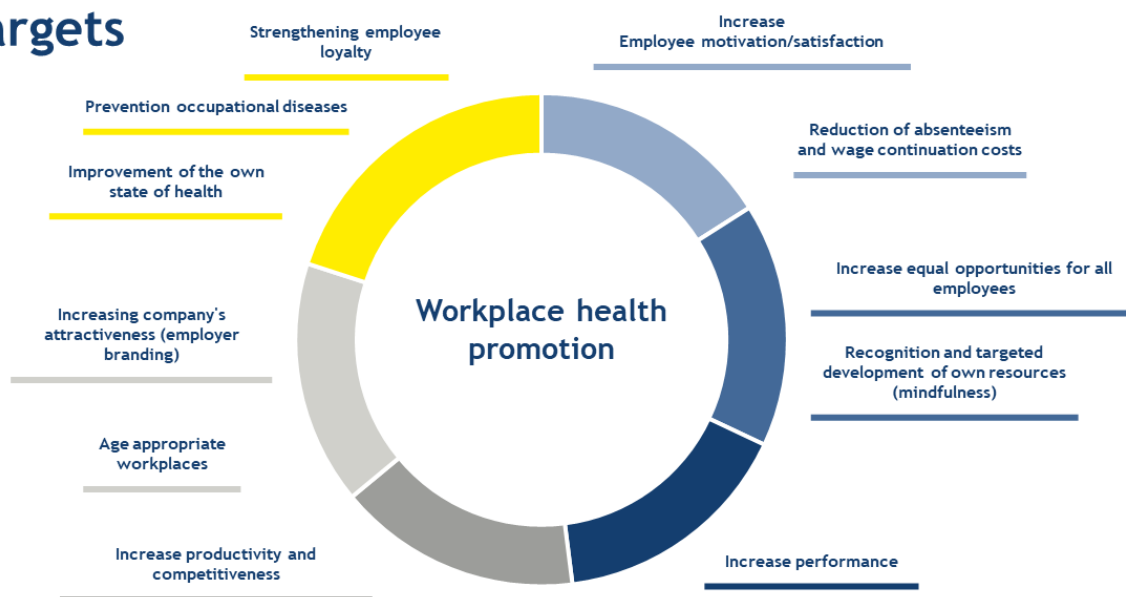


### 2.1 Target definition/planning (status quo/demand assessment)

The results of the surveys as part of company events or online surveys, the evaluation of mental stress and the evaluations of workshops and focus groups, etc. represent the analysis of the current situation. The results can be used to determine where action is needed. The health and safety project team develops the individual topics, if necessary also with the support of focus groups.

The WHP project team defines the goals in coordination with the WHP management. An evaluation of these goals takes place annually and further goals are defined as needed.

## Targets



### 2.2 Elaboration of specific measures

A selection of measures that have been planned, partly implemented and evaluated:



#### Implemented

- Unified office and break containers based on PES standard
- Site retrofitting with defibrilators
- Reinforced hygiene regulations and control of cleaning service on construction sites
- Improved drinking water supply on construction sites
- Increase in skin protection cream for industrial workers
- Ban on smoking in office and break containers and crew vehicles in AT
- Ongoing series of lectures on mental health
- Increased emphasis on primary, secondary and tertiary prevention
- Annual health days in AT
- Group-wide health day
- Health awareness campaign
- Vaccination programs in AT Commercial/employees
- Healthy food offer/elimination of alcohol vending machine
- Training opportunities at headquarters/branches
- Workplace smoking cessation
- Health training in apprentice training



#### In implementation

- Implementation of dietary coaching
- Further development of health training with rollout for young talents
- Healthy snack vending machines
- Direct communication of health measures, among other things, via APP with blue collar workers

### ↑ In planning

- Company bike
- Standardized and regular review/adjustment of the workplace with regard to ergonomics
- Expansion of a discounted sports program (employees and professionals)
- Pilot project Eversports app for employees Fall 2022
- Group-wide expansion of the range of occupational health and safety measures
- Expansion of BGF measures with a focus on commercial employees: Nutrition (snack vending machines, delivery services, etc.) Exercise/sports offerings (discounted gym memberships, Eversports app, workout program for professionals)
- External point of contact for privately stressful situations
- Age- and body-appropriate workplaces
- Repeat smoking cessation program starting in 2022
- Flexible models for reintegration management
- Standardized process for reintegration

Measures are developed together with the **work** health promotion project team following the definition of objectives. The **work** health promotion project team develops measures that can be offered to employees. If necessary, the catalog of measures for achieving the objectives is adapted or expanded.

### 2.3 Implementation

The implementation of measures starts after approval and final acceptance of the measures. All measures must be coordinated with the WHP project team and finally approved by the Executive Board.

### 2.4 Communication

All measures are communicated through different channels to the employees (e.g. intranet, newsletter, postings, personal conversations, screen, app).

### 2.5 Evaluation

The implemented measures are regularly evaluated, e.g. in the form of surveys (e.g. company smoking cessation, implementation of health promotion measures on construction sites). The result is a new ACTUAL state, which serves as the basis for planning new measures. The cycle starts again from the beginning.

### 3. Responsibilities

BGF is strategically located within the company health management (BGM), which reports to the Executive Board. The WHP management is the main contact for employees in health related matters and works closely with the WHP project team. These experts support the planning and implementation of health-promoting and preventive measures and are intended to raise awareness of health-oriented behavior in the workplace.

The WHP management takes on an active, mediating and formative role in the company's health activities. This involves a constant exchange with other areas of responsibility and keeps up to date with the latest developments in health promotion measures.

**At PORR, we always try to promote our employees and support them in all their needs.  
The health of our employees is not only important to us as a company, but with the help of WHP we also  
promote the health benefits of all PORRians.**

Vienna, July 18, 2022



Karl-Heinz Strauss, CEO



Klemens Eiter, CFO



Josef Pein, COO



Jürgen Raschendorfer, COO