

## UN Global Compact Communication on Progress 2010

Sustainability and corporate responsibility (CR) have a long tradition at HOCHTIEF and are an integral part of our corporate strategy. Our values, vision and guiding principles are geared toward sustainability. As a forwardlooking company, we accept responsibility for society and the environment both within the Group and in our work for clients. In November 2010, HOCHTIEF signed the Code of Responsible Conduct for Business, giving our voluntary commitment together with 20 other corporate groups to sustainability, social partnership, merit and fair competition.

The capital market acknowledges our commitment to sustainability. In September 2010, HOCHTIEF gained a listing in the Dow Jones Sustainability Indexes (DJSI) for the fifth year in succession.

We took our IT-based CRedit reporting system online during the year under review. This simplifies the compilation of sustainability data in the Group and further improves data quality.

Principle	Commitments und Management Systems	Activities in 2010	Achievements in 2010
Principle 1: Support for human rights	<p>With a global workforce of over 70,000, we have a responsibility to create optimum working conditions and offer the highest standards of occupational safety and health.</p> <p>HOCHTIEF considers itself a member of the local community wherever we operate. We have always primarily employed staff and subcontractors from the regions where our projects are located around the world.</p> <p>Our commitments and management systems:  <a href="#">Company's Guiding Principles</a>  <a href="#">Code of Conduct</a>  <a href="#">Compliance System</a>  <a href="#">Integrated safety management</a></p>	<p>Our cross-divisional competence center for occupational safety, health and environmental protection (OSHEP) continuously works to improve Group-wide environmental and safety management systems and ensure their implementation in HOCHTIEF companies.</p> <p>In Australia, for example, our subsidiary Leighton has a tradition of commitment to Aboriginal people. Thiess, a Leighton company, provided a twenty-week training program for young Aboriginal people from Queensland in the year under review, with a guaranteed job on completion.</p> <p>In Germany, HOCHTIEF and the workforce donated a total of some EUR 37,000 for victims of the earthquake in Chile. Our US subsidiaries Turner and Flatiron together with their workforces provided a combined total equaling some USD 250,000 for relief efforts in Haiti following the earthquake devastation there.</p> <p>Further activities:  <a href="#">Expansion of the Code of Conduct</a>  <a href="#">Occupational Safety Day 2010</a>  <a href="#">Committed to the Indigenous people</a></p>	<p>In the year under review, we once again reduced the accident rate across the entire Group, to 1.79 accidents per million hours worked.</p>

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Principle 2: No complicity in human rights abuses	<p>HOCHTIEF is a company that operates in regions with different cultures and political systems, and we attach great importance to compliance and ethics management.</p> <p>Our commitments and management systems:  <a href="#">Code of Conduct</a>  <a href="#">Code of Conduct for Business Partners</a></p>	<p>The HOCHTIEF Code of Conduct was revised during the year under review and supplemented to incorporate international standards on areas such as employee rights, forced labor, child labor and environmental protection.</p> <p>We further developed subcontractor evaluations in procurement in 2010. Such evaluations now also include sustainability criteria such as occupational safety and health and environmental protection.</p>	
Principle 3: Freedom of association	<p>HOCHTIEF is a company that operates in regions with different cultures and political systems, and we attach great importance to compliance and ethics management.</p> <p>Our commitments and management systems:  <a href="#">Company's Guiding Principles</a>  <a href="#">Commitment to comply with the standards of the International Labour Organization (ILO)</a></p>	<p>The HOCHTIEF Code of Conduct was revised during the year under review and supplemented to incorporate international standards on areas such as employee rights.</p> <p>Further activities:  <a href="#">Expansion of the Code of Conduct Employer HOCHTIEF</a>            Formation of a work council at HOCHTIEF Concessions</p>	In Germany, 100 percent of the workforce are represented by works councils.
Principle 4: Elimination of all forms of forced and compulsory labor	<p>HOCHTIEF is a company that operates in regions with different cultures and political systems, and we attach great importance to compliance and ethics management.</p> <p>Our commitments and management systems:  <a href="#">Commitment to comply with the standards of the International Labour Organization (ILO)</a>  <a href="#">Code of Conduct for Business Partners</a></p>	<p>The HOCHTIEF Code of Conduct was revised during the year under review and supplemented to incorporate international standards on areas such as employee rights, forced labor and child labor protection.</p> <p>Further activities:  <a href="#">Expansion of the Code of Conduct Employer HOCHTIEF</a></p>	

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<p>Principle 5: Abolition of child labor</p>	<p>HOCHTIEF is a company that operates in regions with different cultures and political systems, and we attach great importance to compliance and ethics management.</p> <p>Our commitments and management systems:  <a href="#">Commitment to comply with the standards of the International Labour Organization (ILO)</a>  <a href="#">Education projects as donation/sponsoring focus</a>  <a href="#">Code of Conduct for Business Partners</a></p>	<p>The HOCHTIEF Code of Conduct was revised during the year under review and supplemented to incorporate international standards on areas such as employee rights, forced labor and child labor protection.</p> <p>HOCHTIEF Concessions once again made donations to education establishments near its airport holdings in the year under review. Computers and IT equipment went this time to two schools close to Düsseldorf Airport. The company also once again provided resources for the necessary refurbishment of a school building in Tirana, Albania.</p> <p>Further activities:            Early environmental education            Youth Dialog 2010            Technology Day 2010            Turner YouthForce 2020</p>	
<p>Principle 6: Elimination of discrimination</p>	<p>HOCHTIEF is a company that operates in regions with different cultures and political systems, and we attach great importance to compliance and ethics management.</p> <p>Our commitments and management systems:  <a href="#">Company's Guiding Principles</a>  <a href="#">Commitment to comply with the standards of the International Labour Organization (ILO)</a>  <a href="#">Diversity Charter/</a>  <a href="#">Diversity Charta PDF Download en</a>  <a href="#">Equal Employment Opportunity Policy Statement</a></p>	<p>In Australia, for example, our subsidiary Leighton has a tradition of commitment to Aboriginal people. Thiess, a Leighton company, provided a twenty-week training program for young Aboriginal people from Queensland in the year under review, with a guaranteed job on completion.</p> <p>Further activities:  <a href="#">Turner receives distinctions for community involvement</a>  <a href="#">Committed to the Indigenous people</a></p>	

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<p>Principle 7: Precautionary approach to environmental challenges</p>	<p>HOCHTIEF commits to active resource protection in its Directive on Occupational Safety, Health and Environmental Protection.</p> <p>Our commitments and management systems:  <a href="#">Directive on Occupational Safety, Health and Environmental Protection</a>  <a href="#">Environmental protection policy</a>  <a href="#">Integrated environmental management</a>  <a href="#">Innovation management</a></p>	<p>HOCHTIEF once again played a part in protecting the climate and cutting greenhouse gas emissions through work and services carried out in 2010.</p> <p>Green building volume increased  Project examples:  <a href="#">Nordex Forum</a>, <a href="#">Fontanepromenade</a>  Brochure update "<a href="#">Green Treasures</a>"  <a href="#">Increased energy efficiency in our projects</a></p>	<p>HOCHTIEF Energy Management saved a total of 105,000 metric tons of carbon in projects undertaken for clients during 2010.</p> <p>A total of eleven buildings constructed by HOCHTIEF in Germany have gained German Sustainable Building Council (DGNB) precertification or certification.  Our subsidiary Turner is number one in the green building segment in the USA, where 425 projects have achieved, or have been registered for, the coveted LEED certification.</p>
<p>Principle 8: Initiatives to promote environmental responsibility</p>	<p>HOCHTIEF commits to active resource protection in its Directive on Occupational Safety, Health and Environmental Protection.</p> <p>Our commitments and management systems:  <a href="#">Climate and resource protection are an integral part of our CR strategy</a></p>	<p>We also work in-house to protect the climate:  As of the year under review, our major German office locations are powered entirely with renewables-generated electricity.</p> <p>Our open and active climate policies gained further official recognition in 2010, with HOCHTIEF listed for the first time in the German Carbon Disclosure Leadership Index.</p> <p>Further activities:  <a href="#">Waste recycling</a></p>	<p>We have cut fuel consumption by more than six percent in Germany compared with 2008.</p> <p>Over 60 percent of corporate units are certified to the ISO 14001 environmental management standard.</p> <p>We recorded no significant environmental damage over the last four years.</p> <p>The waste recycling quotas on our projects worldwide are significantly above the average in each country. The quota for Germany was 92 percent in the year under review, while the combined quota for Europe and America was 75 percent.</p> <p>Our commitment to sustainability is also reflected in our own office buildings: The new HOCHTIEF Houses in Munich and Hamburg achieved DGNB gold and silver preliminary certification. Eight Turner offices carry LEED certification in the USA..</p>

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<p>Principle 9: Diffusion of environmentally friendly technologies</p>	<p>HOCHTIEF commits to active resource protection in its Directive on Occupational Safety, Health and Environmental Protection.</p> <p>Our commitments and management systems:  <a href="#">Sustainability excellence team</a>  <a href="#">Business models involving renewable energies</a>  <a href="#">Active memberships in local green building councils</a>  <a href="#">Innovation management</a>  <a href="#">Sustainable products and services are an integral part of our CR strategy</a></p>	<p>HOCHTIEF is among the leading green building providers worldwide.</p> <p>2010 HOCHTIEF companies started the first LEED or BREEAM-certified buildings in Poland, the Czech Republic and Costa Rica.</p> <p>Green building is also increasingly an issue in Australia, where HOCHTIEF sponsored the first ever Future Proofing Property Forum in November 2010.</p> <p>We also continued to invest in the future of wind power in the year under review. Our new <a href="#">Thor jack-up platform</a> started work erecting offshore wind farms in the North Sea. Construction also began on the first special-purpose vessel for BELUGA HOCHTIEF Offshore. The joint venture will deploy the vessel to install, maintain and operate offshore wind turbines from 2012.</p> <p>Participation in southern hemisphere's largest wind farm (McArthur Wind Farm)</p>	<p>A total of eleven buildings constructed by HOCHTIEF in Germany have gained German Sustainable Building Council (DGNB) precertification or certification.</p> <p>Our subsidiary Turner is number one in the green building segment in the USA, where 425 projects have achieved, or have been registered for, the coveted LEED certification</p>
<p>Principle 10: Anti-corruption</p>	<p>HOCHTIEF is a company that operates in regions with different cultures and political systems, and we attach great importance to compliance and ethics management.</p> <p>Our commitments and management systems:  <a href="#">Code of Conduct</a>  <a href="#">Compliance System</a>  <a href="#">Membership Transparency International</a>  <a href="#">Compliance and ethics management are an integral part of our CR strategy</a></p>	<p>Our division-level compliance officers once again staged numerous training events in the year under review, including on the HOCHTIEF Code of Conduct and our directives. In addition, employees were offered our electronic learning programs dealing with anti-corruption and illegal employment.</p>	