

Directive on Occupational Safety, Health and Environmental Protection at HOCHTIEF Aktiengesellschaft

Objective

This directive lays down the basic requirements for occupational safety, health and environmental protection management for the corporate divisions and participating interests. This is to ensure that locally applicable statutory and other official stipulations are precisely complied with and implemented.

Identifying risks promptly and taking appropriate measures to handle them helps to prevent environmental damage and significantly reduces the incidence of serious accidents. The principal goal is to lastingly ensure protection of our employees' and third parties' health as well as environmental protection. Harm to our image and material damage to the company are largely avoided.

Scope

This directive applies to all corporate divisions of the HOCHTIEF Group and their participating interests affiliated directly or indirectly with HOCHTIEF Aktiengesellschaft in as far as influence can be exerted on these companies. The corporate divisions and participating interests ensure that the procedures stipulated in this directive are observed and documented.

Occupational safety, health and environmental protection policy

In its occupational safety, health and environmental protection policy, HOCHTIEF Aktiengesellschaft has committed itself to the observance of principles concerning occupational safety, health and environmental protection.

Observance of these principles is ensured by the corporate divisions and participating interests. In addition, they draw up their own guidelines focusing on their activities, products and services and the associated occupational safety, health and environmental protection aspects. On this basis, they define objectives for improving environmental protection and health and safety and take concrete measures to implement these.

Responsibilities

In its schedule of responsibilities, the Executive Board of HOCHTIEF Aktiengesellschaft has transferred the authority for tasks relating to occupational safety, health and environmental protection to a member of the Executive Board.

The corporate divisions/participating interests provide for orderly organization in occupational safety, health and environmental protection matters. This includes designating or appointing the following:

- a member of the Executive Board or of the Management Board responsible for occupational safety, health and environmental protection
- a central officer for occupational safety, health and environmental protection
- persons required for ensuring the organization of occupational safety, health and environmental protection
- all those persons statutorily required to maintain occupational safety, health and environmental protection

The corporate divisions and participating interests are directly responsible for establishing the organizational structures and defining the functions of those involved in occupational safety, health and environmental protection.

Occupational safety, health and environmental protection management

The corporate divisions and participating interests maintain an occupational safety, health and environmental protection system in line with their particular activities, products and services and in accordance with the statutory stipulations. In addition they bear legal responsibility for the introduction, development and implementation of the system.

Occupational safety, health and environmental protection must be integrated in the entire project process. Responsibilities and lines of authority must be laid down for all activities of relevance to environmental protection, health and safety.

Compliance with the management system must be secured by means of appropriate measures, for instance project inspections or audits. In the case of non-conformities, the necessary corrective measures must be established and their implementation must be monitored.

All documents required within the framework of occupational safety, health and environmental protection management (e.g. approvals, requirements/conditions, ordinances) are placed in safe-keeping in such a way that they are always available to the relevant employees and to the authorities if needed. The requisite periods of safe-keeping are governed by statutory and other official stipulations and/or internal rules.

Risk management, emergency notification system

The corporate divisions/participating interests regularly ascertain, register and document the chief occupational safety, health and environmental protection aspects associated with their activities, products and services. Any significant dangers and risks are documented, the measures required to prevent, reduce or eliminate them are initiated and their implementation is monitored.

By means of their internal reporting systems, the corporate divisions and participating interests ensure that their respective managements are informed immediately about incidents of environment-related damage or serious accidents, particularly in the case of:

- impending investigations by the criminal prosecution authorities
- other occurrences likely to protect public attention

Occupational safety, health and environmental protection relevant occurrences of a substantial nature must be notified to HOCHTIEF Aktiengesellschaft, in particular in the event of

- a likely damage volume of over EUR 10 million
- serious/fatal occupational accidents
- official investigations concerning senior managers and/or cases of employees being taken into custody
- probable widespread public attention.

This notification must contain at least the following:

- date and time when the incident occurred
- description of the incident, cause
- preliminary appraisal of possible harm to individuals or damage to property, impact on the environment
- measures and stipulations by the authorities
- own measures and an estimation of the further course of events
- contact partners and communication routes for further information (telephone, fax, e-mail, etc.)

Notification must be made by telephone and by fax to:

HOCHTIEF Aktiengesellschaft
Tel + 49 201/824 – 0
Fax + 49 201/824 – 92221

Information and qualification

The corporate divisions and participating interests inform their employees and subcontractors on

- occupational safety, health and environmental protection policies
- occupational safety, health and environmental protection objectives
- the requirements of occupational safety, health and environmental protection management.

The corporate divisions and participating interests ensure that their employees and subcontractors are suitably qualified for their activities and for meeting the statutory requirements and receive the necessary training and instruction.

Reporting system

On its website (www.hochtief.com) and in its biannual Sustainability Report, HOCHTIEF keeps the general public informed about current developments in the fields of occupational safety, health and environmental protection within the company.

The contents and design of these publications are in line with internationally recognized guidelines.

Implementation

The competence center for occupational safety, health and environmental protection (OSHEP Center) with its cross-divisional activities continuously works on the implementation and development of occupational safety, health and environmental protection management.

The OSHEP Center monitors compliance with this directive.

Appendices

- Occupational safety and health policy
- Environmental protection policy
- "Accident report" form
- "Environmental damage report" form

Occupational safety and health policy

Objective

We are committed to minimizing the risk of accidents and to maintain the health of our employees and third parties. Together with our clients, we devise preventive measures. This ensures that clients assume their share of responsibility for occupational safety and health.

To meet the obligations resulting from this occupational safety and health policy, the HOCHTIEF Group continually sets appropriate objectives.

Explanations

In our work, we undertake to observe all relevant laws and other stipulations regarding health and safety. We integrate occupational safety and health measures into all project plans and procedures. This facilitates the early, systematic identification and assessment of hazards, enabling these to be minimized and thus reducing the risk of accidents and illness.

Right from the planning phase, we take precautionary measures, such as consulting experts and staying in touch with the relevant authorities, in order to avoid dangers or hazards and to prevent accidents.

Occupational safety and health management represents an essential aspect of HOCHTIEF quality. We set and follow high standards in active and passive safety measures, and oblige our subcontractors to adopt similar standards.

We promote safety-consciousness among all employees by means of training and on-the-spot instruction. We rely primarily on our employees - who are in a better position to spot dangerous conditions - to provide recommendations for improvement. Their ideas contribute considerably to continuous improvement of our occupational safety and health standards.

We have made occupational safety and health an integral element of our reporting system.

Through our ongoing improvements in the field of occupational safety and health, we strive to fulfill the demanding standards of our clients and obligations to employees.

On all occupational safety and health issues, we maintain constant contact with the relevant authorities and the Works Council, and engage in dialog with the general public, particularly by publishing our Sustainability Report.

Environmental protection policy

Objective

We acknowledge our obligations to maintain the integrity of the natural environment. With our clients, we devise appropriate measures and solutions and thus support them in assuming their share of responsibility for environmental protection.

To meet our self-imposed obligations regarding environmental protection, we continually set ourselves new objectives.

Explanations

In all our work, we identify what must be done to protect the soil, water and air, flora and fauna and cultural monuments. All employees are required to protect the environment as much as possible in the course of their work and observe all statutory and other official stipulations. We support this by means of appropriate training measures.

We integrate environmental protection into the overall project process in order to avoid environmental damage and we do so early enough to avoid disruption to operational sequences. We integrate subcontractors involved in HOCHTIEF projects systematically into project-related environmental protection.

Wherever necessary, environmental protection measures are always discussed within the framework of our meetings system. We incorporate environmental protection into our research and development efforts in order to find new solutions to increasingly stringent requirements and to meet the goal of sustainable development.

Our clients rely on us to select and develop environmentally compatible methods of construction. By the same token, we support our clients in their efforts to protect the environment. Through our ongoing improvements in the field of environmental protection we strive to fulfill the demanding standards of our clients.

Our regularly published Sustainability Report answers the questions of our clients and other interested parties and at the same time documents our successes in the fields of occupational safety, health and environmental protection.

We maintain constant contact with the relevant authorities and engage in a dialog with the public in devising effective solutions to environmental issues.