

We are building the world of tomorrow.



## Materiality Analysis 2018/2019



**ALWAYS  
READY TO TALK**

Results Report 2018

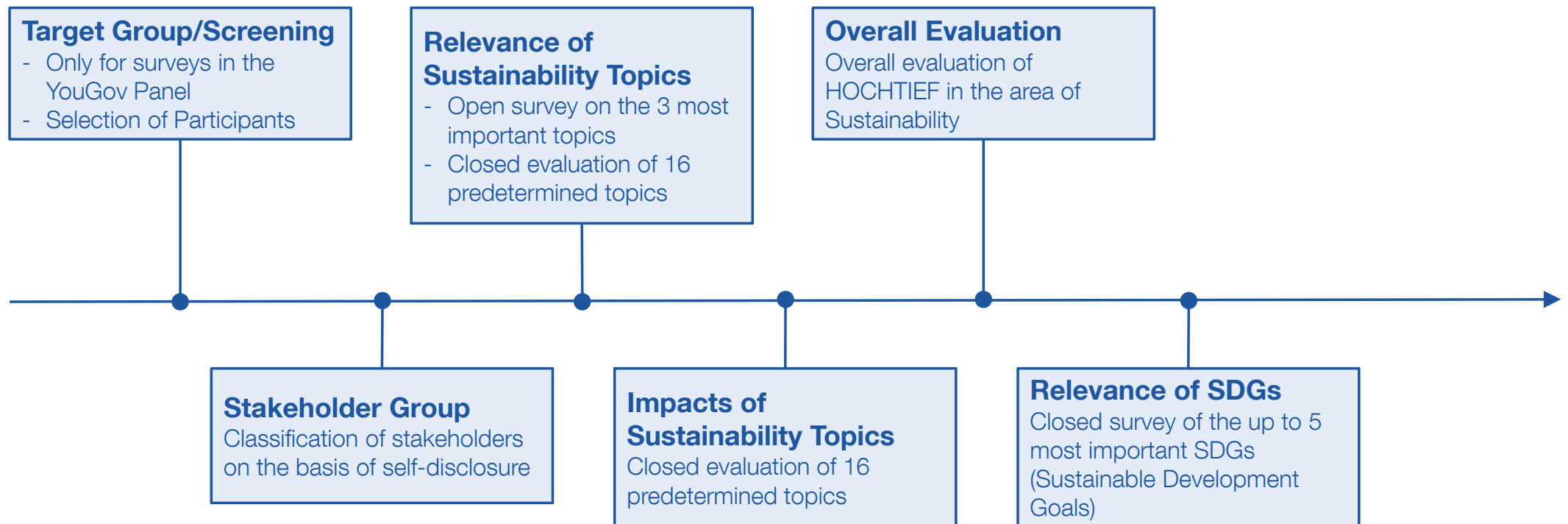


## Survey Design

In order to determine the important sustainability topics at HOCHTIEF, a total of five stakeholder groups from HOCHTIEF were asked about the importance and prioritization of different sustainability topics in an online survey.

Stakeholder Group	Methods	Random Sample	Period
<b>Population</b> (Germany, from 18 years old)	Online Survey in the YouGov Panel	n=1,025	November/Dec. 2018
<b>Decision Makers</b> (Companies with at least 100 employees)	Online Survey in the YouGov Panel	n=257	November/Dec. 2018
<b>HOCHTIEF employees</b>	Link to Online Survey in the HOCHTIEF Intranet	n=233	December 2018
<b>Subcontractors and Partners</b>	E Mail Invitation to Online Survey by HOCHTIEF	n=90	November/Dec. 2018
<b>CR Experts</b>	E Mail Invitation to Online Survey by HOCHTIEF	n=50	November/Dec. 2018

## Structure and Contents of the Questionnaire



## Summary I

### Relevante Handlungs- und Themenfelder aus Stakeholder-Sicht

- The interviewees were requested to evaluate fields of action from the area of sustainability to indicate how important they are (1) for the company HOCHTIEF and (2) how strong the impacts of HOCHTIEF's business operating activities are on society in these fields.
- **Population:**  
From the perspective of the German population the topics Occupational Safety and Health, Conserving Resources, Sustainable Construction, Observance of Human Rights and Procurement are important. The topics related to the working world Training and Continuing Education / Qualification and Search for Personnel/Recruiting are evaluated as relevant for HOCHTIEF, but with less impact on society.
- **Decision Makers:**  
Company decision makers evaluate the topics Occupational Safety and Health Protection, Conserving Resources, Sustainable Construction, Managing Social and Environmental Impacts of Construction Activities and Procurement as important for HOCHTIEF's corporate strategy. Furthermore, decision makers regard topics related to the working world (Training and Continuing Education/Qualification and Recruiting), Observance of Human Rights and Innovation as relevant for HOCHTIEF, but without serious impacts on society.
- **Subcontractors and Partners:**  
These stakeholder groups rate a whole range of topics as relevant for the strategic alignment of HOCHTIEF, and differentiate less strongly than other groups. These include Occupational Safety and Health, topics from the fields Climate Action and Conserving Resources, Procurement and Sustainable Products and Services (Sustainable Construction, Innovation) and Observance of Human Rights.
- **CR Experts:**  
CR experts rate Occupational Safety and Health Protection, topics from the field of Climate Action and Conserving Resources, Sustainable Construction, Observance of Human Rights, Compliance as well as Managing Social and Environmental Impacts of Construction Activities as important for the corporate future of HOCHTIEF.
- **HOCHTIEF Employees:**  
In their ratings, HOCHTIEF employees show a strong focus on Occupational Safety and Health Protection, Conserving Resources and Compliance. Additional topics from the working world (Training and Continuing Education/Qualification and Recruiting as well as Culture and Diversity) and Innovation are rated as internally relevant by employees.

## Summary II

### Relevant Fields of Action and Topics: Validation

- To ensure that all potentially relevant topics and topic groups are covered by the study, at the beginning of the survey interviewees were requested to freely cite up to three of the most important topics for HOCHTIEF (without predetermined answer options).
- Throughout all stakeholder groups, above all topics from the fields of ecology (for instance Environmental Protection, Climate Action, Sustainable Products and Materials, Energy Consumption, Waste, ...) and topics which affect working conditions are cited (with different weighting).

### Prioritization of Sustainable Development Goals (SDGs)

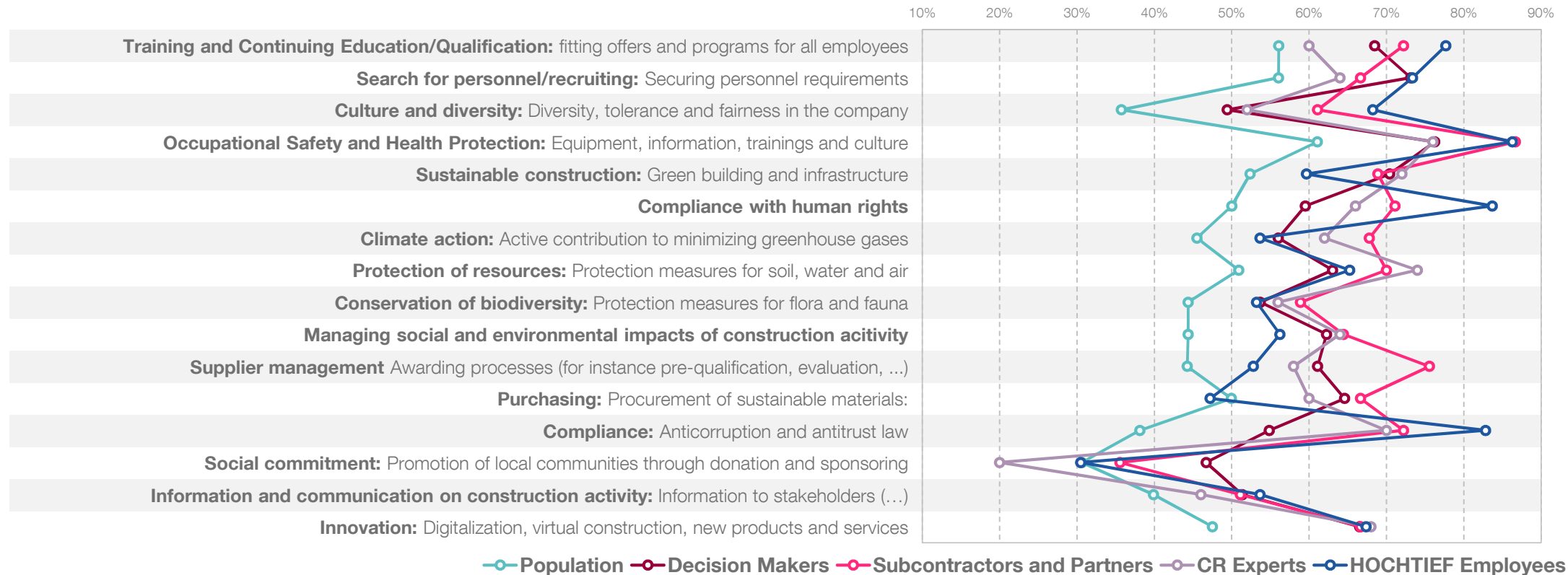
- Throughout all stakeholder groups three SDGs were rated as highly relevant for HOCHTIEF: (1) Measures for Climate Action, (2) Sustainable Cities and Communities as well as (3) Industry, Innovation and Infrastructure.
- From the perspective of the people and decision makers Affordable and Clean Energy as well as Clean Water and Sanitation are also very important.
- For HOCHTIEF employees and CR experts, the goal of Industry, Innovation and Infrastructure is highly relevant.
- For subcontractors and HOCHTIEF employees the topic Partnerships for the goals is important. For HOCHTIEF employees the topics Quality Education as well as Good Health and Wellbeing are also relevant.

## Overview of Relevant Topics

	Population	Decision Makers	Subcontractors and Partners	CR Experts	HOCHTIEF Employees
<b>High Relevance</b>	<ul style="list-style-type: none"> <li>Occupational Safety and Health Protection</li> <li>Sustainable Construction</li> <li>Compliance with human rights</li> <li>Protection of Resources</li> <li>Procurement</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Safety and Health Protection</li> <li>Sustainable Construction</li> <li>Protection of Resources</li> <li>Managing Social and Environmental Impacts of Construction Activities</li> <li>Procurement</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Safety and Health Protection</li> <li>Sustainable Construction</li> <li>Compliance with human rights</li> <li>Climate Action</li> <li>Protection of Resources</li> <li>Supplier Management</li> <li>Procurement</li> <li>Innovation</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Safety and Health Protection</li> <li>Sustainable Construction</li> <li>Compliance with human rights</li> <li>Climate Action</li> <li>Protection of Resources</li> <li>Managing Social and Environmental Impacts of Construction Activities</li> <li>Compliance</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Safety and Health Protection</li> <li>Protection of Resources</li> <li>Compliance</li> </ul>
<b>Internal Relevance</b> (high relevance for HOCHTIEF, but not for society)	<ul style="list-style-type: none"> <li>Training and Continuing Education/Qualification</li> <li>Search for Personnel/ Recruiting</li> <li>Innovation</li> </ul>	<ul style="list-style-type: none"> <li>Training and Continuing Education/Qualification</li> <li>Search for Personnel/ Recruiting</li> <li>Compliance with human rights</li> <li>Supplier Management</li> <li>Innovation</li> </ul>	<ul style="list-style-type: none"> <li>Training and Continuing Education/Qualification</li> <li>Search for Personnel/ Recruiting</li> <li>Compliance</li> </ul>	<ul style="list-style-type: none"> <li>Search for Personnel/ Recruiting</li> <li>Compliance</li> </ul>	<ul style="list-style-type: none"> <li>Training and Continuing Education/Qualification</li> <li>Search for Personnel/ Recruiting</li> <li>Culture and Diversity</li> <li>Innovation</li> </ul>

## Subcontractors, CR experts and special employees rate Compliance as an important topic for HOCHTIEF – in contrast for people it is scarcely present.

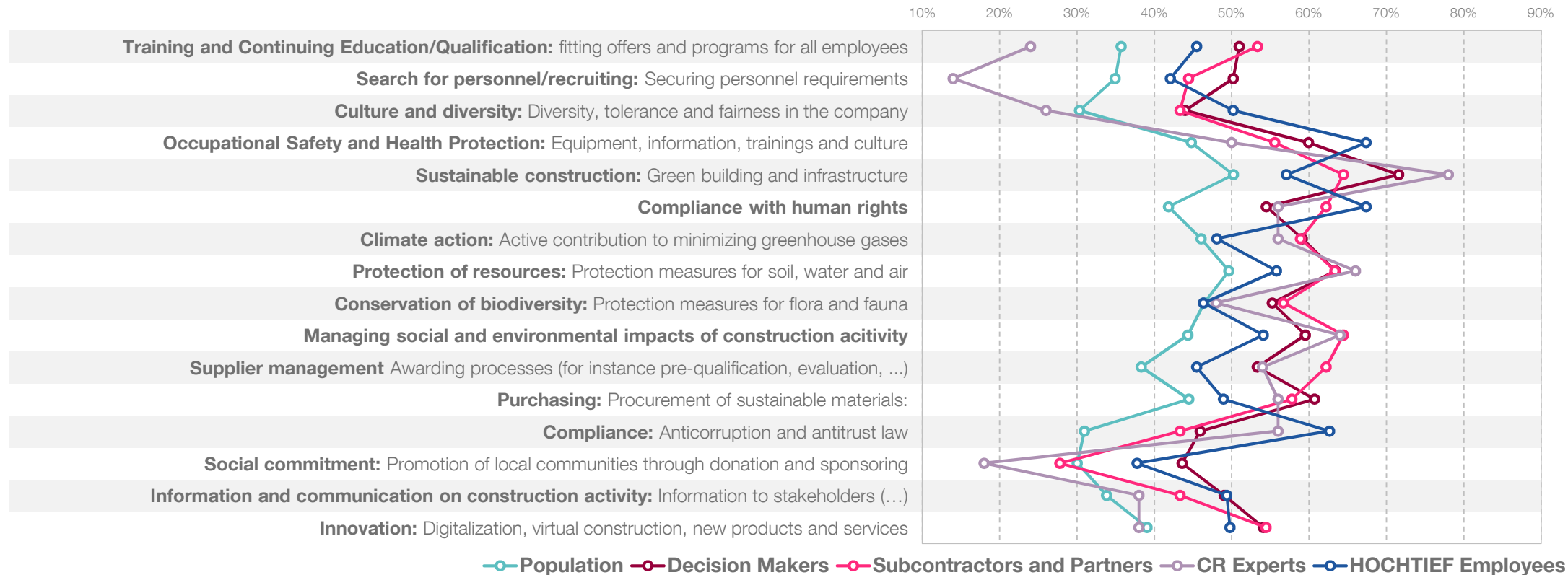
We request you to provide your assessment: In your opinion, what importance do the following topics have for the company HOCHTIEF?



Basis: Population (n=1,025), decision makers (n=257), subcontractors and partners (n=90), CR experts (n=50), HOCHTIEF employees (n=233); information in % (high importance + very high importance)

## For employees occupational safety has the biggest impact on society. The other groups regard sustainable construction as having the biggest impacts of HOCHTIEF.

How do you rate the impacts which HOCHTIEF directly and indirectly has on the environment and society in the following topics?

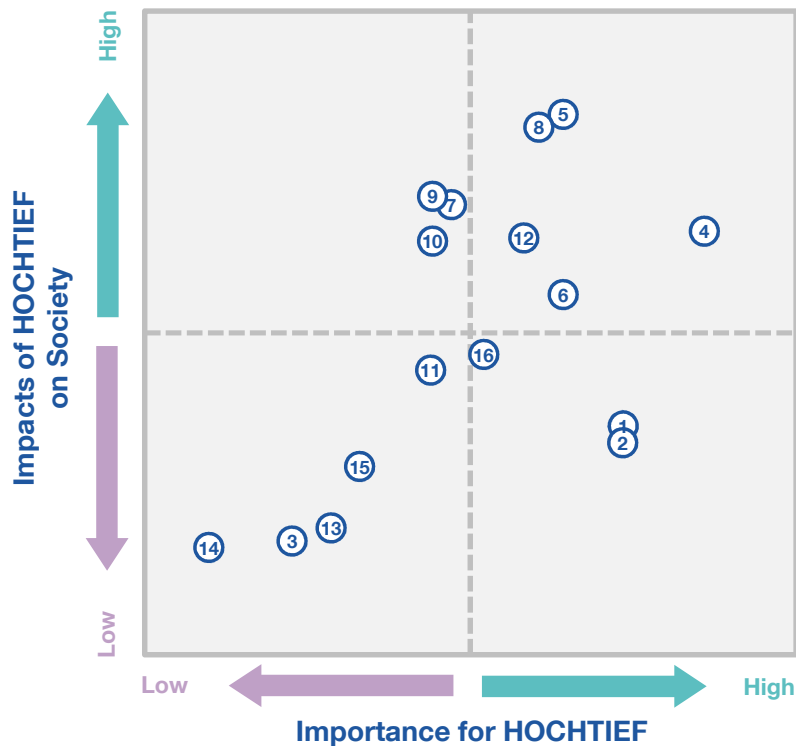


Basis: Population (n=1,025), decision makers (n=257), subcontractors and partners (n=90), CR experts (n=50), HOCHTIEF employees (n=233); information in % (great impacts + very great impacts)



**According to the population, HOCHTIEF has biggest impact on society with sustainable construction & conserving resources. But the company itself also regards both as important.**

We request you to provide your assessment: In your opinion, what importance do the following topics have for the company HOCHTIEF? How do you rate the impacts which HOCHTIEF directly and indirectly has on the environment and society in the following topics?

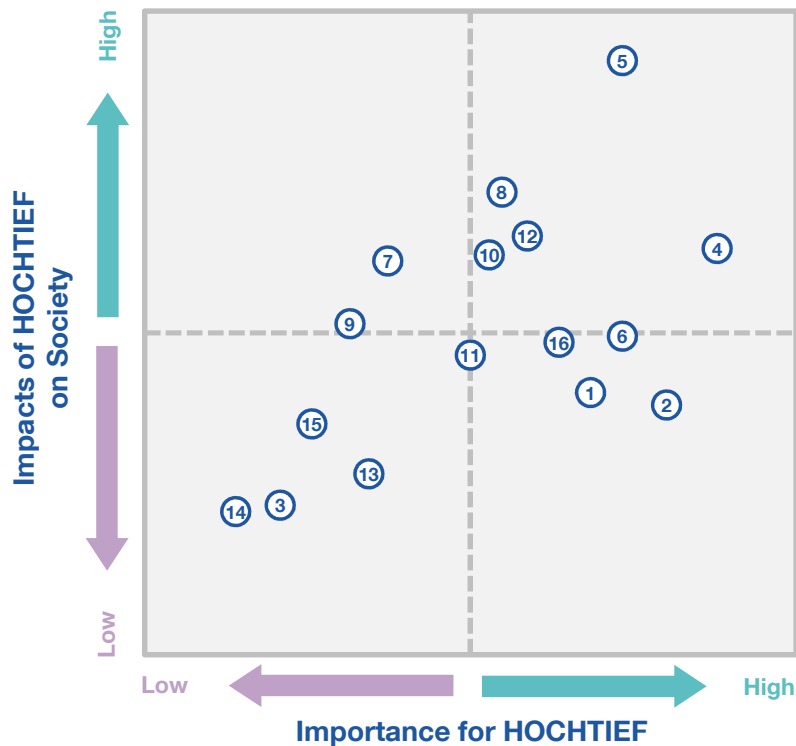


- 1 Training and Continuing Education / Qualification
- 2 Search for Personnel / Recruiting
- 3 Culture and Diversity
- 4 Sustainable Construction
- 5 Protection of Resources
- 6 Compliance with human rights
- 7 Climate Action
- 8 Conservation of Biodiversity
- 9 Managing Social and Environmental Impacts of Construction Activities
- 10 Supplier Management
- 11 Procurement
- 12 Compliance
- 13 Social Commitment
- 14 Information and communication on construction activity
- 15 Innovation
- 16

Basis: Population (n=1,025); information in % (great impacts + very great impacts/great importance + very great importance)

## According to decision makers, sustainable construction is the most important topic: They rate both the importance for HOCHTIEF and also the impacts on society as high.

We request you to provide your assessment: In your opinion, what importance do the following topics have for the company HOCHTIEF? How do you rate the impacts which HOCHTIEF directly and indirectly has on the environment and society in the following topics?

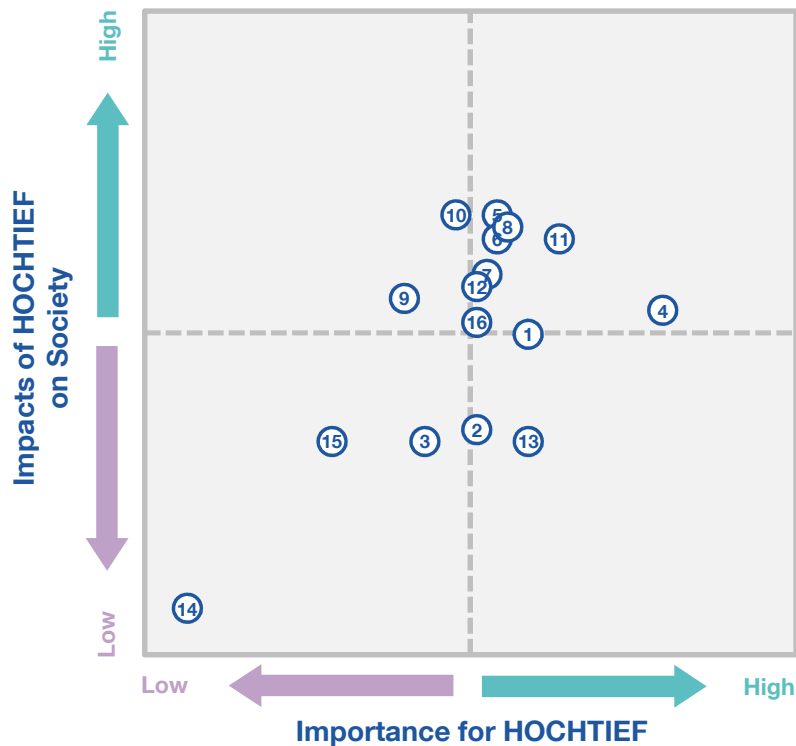


- 1 Training and Continuing Education / Qualification
- 2 Search for Personnel / Recruiting
- 3 Culture and Diversity
- 4 Occupational Safety and Health Protection
- 5 Sustainable Construction
- 6 Compliance with human rights
- 7 Climate Action
- 8 Protection of Resources:
- 9 Conservation of Biodiversity
- 10 Managing Social and Environmental Impacts of Construction Activities
- 11 Supplier Management
- 12 Procurement
- 13 Compliance
- 14 Social Commitment
- 15 Information und Kommunikation über Bautätigkeit
- 16 Innovation

Basis: Decision Makers (n=257); information in % (great impacts + very great impacts / great importance + very great importance)

## Subcontractors see impacts of HOCHTIEF and importance for the company particularly with regard to supplier management – considerably more than other groups.

We request you to provide your assessment: In your opinion, what importance do the following topics have for the company HOCHTIEF? How do you rate the impacts which HOCHTIEF directly and indirectly has on the environment and society in the following topics?

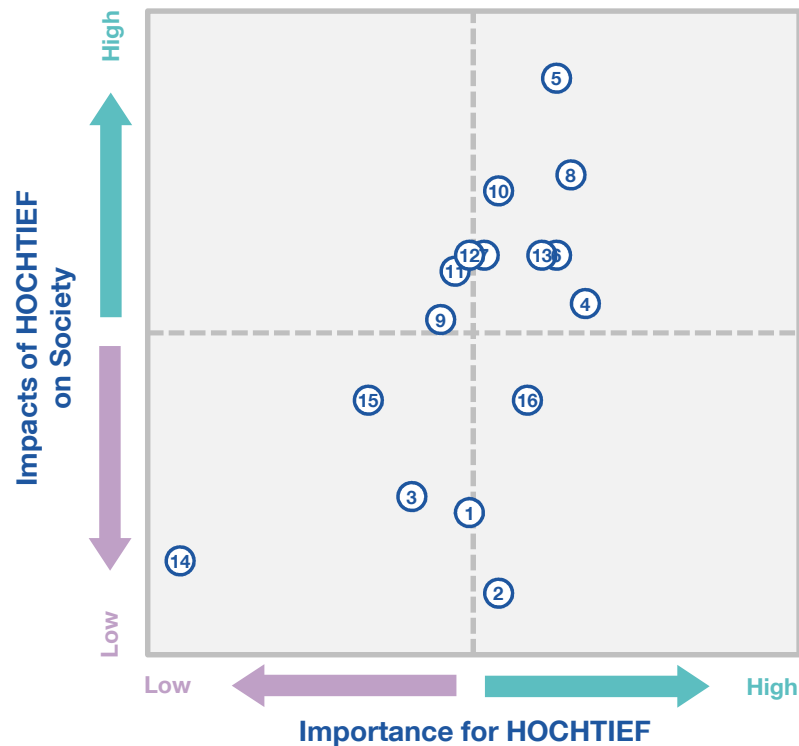


- 1 Training and Continuing Education / Qualification
- 2 Search for Personnel / Recruiting
- 3 Culture and Diversity
- 4 Occupational Safety and Health Protection
- 5 Sustainable Construction
- 6 Compliance with human rights
- 7 Climate Action
- 8 Protection of Resources:
- 9 Conservation of Biodiversity
- 10 Management von Auswirkungen der Bautätigkeit auf Gesellschaft und Umwelt
- 11 Supplier Management
- 12 Procurement
- 13 Compliance
- 14 Social Commitment
- 15 Information and communication on construction activity
- 16 Innovation

Basis: Subcontractors and partners (n=90); information in % (great impacts + very great impacts / great importance + very great importance)

## CR experts rate impacts due to sustainable construction and conserving resources as particularly high and also regard both topics as having a great importance for HOCHTIEF.

We request you to provide your assessment: In your opinion, what importance do the following topics have for the company HOCHTIEF? How do you rate the impacts which HOCHTIEF directly and indirectly has on the environment and society in the following topics?

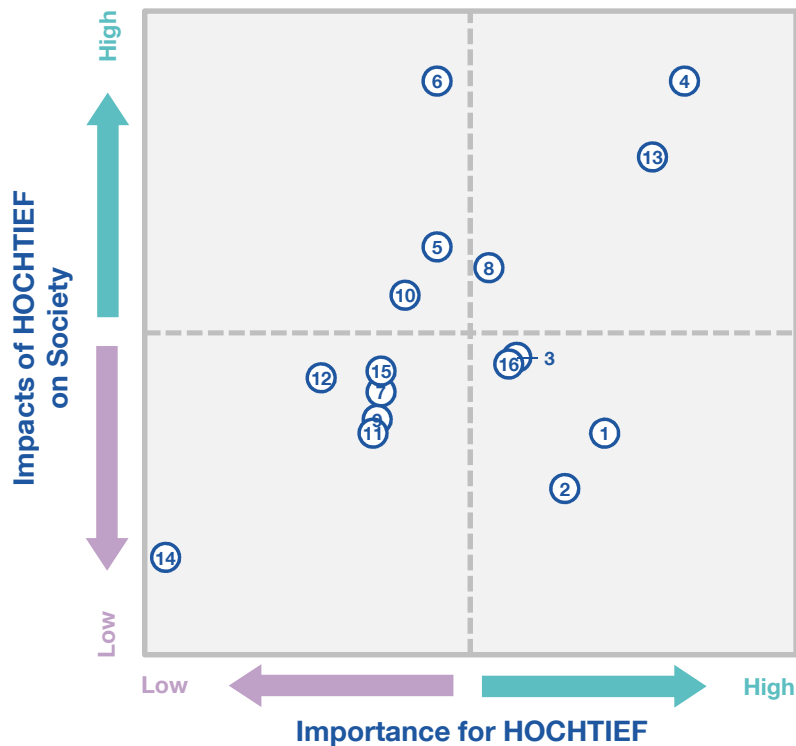


- 1 Training and Continuing Education / Qualification
- 2 Search for Personnel / Recruiting
- 3 Culture and Diversity
- 4 Occupational Safety and Health Protection
- 5 Sustainable Construction
- 6 Compliance with human rights
- 7 Climate Action
- 8 Protection of Resources:
- 9 Conservation of Biodiversity
- 10 Managing Social and Environmental Impacts of Construction Activities
- 11 Supplier Management
- 12 Procurement
- 13 Compliance
- 14 Social Commitment
- 15 Information and communication on construction activity
- 16 Innovation

Basis: CR experts (n=50); information in % (great impacts + very great impacts / great importance + very great importance)

**With regard to human rights and occupational safety, employees recognize greater impacts than other groups. Compliance and safety also have great relevance for HOCHTIEF.**

We request you to provide your assessment: In your opinion, what importance do the following topics have for the company HOCHTIEF? How do you rate the impacts which HOCHTIEF directly and indirectly has on the environment and society in the following topics?

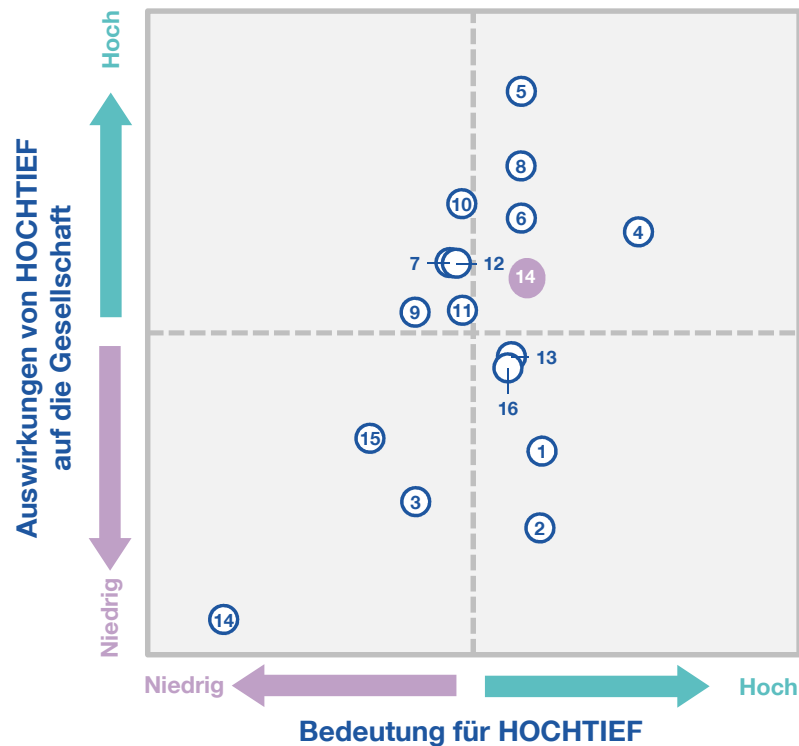


- 1 Training and Continuing Education/Qualification
- 2 Search for Personnel/Recruiting
- 3 Culture and Diversity
- 4 Occupational Safety and Health Protection
- 5 Sustainable Construction
- 6 Compliance with human rights
- 7 Climate Action
- 8 Protection of Resources
- 9 Conservation of Biodiversity
- 10 Managing Social and Environmental Impacts of Construction Activities
- 11 Supplier Management
- 12 Procurement
- 13 Compliance
- 14 Social Commitment
- 15 Information and communication on construction activity
- 16 Innovation

Basis: HOCHTIEF employees (n=233); information in % (great impacts + very great impacts / great importance + very great importance)

## Occupational Safety and Health, Sustainable Construction, Protection of Resources and Compliance with Human Rights have high relevance.

We request you to provide your assessment: In your opinion, what importance do the following topics have for the company HOCHTIEF? How do you rate the impacts which HOCHTIEF directly and indirectly has on the environment and society in the following topics?



- 1 Training and Continuing Education/Qualification
- 2 Search for Personnel/Recruiting
- 3 Culture and Diversity
- 4 Occupational Safety and Health Protection
- 5 Sustainable Construction
- 6 Compliance with human rights
- 7 Climate Action
- 8 Protection of Resources
- 9 Conservation of Biodiversity
- 10 Managing Social and Environmental Impacts of Construction Activities
- 11 Supplier Management
- 12 Procurement
- 13 Compliance
- 14 Social Commitment
- 15 Information und Kommunikation über Bautätigkeit
- 16 Innovation

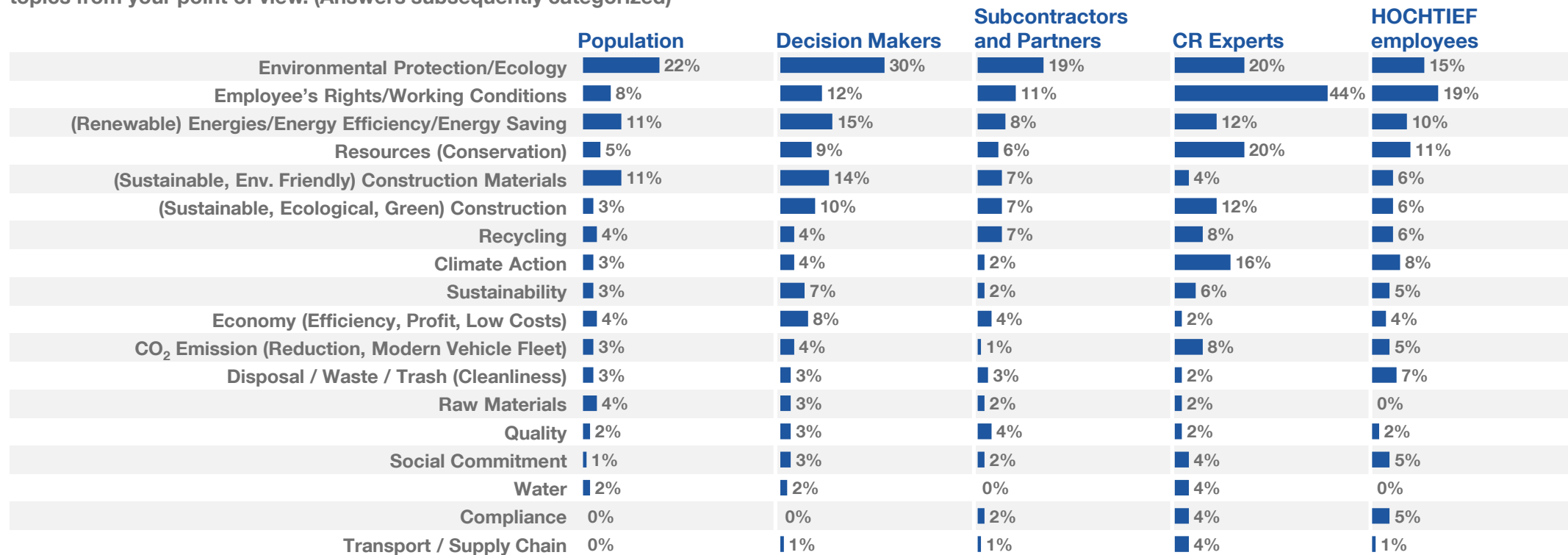
\* HOCHTIEF relevance assessment

Methodology:  
The different stakeholder groups were considered with an identical weighting for determining the overall values in order to grant comparability.

Basis: HOCHTIEF-Mitarbeiter (n=233); Angaben in % (Große Auswirkungen + Sehr große Auswirkungen / Hohe Bedeutung + Sehr hohe Bedeutung)

## Environmental Protection and Conserving Resources as well as Sustainable Construction are most frequently cited. Experts and employees rate working conditions as more important.

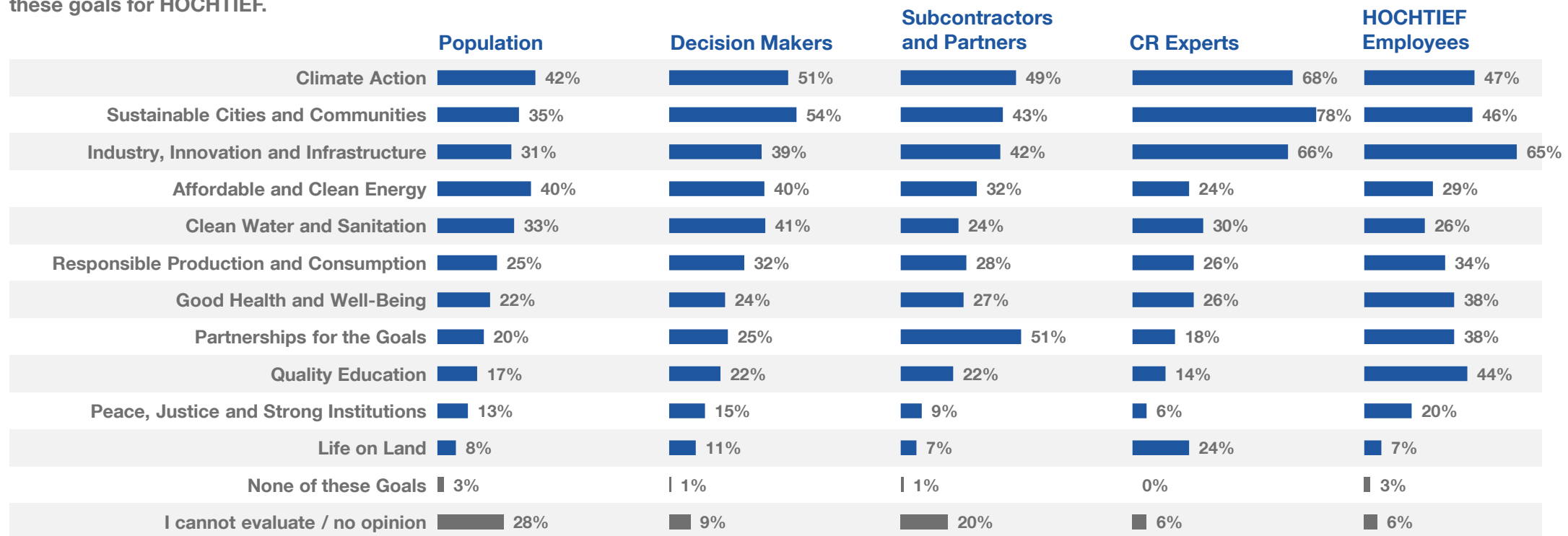
Open Question: In your opinion, which topics from the area of sustainability are particularly important for HOCHTIEF? Please name the three most important topics from your point of view. (Answers subsequently categorized)



Basis: Population (n=1,025), decision makers (n=257), subcontractors and partners (n=90), CR experts (n=50), HOCHTIEF employees (n=233); categorized open answers; top 10 answers per stakeholder group presented, additional answers as well as "Don't know" and "No opinion" not shown; statements in %

## Evaluation of Sustainable Development Goals (SDGs): Measures for climate action belong to the top 3 goals

HOCHTIEF is committed to the United Nations' 17 goals for sustainable development (Sustainable Development Goals, SDGs). In the following eleven goals HOCHTIEF recognizes a particular relevance in connection with the business operating activities "Construction". Please indicate the five most important of these goals for HOCHTIEF.

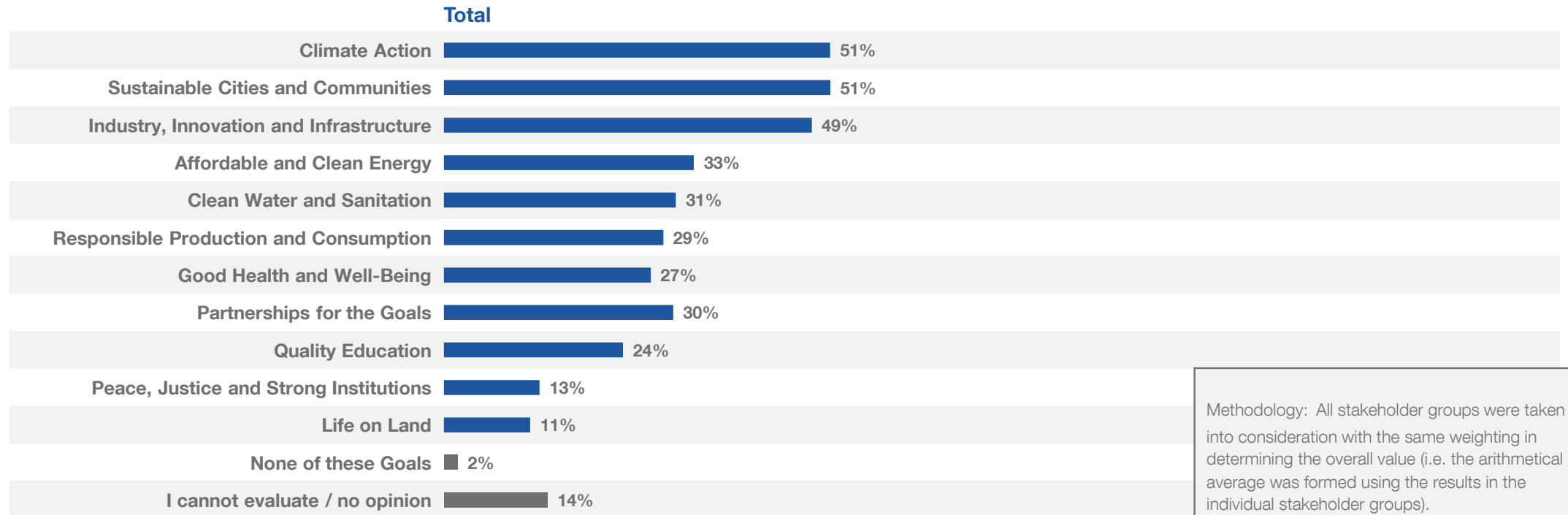


HOCHTIEF employees (n=233); information in %



## Sustainable Development Goals: Climate Action, Sustainable Cities and Communities as well as Industry, Innovation and Infrastructure are most important in the overall assessment

HOCHTIEF is committed to the United Nations' 17 goals for sustainable development (Sustainable Development Goals, SDGs). In the following eleven goals HOCHTIEF recognizes a particular relevance in connection with the business operating activities "Construction". Please indicate the five most important of these goals for HOCHTIEF.



Methodology: All stakeholder groups were taken into consideration with the same weighting in determining the overall value (i.e. the arithmetical average was formed using the results in the individual stakeholder groups).

Basis: Population (n=1,025), decision makers (n=257), subcontractors and partners (n=90), CR experts (n=50), HOCHTIEF employees (n=233); information in %