

Group Directive

Occupational Safety and Health Protection

Environmental and Climate Protection

Page 1 of 7
June 14, 2012

Published by	OSHEP Center / Corporate Development
Contacts	Dr. Polanz / Dr. Bardelmeier
Scope	HOCHTIEF Group The present directive applies to the divisions of the HOCHTIEF Group and those associated companies, which are directly or indirectly affiliated with HOCHTIEF Aktiengesellschaft and to the extent to which appropriate opportunities exist to exert influence on these companies.
Effective date	On June 26, 2012
Effective period	Until June 25, 2014
Distribution	<ul style="list-style-type: none">• HOCHTIEF Aktiengesellschaft Executive Board• Corporate departments• Europe, Americas and Asia-Pacific division• HOCHTIEF AirPort GmbH• Group Works Council
Purpose	The directive establishes the requirements in the divisions for occupational safety and health protection as well as for environmental and climate protection.
Sanction	Compliance with this directive is monitored by the OSHEP Center. Violations of this directive can lead to measures under labor law.
Appendix	Occupational Safety and Health Protection Policy Environmental and Climate Protection Policy

This directive was released on June 20, 2012 by the Executive Board of HOCHTIEF Aktiengesellschaft. The Group directive "Occupational Safety, Health, and Environmental Protection" of March 2006 is replaced by this directive.

Objective of the Directive

The directive establishes the requirements for Occupational Safety and Health Protection as well as for Environmental and Climate Protection (OSHEC) in the Group headquarters and the divisions.

This document substantiates the HOCHTIEF Guiding principles, the HOCHTIEF Code of Conduct and HOCHTIEF's Group CR-program.

The primary objective is the lasting guarantee of health protection for employees and third parties, the preservation of the natural environment as well as the efficient use of resources and the protection of the climate.

The secondary objective is to protect against damages to the company's reputation and property which may result from these issues.

Page 2 of 7
June 14, 2012

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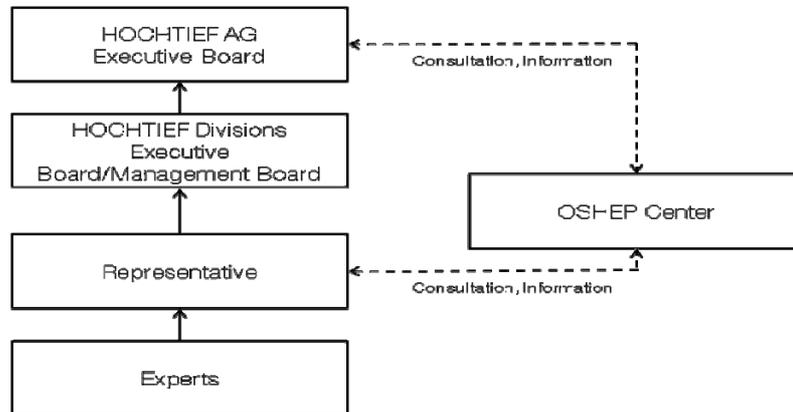
Organization of OSHEC in the Group

The Executive Board of HOCHTIEF Aktiengesellschaft in its distribution of roles and responsibilities has assigned responsibility for the functions of occupational safety and health protection to the Executive for Labor Relations. The responsibility for environmental and climate protection lies with the CEO.

The divisions ensure proper organization of occupational safety and health protection as well as of environmental and climate protection.

For this purpose, they establish on their own authority the organizational structures and the duties and responsibilities of the individuals involved in occupational safety and health protection as well as in environmental and climate protection. The divisions and any legally independent company of the divisions

- regulate the highest responsibility for occupational safety and health protection as well as for environmental and climate protection in their distribution of roles and responsibilities.
- each appoint a central management representative for occupational safety and health protection as well as for environmental and climate protection (same person possible)
- deploy experts, who are required to ensure occupational safety and health protection organization as well as environmental and climate protection organization.



Specific Objectives and Measures of the Divisions

HOCHTIEF Aktiengesellschaft has made a commitment to comply with its occupational safety and health protection policy as well as in its environmental and climate protection policy:

Compliance with these policies is ensured by the divisions.

On this basis, the divisions incorporate objectives from the Group CR program and define their own objectives for improving occupational safety and health protection as well as environmental and climate protection and take concrete measures for their implementation.

They develop appropriate procedures in order to regularly evaluate the achievement of objectives and to adjust objectives and measures for the purpose of a continuous improvement process.

Management System

Occupational safety and health protection as well as environmental and climate protection are to be integrated into the entire project process. To this end, the divisions maintain management systems, which are based on international standards (ISO 14001, ISO 50001, OHSAS 18001, etc.).

The management systems regulate in particular:

- responsibilities and competencies for all relevant activities
- compliance with all relevant statutory, regulatory, and normative guidelines
- compliance with all HOCHTIEF internal guidelines and obligations
- assurance of compliance with the management system through their own measures, such as inspections or audits and
- determination and monitoring of the required corrective measures

Dealing with Risks

The divisions regularly identify, compile and evaluate the essential occupational safety and health protection aspects as well as the environmental and climate protection aspects associated with their activities, products and services and regional conditions. In the process, significant dangers and risks are documented and necessary measures taken to prevent, reduce or eliminate them and their effectiveness measured.

HOCHTIEF includes material risks related to Health and Safety, the Environment and Climate Change into its corporate risk maps. These maps are reviewed, monitored and updated on a regular basis.

Information and Qualification

The divisions inform the employees and contractual partners about

- the requirements of this directive including the Group policies regarding occupational safety and health protection as well as environmental and climate protection
- their objectives in occupational safety and health protection as well as environmental and climate protection
- the requirements of the management systems

The divisions ensure that the employees and contractual partners are qualified in accordance with their activities and the statutory, regulatory and normative requirements as well as HOCHTIEF internal guidelines and comply with the required training and instruction.

Incidents / Accidents

The divisions ensure through their own measures that incidents with effects or possible effects (for example, a near-miss) on the health of employees/third parties or on the environment/the climate are compiled and evaluated. In doing so, the following objectives are pursued:

- Repair/reduction of the damage
- Prevention of financial damage
- Reduction of reputational risk
- Determination of the causes as well as development and implementation of measures for avoiding the causes

By means of their internal reporting system, the divisions ensure that the respective management boards are immediately informed about all incidents.

Significant incidents with

- supra-regional public relevance and/or
- irreversible damages and/or
- an expected damage sum of over five million euro
- expected criminal relevance

are to be reported immediately via the Crisis Information System to group headquarter.

Reporting Duties and Control System

HOCHTIEF informs the public about its achievements in occupational safety and health protection as well as in environmental and climate protection on its website (www.hochtief.com) and in its HOCHTIEF Sustainability Report.

The content and design of the publications comply with internationally accepted guidelines.

The data and information required for this purpose are regularly requested by the relevant corporate departments and made available by the divisions.

The regular reporting also serves for the internal monitoring of the implementation of this directive.

External reviews are conducted by commissioned certification authorities in the framework of the certified environmental and occupational safety management systems (ISO 14001, ISO 50001, OHSAS 18001, etc.).

Release and Validity

The responsibility for the release and for any amendment of this directive lies with the Executive Board of HOCHTIEF Aktiengesellschaft in the framework of the powers conferred on it by the Supervisory Board. This directive enters into force on June 26, 2012.

Occupational Safety and Health Protection Policy

Page 6 of 7
June 14, 2012

We are committed to reducing the risk of occupational accidents and the risk of work-related health hazards to a minimum and to not endangering the health of our employees and third parties. Together with our clients and partners, we develop preventive measures to prevent work-related injuries and illnesses.

In order to continuously update the obligations of this occupational safety and health protection policy, concrete objectives and measures are regularly defined within the HOCHTIEF Group.

Already in the planning phase we attempt to identify and to prevent hazards through preventive measures, such as the employment of specialized staff and public authorities. After systematic evaluation of relevant risks and development of countermeasures, we integrate occupational safety and health protection into the entire project process. Thereby, it is possible to implement measures at an early stage and thus to minimize hazards. The risk of accidents and illnesses is also reduced.

With our activities, we undertake to comply with all of the relevant standard guidelines with respect to occupational safety and health protection.

Occupational safety and health protection are essential components of HOCHTIEF quality. We carry out our operations with a high level of active and passive safety and obligate our contractual partners to implement equivalent standards:

Through training and instruction we encourage all employees to think and act in a safety-conscious manner.

We meet the high demands of our clients and fulfill our obligation to our employees, by working continuously on improvements in the area of occupational safety and health protection.

We analyze accident blackspots together with our employees and encourage our employees to contribute to the improvement of the occupational safety and health protection standard with their own ideas and proposals.

In matters concerning occupational safety and health protection, we maintain an intensive dialogue with all relevant stakeholders (for example, public authorities employee and employer representatives, the general public).

We report on our performances and successes in occupational safety and health protection in our regularly published Sustainability Report.

Environmental and Climate Protection Policy

HOCHTIEF is aware of the ecological effects of its business activities and is committed to protecting the soil, water, air, the climate, biodiversity as well as cultural assets.

It is our objective to develop solutions together with our contractual partners to

- keep the effects of our activities on the environment to a minimum and to prevent damage to the environment,
- conserve resources and to optimize the use of resources as well as
- systematically reduce emissions that are damaging to the environment and the climate.

We set ourselves continuously measurable objectives and regularly evaluate the achievement of those objectives through suitable indicators as well as internal and external controls.

We identify and evaluate at an early stage all environmental risks associated with our activities and take preventive measures in order to minimize their intervention into nature, to guard against environmental damage and to prevent emissions, which are damaging to the environment and the climate.

We integrate environmental and climate protection into our entire project process and undertake to comply with all relevant statutory and regulatory guidelines. Our employees are supported by qualified training and continuing education programs.

We consistently incorporate contractual partners, who are involved in projects of HOCHTIEF into our environmental and climate protection strategy. We evaluate our major subcontractors systematically with regard to their environmental performance and encourage them in their efforts to make improvements.

Environmental and climate protection risks are identified and evaluated with regard to investments and are accordingly taken into account in the decision-making process.

We meet the high demands by continuously working on improvements in the area of environmental and climate protection. We integrate the topics into our research, development and innovation activities in order to fulfill the constantly increasing requirements and the objective of sustainable development with new solutions. Our employees contribute to the improvement of environmental and climate protection with their own ideas and proposals.

We develop effective solutions for environmental issues in dialogue with public authorities and the public. With our HOCHTIEF Sustainability Report, which we publish regularly, we respond to the questions of all interested parties and at the same time inform them on our performance regarding environmental and climate protection.

Circular resolution

I hereby approve the enclosed Group Directive - Occupational Safety and Health Protection Environmental and Climate Protection.



Dr. Frank Stieler / Essen, 19.06.2012



Marcelino Fernández Verdes / Essen, 20.6.2012



Peter Sassenfeld / Essen, 15. June 2012