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News for the people of FCC

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Appointments at FCC

Teresa de Ugarte

the first female civil engineer hired by FCC

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FCC Construcción's legal counsel team

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The Group

Appointments at FCC

The Board of Directors, meeting on 28 February, approved the following appointments:

Construction division

FERNANDO MORENO GARCÍA, chairman of FCC Construcción and member of the Management Committee. Reporting to the vice-chairman and CEO, Juan Béjar Ochoa, Fernando Moreno will occupy the post left vacant by José Mayor Oreja.

He began his professional career in 1973 after completing his degree as a civil engineer in Escuela Técnica Superior de Madrid. He joined Dragados y Construcciones, S.A. that year and worked there until 1986 when he joined Construcciones y Contratas, S.A. as the manager of the Civil Works department in Madrid. Years later, he became the manager of FCC Construcción's Central Regional Office.

In 1996, he was appointed manager of Seragua, an FCC subsidiary specialising in the end-to-end water cycle and in 2000 was appointed managing director of Aqualia, end-to-end water management, the company resulting from the merger of Seragua and Veolia's water management companies in Spain

MIGUEL JURADO FERNÁNDEZ, managing director of FCC Construccion. Who obtained a civil engineering degree in 1987 from Universidad Politécnica de Madrid en 1987.

He joined FCC in 1988 as head of production, project manager, and manager and director of production. In 2005 he was appointed manager of Development and Subsidiaries at Aqualia and since that year until now, has been the Deputy General Manager of Aqualia's Development and International area.

AVELINO ACERO DÍAZ, managing director of FCC Construcción's department for Corporate Functions and Special Projects. A civil engineer, he has worked at FCC for 27 years as the general manager of the Construction division. He has great experience in railway projects and transport infrastructures. Mr. Acero Díaz began his professional career in 1971, the year that he graduated from Universidad de Madrid. Until 1986, he worked at Corsan and in the same year, he joined FCC.

AURELIO CALLEJO RODRÍGUEZ, head of Construction Central America. He holds a civil engineering degree from Universidad Politécnica de Madrid (1984) and joined FCC in 1985 as head of Production. He took on several responsibilities until he was appointed Manager of the Castile-La Mancha and Extremadura regional office of FCC Construcciones and since then, has occupied this post.

Corporate area

ANA VILLACAÑAS BEADES, managing director and member of the Management Committee. She has a civil engineering degree from Universidad Politécnica de Madrid, has been the managing director of Corporate Resources at the Isolux Corsan Group, which she joined after working at Ferrovial.

In this group, she was the manager of Human Resources, Quality and the Environment of Ferrovial Agroman and Cintra. Ana Villacañas will be reporting to the CEO.

CARLOS BARÓN THAIDIGSMANN, managing director of Divestments. Carlos Barón, who will also remain as the managing director of Versia, will also manage the office that will be in charge of coordinating the divestment process announced as part of the new strategic plan. He was formerly a regional director of Cemusa and of Corporate Development at Versia and manager of Administration and Finance at FCC Agua y Entorno Urbano (Water and Urban Surroundings). Prior to joining FCC, he worked as the finance director at Arthur Andersen, Alas, S.A., TFE, S.A. y as manager of Dygsa.

Services area

FÉLIX PARRA MEDIAVILLA, deputy general manager of Water Management. He graduated in 1977 from Universidad Complutense de Madrid with a degree in geology. He worked from 1980 until 1993 at Geoservices S.A., a service multinational, in oil and gas exploration and production, occupying various posts. In 1993 he joined Grupo General de Aguas in Spain (currently Veolia) occupying the post of deputy regional manager for Andalucía, manager of Development, and lastly, Regional Manager of the Central Zone since 1998. Since 2000, he is the manager of Aqualia's Central Regional Office.

infraestructuras
medioambiente
agua
En 100 años
prestando servicios
a los ciudadanos
hemos visto cambiar
muchas cosas,
la primera de ellas
al propio ciudadano.
En FCC diseñamos y construimos infraestructuras, recogemos, reciclamos y valorizamos residuos urbanos e industriales, limpiamos calles, cuidamos parques y jardines, mantenemos el mobiliario urbano y gestionamos el agua en 5.000 municipios de todo el mundo desde hace más de 100 años. Al principio éramos unos pocos preocupados porque millones de personas disfrutasen de un lugar mejor donde vivir. Hoy son esos millones de personas los primeros que se preocupan por crear un lugar mejor donde vivir.
Lo estamos haciendo juntos.
www.fcc.es
FCC
Servicios Ciudadanos

José Luis Sáenz de Miera

chairman and CEO

Alicia Alcocer Koplowitz

vice-chairman

At its meeting on 28 February, the Cementos Portland Valderrivas Board of Director, approved a resolution appointing José Luis Sáenz de Miera as chairman and CEO and Alicia Alcocer Koplowitz as vice-chairman.

The new chairman and CEO, José Luis Sáenz de Miera, has been the chief executive officer of the Mexican cement group, CEMEX for southern Europe, Africa, the Middle East and Asia, and vice-chairman and CEO of CEMEX Spain.

Saenz de Miera replaces Juan Béjar, who has been appointed Vice President and CEO of the FCC group a month ago and who has resigned as CEO of Cementos Portland Valderrivas to give place to his successor in the Board of Directors. At the next shareholders meeting Juan Béjar will be proposed as member of the Board of Directors of the company.

The new vice-chairman, Alicia Alcocer Koplowitz, has a law degree and worked as a lawyer at the trading table and risk department of Banco Zaragozano, where she had a seat in its Board of Directors.

In 1996, she joined FCC's finance division where she has worked performing various functions. She is currently a member of the Board of Directors and non-voting member of its executive committee and in the Strategy and Audit and Control committees. She is also a board member in Realia and Globalvía. Alicia is an active collaborator in the Asociación Nacional de Amigos de los Animales (National Association of the Friends of Animals, ANAA Spanish acronym).

The two appointments were previously vetted by the company's Appointments, Remuneration and Corporate Governance Committee.

Arnold Schiefer,
CEO of ALPINE

Arnold Schiefer has been appointed CEO of ALPINE. The new chief executive of the Central European construction subsidiary was formerly with the Austrian federal railways and has extensive experience with managing infrastructure and business transformation processes.

Arnold Schiefer, the new CEO of ALPINE, will direct the process of transforming the group to ensure that it retains its leading position in its domestic markets, basically Austria and Germany. Schiefer's appointment is a clear, positive, stabilising message from FCC to the ALPINE Group's workers, business partners and financiers.

A graduate in Business Studies, Schiefer commenced his career in Tyrol, where he eventually became a division head at the Infrastructure Ministry in Vienna in 2000. In 2005, he changed to the Austrian Federal Railway (ÖBB), where he took over project management for the construction of Vienna's Central Train Station. As Chairman of the Board, he supervised the merger and reorientation of ÖBB-Infrastruktur AG.

In 2011, he was hired by Rail Cargo Austria AG to reorganise and turn around Rail Cargo Hungaria. He was most recently Chairman of the Board at Rail Cargo Austria AG. Alpine recently reached an agreement with the Austrian government and its main creditors to restructure the group and refinance its debt.

Additionally, Fernando Moreno has been appointed as Chairman and Miguel Jurado as General Manager of FCC Construction.

Five short-listed proposals at the third edition of the Eco-Efficiency Awards

The deadline for submitting projects for the Third Edition of the Eco-Efficiency Awards was on 31 of January. The high international participation in this edition is worthy of mention. Proposals were received from workers in Austria, Hungary and the United States and, for the first time, employees from different company areas were able to submit joint projects thereby contributing to the exchange of knowledge and synergies.

The Technical Committee, comprising specialists from various business areas, made the first assessments of the candidate projects and selected among these, five projects that were included in the short-list.

- Mentality Water App, submitted by Bernabé Hinojosa, of Aqualia.
- Plataforma S.E.D.R.U.S Sharing Environmental Data to Reflect Urban Sustainability, submitted by Catherine Milhau, Patricia Ana Serrano, Isabel Mañeru, Elena Minguez, Susana Cea and Gabriel Morales, all FCC Medio Ambiente employees, and Jaime Ramón Quintilla, a member of FCC.
- Combined photovoltaic and thermosolar generation for our buildings, submitted by María Herrando Zapater, from FCC Energía.
- Manufacturing of iron and steel aggregates from recycled waste from steelworks, submitted by Enrique Cordero, Carlos Martín and Roberto Rivero from FCC Ámbito.
- Recycling of waste from demolition projects, submitted by Alberto Pradillo and Miguel Hernández of FCC Construcción.

The projects were analysed by a panel of judges made up of the senior executives of the business and corporate areas who will be meeting in April to announce the awards and the names of the winners.

We want to thank all participants for their interest and enthusiasm. The response this year to this contest exceeded all expectations. The candidates have submitted very attractive and high quality proposals that underscore their interest in sustainable development, the optimisation of natural resources, and the implementation of new technologies for the benefit of the environment. We wish them all the best of luck.

The objective of this contest is to encourage eco-efficiency as a distinctive trait of the Company. This edition has created a concept that will go hand in hand with the awards and which summarises the goal of FCC when it launched this initiative three years ago. “Ideas that change the world” aims to encourage all employees to participate and become aware that all their ideas and actions can change the world.

New policy

for creating, registering, and managing FCC brands

FCC has a new brand-management methodology which was approved by the Management Committee on 17 December and described in the document "Policy for the Creation, Registration, and Management of Brands/Names".

This unified management policy for industrial property rights is necessary in order to protect the corporate image and the reputation and to protect the rights of the FCC Group vis-à-vis third parties.

The Corporate Department of Corporate Marketing and Brand, the Corporate Communications and Corporate Governance Department, and the Mercantile Department of the Legal Counsel Corporate Department will be in charge of coordinating and managing the new regulations that are being implemented.

This methodology is part of the new Strategic Brand Management policy (GEM, Spanish acronym) which purpose is to maintain the coherence of the Group's identity and generate greater brand value. The application of this methodology is mandatory throughout the organization and should be taken into account in the following cases:

- Whenever a new company is created, either in Spain or in any other country in the world.
- Whenever FCC or any of its Group companies opens a new office (branch, agency, or permanent establishment) in another country and wishes to add a local name or reference.
- When the Company holds a majority stake in another company or is its principal manager.
- Generally, whenever it becomes necessary to name a company or activity within the FCC Group, either as a consequence of the incorporation, acquisition, or a merger or because of changes affecting its internal structure.
- Whenever company activities are to be carried out under the "FCC" and/or other Group brands.

To download the document, click on the following link:

Policy for creating and registering FCC brands

FCC joins new campaign against gender violence

Sponsored by the Ministry of Health, Social Services, and Equality

The new awareness campaign launched by the Spanish Ministry of Health, Social Services and Equality to eradicate gender violence, that bane of society that claimed the lives of 43 women last year, has taken as its motto "There Is A Way Out", encouraging people to report situations of gender violence instead of just resigning themselves to it.

FCC is committed to fighting gender violence, and that is why we would like to remind everybody who works with us that we must keep our eyes open for any sign of violence against women, no matter where we are.

Through the work being done by the Equality and Diversity Management Team, FCC's Corporate Management Office for Human Resources is continuing to promote and boost activities aimed at favouring equality and combating gender violence.

FCC is one of the 22 members of Companies for a Gender-Violence-Free Society, an initiative that uncompromisingly denounces every kind of violence against women. Through this initiative, members are striving to make gender violence more visible, integrate victims into the job market and make people grasp the importance of awareness.

See attached announcement

Support for the new ONCE campaign

FCC joins the "Never give up" campaign to disseminate and support the incorporation of young people under 30 with disabilities in the job market.

The campaign was launched officially in an event presided by Fátima Báñez, the Minister of Employment and Social Security. Those attending this event included Miguel Carballeda, chairman of ONCE and its foundation, and Luis Cayo Pérez Bueno, Chairman of the Spanish Committee of Representatives of People with Disabilities (CERMI, acronym in Spanish).

As a company collaborating with the ONCE Foundation through its Inserta Program, FCC is promoting this initiative in order to reach as many young people with disabilities as possible.

A total 67,500 people have fulfilled their dreams and this number could increase. Daily efforts make it possible for thousands of young people with disabilities to be able to fulfil their dreams.

Help us to disseminate this campaign by sharing the video with friends, family members, and contacts so as to reach as many people as possible in order to make labour integration a reality.

Download the "Never give up" video.
http://videoteca.discapnet.es/videoteca_detalle.asp?video=451&vol=1

At Santa Susanna (Barcelona)

FCC wins its first tender for the supply of energy and comprehensive public lighting service

The Agreement, worth 3,614,278 Euros, signed in February contemplates end-to-end management of public lighting in that city for a period of 12 years. The services include energy supply and management, preventive maintenance, and the total assurance of all installations, the initial investment for upgrading the public lighting system, and promoting the improvement of energy efficiency.

FCC's commitment as a Citizen Services Group has been bolstered by the award of a contract for public lighting in Santa Susanna (Barcelona). This is the first energy service contract awarded to FCC. The contract contemplates energy supply and comprehensive management of the public lighting system. The term of the contract, 12 years, may be extended every two years to up to 16 years.

During this period, FCC will be in charge of monitoring and controlling energy

Services

- Monitoring and control of energy costs.
- Comprehensive maintenance of the public lighting system.
- The search of investments in energy savings to improve the energy consumption of the local government.
- Possible installation of renewable energies.

costs, the comprehensive management of the public lighting system, the search for investments in energy savings to improve the consumption of the city council, and the possible installation of renewable energies.

Annual energy costs slashed by 53%

The Citizen Services Group plans to make investments for upgrading and for improving the energy efficiency of the lighting installations. This will enable the local government of the Maresme region to reduce its annual energy consumption in public lighting by 53% to comply with current regulations. These measures, expected to reduce CO_2 emissions to air by 300 tons per year, will also contribute to the fight against climate change.

FCC will be making an initial investment to replace 3,232 electronic ballasts and lamps, 1,149 bulbs, and for tele-management of all electronic control panels.

Energy savings generated by reducing energy consumption will make it possible to finance, throughout the term of the contract, the investments required for improving the energy efficiency of the public lighting installation to comply with regulations and, at the same time, enable the company to make a profit.

In Santa Susanna, FCC will be installing a double-level electronic regulation system in order to be able to program lighting power at different hours of the day. This technology is an improvement of the current system and makes it possible to easily adapt functioning of the installations according to the lighting requirements of the client.

As part of the initial investment, specialised software will be used to make an inventory of the installations and to manage invoices and consumption throughout the term of the contract. The tele-management system will provide FCC the tools for the mainte-

> “The project will prevent the emissions to air of more than 300 tons of CO_2 per year , which will contribute to the fight against climate change”

nance and monitoring of the lighting system. This way, it will be possible to observe consumption variations, read the meters automatically, and generate reports, among other utilities.

FCC’s commitment to new energy efficiency technologies is reflected in the proposals for implementing improvements, in a pilot project, that will be developed in line with the principal investment contemplated in the contract. These proposals include LED lighting for the main façade of the City Council and of a delimited area at the seafront promenade that will serve as an example to determine if it would be suitable to gradually implement this technology throughout the city.

Another novelty will be the installation of lamps powered with photovoltaic plaques since this technology offers great energy savings potential.

FCC is also aware that a great part of energy savings implies educating the community on the values of sustainability and care for our environment. Accordingly, it will promote an information campaign on energy efficiency and the benefits that this implies for the environment and the community. Along these lines, it will organise awareness-building seminars at the schools of Santa Susanna and install an information display in the public thoroughfare providing information on the energy savings achieved thanks to FCC’s efficient management.

This is the first contract for comprehensive public lighting management awarded to FCC as an energy services company. The new contract reflects FCC’s commitment, as a Citizens Services Group, thanks to its comprehensive offering to make “smart cities” a reality.

Exemplary commitment

Promote initiatives to encourage sustainable awareness among the community and integrate the desires of the community in the decision-making process.

Develop new solutions in key issues to enable us to be the leaders in the design of the cities of the future through the implementation of an innovative and efficient management model.

The Gazelle gas pipeline in the Czech Republic starts operations

Will guarantee Europe's gas supplies

ALPINE, in a joint venture with its Belgian partner Denys has built two sections (a total of 105.8 km) of the 166 km of the Gazalle gas pipeline that runs from the north to the south in the Czech Republic. This is a new transport channel for natural gas from Russia, thereby contributing to ensuring gas supplies to the European Union.

The project is a totally private investment of NET4GAS, a subsidiary of Germany's RWE energy group. Total investment for this project amounts to 400 million Euros.

The Gazalle gas pipeline is a new pipeline for transporting natural gas from Russia and contributes to ensuring the supply of natural gas to the European Union.

Russian gas flows from the Baltic Sea to Germany and from there, to other countries through the Opal and the new Gazalle gas pipelines which flow into the Megal gas pipeline in Waidhaus. Consequently, broad areas in Bavaria (Germany) and in France, will now receive gas supplies. Germany's Bavaria region and France receive.

It is expected that 30 billion cubic metres of gas will flow through this infrastructure each year, a volume equivalent to three times the annual demand in the Czech market and one third of Germany's annual gas demand.

> "30,000 million cubic metres of gas will flow through its pipelines"

ALPINE wins ETHOUSE award

Alpine, for its role as the construction company, won the second prize in the public buildings category, jointly with the architectural firm ah3 Architekten ZT GmbH, for the refurbishing and revamping of the Kirchberg am Wagram Primary School.

The ETHOUSE awards are given to innovative projects with the highest levels of energy efficiency, architectural design, and creativity.

Aqualia New Europe increases its target countries

On the right, Miguel Jurado, recently appointed managing director of FCC Construcción and, when the agreement was signed, the deputy general manager of Aqualia's Development and International department, with Jean Patrick Marquet, Municipal Infrastructure director of EBRD during the agreement signing ceremony.

Aqualia New Europe

The company was founded in 2009 by the European Bank for Reconstruction and Development (EBRD) which holds a 49% stake and with Aqualia holding the remaining 51%. This company works to improve water management systems in Central and Eastern Europe and is also currently operating in North Africa and the Middle East through direct investments in infrastructures or through holdings in companies managing these systems.

Aqualia New Europe, an Aqualia and European Bank for Reconstruction and Development (EBRD) partnership, have renewed their commitment as partners, increasing the company's investment terms and its target market.

With this partnership, Aqualia New Europe seeks to develop projects mainly in the countries where the Bank operates, in the regions of Central and Eastern Europe, and the Balkans. It increased this list of countries in the beginning of the year when it added four new countries: Jordan, Egypt, Tunisia, and Morocco.

As a direct consequence, the Aqualia-participated company has included these countries in its market, thus enabling the company to take advantage of the opportunities that may arise in these regions over the coming months, such as major public-private projects.

.A.S.A. performs winter maintenance work in Bratislava

With snow removal machines and 83 operators

Snow has made its presence in the city of Bratislava during the winter months. The company .A.S.A. has been in charge of winter maintenance in this city since 2002 in and , in order to minimise the negative impact of snowfalls, 83 .A.S.A. operators and 55 machines have been working to ensure, to the extent possible, traffic and road safety in icy conditions and intense snowfall as well as the safety of road users.

The emergency service, as in every year, began on the 1 December and is expected to finish on 15 March 2013. Vlastislav Guth, Operational Director of A.S.A. Slovensko, said: "In order to carry out winter maintenance we have 55 fully-operating machines – 43 salt spreaders with over 4 tons capacity, 11 salt spreaders up to 4 tons and one 1 snow cutter, accompanied by 83 manual workers, ensuring the maintenance of sidewalks, crossings and squares etc."

Minimising the impact on the environment

For thoroughfares crossing protected zones the company uses SOLMAG only – a more environmentally-friendly ecological salt. About 3,000 -7,000 tons of salt are used each year.

FCC Environment joins the Resource Revolution Programme

FCC Environment announced its support of the Resource Revolution programme as it works towards turning all waste into resources.

Run by leading environmental publishing and events company Faversham House, the Resource Revolution is designed to encourage and lead the debate on how society can change the way it thinks about waste and security of resources.

Commenting on the news, FCC Environment's Head of Marketing and Communications, Kristian Dales, said: "Resource Revolution is a great opportunity for FCC Environment to lead the debate on changing how we all think about our waste.

"Resource Revolution is bringing the whole supply chain together in a lively dialogue about how waste that was once considered merely as a problem is now seen as an essential part of the growth of a new and sustainable green economy.

"There is a lot for us to add to and learn from the Resource Revolution: turning waste from households, businesses and industry into valuable resources is at the very heart of the FCC Environment philosophy."

Links:

www.resourcerevolution.net

www.fccenvironment.co.uk

FCC Logística awarded a corporate excellence certificate

FCC Logística has obtained recognition from the Spanish Logistics Operators Trade Association, UNO, with "e" certificate for Business Excellence in Logistics and Transport.

This certification accredits the excellence in service and management of companies involved in the logistics and transport sector. FCC Logística's director of Communications and Projects, José F. Hernández Sevilla, said that "it not only recognises the work carried out and the accumulated experience, but is also a stimulus to carry on with continuous improvement and to be ready to face up successfully to what the future may bring us".

He added that "the logistics and transport industry is highly demanding as speaking about quality alone is not enough; there is an added responsibility since we handle products and manage processes of high value to our customers. We are the custodians of their goods, we transport them intervene in, and influence the results of their efforts, of their sales channels.

The UNO "e" certification joins the policy of excellence and quality that FCC Logística has been carrying out for years, complying with the strictest national and international standards.

Interview

People

Teresa

the first female

civil engineer hired by FCC

FCC is a company full of interesting people, people who inspire with a background worthy of being recognised for its values. A space dedicated to these people who contribute day to day to a more pleasant life is not without its merits.

Teresa de Ugarte is a clear example. Formerly an employee of the now disappeared construction company Ginés Navarro, she was the first female civil engineer hired by FCC in March 1987. Since then, except for a two-year period during which she worked at the Generalitat (Catalan regional government), she has developed her professional career in the company. At first, she worked at the Cataluña Building Branch Office, and is currently the manager of FCC Eficiencia Energética (FCC Energy Efficiency – Spanish acronym, ENEFI), an activity that she combines with her unusual hobby: participating in 4x4 adventure rallies in the desert.

During the meeting on International Women's Day, Teresa answered several questions, including one about the incorporation of women in the job market.

Why did you decide to become a civil engineer? Was there anybody close to you who encouraged you or served as an example?
I was finally convinced because my grandfather was a Civil Works assistant, I always had a special skill for mathematics and sciences, family tradition, I had the support of my parents, and also a great high school friend also decided to study that career.

As the first female civil engineer hired by FCC, do you think your work has contributed to opening the door to other women?

Of course, I felt that responsibility and thought that I could help in fighting against the prejudice that women, because of their maternity, caused problems at work. When I joined the company, I felt that I was pressured and had to show that a woman

de Ugarte

could also work in a sector which, at that time, was limited to men. Women who are pioneers in this activity have clearly felt that we had a responsibility for paving the way for other women. When I started to work, it was clear that if a man was not good for a job, it meant that the man was not capable and would have to be replaced. If it involved a woman, people generalized and the conclusion was that "women were not capable". Fortunately, this opinion is no longer the case.

I have been aware of how difficult it is for women to work in technical jobs and, therefore, when I had to hire someone, out of solidarity, the balance would be tipped in favour of women.

Did you find any difficulties, at the beginning of your career, in carrying out your work or making progress in your professional career?

I started to work at the Cataluña Building delegation. I was hired because the company representative needed someone to work as a technical secretary and, at that time, there were no female technicians, only secretaries or administrative staff.

It went very well. Shortly afterwards, I started to carry out coordination, planning, quality, security and purchasing functions for the entire delegation.

Later on, I expressed my interests in working at projects where there were more

Also known as "Teresa of the Dunes" because of her interest in adventure rallies

Teresa is not only special because of her professional career, but also because of her love of 4x4 adventure rallies in the desert.

Many years ago, Teresa and her husband joined a club that organized 4x4 races in the desert. Since then, this has become one of her favourite activities.

We made the first trip to Morocco with a Mercedes model that was so destroyed that we had to get rid of it when we got back to Barcelona. Later we bought a Toyota and started to prepare it for a race across the desert. We lifted the suspension and installed gas mufflers, as well as buffers in the back and front, an extra 150 litre gas oil deposit so that we could drive for days without having to fill the tank, changed some parts to increase power, and also prepared the interior of the vehicle so that we could sleep inside.

Teresa and her husband take turns driving and usually travel in groups of 6 to ten vehicles which use the radio to communicate. She is usually the only female driver in the group.

My companions in this adventure are surprised and glad that I drive. My husband not so much since he suffers when I do – she said jokingly. The two of us want to drive and we have to take turns. Sometimes one of us drives one day or change whenever one of us gets stuck. Another car has to rescue us. Even if you drive well, one can easily get stuck in one of the dunes.

"We usually drive through Tunisia and Morocco. The political situation in Algeria and Libya prevent us from driving there. The adventure is greater in Tunisia since the desert is more real and when you start driving, you can go for days without meeting up with anybody else", she explained.

You meet really different and interesting people in these trips, very special people from all social classes who, nevertheless,

possibilities of advancing my career. Nevertheless, I was offered the possibility of becoming the regional technical manager with the support of my superiors and I decided to accept the new job.

What are the positive feminine traits and skills at the workforce that you would highlight in comparison with men?

I think that the only difference is the way that we have been brought up, at least the women of my generation. We have been trained in humility, discipline, non-belligerence, and that, in part, has its advantages. We have learned how to make a living: changing attitudes, we are more diplomatic, and instead of imposing, we have learned to rely more on dialogue.

What should change or what should women change so that their situation is more balanced?

It's more difficult for women since even if we have the same skills, men are usually chosen. It is also possible, as I mentioned before, that we have succeeded sufficiently in claiming our rights. We are able to struggle for the success of our company, and yet shrink back we have to make demands on our behalf.

have something in common: their love of adventure.

They enjoy nature and show great solidarity. Difficulties bring people together and we all help each other and create very lasting friendships.

Should we organise it?

Such is Teresa's enthusiasm that she proposed that we organize a discovery trip, the way that the first contact with these types of trips is called, for all FCC workers who might have an interest in activity.

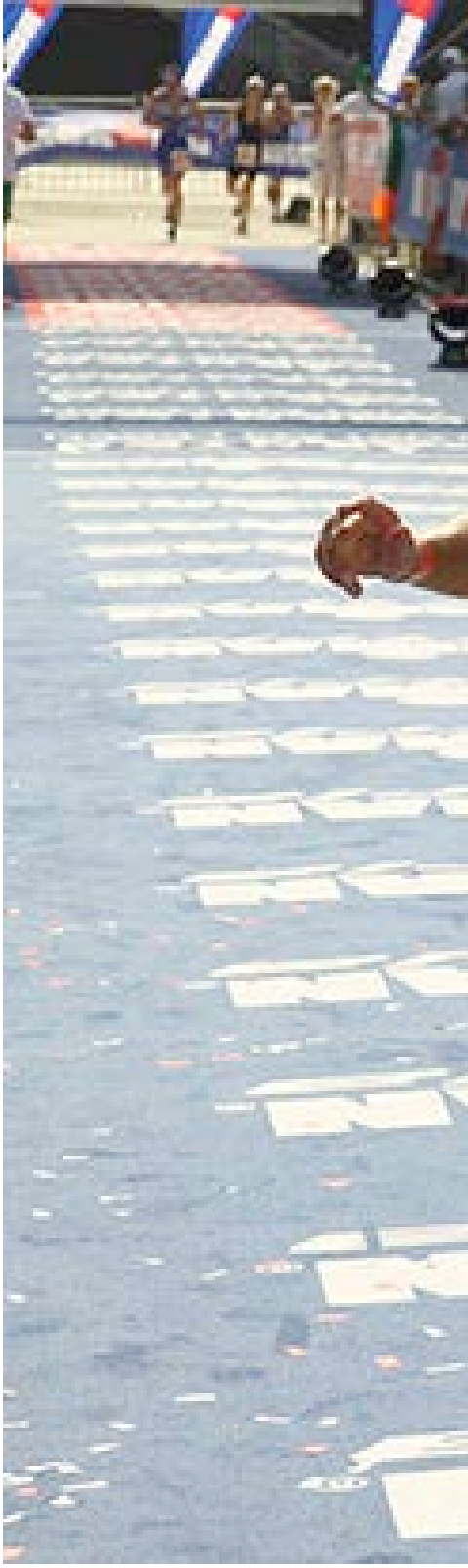
All you need is a 4x4 with a pressure reducing valve and a great desire for adventure.

Get ready...

ALPINE

offers its employees help and support through its "PRO Fit" program in Salzburg

Whether they are amateur athletes or ambitious competitors, people who practice sports regularly and watch their diet are generally healthier and in shape.



Achieving a balance between work and personal life in these hectic times is not always an easy task.

There should be enough room for career, family and leisure. A comfortable lifestyle, spending too much time behind the wheel, in front of the TV, or at the workplace leaves little time for exercise. How can we include sports activities and a balanced diet in our daily lives over the long term? Since January 2012, ALPINE's branch in Salzburg offers its employees help and support through the "PRO Fit" program based on

Johann Dorner at the Ironman goal in Klagenfurt, July 2012.

three pillars. Participants have the chance to live a healthier life, improve their sense of wellbeing, and also, shed a few kilos.

Exercise, nutrition, and mental alertness

Participants who volunteer receive advice and support from professionals in three areas: exercise, nutrition, and mental alertness. Employees can choose their main priority. Employees have been enthusiastic about the classes (including Zumba, Nordic march, strength training, support for quitting smoking, and time management) and more than one hundred signed up from the very beginning. The program started with a medical check-up and a medical-sports exam performed in collaboration with the University of Salzburg. All participants were checked for physical aptitude, body mass index, levels of cholesterol, weight, the level of sugar in the blood, and blood pressure.

The health of employees is not merely a private affair; it is also an important factor affecting productivity. This is also the opinion of Michael Pichler who, as the manager of Human Resources, helped to design this initiative. Companies are increasingly

Medical check up at the start of the “PRO Fit” program .

asked to provide this. The idea is to give employees something in exchange and to keep them motivated”. The training sessions are carried out regularly in groups and this is increasing team spirit. After all, the participants want to remain “active” for a very long time.

Impressive performance in all types of weather conditions

As Hans Dorner, managing director of the ALPINE Group shows, it is not necessary to be born with the vocation of becoming an ambitious athlete or to undergo rigorous training from childhood. He did not discover the pleasure of resistance sports until he was 30 years old and started to do some exercise by bicycling after work. After a decade, the list of competitions in which he has participated is quite impressive: a total of four triathlons, two marathons, and more than 40 mountain bike marathons. Hans Dorner also participates in the “Mountain-Attack” cross-country skiing race know for its difficulty that requires the highest level of resistance from those who participate in this sport. “For me, sports is the ideal counterweight to my work”, Dorner, who does follow a fixed training plan, explained. “I train more before competitions but there are also periods that are more relaxed and I do less exercise”. Regardless of the weather conditions and in all seasons, there are always training modules since competitions also take part in places with extreme temperature conditions, either hot or cold. Dorner succeeded in the triathlon in Lanzarote (Canary Islands) in 2012. “With the temperature at 30 degrees centigrade and wind, the bicycle circuit was particularly difficult”, this native of the region of Estiria and father of two sons, said. In Lanzarote, he was just a few minutes short of classifying for the Ironman in Hawaii.

A 12,000 metre climb in an Alpine landscape

The situation is similar (although not that extreme) in the case of Kurt Müller, from ALPINE ARGE’s accounting department. During his summer holidays, he crossed the Alps from north to south in his mountain bicycle. He travelled through impressi-

Kurt Müller in an exhausting mountain stretch in the Alps.

ve Alpine scenery; from Lake Tegernsee in Bavaria, through the exuberant Alpine fields in the Tyrol region and the spectacular mountain landscape of South Tyrol, to the shores of Lake Garda in Italy. Despite the picturesque scenery, for the group of 18 people who participated, the trip was exhausting.

The 480 kilometre long route was very demanding and they had to climb 12,000 meters in 6 days. The group faced the most difficult part on the second day. “Going up to the top of Patscherkofel (a local mountain in Innsbruck) was the most exhausting part”, Kurt Müller told us, although despite the efforts, enjoyed this adventure. This cyclist not only travels through the Alps in his bicycle; since the mid-nineties, he has gone three times to New Zealand where he rode the bicycle between 6,000 and 7,000 kilometres.

Moderate but regularly

To keep in mental and physical shape, however, it is not necessary to go to extremes. Even short, but regular, sports sessions are very good for our health. “PRO Fit”, which has already generated great motivation and a liking for a balanced lifestyle, will end in April 2013 with an evaluation and medical check-up. It is expected that all participants improve all medical values. Nevertheless, for Wolfgang Spann, the physical trainer hired by “PRO Fit”, this does not mean the end of the program “if the groups remain together beyond the end of this year and sports becomes a natural part of their lives, then we would have really achieved something”.

Social Responsibility

Social and environmental campaigns in Panama

FCC is carrying out outstanding activities the objective of which is to promote respect and care for the environment. One example of such activity is the planting of seedlings last year, with the participation of three schools in the Chilibre district, in the area known as the City of Trees.

Thanks to this initiative, the Company contributed to building ecological awareness among the youth of Panama by planting seedlings of native species. At the same time, it also contributed to MINSA's Project, Design, Construction of the Las Lajas and Sub-collector Rogelio Sinan and the projects contemplated in the Master Plan for the Road and Street Reordering in Panama City.

Reforestando Panamá

Aqualia with the children of Vigo

Learning about the waste water treatment process with the "GLUGLÚ" comic book

Jose Mª Ardoy, Aqualia's manager in Vigo made a presentation to 40 schoolchildren in the Chans Bembrive school in Vigo of the educational comic book, "GLUGLÚ visits a waste recycling plant" The event took place at the Lagares waste water treatment plant. Afterwards, the children were taken on a tour of the installation by Aqualia technicians who discussed the waste water treatment process in Vigo and its importance as part of the end-to-end water cycle.

Jose Mª Ardoy explained to them that "it is fundamental to treat waste water to ensure that water returns to its natural medium in optimal conditions".

The comic book brings children closer to the waste water treatment process through a funny character, a drop of water that takes a tour of a plant and learns about the different phases involved until the water is completely clean and returns to its natural medium.

Thanks to this new tool, created ad hoc, the company bolsters its commitment to teaching and education and so that new generations will learn about the importance of caring for our environment.

José Mª Ardoy giving a speech to schoolchildren.

The children show copies of the comic book whose main character is GLUGLÚ, the drop of water.

Open door seminar

Each year, about 1,000 people visit Aqualia's installations in Vigo as part on an open door program organized jointly with Vigo's City Council.

...and with schoolchildren in Oviedo

Presents its most solidarity-focused calendar

Responsible company

Aqualia, in its role as a manager of water, such an important resource for sustaining life, assumes its responsibility to the community and the environment and is directly involved through its Corporate Social Responsibility policy. Aqualia employees are also directly involved and undertake this commitment by promoting solidarity actions to favour the most disadvantaged members of society, as well as in educating the community on the care of the environment, and in encouraging participation in sports activities.

Aqualia unveiled its 2013 calendar at an event held at the Villafría de Otero primary public school in Oviedo, with the presence of Inmaculada González, the councilwoman for water affairs, and Alfonso Tomás, Aqualia's manager in Oviedo,

The calendar is illustrated with the drawings submitted for the third edition of the Children's Drawing Contest sponsored by the Company on the World Water Day last year. The pages include some of the solidarity actions that the company and its employees have put into practice, with the collaboration of the Theodora Foundation in the "Emergency Laughter" project thanks to which, "Smile Doctors" visited children who are hospitalised.

Another special initiative mentioned in the calendar is the "#hazqueseoiga" campaign organized by the NGO Acción Contra el Hambre to obtain funds for several of its projects and to build awareness among the population on the importance of providing water to millions of people in the Third World who lack this resource. The funds collected were earmarked for providing drinking water and sanitation services to more than 5,000 people in Nicaragua.

During this event, boys and girls also learned about other solidarity initiatives carried out by the company, such as Smile Doctors (www.risasdeemergencia.org) and enjoyed the "melody with glasses of water" created ad hoc for the www.hazqueseoiga.org campaign.

Flamenco recital

at the Nuestra Casa de Collado Villalba (Madrid) retirement home

The singer Matías de Paula and the guitar player Antonio Reyes performed at the event

FCC volunteers, with the collaboration of the Esther Koplowitz foundation, kicked of the year offering a flamenco recital at the Casa de Collado Villalba (Madrid) retirement home in which the flamenco singer Matías de Paula and the guitar player Antonio Reyes gave a performance.

Matías Corraliza Fernández, best known as Matías de Paula, has performed in various flamenco “tablaos” such as Corral de la Pacheca, Café de Chinitas, Casa Patas and Corral de la Morería. He has also collaborated with the National Ballet of Spain and has shared the stage with artists such as José Meneses, La Tana, Enrique Morente, Juan Carmona, Antonio Canales, José Mercé and Pitingo.

Antonio Reyes started to study the guitar when he was six years old. He was taught by masters such as Ramón de Algeciras (brother of Paco de Lucía), Ignacio Flores and Andrés Batista. He has also collaborated with Rocío Jurado and Manolo Escobar and has performed in soundtracks such as those for the films “El palomo cojo” and “Por fin solos”.

Both artists performed at this event, interpreting classical flamenco music such as bulerías, fandangos, tientos and flamenco Christmas carols.

Other participants at "Fridays at the Residence"

Javier López-Galiacho

Javier López-Galiacho, director of FCC's Corporate Responsibility, participated in one of the Friday events, with a presentation on the Cuban artist, Antonio Machín.

Antonio Machín, whose real name was Antonio Abad Lugo Machín, was born in Cuba in 1903, the son of Galicia-born José and a native mulatta named Leoncia.

Despite his father's insistence that he become a plumber or that he studied another trade, Antonio wanted to become a singer and, when he was just 15 years old, left for Havana where he was discovered by Miguel Zaballa. He later joined the famous "Trío Luna" and later joined the orchestra of the conductor Aspiazu which served as the springboard to fame.

In his presentation of the biographic details of Antonio Machín, Javier López-Galiacho played seven of the more than 2000 songs recorded by the artist. The crowd at the residence joined as sang along. Before the conference began, the lyrics of the songs were distributed, such as those for the famous songs "Toda una vida", "El maniserо", "Angelitos negros", "Madrecita", "Mira que eres linda", "Dos gardenias" and "Esperanza".

This was a way to spark the interest of the senior citizens at the home and have them join and sing along.

Juan Luis Regaliza, the director of training at El Corte Inglés, visited the Collado Villalba home last February to share some thoughts on the large department stores of El Corte Inglés and the key to this chain's success. As Juan Luis mentioned, "Society changes very quickly and that is the reason why professional training is essential for the success and future of companies".

The concept behind department stores, where one can find all types of products at the same location, was imported by Ramón Areces who, when he was 16 years old, left for Cuba and settled in Havana. There he began to work at the "El Encanto" department stores. When he was 20, he moved to New York where he studied the commercial techniques of the leading New York department stores.

Shortly before the start of the Spanish civil war, Ramón Areces and his uncle César Rodríguez bought a small tailor shop in Madrid known as "El Corte Inglés". The rest is history; this shop became the leading Spanish department store chain.

He showed a film and explained the investment that el Corte Inglés makes in order to train its employees, those who are new at the company as well as those who have been working there for a long time.

El Corte Inglés stresses that it is important to train its workers regardless of their former experience and background.

Juan Luis Regaliza told the audience that, despite the economic crisis, el Corte Inglés continues to hire new workers and that training is given so that its employees can have a career inside the company that provides

stability and encourages their loyalty to the company.

Father Daniel Zavala

Father Daniel Zavala, a member of the Lumen Dei Order, visited “Nuestra Casa” on 22 February and gave a conference on the theological figure of the Virgin Mary since, in the Catholic religion she is the one who intercedes on our behalf before God.

Besides the cultural “Fridays at the Residence” cycle of events, already in its 4th Edition, the residents at Collado Villalba have been able to enjoy the yoga and comic book workshops.

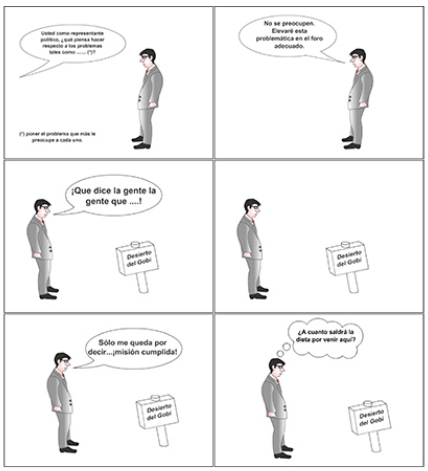
Yoga workshop

The third edition of the yoga workshop focused on “the interior smile”. Renuka, the monitor, by means of meditation exercises, explained to the residents that the interior smile is a practice that contributes to preventing negative emotions and also helps to relieve physical and mental stress that could lead to illness. Negative emotions (Anger, sadness, depression, fear, worries, etc.) diminish our vital strength.

Comic book workshop

The Comic Book workshop, also in its third edition, evolved from theory to practical examples. Our colleague, Jesús Miguel Alonso Pérez helped the residents to design comic strips, to use an ironic language to complement the drawings, and to criticize current events in a fun manner.

Those who participated in this workshop will put their knowledge into practice, designing the comics that are included in the magazine published by the residents of Collado Villalba.



Link to the presentation of the comic book workshop

infraestructuras
medioambiente
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Día Mundial del Agua
2013
Año Internacional de la Cooperación en la Esfera del Agua
El agua es sinónimo de vida. Y para nosotros también de innovación, responsabilidad y compromiso.
En FCC, a través de Aqualia, llevamos mucho tiempo trabajando en el ciclo integral del agua en más de 1000 poblaciones de todo el mundo. Pensando en sus millones de habitantes, incorporamos las últimas tecnologías que facilitan una gestión eficiente y sostenible. Y así, entre todos, haremos de cada ciudad un lugar mejor donde vivir.
Lo estamos haciendo juntos.
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Servicios Ciudadanos

Well-being

New occupational hazard

prevention campaign

The European Agency for Safety and Health at Work (EU-OSHA) has recognized FCC as an official partner of the Healthy Workplaces Campaign 2012-2013: Working together for risk prevention.

FCC received recognition as an official European collaborator thanks to its support for the "Healthy Workplaces Campaign: Working together for risk prevention".

This Campaign is co-ordinated by the European Agency for Safety and Health at Work (EU-OSHA), and their partners in the EU's 27 Member States and beyond, and it encourages managers, workers and other stakeholders to join forces to improve safety and health.

Since its official launch, some of the most important companies in Europe, including the FCC Citizen Services Group and industry private and public associations have joined forces with the Agency to encourage managers, workers, representatives and other stakeholders to work together to manage risks at workplaces.

An essential element of the «Healthy Workplaces» campaign is the provision of resources to help businessmen, workers, and other stakeholders, to improve occupational safety and health.

Case studies, publications, practical tools along with campaign and promotional materials can be accessed at http://www.healthy-workplaces.eu/es/hw2012.

The campaign focuses on

- Risk prevention.
- Risk management.
- Encouraging the active participation of management in reducing risks.
- Encouraging workers, their representatives and other stakeholders to collaborate with management to mitigate risks.

Leader in managing safety and health at the workplace

As stressed by the European Agency for Safety and Health at Work, leadership in safety and health issues is part of the formula for success. Efficient management of health and safety at the workplace is a key factor for ongoing business success. It is important for senior management to take a firm stand and include safety and health as part of their duties and responsibilities.

Efficient management implies guaranteeing the health, safety and wellbeing of the entire staff by reducing risks and protecting against work related injuries and diseases.

This initiative reaffirms the purpose of the "In my work safety matters. Put safety first!" campaign, with which FCC aims to achieve two objectives: to reinforce the Company's commitment to occupational safety and health and also to build awareness among employees on the importance of their involvement and participation in trying to reach one of our strategic objectives, to achieve a "0 Accidents" rate.

To check campaign videos and material, click on the following links:

Intranet link

Link to the website

The involvement of workers in health and safety issues

In this respect, the "Working together for risk prevention" implies that workers and their representatives should be completely aware of how to perform their work and how to do it in the safest way. This is the reason why risk levels and accident rates are lower at workplaces where workers are actively involved in ensuring safety and health.

The involvement of workers is an important element for successfully managing health and safety. Management cannot address all problems in this area whereas workers and their representatives have accumulated first-hand experience and knowledge about their work, how it is to be carried out and how it affects them. Accordingly, the close collaboration of workers and management is essential for finding joint solutions to common problems.

In the case of companies, the idea is to seek help to determine the actual problems, find the right solutions, and maintain the motivation of its employees. Workers, in turn, are responsible for avoiding work-related injuries.

As contemplated in law, workers must be informed, trained, and consulted in issues relating to safety and health. Full participation is not limited to just consulting them since workers and their representatives are also involved in the decision-making process.

Workers' participation in health and safety is a simple process whereby the company, on one side, and workers/representatives, on the other:

- DSit down and talk.
- Listen to their respective concerns.
- Demonstrate their mutual trust and respect.
- Debate issues at the right time.
- Analyze the opinions of all participants.
- Jointly adopt decisions.
- Gather and share different points of view and information.

Source: European Agency for Safety and Health at Work, Health Workplaces: Working together for risk prevention" campaign."

FCC reduces for yet another year its occupational accident rate

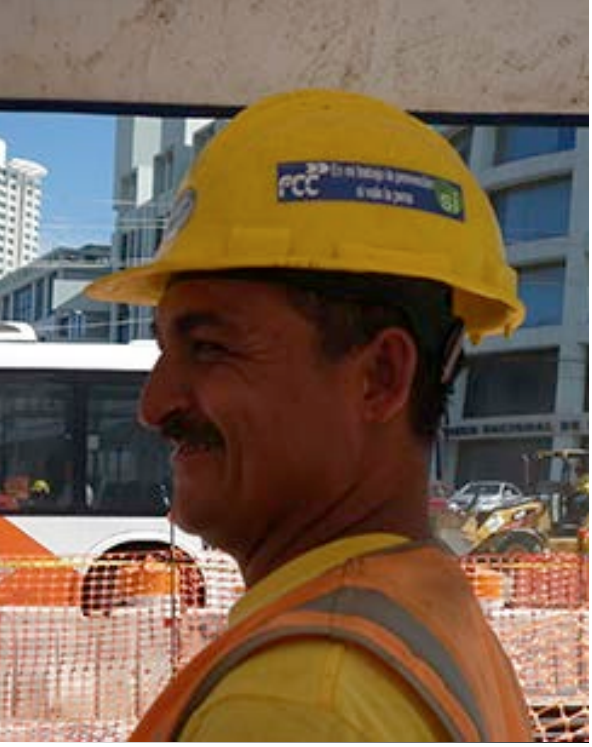
FCC continues to improve the results of its main accident indicators, at home and abroad. In 2012, the company continued to support its permanent commitment to safety and health at the workplace by implementing management systems for the prevention of occupational hazards and promoting measures to monitor and control work conditions and the rate of accidents at the workplace.

The Frequency Index (FI) which provides information on the number of work-related sick leave per each million hours worked fell 24% last year in Spain and 22% in its international operations, reaching 24.51 nationwide and 26.91.

The Severity Index (SI), which measures the number of days of absenteeism for each thousand hours of work, fell in Spain and abroad by 24%, standing at 0.79 and 0.61, respectively.

These results demonstrate the global fulfilment of the proposed accident rate targets.

Furthermore, last year and in absolute terms sick leave due to accidents at the workplace was reduced by 1,000 and the number of days not worked due to accidents were 35,000 less than in the previous year.



Panama, where we are committed to safety at the workplace

Occupational safety and health are essential practices at any organization. As such, FCC is carrying out an international campaign at all its branch offices and projects to promote and encourage a preventive culture in relation to accidents at work that could affect the health of its employees. One such country is Panama.

A strong-impact promotion is being carried out as part of this campaign under the slogan: “At my workplace, prevention is worthwhile, of course it is”.

This campaign is being promoted at all projects with big posters at offices and also at work sites, also including information panels, videos and stickers, designed by the employees.

For the company, it is essential that each worker incorporates the message of this campaign in their day-to-day lives, acting responsibly and being committed to safety and health.

Annual meeting of the Prevention technicians of Aqualia

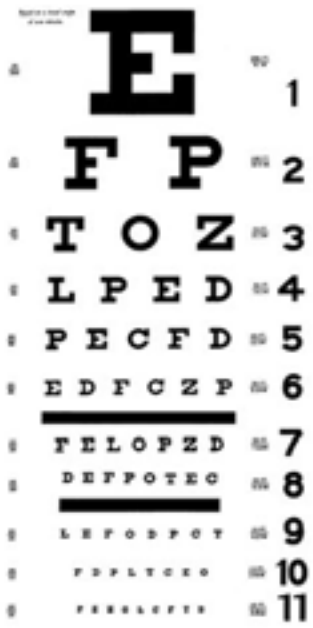
Aqualia's safety and health department held their annual meeting. As in previous years, Management supports the organization of this event, not just in terms of legal aspects, but also as a general objective for promoting the safety and health policy at Aqualia as well as throughout the Corporation.

During the seminar held in the last weeks of December 2012, a model was adopted for the participation and teamwork work sessions which contributed to achieving the objectives.

The major strategic lines of the department were defined and several improvement proposals were submitted which will be incorporated in the short and medium-term action plan.

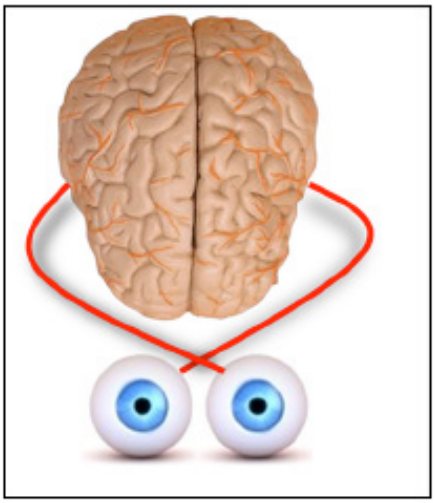
Once again, this event, as in previous years, allowed workers who are involved in the same activity, although at different workplaces, to share a few hours discussing their points of view, problems and concerns.

Exploring the world of eyesight



Each, the use of computer screens is more and more commonplace at work place which also implies greater demand from our close-up vision. This is the cause of many problems that are increasing among the population with regards to their work surroundings, such as headaches, eye irritation, itching, red eyes, eyestrain, etc. This is why it is important to learn more about our eyes. In this first edition, we are going to learn what this implies.

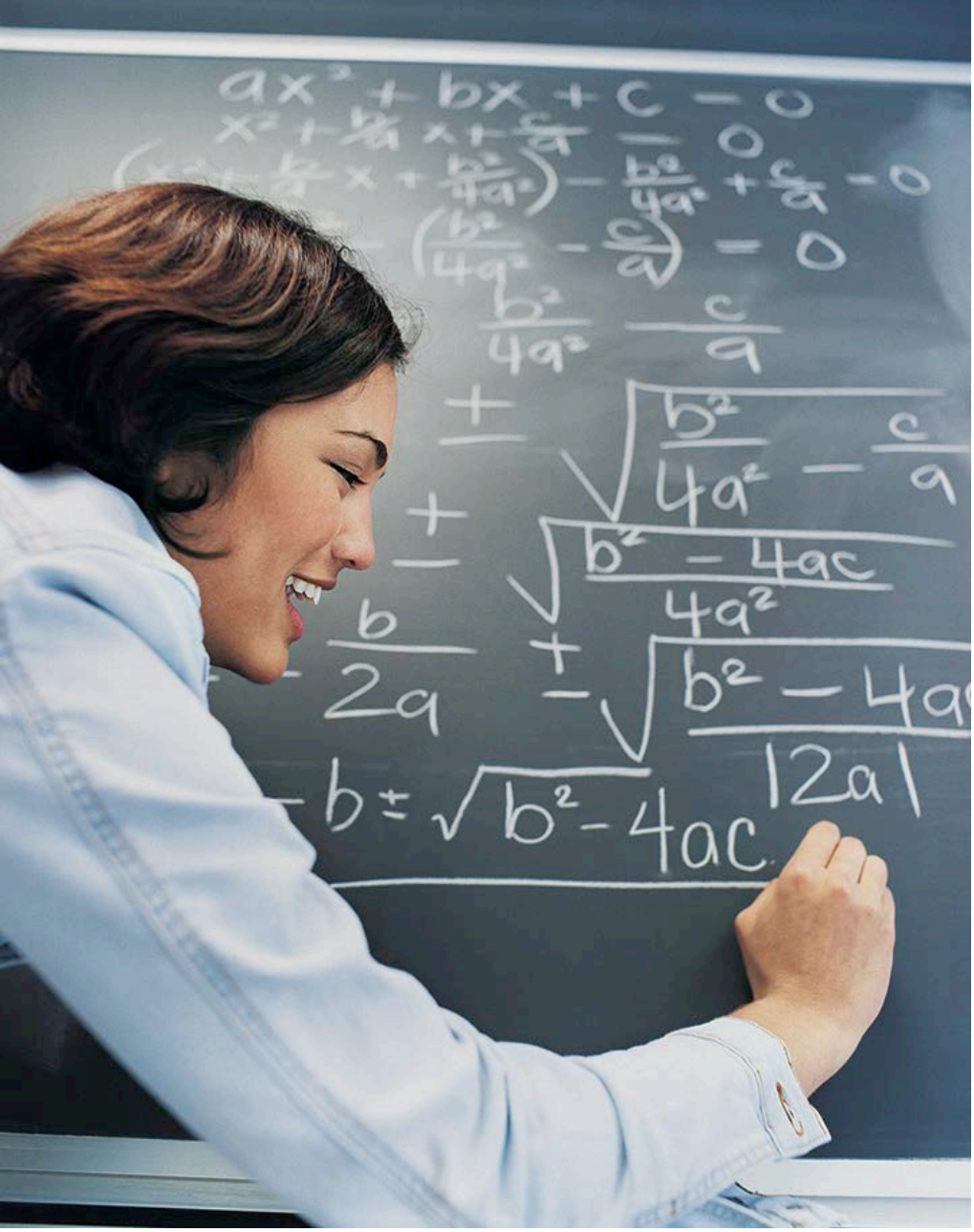
Of all the information that reaches us, 80% is processed and interpreted by our eyes. Therefore, when we say that a person's eyesight is good, we refer to the proper functioning of all visual capabilities: sharpness, ocular motility, ocular coordination, visual memory, visual-spatial relations, etc. which enables the correct and efficient functioning of the very complex vision process.



Previously, it was said that the functions of the eye could be compared to a photo camera. Nevertheless, this concept is obsolete nowadays. With progress that has been achieved, this conception of our vision has evolved in line with technology. We can compare our eyesight to a web camera.

Let us see now how we can compare a web camera with our visual system.

- The digital camera can be compared to the eye, that is, it is in charge of receiving the image.
- The information received by a web camera is transmitted thanks to a cable or a wireless communication system, with the optic nerve playing this role in our visual system.
- The image reaches the computer where, thanks to its hardware, it is processed and can be visualised in the screen. Once the image reaches



hearing, balance, emotions, motor skills, all of this can affect our visual system and vice versa.

For example, in patients who lose eyesight, other senses or skills are reinforced in to compensate for the lack of visual information.

Eyesight is such a strong sense that it could distort the information that we receive through our other senses.

Therefore, the question is: is the reality that we perceive the same as that perceived by others?

the brain, the brain is in charge of processing and interpreting and it is thanks to this entire circuit that we are able to perceive an image.

Therefore, how our web camera receives the image is not the only important part- Our brain plays a vital role since, if the image is not interpreted correctly, we could have a distorted perception of reality. Moreover, our response to our surroundings is directly related to the image that we have of such surroundings, that is, our perception could have a bearing on our behaviour.

When we our born, our “hardware” is practically ready to function, save for some structural changes such as the increase in the size of our eyes, the development of our capacity to focus our eyesight, etc.

Nevertheless, our software needs to learn to see through experience and development, which takes place not only during our early years, but throughout our lifetime.

Taking care of our eyes day to day, we learn how to see with our brain

Reading is a good example. This daily process is purely visual since we receive 100% of the information through our eyes. When we read, we identify words that we had read previously. That is, we use the archive where the image of such words is stored in our brain. That is why reading could be more efficient if we improve our visual memory.

The vision process takes up 70% of our neuronal activity, creating connections with other senses and other areas of the brain. Therefore, if there are any changes in our

Óscar Reyes,

IT Manager at FCC Construcción, in Mexico presents his book

"New e-business trends"

Óscar Reyes, IT manager at FCC Construcción Mexico has just published his book, "Nuevas Tendencias en el Negocio Electrónico", (New e-business trends) to let others learn, not only from his more than 15 years' experience as an expert in new technologies, but also to share with readers the tools required to create and generate a traditional business or an electronic enterprise.

What made you write this book?

Well, I wrote the book because there is very little that has been written on this subject in Mexico and because I thought that this would be a contribution on my part and, most importantly, because it describes issues of which I am constantly aware of as the head of Information Technologies.

What is your purpose for publishing this book?

Throughout the book, I include tips or the necessary messages to help others set up their own business, or to bring their business to the web (as e-commerce or e-business).

The experience accumulated over more than 15 years in advising various companies, giving conferences, teaching business

and e-commerce courses, is reflected in the book so that the reader may have all the necessary tools not only for understanding the subject, but also to enable the reader to carry out an idea that was always in his/her mind: being a businessman, his own boss, set up his own company, words that for many are just dreams but for others a reality.

On what does this depend?

The answer depends on understanding business and the dedication required to carry this out.

All of us have ideas about setting up a business. Why is it that some carry it out and others do not?

The book describes the factors required for success and those that lead to failure.

When you understand this, you will understand only you are responsible for the success or failure.

This book is not only aimed at people who want to set up their own business by taking advantage of Internet, but also for those who want to know how to start a business, the keys for success, to know why some succeed and others fail, or how to make the business grow. Therefore, it is not only for those involved in finance, administration or systems, but also to anybody who wants or needs to start or to enlarge a business.

Unlike most works which only present a thematic structure without explaining how to implement concepts, this book guides the reader for the practical development of each of the business phases; from an idea, until making it a reality, all in a logical sequence and using the right tools.

With the help of a methodology, thanks to this work, theoretical concepts can be applied in practice.

Systematic development to generate an e-business

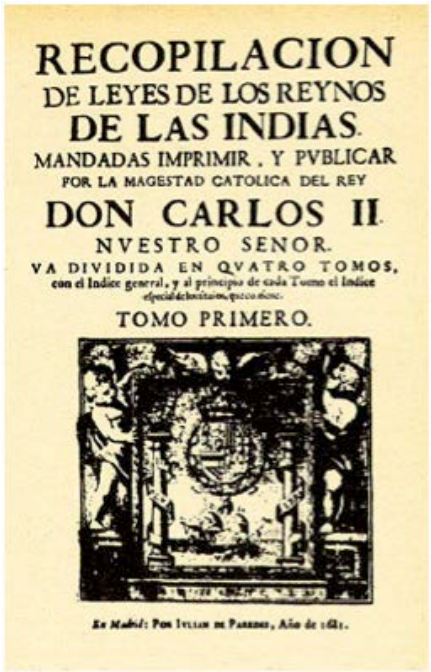
- Rapidly conceptualize the objective.
- Focus on the most important aspects.
- Develop the necessary skills.
- Clarify objectives and strategies.
- Define action plans.
- Generate a business plan.
- Operations plan and start-up.
- Constant improvement.

Guest column

By: Juan Carlos Sáez de Rus

Head of the Department – Corporate Department for Safety, Health, and Wellbeing at the Workplace

Caring for workers' health
A historic vision


RECOPILACION
DE LEYES DE LOS REYNOS
DE LAS INDIAS.
MANDADAS IMPRIMIR, Y PVBLICAR
POR LA MAGESTAD CATOLICA DEL REY
DON CARLOS II.
NVESTRO SENOR.
VA DIVIDIDA EN QVATRO TOMOS,
con el Indice general, y al principio de cada Tomo el Indice
TOMO PRIMERO.

Recopilación de Leyes de los Reynos de las Indias was a compilation of the laws promulgated by Spanish monarchs to govern their possessions in America and the Philippines (Indies). It was prepared by Antonio de León Pinelo and Juan de Solórzano Pereira and approved by Charles II of Spain (1665-1700) in Madrid on 18 May 1680.

Even when the loss of health is associated with work activity, in the ancient and medieval world, since work was carried out by slaves and servants, no attention was paid except for regulating certain measures for their care. 1

With the start of the modern age and the introduction of an economy based on money in Europe, practical arts and mechanical jobs became increasingly more and more appreciated. 2

Industrialisation not only brought new risks at the workplace, but also, the new types of jobs and the discipline in factories increased these risks. The meagre legal interventions in labour relations were limited to protecting the work of the "weaker classes", that is, women and children. 3

The workers' struggle was crucial for achieving improvements in working conditions and safety. 4

Sulphur mines in Lorca (Murcia).

The enactment in 1891 of the Encyclical letter Rerum Novarum by Pope Leo XIII, brought about an important change in the Catholic Church's position on the exploitation conditions of workers.

On 30 January 1900, the first Law on Occupational Accidents was enacted in Spain, a law that addressed the issue of compensation for occupational risks.

The International Work Organization (1919), through its recommendations and international covenants, has promoted several measures to improve workers' wellbeing.

Providing aid resources in production spaces has been historically linked to the social consideration of work. The increasing economic awareness of health in the modern world made it possible to create the first clinics and hospitals and stimulated the interest of the medical field in productive work.
The incorporation of medical healthcare resources in the labour world was the result of employer associations' management of the workforce, and became mandatory under laws to protect workers.

The laws on accidents was a determinant factor in creating medical assistance practices in the first third of the twentieth century and generated a new speciality: work medicine which was first known as "accident medicine".5

In 1931, accident law covered farm workers and in 1933, the Work Clinics were created.

Medical departments at companies and the teams from insurance and mutual work accident insurance companies were organized as the core of a new medical speciality; "accident medicine". 6

In the field of prevention, the medical departments of companies and work physicians gradually abandoned the environ-

Glassworkers. Some craftsmen use pipes to blow glass (from the book, De re metallíca by the sixteenth century German scholar and scientist, Georgius Agricola).

mental vision that had been widespread in the industry during the nineteenth century. Instead of continuing to focus on environmental factors affecting health or activities at factories and especially outside the factory (housing, food, and leisure), physicians focused on prevention and on the early detection of pathologies or factors that made individuals prone to accidents or illness and the evaluation of the potential productive capabilities of the worker.

Major companies, particularly in the mining and steelworks industry, were the pioneers in introducing systematic medical check-ups of their employees by the medical services of the employers' associations. The medical check-up was integrated in the procedures for hiring and evaluating workers as one more element in the employers' strategies for managing the workforce.

During the 1960-1980 period, the workers' and labour union's fight for occupational health was fundamental in the redefinition of the new regulatory framework. At the end of the 1970's, the major trade unions created occupational health departments that contributed to detecting new health problems, such as cancers related to work conditions, noise, or psycho-social risks.

The role of the media was also essential in bringing the debate on occupational health to the forefront.

The occupational hazard prevention law (1995), which purpose was to promote and consolidate a truly preventive culture, was the result of incorporating European law in the Spanish legal system.

Lastly, the European Union's adoption of the "precaution principle" meant that before introducing a chemical substance in the production process, it was necessary to first determine that it was harmless.

Miner children in 1911, U.S.

References

1 Code of Hammurabi (Babylonia), XX century BC. Several regulations that had to be observed by animal owners, who carried amphorae and goods, were placed at the entrance of cities to prevent damage to people, the breakage of these vessels, etc.

Collegia Romanos (VI century BC.-VI A.C.) groups of craftsmen and traders whose duties included preventing the risks of death and, to a lesser extent, those of illness.

Laws of the Indies (1680), prohibited certain types of jobs which were either dangerous or which posed a threat to the Indians (pregnancy, children, etc).

2 Morbi metallici, diseases resulting from handling metals in mining and steelworks activities were the first occupational diseases described by physicians during the fifteenth and sixteenth centuries.

De Morbis Artificum Diatriba (1700), Bernardino Ramazzini, the first systematic description of occupational hazards in 42 professions.

3 The first labour laws, the so called, factory laws, were adopted in Great Britain in the 1830s..

Ley Benot (1st Spanish Republic), was an attempt to put an end to the dire working conditions of children at factories and workshops.

4 Chicago Revolt (1 May 1886), demand and approval of the 8-hour working day. The 1st of May is commemorated in memory of the "heroes of Chicago" as the International Workers' Day.

Working Women Day (1911), was celebrated after the death of 147 female workers at a fire in a textile factory in New York.

5 Mining police regulations (1897), and the accident laws of 1900,1922 and 1932 were regulations that gave rise to the creation of clinics and hospitals..

Spanish Crown dominions, some examples were the clinics founded in the sixteenth century to provide assistance to miners in Almadén and Guadalcanal. There was also a hospital furbished for those who worked in building the Monastery of El Escorial (1563-1599). In 1752, the 40-bed Real Hospital for miners was founded in Almadén as a space to recover from work exhaustion.

6 First National Work Accident Congress (1922 in Zaragoza), a clear example of the growing concern of the professionals who were part of this new speciality. The social value of work medicine was justified due to its contribution to increasing productivity and because of the savings for companies as a result of the rapid and proper recovery of their workforce.

FCC Construcción's family of international legal counsel

What they do, how, and where they carry out their work as the Group's legal counsel

Among the objectives of FCC Construcción International Legal Counsel Department is to advise and participate in negotiations and in drafting all types of contracts for public as well as private clients and also to monitor these during their execution.

The members of the department participate in the risk analysis of the tenders submitted by FCC Construcción. They handle the legal management of lawsuits (in ordinary as well as in arbitration courts) that arise out of the construction activity, control and manage external legal counsel who collaborate with the company and manage, from the corporate standpoint, more than 100 companies, branches, and subsidiaries that are now attached to FCC Construcción's international division.

Another important aspect of the work of this team is to control compliance with applicable law and the Group's in-house regulations in the transactions in which FCC Construcción is involved.

"In carrying out our activity, we maintain close relations with other departments at FCC Construcción and with Central Services, the General Secretariat, and the Corporate Legal Department of the Group, the Studies and Contracting Department, the Finance Department, and the Administration Department", according to Rubén García, manager of the International Legal Counsel during our interview.

The team

The members of the International Legal Counsel Department of FCC Construcción include Rubén García Menéndez, Carlos Iso Floren, Diego Mencerreyes Goyoaga, Juan Dezcallar López-Chicheri and Fernando Ruiz Díaz, all of them lawyers who work at the Las Tablas (Madrid) headquarters, and Maribel Jiménez Camacho, the secretary of the department. There is also a team of lawyers in other countries: Alejandro Cruz Gallardo and Melissa Sucre Sinisterra, in Panama; Pablo Seijas Ameijide, en Canada; Maria Pedro Nogueira, in Portugal; and, Matilde Artola Aguilar in Nicaragua. A new member will be joining the team shortly who will be working in Algeria.

Rubén García remarked that, in relation to the work system at the department: "I try to have more than one lawyer involved in important issues. Each lawyer handles his own matters although they may frequently work as a team in other issues".

A world of different laws

There are several factors that often make the work of an International Legal Counsel complicated due to the number of issues and the various applicable legal systems in the commercial relations in which FCC is involved when carrying out its international activities.

Many of these laws are similar to those in Spain. Nevertheless, many others are completely different. In these last cases, it is essential to count with the help of local law firms to guarantee the legal security of the transactions carried out. Ruben believes that "it is necessary to have an open mind from the legal standpoint and not to take anything for granted".

There are mechanisms to mitigate the risk of conducting our activities in certain cou-

ntries where we do not have a presence", Ruben explained. "I refer to the inclusion of clauses referring the resolution of disputes to an international arbitration figure and/or the application of sound laws in contracts even though these may not be the laws of the country where the business is conducted. We must pay very special attention to these issues since, even though there may

The department's lawyers

Rubén García Menéndez

Manager of the International Legal Counsel Department.
Educational background: Law degree
Years working at FCC: 22

The job of the department is exiting because of the variety of subjects that we must deal with and because of the global vision that we have because of our activities in nearly fifty countries. This is certainly very enriching from the professional as well as from the personal standpoint.

Carlos Iso Florén

Lawyer
Years working at FCC: 5.5

Working with regulatory or institutional frameworks that may differ significantly from those in Spain is part of the international activity. In certain countries, we must also add important cultural or language differences as well as the need to often work with consortiums of multiple nationalities and cultures.

Juan Dezcallar López-Chicheri

Lawyer:
Years working at FCC Construcción: 5

What I most like about my work is to see how a project is born and the satisfaction of seeing it completed.

We have to assess the risks involved in working in a country and the risks of specific projects to try to foresee and prevent them.

Diego Mencerreyes Goyoaga

Lawyer
Years working at FCC Construcción: 5.5 years

The part of my work that I like the most is to try to find solutions to facilitate FCC's presence in countries where operations, mentality, and regulations are very different from ours, also having the opportunity of meeting new people and learning about different cultures.

Maria Pedro Nogueira

Lawyer in Portugal
Years working at FCC Construcción: 11

Since RRC is a subsidiary of FCC Cons-

not be any practical effect upon the execution of the contract, they could be vital to ensure the successful completion of projects", he added.

Supporting projects

Often, the work of lawyers begins even before the project is borne. "It is essential to become involved in the projects from the very beginning and now then a problem arises which has no solution or when the solution is difficult. We must try to anticipate and prevent disputes, regardless of the measures taken when the dispute has already arisen. To this end, constant communication with FCC Construcción management, technicians and sales staff is essential. Fortunately, this part is easy since the human team at FCC is perfectly aware of this and is always supportive", Ruben stated.

The main services provided by this department relate to its involvement in the tender presentation phase, warning about the risks that are detected in the analysis of the tender specifications; consultation with local advisors who contribute specific practice and experience; the direct involvement in negotiating contracts with clients and the knowledge of FCC's in-house regulations and customs.

trucción, I am integrated in the international legal counsel department and in constant touch in order to monitor FCC's legal policies. I am currently working on providing legal support to several projects, including the Autoestrada Transmontana and the Ribeiradio Ermida dam projects.

Pablo Seijas Ameijide

Lawyer in North America
(USA and Canada)
Years working at FCC Construcción:
1 year and 7 months

Our mission is to provide legal assistance to all departments. What I like the most is to be part of a team where we all collaborate and work to achieve a common objective.

Alejandro Cruz Gallardo

Lawyer in Central America
Years working at FCC Construcción:
1 year and 2 months

At the legal counsel department, we have a double task: on one hand, resolve legal and contractual problems that may arise and, not least important, to avoid having these problems arise.

We have achieved a high level of legal security in developing our activities by using contract models and formats which have proven their efficiency throughout the years at FCC Construcción.

Matilde Haydee Artola Aguilar

Lawyer in Nicaragua
Years working at FCC Construcción: 9

In Nicaragua, we work as a team. My job entails providing corporate legal counsel in all types of legal transactions. I am also involved in contract negotiations, handling the legal and administrative procedures that arise as a result of our activities. In addition, I also act as FCC's notary public since in Nicaragua, lawyers are also notaries.

Melissa Sucre Sinisterra

Lawyer in Panama
Years working at FCC Construcción: 7

Given FCC's activity, I handle all types of legal matters, which, undoubtedly, is very enriching. In Panama, we have two lawyers and we collaborate on a daily basis in all the legal issues that may arise. We also maintain close contact with FCC's International Legal Counsel Department and follow the instructions on each of the issues.

Communities

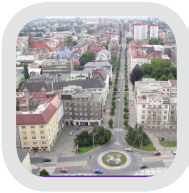
Ostrava

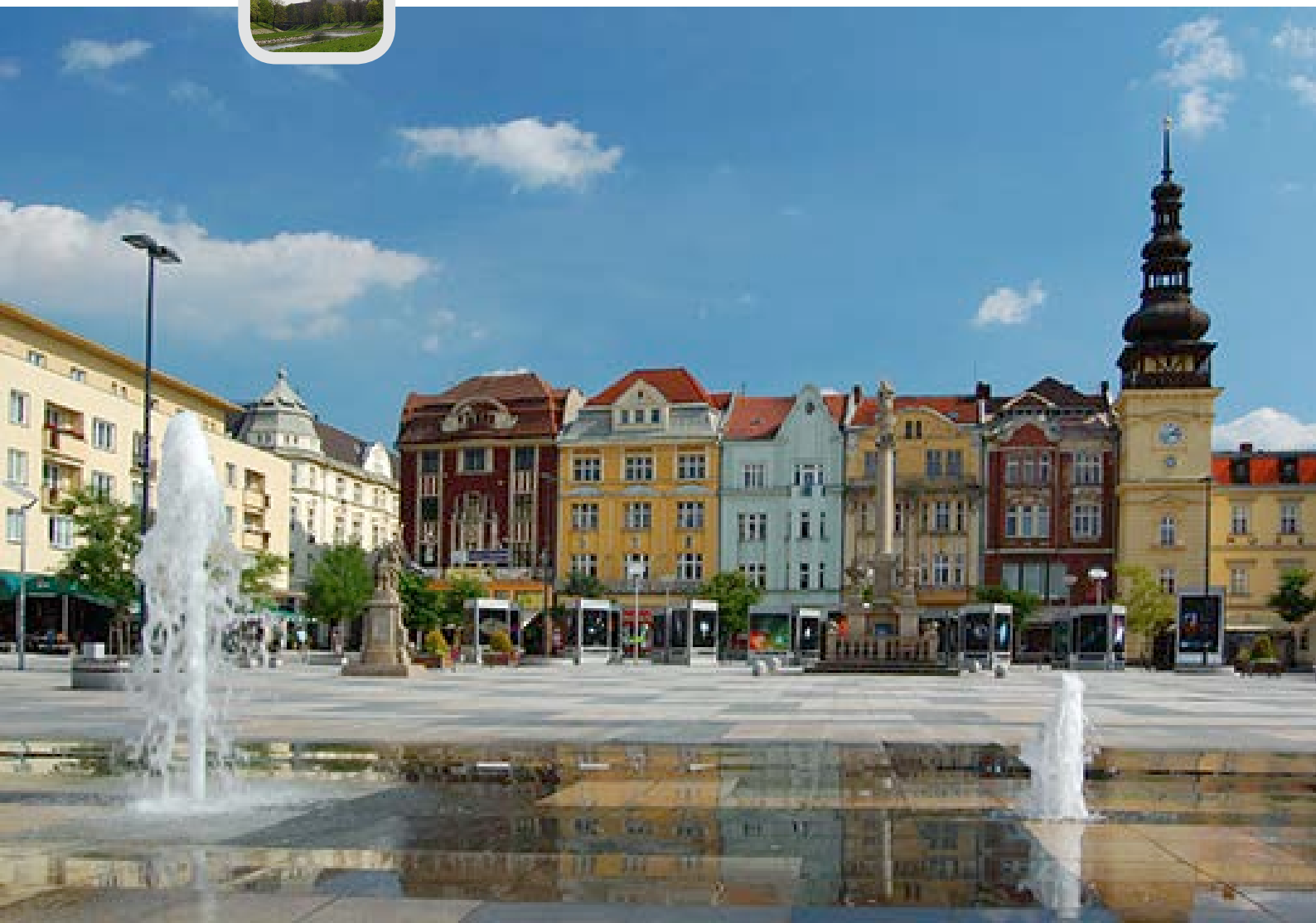
a city that evolved from grey to green

Ostrava is situated between the Beskydy and Jeseníky mountains in the Moravskoslezský, region north of Moravia in an area known as Gate of Moravia. The third most populated city in the Czech Republic (327,000 inhabitants), it is situated in a strategic location near the borders with Poland and Slovakia, and has become an important communications hub.

City associated with coal mining

Coal was discovered in the Burna Valley in an area surrounding Ostrava in 1763. Modern coal mining began to be developed around 1840 with the creation of the first coal that was named after Peter Bezruč, the most famous poet from Silesia. Although





there are dozens of similar mines, coal at Bezruč was extracted at a depth of 1,200 metres and at high temperatures. Coal mining activities in Ostrava lasted until 1994 when the Bezruč mine, like many others, was no longer used and was finally closed. To maintain the memory of this former mining activity, the mining museum was inaugurated in 1993 in the largest open space in the Czech Republic.

Industrial and cultural symbiosis

Despite its industrial and mining origin, Ostrava has gradually become a very pleasant residential area, offering a wide range of cultural events and many possibilities for enjoying leisure time.

A large part of the city is currently covered by forests, parks, and many green spaces and the ratio of green zones per inhabitants is 30 m^2. The largest lake in the Czech Republic and one of the largest in Central Europe is located in the Ostrava region. Thousands of people go there every day during the summer months to swim and to sunbathe.

The city also has many interesting spots worth visiting. One of these is Stodolní Street, a unique place for going out to restaurants and then enjoying live music at its bars. It is a place where friends meet, where concerts, conferences, exhibitions, festivals are held and the party never stops. The city's industrial past has been preserved and is reflected in its buildings. The mines and ironwork towers are being refurbished for residential and leisure purposes. Dolní Vítkovic is one of the most special of the city's districts. It occupies an area of 300 hectares filled with industrial facilities and blast furnaces where iron was melted. Since 2002, it has become part of Ostrava's

cultural heritage sites. The city is also opting for the title of European Culture Capital 2015.

From the architectural standpoint, the city is one of the most important ones in the country thanks to its modern structure. The City Hall Tower, standing 73 metres tall, is the highest point in the city's skyline, and the tallest building in the Czech Republic. The city also has a pedestrian zone inaugurated in 1967 near Plaza Masaryk where SmVak has its headquarters.

SmVaK provides services to 1.3 million clients in the Czech Republic and in Poland

SmVaK is the leading water company in the Moravian and Silesian regions, providing services to a population of 1.3 million. Part of Aqualia since 2006, the company formerly belonged to the State of Czechoslovakia, then to the towns in the region, until it was finally acquired by several private companies.

Aqualia's subsidiary is special since, as the owner of the infrastructures, it does not operate as a concession (therefore, the term for its activities is indefinite) and, is one of the few examples of a company that provides services across the border through its infrastructures to more than 100,000 inhabitants in Poland.

Since Aqualia took over management control of SmVak through a transfer of knowhow and the management models of the FCC subsidiary, the Czech company started to record significant financial and operating growth. SmVak is also committed to improving the quality of services and has won several awards over the past few years:

- "Best Company in 2008 for Environmental Aspects" granted by the government of Moravia.
- Prize for the "Best hydraulic project in 2010 in the Czech Republic" granted by SOVAK.
- AAA Distinction (excellent) in 2010 and 2011 given by Cekia Award.

The positioning of this Czech company and the modern management methods that it has implemented in recent years makes SmVaK the ideal platform for spreading out to other markets in Central and Eastern Europe, offering its better management capabilities and taking advantage of the European Funds earmarked for developing infrastructures.

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