


Communication Network

News for the people of 

ISSUE **24** 2014



Launching the new Intranet

one



Discover the new Sports Social Network



Honouring employees who have been with the company 40 and 25 years





Cover

one

Launching the new Intranet



The Group

ONE, FCC's new Intranet

Pág 4

Ana Villacañas participates in the summer courses of EL ESCORIAL

Pág 13

FCC shareholders approve the new financing structure

Pág 14



Business

Juan Béjar provides details on the Lima metro project to the vice-premier of the Government

Pág 24

Esther Alcocer inaugurates FCC Aqualia's new drinking water plant in Oviedo

Pág 28

Interview with Félix Parra, managing director of FCC Aqualia

Pág 30



People

FCC pays homage to employees who have been with the Company for 40 and for 25 years

Pág 34

Interview with Carmen Rodríguez Gómez Manager of Human Resources at FCC Aqualia

Pág 36

Social responsibility

FCC employees visit Panama's Hospital City project

Pág 43

King Juan Carlos University and FCC create an observatory on eco-efficient city services

Pág 44



Well-being

FCC presents its Sports Social Network

Pág 48

FCC and promoting health at the workplace

Pág 50

"2014: Road Safety Year"

Pág 58



Knowledge

Glass in our lives

Pág 64

Guest-Column

Promoting health at the work place: Healthy people in healthy companies; investing in the future

Pág 68



The Place

FCC's 20 years in Mexico

Pág 72



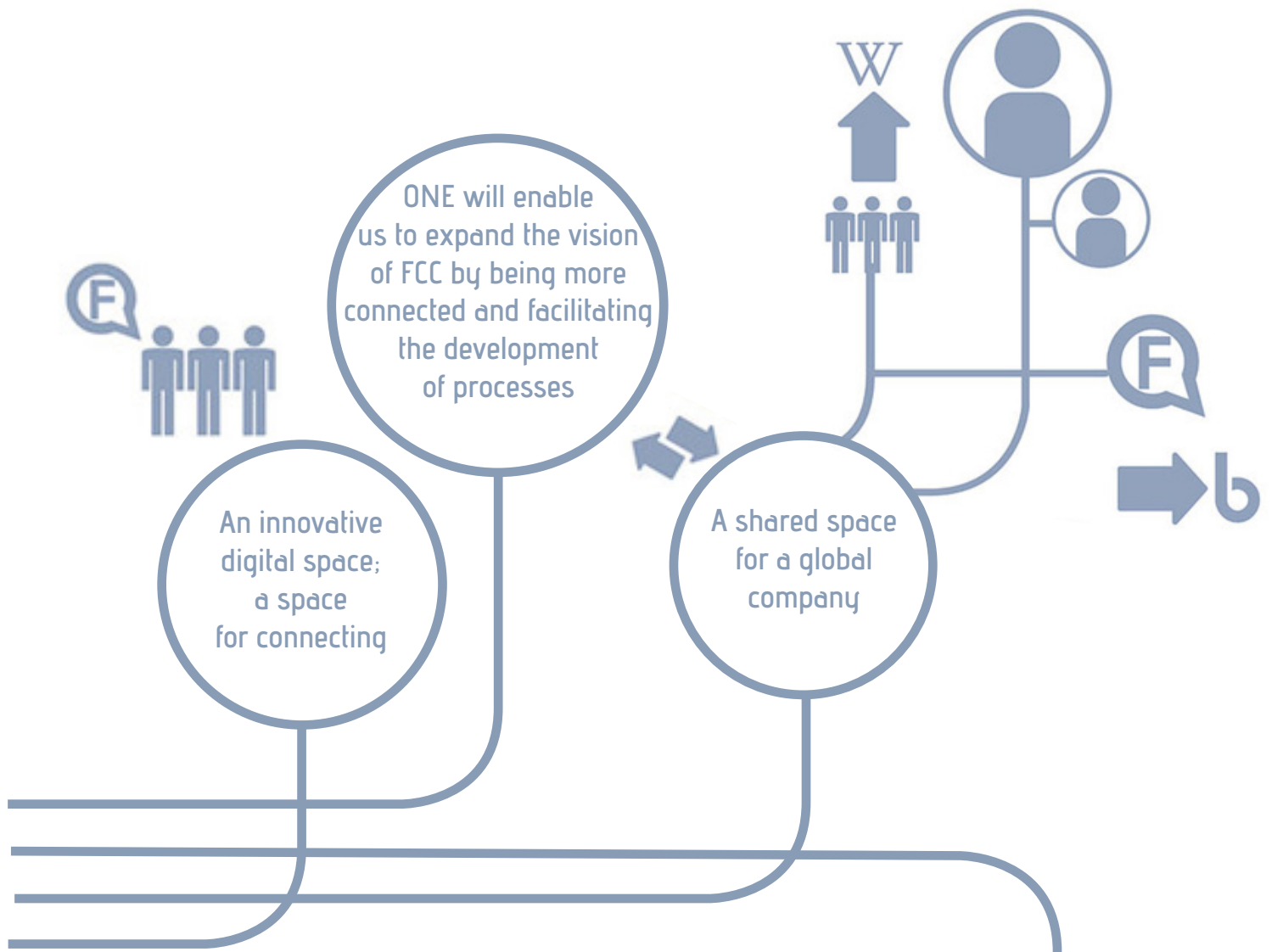
Communities

České Budějovice, the metropolis of South Bohemia

Pág 80

The Group

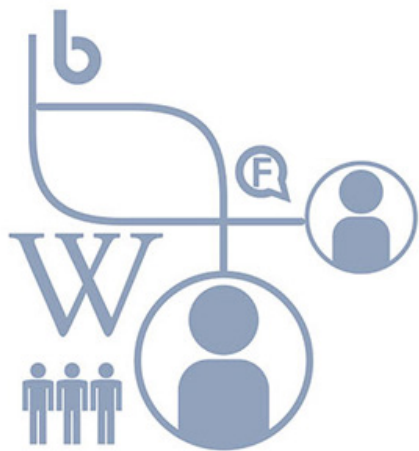




FCC's new Intranet

ONE is born with the objective of encouraging communication and collaboration, facilitating the work of those of us who are part of the FCC Group, managing knowledge by using collaboration tools and bolstering the image and the sense of belonging. We want ONE to be considered an important part of the company's organizational culture

You'll be able to access corporate information and new useful applications for your day-to-day work



one

is broken down into four main sections:

FCC

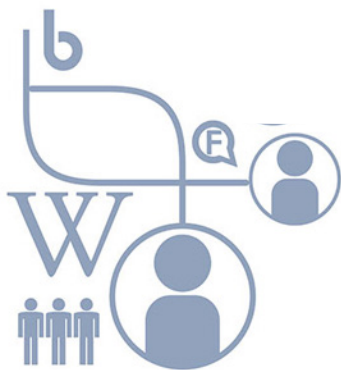
Áreas de FCC

Área Personal

Comunidades



“one offers the possibility of teamwork through its communities”



Through FCC, you can access:

- **Information channels (News):** Juan Béjar's blog, information from the Steering Committee, News; FCC press releases, Stock Market Reports, Friday's News, Communications Network, Campaigns...
- **Corporate content (could be of interest for you...):** Policies, regulations; Catalogue of ONE Services, How to make a request in ONE; Multimedia Gallery, Online Training; Technological Tips, Code of Ethics, Social Work, Organizational Chart, In-house Mobility, Offers for Employees, Personal Ads Board, Illness/ Life Insurance...
- **Across the board Services (What you can do, if you want...):**

For your work: book a meeting room, send a letter/package, organize a trip, rent a car, request material/office supplies, request powers of attorney, change your password, request telecommunications services, request a computer, report an incidence to the ServiceDesk, check the directory of companies and centres, report improper conduct, online training, send a suggestion... ..

Personnel services: Check your payroll, request advance payments and loan, change your job status, change the % of your tax withholding, settle expenses (Km km, per diems, and other expenses), request certificates, check the status of your requests, check previous documents, request vacations, check your vacations, update your contact data, update your bank data, flexible remuneration, access all Incorpora services, submit a query to Human Resources...



“ A place where
we all come together.
Where all business areas
converge in a single
environment ”

To manage your team: Management systems, budgets, reports, timetable of my team, follow-up requests, overall approvals...

Through the FCC Areas, you can access:

- The space of the various FCC divisions: Infrastructures, Environmental Services, Water, Central Services.

Where each area can develop its own intranet according to its needs, maintaining the same user experience and sharing across-the-board services such as the universal search engine which makes it possible to find contents from different sources such as: News, Documents, Images and videos, People, Communities, and SharePoint Sites.

From the Personal Area you can access:

- **Your processes:** My tasks, My requests, My notifications...
- **Your profile:** My data, My applications...

Concentrates all the Tasks and Requests that each user can have individually, either those relating to ONE as well as other systems such as Integra and Incorpora.

The objective is for all systems to reflect the user's tasks as reflected in ONE thereby avoiding a flow of emails on information in connection with the tasks or on the status of the user's requests.



A **new work model.**

A new **multidirectional** communications model

Top-down, between the company and employees.

Horizontal, among employees.

Bottom-up, between employees and the company.

A new **collaboration** model, for sharing knowledge transversally.

one

wants to be

A system **integrating the company's main systems and processes such as Integra and Incorpora**, enabling the players of these systems to know what is required of them without being connected, even from the cell phone or iPad.

More **accessible**, adapted to various types of devices.

An intranet **for all employees**, from the office or from home.

Focused on services, not just information.

An intranet **combining the intranets** of all business units.

A tool **unifying the support, the user's experience, normalising assistance.**



“ A digital and innovative meeting point, a space that unites us

”

The **COMMUNITIES** area takes you to:

- **Dissemination material:** Quick Guide, Instructions for use, Participation guidelines, User's Manual...
- **My spaces:** Recent activity, the most valued, My Communities, My Groups, My contacts, My calendars, My subscriptions, My SharePoint collaboration sites.

The Communities are a new model for interrelating, a work model, which will allow us to interact, share information and knowledge much easier.





one

nuestra **nueva intranet**



For equal opportunities and non-discrimination in companies and institutions FCC signs the Diversity Charter



Code of Commitment

The European Commission through the Justice Department, in developing its policy against discrimination, has promoted the creation of the Diversity Charter to improve corporate efficiency and social sustainability within the framework of respect for current internal law on equality and non-discrimination.

Fundación Diversidad, an initiative sponsored by Fundación Alares, is in charge of granting this seal in Spain to those who are voluntarily committed to support and disseminate the principles of diversity inclusion and non-discrimination at the workplace.

FCC Group has signed and joined the Charter for Diversity in Spain, an initiative by which the company reinforces its commitment to the fundamental principles of equality, non-discrimination at work, support for diversity, and respect for the diversity of people, clear guidelines embedded in our DNA and which we are constantly reinforcing.

Incorporating measures in favour of diversity and equality in our CSR agenda is a constant effort. In this respect, FCC's Corporate Responsibility 2012-2014 Master Plan, approved by the Group's Board of Directors, includes, among the various priority CSR programs in the area of CSR, two programs the objective of which are: support for the integration of groups with special needs; professional and personal development of everyone who is part of FCC; and the implementation of measures to promote equality, plurality, and in-house diversity.

Both programs involve many specific projects many of which have already been implemented. These include: the approval of the FCC Equality and Diversity Policy; the renewal of equality plans with new proposals; the approval of the Protocol for the Prevention of Harassment at Work and Sexual Harassment; adherence to the Principles for the Empowerment of Women; the United Nations Global Pact; the Development Program for Pre-management Women; or the launch of several campaigns and signing of agreements with third parties to build awareness and to change the internal culture of FCC in this respect, etc.

Recognitions

The efforts made have been acknowledged by the Government of Spain which granted the Equality Seal and also by the analysts of international sustainability indexes such as the Dow Jones Sustainability Indexes. Women currently account for 21.6% of the Company's global workforce and their leadership is evident in FCC where five women are members of the Board of Directors.

As a signatory company, FCC agrees to comply with the Decalogue of Principles and to report on its commitment with these values:

- Promote work life balance.
- Create awareness on the principles of equal opportunities and respect or

“ By signing
the charter, we take yet
another step towards
corporate excellence
and corporate social
responsibility ”



diversity as part of the company's values.

- Build a diverse workforce.
- Effectively promote the integration of non-discrimination at work.
- Implement diversity management in all management policies.

FCC, by joining this initiative, is supporting diversity management as a corporate, social, and legal imperative, promoting people's quality of life and work.

The signing of this commitment bolsters the company's management as per the FCC Equality and Diversity Policy; the Equality Plans, the Code of Ethics, the company's Protocol against Work and Sexual Harassment; and the FCC 2011-2014 Corporate Responsibility "Exemplary Performance" Master Plan.

Decalogue of the Charter of Diversity of Spain

1. Build awareness: the principles of equal opportunities and respect for diversity should be included in the company's values and disseminated among its employees.
2. Make progress in building a diverse workforce: the company should encourage the integration of people with different profiles (regardless of their gender, sexual orientation, race, nationality, ethnic group, religion, beliefs, age, disabilities, etc.).
3. Promote inclusion: integration must be effective, avoiding any type of discrimination (direct or indirect) at the workplace.
4. Consider diversity in all people-management policies: managing diversity should be just another practice of the Human Resources department, but rather a transversal factor as the basis for all decisions made in this area.
5. Promote life-work balance by balancing the work, family and leisure time: organizations should set up the mechanisms to enable all employees to balance out their work and family and personal lives.
6. Recognise the diversity of clients: organisations should know the profile of their clients and recognise that their diversity is also a source of innovation and development.
7. Spread and communicate this commitment to workers: the commitment that the organisation undertakes by signing the Charter of Diversity should be shared transversally throughout the entire company.
8. Spread and communicate the commitment to suppliers: inviting them to join the community of companies in Spain that have voluntarily signed the commitment promoted by the Charter.
9. Spread and communicate this commitment to administrations, business associations, trade unions, and other social agents.
10. Reflect the activities supporting non-discrimination and the results following the implementation of the diversity policies in the company's annual report.





hay salida

a la violencia de género



LIBRES
DESCARGA LA APP

016 ATENCIÓN A VÍCTIMAS
DE MALOS TRATOS



MINISTERIO
DE SANIDAD, SERVICIOS SOCIALES
E IGUALDAD

“The involvement of civil society in the eradication of gender violence. What can I do?”

Ana Villacañas participates in the summer courses of Universidad Complutense de Madrid in El Escorial

As part of the program of the summer courses of Universidad Complutense de Madrid in El Escorial on 14, 15 and 16 July, a course was organised on **The involvement of civil society in the eradication of gender violence, with the question: What can I do?** Ana Villacañas, managing director of the Organisation, Procurement, Human Resources, and IT of the FCC Group participated in these courses.

She spoke on the seminar focusing on “Companies, trade unions, and professio-

nal associations as agents for building a society free of violence against women”. Which was supervised by Blanca Hernández Oliver, the Government’s representative for Gender Violence. Other participants included Rocío López Rodríguez, manager of Human Resources at PSA Peugeot Citroën Ibérica, and Almudena Fontecha López, executive secretary of Equality of the Unión General de Trabajadores (UGT) trade union.

The managing director of the Organisation, Procurement, Human Resources, and IT of the FCC Group explained in her speech entitled “There is always a new road” the measures implemented to build awareness on gender violence by FCC and actions aimed at the inclusion in the workforce of the victims of this violence. She also spoke on the commitment and the importance of exporting values and measures in the countries where the FCC Group operates so that others may grow in ethical values and in cultural diversity. This is achieved with the sum of the efforts made, essential in large international companies, and which will pave the road to success.

This course aims to give visibility to the importance of the role of civil society in eradicating gender violence and to highlight the actions and initiatives to demonstrate the commitment to this cause.



“ FCC works towards the integration in the workforce of those at risk of being excluded and is involved in causes that concern the communities where it operates ”

“ It’s a question of “sensitivity and commitment” ”

“ The sum of efforts will pave the way to success ”



**FCC shareholders
approve the new financing
structure**



FCC shareholders at the Annual General Meeting ratified the Group's refinancing plan that had been executed with banks last March. The plan includes the refinancing of 4.512 billion euro in bank debt and the extension of the 450 million euro convertible bond issue.

The refinancing agreement, backed by 99.98% of creditors, structures a very lar-

ge portion of bank debt into two tranches: tranche A, with 3.162 billion euro, and B, with 1.350 billion euro, which includes the right to convert to FCC shares in the event that in 2018 the company is unable to repay or refinance upon maturity. The second tranche is guaranteed by a warrant issue, approved by the shareholders. The General Meeting also supported the modification and extension of the 450 million euro convertible bond issue to 2020.

Thanks to shareholders' approval of these two items, FCC has stabilised its financial situation and laid the foundation to achieve the objectives set out in its Strategic Plan, presented in March of last year and whose main items (such as debt and cost reduc-

tion and restructuring) are 80% complete.

Determination and courage

In her presentation, FCC chairman Esther Alcocer Koplowitz underscored "the determination and courage required due to the circumstances in adopting the extraor-



dinary measures. We have undertaken a complete restructuring of our business units and applied strict financial discipline” she said in her analysis of the steps taken in the previous fiscal year.

She also mentioned her mother, FCC’s main shareholder Esther Koplowitz, and praised her dedication and commitment, also stressing “the confidence deriving from the recent inclusion in our shareholder structure of leading, prestigious investors, both Spanish and international, to whom we wish to extend our most sincere gratitude for their trust in FCC as well as our warmest welcome”.

Improvement in profitability and cash flow

Juan Béjar, Vice-Chairman and CEO of FCC, the Citizen Services Group, highlighted the internationalisation drive at the Environment and Water business units. After discussing the main items in last year’s income statement and adjustment processes that commenced with the Strategic Plan, Mr. Béjar underscored the underlined the overriding objectives of improving the profitability of all operations and of generating cash flow.

“

FCC Chairman Esther Alcocer Koplowitz highlighted “the determination and courage required due to the circumstances in adopting the extraordinary measures”

”

“ Juan Béjar,
Vice-Chairman and CEO,
announced that the
adjustment and writedown
phase is complete
and emphasised
the international expansion
of the Medio Ambiente and
Water business units
”



Report from the Vice-Chairman and CEO

Link to the report by
the vice-chairman and CEO



As to the outlook for this year, he spoke controlling debt, increasing EBITDA and revenue by 20% and 5%, respectively, and on completing the 500 million divestment process.

He concluded his presentation on “looking towards the near future” by mentioning the four growth drivers: “the capacity to invest in projects that increase EBITDA; a management model aimed at achieving results; a global management team that is responsible and committed to results; and an emphasis on international growth in the Environment and Water business units”.

Other items on the agenda included the ratification of the re-appointment of Rafael Montes and Alicia Alcocer as proprietary directors and of Gonzalo Rodríguez Mourullo, Gustavo Villapalos and Olivier Orsini as independent directors.

The “Determination and courage” of Esther Koplowitz

During her presentation, the chairman of FCC praised the dedication and commitment of her mother, Esther Koplowitz, the Group's majority shareholder.

Esther Koplowitz, awarded Gold Medal for Merit at Work

The Council of Ministers granted Esther Koplowitz the Gold Medal for Merit at Work for her efforts at the helm of the FCC Group, “a reference thanks to her policies on equality and integration of those at risk of being socially excluded in the labour market”.

The Executive branch of government highlighted the merit of a “socially useful and exemplary conduct in the performance of the duties imposed by any job, profession or service”.

A total of 15 Gold Medals for Merit at Work have been awarded to various individuals, included Father Ángel, the Director of the NGO Mensajeros de la Paz; the scientist Vicente Calatayud Maldonado, Professor Luis Navarro García, and the tennis player Rafael Nada. Also honoured with this award posthumously were the flamenco guitarist Paco de Lucia and Mercedes Salisachs.



Esther Koplowitz and Esther Alcocer Koplowitz attended the reception at the Royal Palace for the coronation of King Philip VI



Esther Koplowitz, FCC's majority shareholder and its first vice-chairman, and her daughter Esther Alcocer Koplowitz, chairman of FCC, attended the reception at the Royal Palace on 17 June for the coronation of Philip VI as King of Spain.

The hand-kissing ceremony, with approximately 3000 guests, lasted two hours. The guest list included representatives from

political parties and official institutions, diplomats, members of the nobility, businessmen, trade union representatives, and personalities from the world of culture, arts, science, sports, and socialites.

The reception at the Royal Palace marked the conclusion of the celebration and events organized for the coronation of Philip VI.

After swearing allegiance to the Constitution at the congressional building, Philip VI with his wife, Queen Leticia, greeted from the balcony of the Royal Palace the thou-

sands of people who waited at the huge Plaza de Oriente square.

They were accompanied by King Juan Carlos and Queen Sofia and their daughters Leonor, Princess of Asturias, and Princess Sophia.

Alicia Alcocer collects the award granted to her mother

Esther Koplowitz,
honoured by
Fundación Caser

Esther Koplowitz received a special mention at the fifth edition of the Dependency and Society Awards organized by Fundación Caser.

The award ceremony was held on 17 June at the Official Association of Architects of Madrid. Alicia Alcocer Koplowitz collected the award on behalf of her mother, Esther Koplowitz.

The award recognises the work carried out by Esther Koplowitz, the head of the foundation known by her name and which purposes include the creation and maintenance of retirement homes, mental health assistance for minors, the sick, and disabled; aid for scientific research, and academic and research scholarships. Besides the two retirement homes in Madrid and Barcelona, the Foundation also has a home for the mentally disabled in Valencia, the Esther Koplowitz Biomedical Research Centre in Barcelona, purchased the "Da Vinci" computer assisted (robotic) surgical system for Hospital Clínico Universitario San Carlos de Madrid, and built and funds a day care centre and home for people suffering from cerebral palsy for Fundación Nido and Asociación El Despertar.

These awards represent one of the initiatives of the foundation created by Caser to foster, promote, develop and encourage any dependency-related activity.



FCC Chairman attends meeting of the Board of Trustees of Fundación Carolina



Esther Alcocer Koplowitz, Chairman of FCC, attended the 26th ordinary meeting of the Board of Trustees of Fundación Carolina at the Zarzuela Palace, which was presided over by H.M. the King. The meeting was attended by Spain's Prime Minister and executive chairman of the foundation, Mariano Rajoy Brey, the Deputy Prime Minister, Soraya Sáenz de Santamaría, and the Ministers of Foreign Affairs, José Manuel García-Margallo, Education, Culture and Sport, José Ignacio Wert, and Industry, Energy and Tourism, José Manuel Soria López.

The trustees approved the foundation's 2013 financial statements and the new


composition of the Advisory Board, which issues a scientific assessment of the Foundation's academic activities each year.

For the coming year, the Foundation plans to increase the range of grants and to enhance relations with Latin American in the areas of culture and education, to promote the internationalisation of Spanish research institutions and to strengthen its leadership and public diplomacy programmes with Latin American, the Hispanic communities in the United States and—in coordination with Brand Spain—with priority nations in the Asia-Pacific region. To this end, the Foundation plans to continue to offer the Government, Spanish universities and its member companies outstanding results that yield high social returns in terms of human capital and an enhanced external image.

Fundación Carolina was established in October 2000 with the mission of promoting cultural relations and cooperation in the fields of education and science between

Spain and the Latin American Community of Nations, and with other countries with which Spain has close cultural, historical or geographical ties.

Through its programmes, Fundación Carolina promotes internationalisation of Spanish universities and research institutions while also contributing to the construction of a Latin American space for knowledge and to institutional strengthening in the Americas. It also engages in public diplomacy by projecting our cultural, scientific and economic potential.



En 100 años
prestando servicios
a los ciudadanos
hemos visto cambiar
muchas cosas, la
primera 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 suministramos 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.

Career opportunities at FCC

At FCC we want to promote the mobility of our professionals and believe that internationalisation offers a great opportunity for participating in new projects; some strategic, others destined to become major milestones in the industry.

A few months ago, the Corporate Organization Department approved a new Internal Mobility Policy for managing personnel recruitment and selection at all FCC areas and business units through an in-house search for valid candidates and to manage talent and career development.

The aim of this policy is to concentrate selection efforts for capturing and retaining within the organization in-house talent, taking advantage of employees' potential and of their cross-training. In short, the goal is to provide development opportunities, encourage integration and teamwork, promoting equality, and bolstering communication among the different FCC Group areas and business units.

In this page, we list the vacancies available in other countries. All of these jobs are published at the In-House Mobility Portal and in FCC in the World:

If you need further information on FCC's activities worldwide, go to <http://fccenelmundo.fcc.es/> where you will find information on the main projects and international mobility opportunities. It is designed as a space for providing information to all of the Company's employees.

If you should be interested in any of these jobs or know someone who could be, do not hesitate to contact the Construction Division's human resources department.



• In-house mobility policy



• Mobility portal



• FCC in the world

FCC EN EL MUNDO

Incentivamos el **DESARROLLO** PROFESIONAL

<http://fccenelmundo.fcc.es/>



Business

Juan Béjar provides details on the Lima metro project to the deputy-premier of the Government



“ Juan Béjar shared details of the deadlines and conditions of the 3.9 billion euro project with Deputy Premier Soraya Sáenz de Santamaría during her visit to Peru

”

Juan Béjar, Vice-Chairman and CEO of FCC, discussed the Lima Metro construction project, awarded to the consortium led by ACS and FCC in March, with Soraya Sáenz de Santamaría, Spain's Deputy Prime Minister, at an event in Lima yesterday. The presentation was among the activities scheduled as part of Sáenz de Santamaría's visit to Peru and Chile.

During his presentation, Mr. Béjar underlined that private investment has contributed to GDP growth in Peru, accounting for 22%. A notable portion of that investment is connected to infrastructure development, the prime exponent of which is the expansion of Lima Metro. Peru is currently one of the fastest-growing economies in Latin America, with expectations of sustained growth in excess of 5% in the coming years.

In terms of experience, Juan Béjar also highlighted the value contributed by infrastructure built in Spain in the last two decades and its impact on citizens' living standards

and on the competitiveness of economic agents, similar to the process currently underway in Peru.

Five-year project

The contract to build line 2 of Lima Metro and a spur from line 4 to the airport was awarded to the Nuevo Metro de Lima consortium, which is led by ACS and FCC and also includes Italian companies Impregilo and Ansaldo



“ He highlighted the impact of private sector investment in infrastructure on GDP growth in Peru, one of Latin America’s fastest-growing economies ”

and local company Cosapi. Metro de Madrid is acting as advisor on the project.

Last May, consortium leaders announced that the first five kilometres of new metro line

in Peru’s capital would become operational in May 2016.

The consortium members currently manage over 100 transport concessions worldwide

and have built over 3,650 kilometres of tunnel, including 800 kilometres with tunnel-boring machines (TBM).

The most important infrastructure project in this Andean country

The 3.9 billion euro contract, Peru’s largest infrastructure project, was awarded at the end of March. As part of the contract, the consortium will design, build, finance, operate and maintain line 2 of Lima Metro and the spur from line 4. Construction is expected to be completed in 5 years, after which time the 30-year operation period will commence.

The contract also includes executing the superstructure, supplying the rolling stock, and installing the electromechanical equipment, railway systems and power supply required to run the underground railway.

In total, the consortium will build 43 kilometres of track in two spurs: 35 kilometres of underground track, 8 kilometres of above-ground track, and 35 stations measuring 150 metres in length. Over 3,000 professionals will work on the project. The choice of an underground transit system will reduce the impact on city life as well as transforming neighbourhoods since many of the locations above the new Metro line will become green areas.

Line 2, measuring almost 27 kilometres in length, will run east-west through Lima, from Ate to Callao, where FCC is also working to upgrade the port. That line is expected to have the capacity to serve more than 1 mi-

llion passengers per day, who will save up to 90 minutes on their commute. Line 2 will cross 13 of Lima’s most populated districts.

The spur from line 4 to connect the city to the airport will run along 8 kilometres of tunnel, from Avenida Faucett to Avenida Néstor Gambetta. Eight stations will be built along this line.



FCC Medioambiente Barcelona Branch Office.

Juan Béjar visits FCC Medio Ambiente's branch offices in Barcelona, the Canary Islands and Madrid

As part of his agenda of meetings with management teams at the various FCC business units, Juan Béjar, vice-chairman and CEO of FCC, visited the Barcelona, Canary Islands, and Madrid branch offices of FCC Medioambiente.

Barcelona branch office

In Barcelona Juan Béjar visited the waste collection and cleaning park, home of the Barcelona branch offices and the site where the fleet of machinery is kept. He also visited the technical-IT department which manages the route map for all the contracts in Barcelona.

Juan Béjar was accompanied in his tour of the facilities by Jordi Payet, managing director of FCC Medio Ambiente; Pau Mar-

tín, manager of Zone I; and Xavier Martín, manager of the Barcelona (capital city) and Balearic Islands Branch Office.

Jordi Payet, Pau Martín and Xavier Martín provided details to the vice-chairman and CEO of FCC of the main contracts managed by the branch office and the strategies to keep and to expand the current market share in the autonomous communities which are part of the territory managed by the branch office.

The current fleet in Barcelona includes a total of 439 vehicles, 263 of which are powered by compressed natural gas and 105 are electric-hybrid vehicles which significantly reduce contaminant particles and noise pollution; 15 hybrid 6m³ waste collection compactor and back-loading vehicles; a side-loading 21 m³ hybrid waste collection and compactor vehicle; and 89 ancillary electric vehicles for street cleaning.

FCC has also installed 12 power supply points for hybrid vehicles; 135 points for char-

ging electric vehicles; and 48 points for vehicles powered by compressed natural gas.

FCC Medio Ambiente branch office in the Canary Islands

Juan Béjar had the opportunity of visiting the installations run by the Central Canary Islands Branch Office, mainly the machinery park with the fleet of vehicles used to provide services to the Las Palmas de Gran Canaria City Council which include a total of 165 vehicles that keep the city clean and tidy.

He was accompanied during his tour of the facilities by Agustín García Gila and Jordi Payet, chairman and managing director of FCC Medio Ambiente, respectively; Faus-



FCC Medioambiente de Madrid Branch Office.



FCC Medioambiente Canary Islands Branch Office.

tino Elías, manager of Zone II; and Angel Castanedo, manager of the Canary Islands Branch Office.

Ángel Castanedo and Faustino Elías informed the vice-chairman and CEO of FCC on the main contracts, 13 in total, handled by the Canary Islands Branch Office. Among these contracts, the Las Palmas de Gran Canaria and Telde in Gran Canary Island, the Puerto del Rosario contract in Fuerteventura, and the Tías contract awarded last year, the latter the municipality with the largest number of holiday resorts in the island of Lanzarote. They also discussed the branch office's future development in the archipelago.

As to human resources, the current headcount at the branch office is 1,442 employees, of whom, 676 provide their services in the city of Las Palmas de Gran Canaria. Besides the vehicles used for the Las Palmas de Gran Canaria contract, the branch

has another 372 vehicles for handling the other contracts, a total of 537 vehicles.

After the tour of the facilities, they visited the Las Palmas de Gran Canaria City Council and met with the city's mayor, Juan Jose Cardona González; the deputy mayor, Ángel Sabroso Ramírez; and Agustín Gutiérrez Márquez, the local treasury official..

Installations managed by FCC Medio Ambiente's Madrid Branch Office

On 11 July, the vice-chairman and CEO visited the Resina waste collection site and the Las Dehesas biomethanisation plant at the Valdemingómez (Madrid) technological park. The group which toured the facilities also included Agustín García Gila, chairman of the FCC Services Division; Ana Villacañas Beades, managing director of Organization, Procurement, Human Resources, and IT; Rafael Montes Sánchez, director of FCC; Raúl Pérez Vega, manager of FCC Medio Ambiente's Branch Office in Madrid, Alfonso García García, manager of Technical Services.

At the Resina park, Raúl Pérez and Alfonso García informed the vice-chairman and CEO of FCC on the contracts handled by this park in the city of Madrid which, jointly with the other three waste collection parks (Vallecas, Manoteras and Aguacate) also managed by FCC, provide all the waste collection services in the capital city.

The current fleet for waste collection services in Madrid comprises a total of 468 vehicles of which, 418 are powered by compressed natural gas; 34 ancillary vehicles run on bioethanol and biodiesel; and 16 hybrid electric vehicles that considerably reduce contaminant emissions and noise pollution (15 back-load 7m³ hybrid waste collection compactor vehicles, and a back-load 27m³ and 4-axle was collection vehicle).

Afterwards, the group visited the Las Dehesas biomethanisation plant at the Valdemingómez technological park where the vice-chairman and CEO was informed on the handling and treatment of waste for its subsequent recycling.

In operations since 2008, the Las Dehesas biomethanisation plant is the largest of its kind in Europe and handles more than 173,000 tonnes per year of waste, producing 16.9 million Nm³ of biogas each year.

Esther Alcocer inaugurates FCC Aqualia's new drinking

water plant in Oviedo



“ The new plant's
production capacity
is 1,500 litres
per second

”

Esther Alcocer Koplowitz, Chairman of FCC, and Agustín Iglesias Caunedo, Mayor of Oviedo, have inaugurated the Cabornio drinking water plant. FCC Aqualia will manage the new plant, which will serve Oviedo and the municipality of Ribera de Arriba, as part of the existing end-to-end water contract.

Other attendees at the inauguration ceremony included Félix Parra, General Manager of FCC Aqualia; Santiago Lafuente, Manager of Zone I (where the plant is located); and other FCC managers in Asturias.

The new plant is built 386 metres above sea level, i.e. higher than the tallest building in Oviedo; as a result, water will be supplied by gravity feed, with the result that no pumping will be required. These geographic and technical characteristics reduce the cost of the project. “This facility will provide Oviedo with one of the best quality waters in Spain. Moreover, the plant, which cost 20 million euro, will create 18 jobs,” said Mr Iglesias Caunedo during the ceremony.

He also noted that the plant will be able to treat “twice Oviedo's current water needs” and is designed to “address the challenges of the next 50 years”.

Gregorio Abril, the Municipal Engineer, highlighted the plant's characteristics, noting its “production capacity of 1,500 litres per second, much more than Oviedo's current water consumption, which is 900 litres per second”. Sonia López, head of the plant, described the facility in greater detail during a guided tour after the inauguration ceremony.

Sonia López, the plant's manager was in charge of providing all the details on the facilities during the guided visit at the end of the event.

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.

www.fcc.es

Interview with Félix Parra, managing director of FCC Aqualia

“We are large
because many small ones
have placed their trust in us”

“ I am pleased
when I see that people
who work with me grow
professionally
within the company ”

Water and its management is a frequent topic of debate. We can see how citizen movements rise up against the privatization of this service and against companies such as FCC Aqualia. What is your opinion in this respect?

There is a lot of confusion, a lot of misinformation among citizens and this is generally used as an argument to defend interests that often have nothing to do with the water service. It is necessary to make it clear that water is a public good and that no company can buy it or own it.

Public administrations are responsible for providing water services to citizens and they are the ones who decide if they provide this service themselves or do it through a public or private company on the basis of the legal options.

As part of this context, the debate should not focus on whether the service is provided by a public or private entity but rather on whether or not the service is efficient and of quality. In this area is where FCC Aqualia demonstrates its capabilities for competing with all type of companies, either those of private capital or those in the public sector.

Our character, our strong involvement locally makes us strong worldwide and enables us to contribute great added value to the communities where we provide our services.

Even though we have been working for some time on defining policies aimed at getting closer to the communities, we should probably make a greater effort in transparency and local and regional communications so that citizens are able to have a better understanding of our work wherever we provide services. Being close to our end clients and with citizens will certainly help us to improve our performance.



Is there greater awareness among the community on the management of water as a limited resource?

I think that the citizen is becoming increasingly aware of the need to use water responsibly. Climate change poses a real threat to certain regions in the planet that can suffer from drought and be subject to restrictions. This forces us to also be much more responsible in managing this resource. We should, however, make a distinction among the various situations such as those in more developed countries and in developing countries.

Firstly, because the need for investment is greater in the latter than in the former.

The UN, moreover, has declared that access to water is a human right. All of us agree. The problem is being able to understand that the problems in relation to this right differs and are not the same in all

territories. In many cases, it increases confusion between the right to having access to water and the need for infrastructures and the services necessary to ensure the exercise of this right, our main function and one which is a source of pride for us.

How is FCC Aqualia facing up to the current economic scenario?

With confidence, certainly. We have great potential. The water sector is a solid one and our group gives us all of its support since the water management business has become one of FCC's strategic lines.

Although this sector is not subject to cycles, the crisis also affects us. Consumption, especially in the industrial sector, has been declining over the past few years. City Councils are much more reluctant when it comes to revising their tariffs and, generally, the terms and conditions of our contracts, and this given rise to difficult situations in some cases.

Furthermore, it is not that easy to obtain funding for participating in tender processes.

In this context, we have implemented all types of measures, adjusting costs, innova-

ting, offering imaginative solutions, improving efficiency and all of this, plus our great accumulated experience and our management capabilities have enabled us to continue to grow and improve our margins in an adverse scenario. Thanks to all of this, I am able to face the future of the company that I lead with confidence and optimism.

What makes FCC Aqualia different from its competitors?

We are the only Spanish operator that offers comprehensive services and/or activities in the end-to-end water management cycle. We design and build all types of installations, urban or industrial, manage services under concessions and provide added value services to other public concession-holders.

In addition, our presence is widespread and this enables us to provide a service characterised by its closeness. I always tell my collaborators that we don't secure contracts because we are big but rather that we are big because many small entities have placed their trust in us.



FCC Aqualia's Steering Committee.

A few years ago, the descriptor of the Aqualia brand clearly defined our glocal concept that I try to transmit: "a global and very local management".

Another distinguishing trait is that, by being a member of a great Citizen Services Group, we can take advantage of synergies from other areas, such as Infrastructures and the Environment.

Can you point out some of the relevant facts about FCC Aqualia?

I'm happy to say that FCC Aqualia's firm commitment to branching out in internatio-

nal markets is bearing fruit. I would mention the most recent contract awarded in Tunisia for the design and construction of the Djerba desalination plant. FCC Aqualia's potential in foreign markets is enormous and, to speed this up, we are preparing an Action Plan to boost this international development.

Furthermore, the ability to fund projects is greater and investment funds are increasingly interested in companies in our sector.

Worth mentioning is the finance agreement with The Children Investment Fund (TCI) which have placed their trust in us by awarding even small projects that have given us an important competitive edge.

Internally, we have also been able to reduce structural costs by 30%. We have implemented various measures, including the merger of Aqualia Infraestructuras and Aqualia Industrial in Aqualia Intech in order to generate technical and commercial synergies.

At FCC Aqualia we remain committed to facilitating women's access to management jobs by implementing specific measures, such as our first mentoring program for women in order to promote this talent, contributing to a cultural change committed to gender equality. We have also been able to renew our Seal of Equality. The Administration has shown that it appreciates the increase of women in certain posts, such as in the Steering Committee, as well as the equality measures implemented in the Company's recruitment policies and its stance against gender violence

Lastly, I would also mention FCC Aqualia's commitment to innovation and its significant work in R+D+i and in the fight against climate change. We decided to measure on a regular basis the direct and indirect

“ We should probably make a greater effort in transparency and local and regional communications so that citizens are able to have a better understanding of our work wherever we provide services ”



“ We face the future with confidence. The water sector is a solid one and our group gives us all of its support since the water management business has become of FCC’s strategic lines ”

emissions of CO₂ and, as such, we are the first Spanish company to calculate and verify the Carbon Footprint in the end-to-end water management cycle, in this case in Lleida. In addition, we recently signed an agreement with Fundación Botín for the first study to calculate the Water Footprint.

Any thoughts you want to share with your team?

I am pleased when I see that people who work with me grow professionally within the company.

Passion for water

Born in Madrid in 1955, Félix Parra has a degree in Geology from Universidad Complutense de Madrid (UCM) and an MBA from Instituto de Empresa de Madrid.

Married with two children, he is a great enthusiast of the countryside and of outdoor activities.

Experience

He started to work when he was 24 years old at Geoservices, an oil exploration services company and was involved in field work in countries in Latin America, North Africa, and Europe. In Caracas, he worked as the manager of the company's Venezuelan subsidiary and, lastly in Paris, he was the manager of the Central and Eastern Europe regions.

In 1993, he joined Grupo General de Aguas in Spain (currently Veolia) as the deputy regional manager in Andalusia, then as manager of Development and, lastly, as the manager of the Central Zone as of 1998. Starting in 2000 he worked as the manager of Aqualia's Central Zone where he was in charge of the company's business in the autonomous communities of Aragón, Castile and León, Madrid, Castile La Mancha, Murcia, Valencia and the Canary Islands.

Currently

In 2013, he was appointed Managing Director of FCC Aqualia, a company specialising in management of the end-to-end water cycle. According to the magazine Global Water Intelligence, Aqualia is leading Spanish company in this sector, the third among European companies, and the sixth one worldwide. The objective of FCC Aqualia is to provide efficient and innovative management services, close to the public, essential for the development of cities nationwide and internationally.



People

FCC pays homage to employees who have been with the Company for 40 and for 25 years

The FCC Group has granted the loyalty awards to those who have been with the company for 40 and for 25 years in a ceremony held at its headquarters in Las Tablas, Madrid.

Esther Alcocer Koplowitz in her speech thanked the award-winners for their work in their professional careers and her mother, Esther Koplowitz, also expressed her appreciation for their constant efforts in favour of FCC and of all of its employees.

The chairman of FCC, Esther Alcocer Koplowitz, the vice-chairman and major shareholder of the Group, Esther Koplowitz, and the vice-chairman and CEO Juan Béjar, plus the chairmen of the various business units were present at this event.



The recognition for their 40 years in the company was collected by:

Brisa Segarra, Maria De Los Angeles
 Ferrando Dominguez, Antonio
 Gil Martinez, Jesus
 Gomez Rodriguez, Jorge
 Gonzalez Zarco, Maria Luisa
 Manotas Malave, Aniceto
 Martin Munua, Juan Francisco
 Moreno Porras, Francisco
 Navarrete Tamargo, Jose Luis
 Palomo Alcaraz, Eusebio
 Palomo Ciruelos, Gabriel
 Perez Moreno, Alfonso Antolin
 Raspeño Belinchon, Juan Antonio
 Riera Padreny, Jaime
 Sevilla Fidel, Jorge

Those who received the award for their 25 years of dedication at FCC were:

Aguilar Saiz, Jose Javier
 Albacete Martinez, Begoña
 Alonso Anta, Ezequiel
 Alvarez Fernandez, Ramon
 Andradás Oveja, Juan Carlos
 Andres Solanas, Oscar Adrian
 Barco Gil, Melchor
 Barrio Pintor, Roberto
 Bellanco Ortega, Jose Luis
 Benede Angusto, Alejandro
 Buj Garcia, Jesus
 Calderon Capilla, Manuel
 Cañas Diaz, Maria Amparo
 Casado Agustin, Benito
 Casado Yeste, Juan
 Castaño Linares, Guillermo
 Checa Cruza, Tomas
 Corrochano Alonso, Isabel
 Cuerda Morales, Maria Humildad
 Cutanda Dorce, Carlos

Del Castillo Fernandez, Eduardo
 Diaz Del Rio Garcia, Manuel Maria
 Diaz Navarro, Miguel Angel
 Dura Aparicio, Francisco
 Escalas Porcel, Ernesto Jose
 Escanilla Yuste, Alberto
 Estrada Viñas, Antonio
 Feito Camacho, Maria Felicidad
 Fernandez Castillo, Rafael
 Fernandez Jimenez, Jose Luis
 Fernandez Rueda, Angela
 Florez Casillas, Victor Emilio
 Fouz Lopez, Jose Enrique
 Garcia Montiel, Francisco Javier
 Garcia Rivas, Juan Jose
 Garcia-Durango Sanchez-Neyra, Pedro Juli
 Garran Pedraza, Pablo Ignacio
 Gimenez Micol, Francisco Jose
 Gonzalez Castellano, Manuela
 Hernan Martin, Juan
 Hernandez Martin, Enrique Jose
 Hernandez Santos, Miguel Angel
 Hernandez Triguero, Jose Antonio
 Jimenez Dorte, German Roberto
 Juez Carrasco, Maria Del Carmen

Lopez Baños, German
 Lopez Caceres, Juan
 Lopez Lorente, Juan Antonio
 Luque Vigo, Luis Carlos
 Madrigal Martinez-Pereda, Juan
 Maldonado Hernandez, Maria Teresa
 Marco La Huerta, Ricardo
 Martin Cordoba, Ramon
 Martin Ortiz, Jose Angel
 Martinez Embid, Francisco Javier
 Martinez Garcia, Angel Luis
 Martinez Nebreda, Manuel
 Martinez-Pardo Copado, Maria Mar
 Mascagni Clemente, Alfonso
 Mazario Velilla, Luis Gerardo
 Merida Hermoso, Francisco
 Mira Vidal, Enrique
 Molina Paris, Antonio
 Montoro Matallanos, Rafael
 Morala Sombria, Francisco
 Moratalla Gomez, Jesus
 Morollon Perez, Antonio
 Muñoz Gonzalez, Ignacio
 Negro Lorenzo, Jose Luis
 Noguero Martinez, Julio

Núñez Vega, Jorge
 Olmos Palma, Joaquin
 Otermin Rodriguez, Emilio
 Pacheco Hurtado, Luis Miguel
 Paez Delgado, Antonio
 Parra Ruiz, Maria Jose
 Pazos Puebla, Antonio
 Pedraza Moreno, Jose Luis
 Perez De Cristo, Fernando
 Piñar Estevez, Francisco Jose
 Pujals Raymi, Josep Maria
 Realp Tomas, Antonio
 Romero Pozo, Juan Manuel
 Rubio Clara, Ricardo
 Rubio Ruiz, Miguel Jesus
 Ruiz Gallo, Jose Luis
 Sanz Mendez, Jesus
 Sanz Punzano, Julio Tomas
 Serrahima Viladevall, Felip
 Serrano Serrano, Maria Rosario
 Socuellamos Perez, Francisco Julian
 Solares Dominguez, Alejandro
 Toral España, Jose Maria
 Torrejon Sanchez, Valentina
 Trillo Salazar, Jose Maria
 Vecino Alegre, Jose Maria



Interview with Carmen Rodríguez Gómez

Manager of Human Resources at FCC Aqualia

What does it take for a company in order to receive this distinction?

A real commitment. We have been working on this issue for more than three years and, to do this, the commitment of management is essential and without it, it would not be possible to transmit this message throughout the entire organization.

We have worked hard during these years to ensure that equality between men and women is a reality. We began with the signature of the Equality Plan with the trade union organizations. This Plan contemplated several types of measures such as on-line training for the entire FCC Aqualia staff through the e-learning platform and this will be expanded this year to all employees. The plan also included measures for pro-

fessional development and advancement for women in the company, such as, for example, the mentoring program that we implemented this year.

Since we are also a company with more than 3 million end clients, we contributed to disseminating this equality message through the 13 million invoices that we send each year.

The fact that the Equality Seal (DIE) was awarded for another three years indicates that we are on the right track; nevertheless, we should not be content with this and must make more progress every year.

On life-work balance, what importance does this have for FCC Aqualia?

I believe that reconciling our personal lives and work goes beyond the company and is a social and educational issue. The company cannot work on this alone since there must be a social change, a change in the mentality, for example, in the pre-established roles of men and women at home.

For me, reconciliation in the company is based on its awareness of the problem of people who work for the company and this must be combined with flexibility. We have to facilitate the balance between the professional and personal lives of our staff and only then will we be able to have the real commitment of people in the company. In any case, reconciliation is an important part of our equality plan and is one of the issues that must be developed, improved, and which requires that we make progress in this respect on a daily basis.

We are hearing frequently more voices on the importance of women in the company. Do you consider this a passing trend?

Evidently, in our society women have not yet been able to take up positions of res-

pensibility in companies. At FCC Aqualia, we appointed two female managers. This is a good step in that direction.

I believe in meritocracy, but sometimes it is difficult since in order to be able to choose the best maybe you have to see all the options and sometimes, women do not have sufficient visibility within the company.

We are working on this aspect. We have women in our company with great potential who, for various reasons, lack visibility. We want to contribute with our mentoring program to achieve a cultural change in our company and to facilitate and help in the professional development of women who we consider have great potential. This is our first mentoring program and, from here, I want to thank the mentors and mentees for believing in this project and for enthusiastically dedicating their time. It is with people like these, who have so much initiative, that an organization is able to progress.

In relation to the training offered by the company, I would highlight the EOI course for managers that I myself attended two years ago. I was an unforgettable experience that allows you to grow professionally and personally. Two women from FCC Aqualia were selected this year, both with great potential. The intention is to continue wagering on these types of actions.

What role can a company play against gender violence?

Gender violence is a scourge of our society and must be eradicated. As a company, we

Biographical data

Carmen Rodríguez Gómez, 43 years old, holds a law degree from Universidad Complutense of Madrid, and a master's degree in Human Resources and Organization from ESIC.

She joined the company in 2001 as the head of Labour Relations at FCC Aqualia's Central Zone.

She was appointed manager of Human Resources of FCC Aqualia in 2013.

When not working, she spends her time and energy on her real passion; her three children.



have the social responsibility of supporting and of working towards eradicating this serious problem. At FCC Aqualia we have participated in many actions aimed at building awareness on this issue, supporting the Ministry in each of the campaigns that they launched against gender violence

We have always counted on the complicity of workers in the support of these campaigns, something that makes me very proud of my colleagues. The posters in our work sites and customer service offices and messages in the invoices sent to millions of clients have contributed to creating this awareness.

Last year, we also invited all the staff to cooperate actively in the "There's a way out" campaign of the Ministry. Our intention was to launch a message of hope to women who are victims of violence. Through a website, FCC Aqualia employees created a collage with the telephone number for aiding the victims (016). With a simple gesture, sending a photograph, the collage was filled up and we published it later in the company's website on the International Day against Gender

Violence, the 25th of November. The objective of this action was to show that all society was behind the help telephone number for victims, and thanks to this action, also the employees of FCC Aqualia.

In the area of integration in the workforce, even though it is a difficult time, we try to collaborate through professional internships for women who are victims of gender violence in our companies. For many of these women, it is their first contact with the labour market and the effects are immediate, raising the self-esteem if these women and, of course, with the intention of gradually incorporating them in our company.

On another subject, how is the department that you manage facing the increasing internationalisation process of FCC Aqualia?

It is one of our main objectives. We are a young company internationally; we started in 2006 and bit by bit we have grown, incorporating people with a lot of initiative and willing to tackle big challenges. At HR, our great challenge is for middle management to see the company's internationalisation as an opportunity for professional development.

The policy of equal opportunities for men and women

The Ministry of Health, Social Services, and Equality approves the equality policies for men and women implemented at FCC Aqualia.

In 2011, the company was awarded the Equality Seal (DIE, Spanish acronym) for its equal opportunities policies for men and women. The Administration appreciated the increase in the presence of women in specific posts, the equality measures in the recruitment processes, and the company's stance against gender violence.

Recently, the same ministry extended for another three years the "Equality in the Company" seal to FCC Aqualia.



Participants of the mentoring program which aims to contribute to a cultural change within the company.



More information

Ofertas Inmobiliarias

**Viviendas en Tres Cantos y Plazas de garaje
en Montecarmelo**

→ *Descubre las ventajas
para empleados!*



FCC Construcción to represent Spain in the European Construction Industry Federation

Guillermo Aparicio Torres,

manager of Institutional Relations at FCC Construcción will act as the representative during the forthcoming period

The General Assembly of the European Construction Industry Federation (ECIF) was held last 27 June in Berlin with the representatives of the leading construction groups in the European continent, including countries in the EU, EFTA countries and Turkey.

The General Assembly of ECIF met to choose the chairman, Johan Willemen who will succeed Thomas Schleicher at the helm of ECIF during the forthcoming two-year period, as well as the vice-chairmen who will represent the member countries: during this period, Guillermo Aparicio, an executive

at FCC, will represent the interests of the Construction Industry at ECIF.

ECIF is a transnational association which mission is to protect and promote the interests of the industrial construction sector in public institutions and to participate actively in drafting policies and improvements affecting the entire sector.

The presence of FCC executives in these transnational associations benefits the company's interests abroad and, at the same time, its influence in matters as relevant as safety and health, contracting law, etc.

Cristina García Herguedas, manager of FCC Construcción's Prevention Department is



also a member of the social committee of ECIF and is in charge of promoting improvements in safety and health in the sector. Plácido Álvarez, manager of International Development and board member of European International Contractors (EIC), is also a member of the social committee.



In memory of our colleague **Faustino Elías**

The Board of Directors of FCC requests that all the people in our Group fondly remember Faustino Elías, the manager of Zone II of FCC Medio Ambiente who died recently and who dedicated most of his professional career at the service of FCC.

We want to dedicate this space to Faustino today and to share with his family their sorrow for this great loss.

May he rest in peace.



Fourth edition of FCC's "Amigos del Golf" tournament

The fourth edition of FCC's "Amigos del Golf" tournament was organized last 16 May in Ávila with the participation of employees from several of the Group's business areas.

Once again, the spirit and commitment of all participants in this initiative was impressive and they had the pleasant surprise of

seeing all the details and the trophies that were given to all participants.

One of the objectives of this event is to encourage team play and, as has been the

case previously, the tournament was played under the "Scramble" modality.

From here, the Friends of Golf at FCC encourage us to participate in the next edition in 2014 and to contribute ideas to continue to improve.



Flavia López Calderón, a quality technician at FCC, participates in the Ironman Panama 2014 edition

The 2014 version of the Ironman 70.3 triathlon held in Panama, including swimming, cycling, and athletics, counted with the participation this year of Flavia López Calderón who works as a Quality Technician at the Luis “Chicho” Fabreagas Hospital project in the province of Veraguas.

Flavia participated by swimming the 1.9 kilometre swimming race, 90 km cycling, and 21.1 in athletics. The event was held at the dock behind the Frank Grey Museum, on the coast, and on the coastway area, respectively.



Conclusion of the first soccer league in La Valdeza

The first children's soccer tournament, organized by FCC at the La Valdeza district in La Chorrera (Panama) ended with much joy and enthusiasm.

In this one-month activity which counted with the participation of children from various communities near the La Valdeza Quarry, six teams of children from 5 to 8 years old and another six teams in the 9 to 12 years old category participated.



Social responsibility

La Valdeza, (Panamá)

We promote Sewing Courses

To offer training, knowledge and to promote entrepreneurship among the women in the communities adjacent to the La Valdeza Quarry.

FCC, in collaboration with the Instituto Nacional de Formación Profesional and Capacitación para el Desarrollo Humano (National Institute of Professional Training for Human Development - INADEH) has organized a sewing course for about 12 women who live in the community.

FCC will providing the necessary materials and tools, and the facilities for the 3-month courses taught by Raquel Ortiz, a member of INADEH.

At the end of the course, a sewing machine will be given to the women who were the most punctual and obtained the best grades so that they can start a dress-making business at home and earn income for their respective families.



FCC brings health to more communities

With the aim of bringing health to the communities in the vicinity of its projects, FCC organized the first health seminar in the El Coco Quarry in La Chorrera.

Members of the communities adjacent to the quarry, such as El Coco, Guadalupe, and La Herradura, participated in this activity that was supported by the team of doctors, nurses, and technicians at the San Francisco Healthcare Centre.

During this activity, the medical team provided general medical services, performed Pap, Glycaemia and blood pressure tests, and gave vaccinations and medicines free of charge all with the support of a social worker.

The residents in this area welcomed the initiative since those who benefited the most were the elderly, the disabled, and those who for various reasons lack access to healthcare services, so necessary for everyone.





FCC employees visit Panama's Hospital City project

The employees of FCC's central offices in Panama toured the Visitor's Centre of the Hospital City where they were able to learn the details of this mega-project being built by Construcciones Hospitalarias, an FCC and FCC Construcción consortium.

During the event, in keeping with the Company's corporate social responsibility policy, the collaborators expressed their satisfaction at being able to learn the details of this project being built by the Company.

Hospital City is a Caja de Seguro Social (CSS) project that aims to become a health-care reference in Central America. In order to enable CSS workers and external personnel to learn about the project, training courses and talks are organised on a daily



basis to provide information on its functionalities, the reasons for building it, and all other project-related aspects.

The Hospital City is situated in the Chivo Chivo district at the former Clayton Antennae Field. It spreads over a 31.9-hectare area and has 219,000 m² of built space where several buildings are being built to house several medical specialities, including

paediatrics, cardiology, internal medicine, maternal and child healthcare, operating rooms, outpatient facilities, a day-care hospital, several specialised rehabilitation facilities, and a hospital residence.



King Juan Carlos University and FCC create an observatory on eco-efficient city services

King Juan Carlos University (URJC) and FCC signed a collaboration agreement today to create the “Eco-Cities Trends” Observatory. Researchers and experts at URJC will use this platform to identify the main challenges facing cities in the future in the areas of infrastructure, waste management, energy consumption and efficiency, water consumption, and sustainability, among others.

The Eco-Cities Trends Observatory will draft a report every two years with a view to the 2020 deadline, focusing on three main areas: water, environmental services, and habitability and infrastructure. The report's conclusions will support decision-making and the adoption of strategies based on proven data, enabling services to be designed and objectives to be established in order to adapt to the needs of future cities.

The creation of the “Eco-Cities Trends” Observatory by FCC is aligned with the Intelligent Services pillar of its 3rd Corporate Social Responsibility Master Plan 2012-2014, the main goal of which is to participate actively in designing cities of the future, through connections with society and innovation.


FCC, the Citizen Services Group, aims to anticipate the trends that will shape communities in 2020 and to involve both citizens and its own employees to create better solutions to the challenges posed by sustainability, such as population growth and climate change.

URJC has created a multidisciplinary working group comprising researchers and experts in areas such as infrastructure management, sustainable tourism, services marketing, materials science and ICT. London Metropolitan University will also participate in this project through two of its specialised centres: the Cities Institute and the Global Policy Institute.

The agreement was signed by the Rector of King Juan Carlos University, Professor Fernando Suárez Bilbao, and FCC's General Manager of Communications and Corporate Responsibility, Juan Manuel Velasco. The University's research team comprises professors from the Business Economics Department: Carmelo Mercado, Beatriz Rodríguez, Sandra Flores, Arta Antonovica, Sandra Escamilla, María Luisa Delgado, José A. Rivero and Javier de Esteban Curiel, the latter two being the principal researchers.

“ The report's conclusions will support decision-making and the adoption of strategies based on proven data

”



La ciudad
es el lugar en
el que vives.
Nosotros trabajamos
para que también
sea el lugar en
el que quieres vivir.



En FCC trabajamos día a día gestionando el agua, encargándonos de la limpieza viaria y del mantenimiento de las zonas verdes; así como de los residuos, algunos de los cuales los convertimos en fuente energética. Cada día más ciudadanos cuidan el lugar donde viven y así mejoran la calidad de vida de todos. Y nosotros colaboramos a que se sientan orgullosos de su gran hogar.

Lo estamos haciendo juntos.

Ana Botella inaugurated the Cities' Forum

An open and dynamic space for debating the future of cities

Ana Botella, the mayor of Madrid inaugurated last 11 June the "Cities' Forum", a space sponsored by FCC Aqualia and FCC Medio Ambiente to showcase the most innovative corporate initiatives. The mayor was accompanied by Eduardo González and Félix Parra, chairman and managing director, respectively of FCC Aqualia. FCC Medio Ambiente was represented by its managing director Jordi Payet.

"Making progress in environment-related issues is essential in order to achieve a more competitive economy and sustainable development model", the mayor of Madrid said at the inauguration of the Forum.

FCC Aqualia participated in the round-table discussion entitled "Cities, entrepreneurship, and innovation" with May Escobar, the coordinator of the Spanish Network of Smart Cities (RECI, Spanish acronym) acting as the moderator.

Antonio Pousa, the director of the Studies Department of FCC Medio Ambiente participated in the "City, waste management and recycling" round-table discussion.

In this context, FCC Aqualia and FCC Medio Ambiente are committed to a new management model as demanded by citizens as well as by the administrations. The two companies, leaders in their sector, offer synergies in a large catalogue of citizen services.

At the end of the seminar, Pedro Rodríguez, the manager of FCC Aqualia's Corporate Development department, participated in



A moment during the inauguration ceremony. From left to right: José María Álvarez del Manzano, chairman of IFEMA; Félix Parra, managing director of FCC Aqualia; Eduardo González, chairman of FCC Energía; Ana Botella, mayor of Madrid, Jordi Payet, managing director of FCC Medio Ambiente, and Jesús Medina, manager of FCC Medio Ambiente's Zone III.



Pedro Rodríguez, manager of FCC Aqualia's Corporate Development, during his speech at the round-table discussion.

the debate "Cities, entrepreneurship and innovation", mentioning the increasing importance of cities and how, because of this circumstance, it is necessary to reflect on the role of the various administrations. He also mentioned that competing to attract talent will mean that it will be necessary to promote non-conventional capabilities, more focused on the quality of life and sustainability rather than merely on economic development. Lastly, he mentioned the importance of the investment in infrastructures which, he said, "means more resources and I don't think that this is the time to talk about the savings for citizens, which should not be the key point when talking about smart cities. If we earmark resources now, it is possible that in the future we may be able to save on water, electricity, etc."



Félix Parra, managing director of FCC Aqualia, at the opening of the event, presenting the two mayors.



In the photo above, from left to right: Eduardo González, chairman of FCC Aqualia; Nuno Mocinha, mayor of Elvas (Portugal); Félix Parra, managing director of FCC Aqualia; Francisco J. Fragoso, mayor of Badajoz, and the coordinator of the event from the newspaper Expansión.

A great project: Eurociudad

Badajoz and the Portuguese city of Elvas signed a cooperation protocol to create Eurociudad with the aim of having an attractive region for investment and for creating jobs for its citizens.

The financial newspaper Expansión and FCC Aqualia organised a breakfast meeting entitled "Eurociudad: New solutions for new challenges" at the Miguel Ángel Hotel in Madrid with the participation of Francisco J. Fragoso and Nuno Mocinha, the mayors of Badajoz and Elvas, respectively.

Félix Parra, the managing director of FCC Aqualia, which manages the end-to-end water cycle in both cities, was in charge of presenting the two mayors who described the Eurociudad project.

Thanks to the cooperation agreement, the two cities have formed a single territory with a population of more than one million. This situation, according to Francisco J. Fragoso, mayor of Badajoz, "already existed because citizens of both sides of the borders have wanted it before this agreement was signed, but now we are taking specific steps".

The aim of this initiative is to encourage and attract investment in order to create employment. The mayor of Elvas, Nuno Mocinha, highlighted that they are already cooperating in issues such as the cultural heritage, but now they will be promoting the search for synergies in other sectors, such as water, electricity, and other areas. For this, he said, improving communications and developing a logistics platform, already underway, will be essential.

Both mayors stressed that Eurociudad is already a space for entrepreneurship, innovation, and consumption, and contributes to strengthening the ties between Spain and Portugal.

Well-being



Sports

FCC brings you
closer to sports
Live sports!



Discover it
and enjoy it!



Watch link

FCC presents its Sports Social Network

As part of the healthy company program, FCC presents its Sports Social Network to its employees.

A network that will enable you to connect with other people, play sports or practice healthy outdoor exercises. Fitness, paddle, soccer, cycling, basketball, ski, swimming, tennis, trekking, running and many more sports where you'll be able to meet people with similar sports interests.

The Sports Social Network is for:

- Encouraging and promoting sports and physical activity among those who are part of FCC.
- Address the interests, needs, and preferences, facilitating interaction among the company's members who share a common interest: sports.

- Pose new individual and group sports challenges .

- Encourage the practice of sports and physical activity.

In short, build a healthy community.

The Network is supported on the online platform <https://fcc.sportsnet.es> which will promote sports programs in the company with the following characteristics:

- Technology 2.0 (virtual community, share information, interact, participate and collaborate).
- Contents on sports activities and public and private events.

- Customisable platform for self-management of sports practices.

- Measuring tool (km, practices, results, etc.).



FCC and promoting health at the workplace

FCC is promoting the development of a program to promote health at the workplace as part of the FCC Healthy Company global concept by means of different practices that are being carried out at the work sites of various areas of the organization and different workplaces.

The strategy is backed by the scientific community and the leading organizations involved in health and work, such as the World Health Organization (WHO) and the European Network for Workplace Health Promotion (ENWHP). This initiative has had a positive response by FCC management, the different departments involved, and, what's most important, the workers who are actively participating in the different practices that have been launched.

“ Live actively!
We are the energy that moves the world; practice sports, OF COURSE!

“ A strategy for improving the health of the company's workforce

Good healthy habits

Do you enjoy sports? Practice it.

FCC launches the Sports Social Network, Sportsnet, and celebrates it by exercising at its Las Tablas headquarters in a campaign aimed at encouraging participation in sports activities. Taking advantage of the launch of the platform which FCC has provided to promote physical activity among the company's workers, the event was a homage to sports and culminated with a multidisciplinary master class of Pilates and special exercises for the gluteus, abdominals and legs.

The objective of the campaigns and the Sports Social Network is to encourage FCC personnel to take care of their bodies, addressing their interests, needs, and preferences. The intention is also to fight against leading a sedentary life and to attract employees who are not too active and encourage them to perform some type of physical exercise.

Sports makes us stronger and healthier; it improves our state of mind and wellbeing, reduces stress, helps to create bonds and a sense of belonging to a team or a specific sports, enables us to set goals, and also improves our sleep.

There are numerous sports disciplines and types of physical activity that we can practice on our own or in a team, alone or accompanied. What's your choice?



Healthy activities

FCC Construcción, West Andalusia Branch Office in Seville

A healthy diet plus physical activity: a very healthy tandem



Several seminars on a healthy eating habits based on the Mediterranean diet have been held at this branch office. Recommendations were given on how to buy groceries, read the product labels, stressing the importance of learning how to choose healthy foods.

A healthy diet begins at the stores where we buy the products and foods that we should combine properly to ensure that we eat the necessary nutrients.

“Regula exercise and good eating habits; the key combination for a healthy life OF COURSE!

”

Along these lines and during a two-hour period, two group dynamics were performed at the company:

- The “Time to eat” workshop where those who attended the course learned how to classify food and nutrients and to create menus based on the Mediterranean diet.
- The “Grocery bag” workshop, providing guidelines for choosing the healthiest options among available products.

Planning our grocery list is essential and enables us to choose healthy food and to compare products so that we may select the best option. Good eating habits contribute to enjoying a balanced and healthy diet and helps us to feel well, healthy and happier.

The branch office has also joined the “For a million steps” campaign, an initiative proposed by the Department of Equality, Health, and Social Policies of the Andalusian regional government in order to promote physical activity. Diplomas were given to the company’s employees who participated and supported this proposal which stresses the healthy habit of walking and the importance of being active throughout the day.





Aragón-La Rioja Branch Office of FCC Medio Ambiente

“Hypertension campaign: the silent enemy”

Since 2013, the Aragón-La Rioja Branch Office of Medio Ambiente is carrying out a Cardiovascular Prevention program as part of the company's implementation of a Healthy Company Management System.

Cardiovascular diseases are caused by disorders of the heart and of the blood vessels. According to the World Health Organization (WHO), more than three-fourths of cardiovascular mortality could be prevented by making the right changes in our lifestyles.

At this branch office, with the commitment and support of management, and in collaboration with the company's production, prevention, and medical departments as well as the workers' representatives, cardiovascular risk prevention is being promoted by offering personnel the opportunity of acquiring and maintaining healthy lifestyle habits at work and at home.

The “Hypertension campaign: the silent enemy” consists of:

- A dissemination campaign, placing posters in all the work sites and distributing leaflets to all personnel.
- Educational talks aimed at FCC personnel and their families. Three meetings have been organised with a total of 99 participants.

- Loan of devices for measuring blood pressure at home. This has made it possible to obtain a diagnosis and assess the treatment by eliminating the “white coat” syndrome (higher blood pressure when in the presence of a physician). Seventeen people monitored their blood pressure at home. Hypertension was confirmed in 9 individuals and the other 8 were ruled out.

- Personalised consultations: more than 150 new blood pressure tests, assessment of cardiovascular risk factors, recommended changes in lifestyles, and referrals to primary and specialised care.

Cardiovascular disease is closely linked to lifestyles, especially smoking and unhealthy eating habits, physical inactivity, and psychosocial stress. The branch office is implementing various programs to promote healthy lifestyles that will contribute to preventing cardiovascular disease and will also improve the quality of life and lifestyle of the individual and the family.

“ Practice a
cardio-healthy lifestyle,
for a healthy, strong, and
full of energy heartbeat.
OF COURSE!

”



Cardiovascular
disease (CVD) according
to WHO

53
well-being

Murcia-Almería Branch Office of FCC Medio Ambiente

“Stretching and muscle warm-up exercises”

A gym routine and muscle stretching workout has been designed at this branch office for preventing muscle-skeletal injuries, warming-up and toning the body before the day's work. The program also includes information and recommendations on posture and on handling loads in order to prevent injuries and discomfort due over-exertion.

A specific table of exercises was designed to standardise and implement the program:

- All the muscle groups are included (especially those most prone to injuries or pathologies).
- The exercises are performed in a simple manner, without having to lay down on the floor or use any special apparatus.
- It is accessible to all the workforce.
- The program does not take away much time from the work day and the exercises are performed at the start of the day.

- Correct movements, handling of load, and good posture.

- Explanation on how to perform the exercises correctly.

The Murcia-Almería Branch Office of FCC Medio Ambiente joins other branch offices, such as the one in the Canary Islands, which have implemented muscle stretching exercises before the start of the work day and which is contributing to reducing the rate of accidents and sick leave caused by muscle-skeletal injuries and also improving the physical and mental condition of the company's employees.

“ Warming up and activating the body; stretching and exercising prevent physical and mental injuries. OF COURSE! ”

To supplement the program, posters were placed at all work sites and leaflets with the stretching exercises, cervical and lumbar, were distributed, including information on managing and handling loads and with ergonomic and posture rules and recommendations.

Informative talks were also organised to explain the purpose and the correct way of doing the exercises. These included:

- An introduction: basic notions on the benefits of daily physical exercise for the organism.
- Information on how to protect the back and on preventing muscle-skeletal injuries.
- The spine's composition and bio-mechanics.
- The formation of injuries in our spines.



Estiramientos... en 9 pasos... 9 minutos...

porque en mi trabajo la prevención
si vale la pena y evita accidentes

Todos los ejercicios tendrán una duración de 1 minuto, en 2 series de 10 repeticiones

1 DELTOIDES



2 DORSALES Y TRICEPS



Descripción del ejercicio: De pie o sentados, estiramos lateralmente el cuello, inclinando la cabeza hacia un lado y, bajando el hombro contrario. Manténgase la espalda recta y las rodillas semiflexionadas.

Descripción del ejercicio: De pie o sentados, con los brazos sobre la cabeza, se sostiene un codo con la mano del otro brazo. Lentamente, tiraremos del codo hacia abajo mientras deslizamos la mano por la espalda.

3 TRAPICIO



Descripción del ejercicio: De pie o sentados, con las manos entrelazadas por detrás de la cabeza por encima de la nuca. Llevar suavemente la barbilla al pecho, sin forzar y sin mover el tronco, manteniendo los hombros bajos.

4 DORSAL E INTERCOSTALES



Descripción del ejercicio: De pie o sentados, con las piernas ligeramente separadas, estiramos alternativamente los brazos intentando alargar una mano más que la otra.

5 DORSAL E INTERCOSTALES



Descripción del ejercicio: Con las piernas ligeramente separadas y los brazos estirados, rotar hacia un lado y luego hacia el otro.

6 PSOAS Y RECTO ANTERIOR



Descripción del ejercicio: Para estirar los cuádriceps, nos sujetamos la parte posterior de un pie con la mano, tirando de él lentamente hacia los glúteos. Es importante mantener la espalda recta y no hiperextender la zona lumbar.

Descripción del ejercicio: Adelantamos una pierna hasta que el complejo muslo-tibia-pie forme un ángulo de 90°. La rodilla contraria deberá ir a buscar el suelo, bajando lentamente la cadera hasta sentir un estiramiento suave en la parte frontal del muslo de la pierna estirada.

7 CUADRICEPS



Descripción del ejercicio: Flexionamos el tronco hacia adelante con las rodillas semiflexionadas y las piernas ligeramente separadas.

8 ISQUIOTIBIAL, GLÚTEO, LUMBAR



Descripción del ejercicio: De pie, apoyados con las manos sobre una pared. Flexionamos la pierna adelantada y la acompañamos adelantando la cadera, manteniendo recta la parte inferior de la espalda. El pie de la pierna atrasada se mantiene en contacto con el suelo y en línea con el otro.

9 GEMELOS





Families and friend of **FCC** employees participate in the **2nd Seminar on Road Safety** in Alcobendas (Madrid)

FCC and the Alcobendas City Council celebrated the second Seminar on Children's Road Safety as part of the activities envisaged in the collaboration agreement signed by both entities in 2013 to promote actions that encourage road safety and education outside the company. Family members of FCC employees came together at this

event and received information on road safety and on how to prevent traffic accidents. The seminar consisted of a preliminary training for children at the classroom of the facilities on basic knowledge of traffic signs, basic rules for riding a bicycle, and safe behaviour when travelling in a car. The theory class gave way to Kart activity at the circuit

with the local police, in charge of managing the Road Safety Park of Alcobendas, supervising the event at all times.

Adults also participated in a training session on safety elements of a vehicle and safe driving. This course was given by a specialist technician, Roberto Ramos, from the Spanish Road Safety Foundation (FESVIAL, Spanish acronym).

The children who participated were given a "Safe Circuit" card and the day ended with a lunch at the Domino's Pizza at the facilities in a reunion where everyone learned and were able to enjoy the day with their families and colleagues.

This seminar, based on the experience of learning and enjoying it at the same time, aims to transmit and to raise awareness among adults and children on the importance of maintaining the right attitude and safe behaviour when driving on the road.

The event, which once again was a success in terms of participation, is part of the activities which FCC is sponsoring in its commitment to road safety: reduce traffic accidents and encourage road education as a basic principle for achieving this objective.



International Seminar on Road Safety at Work

Road accidents while on the job in the Group's prevention agenda

Last June, Fundación Mapfre and the European Transport Safety Council, (ETSC) organised the PRASE1 seminar to present the main conclusions of the first report drafted as part of this European project, concluding that investment in the prevention of road accidents at work is a profitable investment for companies and organisations.

The PRASE1 project is coordinated by the European Transport Safety Council, (ETSC) and was co-funded by the European Commission. It is currently supported by Fundación Mapfre, the German Board on Road Safety, and the Belgian Institute of Road Safety. The aim of the project is to recognise good practices in order to help companies and all types of institutions to increase road safety requisites and prevent their employees from suffering injuries.

The seminar brought together the heads of various European, Spanish and Basque occupational health and hygiene institutes who explained to the audience the most significant figures on road accidents at work and the measures implemented by the administrations to reduce the rate of traffic accidents. Several companies, including FCC, described their experience in managing work-road hazards. Carolina Esteban Vitutia, a Prevention Technician from the FCC Medio Ambiente division, presented at the auditorium the Strategic Plan for road Safety which is currently being prepared by her area and described the most significant measures being implemented in the urban sanitation services sector.

FCC Medio Ambiente has a fleet of 12,000 vehicles and 30,000 employees working in public thoroughfares.



Carolina Esteban Vitutia,
Prevention Technician at
the FCC Medio Ambiente
division.

Measures implemented in the services area

- Management measures (policies, procedures, communications, inspection, etc.)
- Human factor measures (helmet for waste collection workers, training, awareness-building, etc.)
- Measures on factors relating to the street and surroundings routes, climate conditions, complaints, etc.)
- Vehicle-related measures (extinguishers, reflective vests, presence cards, acoustic warnings, speed limit monitors, cameras and mirrors, etc.)

FCC and Fundación MAPFRE

The collaboration agreement between FCC and Fundación Mapfre was signed in 2010 within the framework of the FCC 2010-2015 Strategic Road Safety Plan and, since then, the company has participated in several seminars and dissemination forum on the work that the company is carrying out in matters relating to road safety, an effort that is considered a national and international reference.



See PPT presentation



FCC shares with other companies its experiences, difficulties encountered, achievements and results in its healthy companies program.

Corporate meeting for the implementation and management of a

Wellness program

In view of the growing social and labour demand for creating not only a safe but also responsible and healthy work environment, companies and administrations are currently developing initiatives for implementing a true “health culture” within their companies and in the surroundings where they operate. In this context, the corporate meeting was held in Valladolid for the implementation and management of a healthy company with the participation of FCC and other companies, including PPG, Michelin and Renault, that have shared their experiences, difficulties encountered, achievements, and results the developing their healthy company programs.

These meetings contribute to improving and optimising the programs thanks to the exchange of good practices and experiences and creating a cooperation network among members sharing the same objective: developing a health culture in the work and social spheres.

Valladolid witnessed the work that is being carried out at different organizations to face the challenges of promoting the health of their employees from different perspectives:

- a) From the standpoint of wellness: with initiatives aimed at improving the indicators of productivity, turnover, sick leave, including programs focused on sports, nutrition and life-work balance.
- b) From the perspective of occupational hazards: stressing safety and hygiene at work and disease prevention, such as those, for example, attributable to living a sedentary life and stress.
- c) From the health perspective: actions aimed at preventing and improving the conditions in relation to diseases and factors such as stress, smoking, alcoholism, obesity, cardiovascular diseases, etc. These actions usually include programs for the families as well as for clients and suppliers.

“2014: Road Safety Year”

This program is part of the commitment to ongoing improvement and safety assurance that is always present at FCC, considering the importance of the circulation and transfer of people and goods.

FCC Medio Ambiente, which conducts its main activities in public thoroughfares which has a direct and indirect impact on traffic and travel, works keeping in mind the concept of “mobility” combined with progress, speed, and comfort in the performance of these services. Furthermore, the movement of vehicles and people is subject to a serious labour and social problem: traffic accidents. Consequently, the company has been active in trying to reduce these accidents and minimise the resulting consequences.

In this context and as part of the development, adaptation, and application of FCC’s plans on the Prevention of Occupational Hazards, Road Safety and Mobility, the household waste collection services in Oviedo and Avila are celebrating “2014: Road Safety Year” to encourage responsible safe, efficient, and sustainable travel by implementing several road safety and mobility initiatives.

This campaign contemplates active safety related aspects:

- People: psychophysical and psychotechnical; driving techniques; skills and capabilities; driving education, etc. Several monographic activities have been scheduled for FCC staff and their family members.
- Vehicles: optimising and improving preventive maintenance of vehicles; suspension, tyres, gear box, steering, brakes, sensors, electronic controls, lighting, signalling, etc.
- Thoroughfares: designing new routes in coordination with the road concession-holders to eliminate potentially dangerous manoeuvring during the waste collection service.



Program for the redesigning of routes

Historically, there have been multiple difficulties when trying to address factors involving the urban structure, conservation, and configuration of waste collection routes. FCC's Technical Department in collaboration with the city councils of Avila and Oviedo have succeeded in overcoming these difficulties and in eliminating potentially dangerous driving and manoeuvring when providing these waste collection services.

The first phase of the project's development involved the identification and localisation of dangerous spots for manoeuvring, particularly when backing up and when invading other lanes (crossing lanes).

Once the danger spots were identified, they analysed the possible alternatives individually and the personnel involved in order to replace the unsafe movement with one that is safe.

As the conclusion of the process, specific corrective measures are being implemented at each "black spot" eliminating dangerous moves without negatively affecting the citizens' services provided by FCC.

Avila		
Maniobras potencialmente peligrosas detectadas	80	Eliminación de maniobra
<i>Maniobras marcha atrás</i>	26	5
<i>Invasiones de carril</i>	45	8
<i>Accesos restringidos</i>	9	
	<i>Reubicación de paradas</i>	32

Oviedo		
Maniobras potencialmente peligrosas detectadas	100	
<i>Rediseño de itinerarios</i>	39	
<i>Marcha atrás</i>	9	

FCC's technology and professional supports were used to supervise the routes, particularly audio-visual platforms to monitor GPS signals. The following was carried out in order to eliminate reverse driving routes and manoeuvring, and invasions into the other lane:

- **Redesigning of routes:**
 - by going twice over the same street enabling household waste collection in even and odd numbered homes
 - by driving in forward direction.
- **Relocating the containers.**
- **Using the right-size waste collection vehicles for manoeuvring.**

All redesign changes were monitored and explained graphically to the respective waste collection brigades by the inspection departments of both contracts. In addition, specific work and procedures were drafted for the potentially dangerous spots.

Can we prevent near-sightedness? And eyestrain?



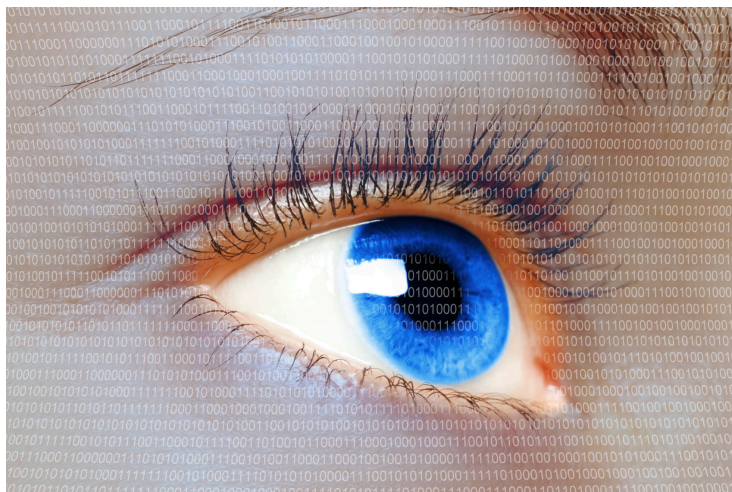
Near-sightedness is a defect of refraction and people who suffer from this have diminished visual acuity.

There are two types of near-sightedness: simple and pathological near-sightedness. The latter can continue to increase during our lives and is caused by a genetic factor that we cannot avoid. Nevertheless, simple near-sightedness usually has a limited evolution due to the development of the eyeball, that is, when the eyeball stops growing, near-sightedness tends to disappear.

The natural growth of the eyeball should stop around the age of twelve. Excessive growth of the eyeball results in near-sightedness and, therefore, this should occur before the reaching the age of twelve. Why is it then, that there is near-sightedness that continues to increase beyond this age? Why is it that more people are suffering from near-sightedness which seems to be increasing quite rapidly?

The answer to all of these questions is probably in the environment, that is, we are experiencing a physiological adaptation to our new life conditions.

Our visual system is designed to enable us to see at a distance without making any efforts and to see things that are near thanks to the ability of our lens, a dynamic lens inside our eyes, to focus. We are also endowed with a central and peripheral vision to focus that enables us to have an overall awareness of what surrounds us without having to see it.



Nevertheless, we spend more and more time in closed environments and closer distances and our visual system is adapting to this change. This adaptation involves the inhibition of our peripheral vision and an increase in the size of our eyeballs to reduce the efforts of focusing on near distances, which develops a cloudy vision for longer distances (were are using our eyesight for far distances much less).

This type of pathology is known as functional or artificial near-sightedness since, initially, it is not near-sightedness but rather a problem affecting our peripheral vision and focus which translates into cloudy farsightedness.

We should therefore try to reduce our efforts to see up close and make use of our peripheral vision, among other factors, and there are various possibilities of doing this:

1. Adapting our contact lenses: the use of these lenses is good for peripheral perception. There are different types of contact lenses, depending on the material used or its treatment.
2. To improve our focus and many other capabilities, we could perform behavioural visual therapy which consists of exercises that enable us to improve our performance.
3. Consider the need of using eyeglasses to reduce the efforts at close distances

and, in this way, when we look at a distance our visual system will be more relaxed and able to adapt to different distances without any problem.

Accordingly, we can prevent near-sightedness, even though it is not possible in all cases, or to slow down or stop it from increasing, but: is this the same case in relation to eyestrain?

The eye is an organ that enters adulthood very early, at around the age of 12 and, therefore, by the time we turn 40, the organ can be considered somewhat old and this is when the first signs of eyestrain or presbyopia appears.

Eyestrain occurs when the dynamic lens inside our eyes starts to lose its ability to focus and at the age of 40, we usually lack the ability of being able to focus at a distance of more than 40 cm and it is as of this age that we need to move back more and more in order to be able to see things.

Despite the normal ageing of a part of our eyes, we can improve our visual skills as adults. Several studies indicate that the brain plasticity, the ability to continue to learn and acquire new skills, is also the case at an advanced age and, as such, visual therapy could be a good tool to improve the performance of our visual system.

Contact lenses have also evolved and can correct eyestrain and there are several types of age-adapted progressive lenses that make these lenses more comfortable to wear.

Both near-sightedness and eyestrain can be the cause of various symptoms such as headache, fatigue or tiredness, visual ad general, red eyes, itching, etc. which finally means diminished work performance and a significant impairment of our quality of life.

There are many tools currently at our disposal to prevent many of our health problems. Therefore, let's use them!

Learn to look with our eyes and to see with our brains.

Teresa Molina Martín
María Valencia Sandonís

Degrees in Optics and Optometry, Master's degree in Optometry and Visual Therapy

Technical managers of the
Institute for Visual Health

www.institutosaludvisual.com



Excellence award for the preventive work of Cementos Portland Valderrivas



Fernando Dal-Re, Corporate Manager of Human Resources and Resources.

Asepeyo, the Preventive Society, has recognised to good job to prevent occupational hazards of Cementos Portland Valderrivas in 2013 and awarded it one of its Xcellens Awards. The prize was collected on behalf of the company by Fernando Dal-Re, corporate manager of Human Resources and Resources, and by Carlos Alonso, the manager of Safety and Occupation Health and CSR.

The organization granting the award highlighted the commitment of Cementos Portland Valderrivas as demonstrated in its preventive measures: For the involvement shown over many years and the development of preventive activities and advanced studies in the four preventive specialties through its large specific organizational structure and the specialised support of the Prevention Society Asepeyo".

The Prevention Society Asepeyo has been giving out the Xcellens in Prevention awards since 210 to recognise the work carried out

by companies in the prevention of occupational hazards, particularly those who do this in "a particularly intense manner, searching for excellence beyond compliance with legal obligations".

UNIDOS POR EL DEPORTE

FCC
SPORTSNET

fcc.sportsnet.es

GOLF
BALONCESTO
SNOWBOARD
ATLETISMO
REMO
GIMNASIA
TENIS
NATACION
SKI
FÚTBOL
PÁDEL



Knowledge

Glass in our lives

“ With the energy saved by recycling one bottle, we could keep a 100 Watt light bulb turned on for 4 hours and with the recycling of four bottles we could have the refrigerator turned on for an entire day ”

Glass has always been part of our lives. The first remains of glass, decorative luxury objects produced only for royal courts, date back to the 16th- century BC.

The first vessels, found in Egypt, date back to the reign of Tutmosis III (1504-1450 BC). The glass production technique gradually evolved and in the 1st-century BC, the glass blowing technique was developed in the Phoenician coasts. During the Roman epoch, this technique spread to Germany.

The first multi-coloured vessels combining glass with other noble materials such as gold, date back to the 1st-centry AC. These were artistic pieces, decorated sumptuously with glass fibres of different colours, carved and with bas-relief decorations.

Nowadays, glass is one of the main materials used for manufacturing containers for beverages, food, and even medicines. It is

also an essential element used in constructions and in the automobile industry.

Glass is an inert substance and, despite being a hard, fragile, transparent and amorphous inorganic material, it becomes fluid when in a sub-cooled state.

Glass is obtained at a temperature of 1500°C by fusing silica sand, sodium carbonate and limestone which becomes cold and solidifies without crystallisation.





The different categories of glass are:

- **Hollow glass:** vessels, preserves, beverages, chemical products...
- **Flat glass:** architecture, light and translucent enclosures...
- **Other:** glass wool, optic fibre, semi-conductor glasses...



Hollow glass.



Flat glass.

After fulfilling their function, glass containers should be deposited in the appropriate containers for recycling. Glass can be fully recycled for an unlimited number of times.

FCC Ámbito collects the glass deposited in the igloo-shaped containers and takes it to the treatment plants situated in the Autonomous Community of Aragón (Cadrete and Muel, both in Zaragoza) and in the Valencia Autonomous Community (Sagunto).

A complex process

Glass recycling is a complex process that must comply with quality requisites in order to obtain a product with the appropriate characteristics for each type of use, always free of contamination and impurities such as metal organic material, paper, plastic, stones, ceramic, and porcelain.



Glass wool.

FCC Ámbito's plants feature the latest technologies to eliminate these impurities to ensure that crushed glass, known as cullet, complies with the quality required by glass manufacturers.

Three types of cullet are obtained:

- **MIXED SCRAP GLASS:** the raw material for manufacturing new glass containers (bottles, jars...)
- **INDUSTRIAL SCRAP GLASS:** the raw material for the manufacturing of new glass products (flat glass, tiles for swimming pools, glass wool, glass for picture frames...)
- **VIDRIO FCC ÁMBITO - CRISMOL®:** for counter tops, blasting of façades and metal surfaces, construction of façades and pavements, decoration of plant nurseries and landscaped gardens, for filtering water...

Thanks to the quality management system implemented at FCC Ámbito's glass facilities, the glass recycled at the plants is not considered refuse but only recovered glass, complying with the guidelines of Regulation (EU) 1179/2012 of the Commission of the 10th of December of 2012



“ Recycling 3,000 bottles of glass saves more than one tonne of raw material ”

which defines the criteria for determining when recycled glass is no longer considered refuse.

The great advantages of glass recycling, both economic as well as environmental, is worth mentioning.

It is necessary to reach a temperature of 1500°C in the furnace. The use of cullet makes it possible to save 1% of energy for each 4% of cullet which also reduces the emission of CO₂ and other gases during the smelting process. Increasing the recycling of glass bottles reduces the need for raw materials thereby minimising the environmental impact generated by its mining extraction.



Waste recycling seminar

FCC Ámbito participated in the technical seminar last 11 June at the International Urbanism and Environmental Fair (TECMA) which was organised by the National Association of Environmental Auditors and Verifiers (ANAVAM, Spa-

nish acronym). The subject of the seminar was “Waste recycling”, specifically on waste that is governed by specific regulations for its declassification as waste. FCC Ámbito described its experience in the glass sector, on how glass enters the company’s facilities as refuse and comes out as recovered glass. The speaker at this event was the manager of this activity, Carlos Mallén Loras.

Guest-Column

By: Juan Carlos Sáez de Rus
Department Manager – Safety, Health,
and Occupational Wellbeing Department

Promoting health at the work place: Healthy people in healthy companies; investing in the future



Empresa Saludable



Creating a safe and healthy work environment is not necessarily easy or extremely difficult. Achieving the goal defined by the European Network for Workplace Health Promotion (ENWHP), “Healthy workers in healthy companies” can be done gradually, trying to have the measures aligned with the company's level of commitment and available resources. The characteristics of good management of health at the workplace can be summed up as follows:

- A systematic design of programs to improve the health of the worker and of the organization.
- Creating a health culture that fulfills the needs of the company and of the worker.
- A health management policy integrated in the company's strategic plan since this is positive for the health of the worker and for the company's productivity, efficiency and competitiveness.
- A methodology that helps people achieve optimal health (emotional, physical, social, and intellectual).
- A methodology based on several strategies to improve the worker's knowledge with regards to health and other relevant players and to provide a work environment that protects the health of people and supports and bolsters healthy choices.



“Healthy
workers in healthy
companies”

- Surroundings where the organization's culture reinforces and upholds ethical values to ensure that workers are treated respectfully and fairly.
- Promoting health at the workplace involves several measures that have a bearing on the health of workers. These include:
- Principles and methods defined by the company's management that acknowledge the value of workers within the organization.
- Implementing a cultural change

with the active participation of workers, encouraging their motivation and responsibility.

- Defining work organization criteria that provide workers with a balance between the demands of their job, the control of such demands, their training, and the resulting social recognition.
- A personnel policy that actively incorporates health promotion related issues.
- A comprehensive occupational safety and health service.

“Combining the efforts of employers, employees, and society to improve the health and the well-being of people at work.”

Investing in promoting health at work benefits workers, as well as the company and society because it:

- Improves the health of workers and reduces the rate of accidents and diseases.
- Increases corporate productivity and reduces staff absenteeism.
- Improves the atmosphere at

The importance of promoting health at the workplace

According to the Luxembourg Declaration, workplace health promotion (WHP) consists of:

work, motivation and participation.

- Increases the rate of retaining talent and diminishes staff turnover.
- Improves the corporate image for workers, for companies, and for the communities where these are located.
- Reduces the cost of social health services, social security, and insurance and contributes to improving the quality of life of citizens.
- Improves the environment, pollution, access to transport and industrial parks, access to safe jobs, etc.

The European Agency for Safety and Health at Work makes the following recommendations for applying WHP programs:

- It does not make any sense to apply a WHP program without offering at the same time a safe and healthy work place. WHP is principally based on a health culture and requires appropriate risk management.



- WHP goes beyond legal requisites; it is based on voluntary actions by both parts.
- WHP can succeed only if it is integrated as a permanent component in all corporate processes.
- WHP requires the active commitment of both parts: the company, by offering healthy orga-

nizational and environmental conditions; and, employees, who must be actively involved in the programs.

- Lifestyle is the worker's option. The worker can be encouraged but can never be forced to change his habits except if they harm other people.
- Involvement in WHP activities is voluntary, although it should take into account that adopting a healthy lifestyle is for one's own benefit.

FCC, a healthy company

There are many areas that can be developed besides promoting good eating habits, health campaigns, and physical activity. As Plato said, starting always is the most important part of work, to which we can add that unless we try, failure is always certain. It is not a question of providing discount vouchers for a gym or providing healthy lunches in the dining hall since this would be a very superficial vision in this respect. What healthy companies actually do is to promote a change in the attitude of their employees, motivating them to improve their health and creating the right environment so that they can achieve this.

We have already started, have made progress and we should be able to take a qualitative leap to ensure that WHP of employees is another line of work included in the Strategic Plan. It is really necessary to promote a change in the attitude of employees, motivate them so that they improve their health, and create an adequate environment so that they can achieve it.

Achieving this change and motivating employees while providing the necessary means for living a healthy life necessarily implies the need to design transversal strategies throughout the different company departments. This strategy should include awareness-building, information, and specific action proposals.

We have defined our mission and vision as follows:

- Encourage and promote well-being with the active participation of employees.



“ The employee as well as the company and society benefit from investing in health promotion at the workplace ”

Promoting health at work put into practice

Los estudios realizados en diferentes países studies conducted in various countries, in Europe, as well as in the United States, Australia, and Canada, have shown that programs for promoting health at the workplace contribute not only to reducing direct healthcare costs, but also sick lea-

ve, staff turnover, and accidents at work. This evidence, increasingly more solid, should not be ignored by companies particularly if they aspire to be sustainable and competitive.

The implementation and execution of a work health promotion program (WHP), the participation of everyone, as pointed out in the Declaration of Luxembourg, is essential. This requires the commitment of workers, their representatives, management and middle management.

Promoting health at work can play an important role in preparing and training workers and organizations to be able to

face changes since the future of Healthy Companies depends to a large extent on a well prepared, motivated, and healthy workforce.

- Contribute to personal development and to the company's strategy.
- Contribute value to employees, their families, and the communities with which we interrelate.

We have set the following objectives:

- Introduce and implement the concept of a healthy company in the organization.
- Identify develop, and disseminate good practices globally.

- Increase the participation and involvement of all organizational levels.
- Assess and quantify the results.

What has to be developed, in fact, is the FUTURE

Following the positive response to the activities organized for the 1st week of safety and health at work, we will be launching and disseminating throughout the organization new Work Health Promotion projects and activities.

WE ARE COUNTING ON YOU. OF COURSE WE ARE!!


For further information,
direccionprl@fcc.es

An aerial photograph of a large concrete dam and reservoir. The reservoir is filled with dark water and is surrounded by steep, forested hills. Below the dam, there is a small settlement with several buildings and a dirt road. The overall scene is arid and hilly.

The Place

FCC's
20
YEARS
in
MÉXICO

Acueducto II Querétaro



FCC started operations in Mexico in 1994. Twenty years later, FCC is very proud of having carried out major civil works projects that have contributed to improving the country's communications and infrastructures and of having incorporated significant environmental improvements to ensure the quality of life.

During these years, in all of the projects executed in Mexico FCC has contributed its broad professional experience, technological and innovation capabilities, its specialisation, know-how and commitment.

Today, the company is very pleased of its ongoing work in this country and of being able to provide new service infrastructures for the country's population.

What is most important is not what we have accomplished up to now, but rather what we want to continue to do. FCC wants to continue participating in Mexico, a country offering immense opportunities.

Unique projects currently being built by FCC in Mexico

The Zapotillo Dam

The project involves the design and construction of the El Zapotillo storage dam with a capacity of 900 million m³ of water at the Verde River in Jalisco for the supply of drinking water to Los Altos de Jalisco and the city of León. Once work has been completed, it will be the tallest dam in Mexico.

A totally sustainable project, the dam will reduce the exploitation of superficial river waters with water from the deep aquifer. Situated on the Agua Verde canyon, it has been declared a National Water Reserve and as such, a very strict environmental protection plan has been implemented.

Employing approximately 771 workers and 80% completed, it is expected to be completed by January 2015 and will benefit 2.3 million inhabitants from León, Guadalajara and 13 cities and towns in the Altos de Jalisco region.

Coatzacoalcos tunnel

FCC is building the tunnel under the Coatzacoalcos River in the State of Veracruz, the first underground tunnel in Latin America of these characteristics and the only one of its kind in the American continent.

The technology consists of the manufacturing of reinforced and pre-stressed concrete elements which are subsequently submerged and connected.

The tunnel will connect midtown district of the city of Coatzacoalcos (the leading industrial harbour in Mexico) with the Allende district, both situated on the two banks of the mouth of the river.



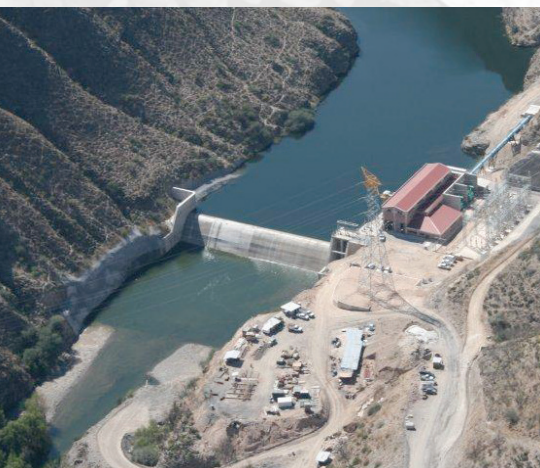


Nuevo Necaxa-Tihuatlán Motorway

The Nuevo Necaxa-Tihuatlán 85 km-long motorway, being built by FCC in a joint-venture with ICA, crosses the states of Puebla and Veracruz and is part of the Tuxpan 283 km-long Mexico Tuxpan corridor, the main road network connecting Mexico DF with the Gulf of Mexico.

The motorway is divided into two sections: one which is 36.6 km-long, Nuevo Necaxa-Ávila Camacho and the 48.1 km-long Ávila Camacho-Tihuatlán section.

This motorway is the shortest route connecting Mexico City with the sea.



Querétaro II Aqueduct

One of the most important water works in Mexico, the objective of this project is to meet the water supply challenges in the short, medium and long-term of Santiago de Querétaro and relieve the current pressure on the sustainability of the aquifer, ensuring also the lowest possible production costs.

Water will come from the El Infiernillo springs at the Montezuma River, four kilometres downstream from the rocky formation that gives rise to the canyon of the same name. This water is of exceptional quality and capturing it will not cause any negative environmental impacts.



Los Cabos

The Los Cabos project involves the construction of the junctions at the Cabo San Lucas-San José del Cabo ring road in the Mexican state of Baja California.

FCC is building the road sections from km 0+000 to km 27+484.6 which connect the interior highway with the cities of San José del Cabo and Cabo San Lucas involving the construction of four road junctions (El Mangle, San Lucas, San Jose and Corral de Piedra). The length of these sections is 6.5 and 6.6 kilometres, respectively.

The road is 14 metres wide has two 3.5 metre-wide lanes in each direction and will enable traffic speed of 110 km/h. The junctions will be built over flat terrain to ensure the minimum environmental impact.

According to Juan Carlos Escobar,

the representative of the Communications and Transport Department for this project:

"The Nuevo Necaxa-Ávila Camacho project is highly relevant for Mexico, concluding the Mexico-Tuxpan road network and offering Mexicans a direct route from the central part of the country to the Gulf of Mexico. The motorway will promote development of the large regions in the State of Puebla, Hidalgo, Tamaulipas and Veracruz, bringing down the historical barrier created by the eastern part of the Sierra Madre mountain range.

This motorway will spark the development of the Tuxpan harbour and will contribute to making the states in the country's central region strategic logistic centres through the Mexico—Tuxpan-Tampico-Matamoros-Chicago-Toronto corridor, connecting the central region to the Gulf of Mexico in 2 hours and 30 minutes, providing users with efficiency, safety, and economy, and slashing operational costs of vehicles by reducing travel time."

Projects built by FCC

Durango-Mazatlán Road

FCC Construcción built the 17.9 km-long road section III for the second phase of construction project for the Mazatlán-Durango motorway that connects Mexico's Pacific coast with the central-northern part of the country and with the Gulf of Mexico.

The construction of this motorway is one of the most important public works in Mexico of the past few years and one of the largest and most costly road infrastructure projects since the motorway crosses the western

part of Sierra Madre mountain range. The road stretches over 230 kilometres and includes the construction of 63 tunnels, 115 structures, and a bridge over the Baluarte River.

One of the most unique structures is the Sinaloense Tunnel in the state of Sinaloa and the most outstanding one in the Durango-Mazatlán motorway due to its size and complexity. Measuring 2,794 metres in length, it is the second longest tunnel in the country.



Realito Aqueduct

This infrastructure is part of the 23-year concession for the supply and treatment of water from the El Realito Dam to the city of San Luis Potosí. The project was awarded by the National Water Commission of San Luis Potosí to a consortium of companies in which Aqualia is one of the partners.

The contract, in which FCC Construcción participated in a joint venture, contemplated the construction of the El Realito Aqueduct, as well as the executive project and the operational tests.

The El Realito Aqueduct is situated in Mexico, between the states of Guanajuato- where the El Realito dam is located- and the state of San Luis Potosí, where 6 supply tanks were installed to provide drinking water to the population of more than 850,000 people.



Torre Bancomer

The 250 metres tall Bancomer Tower is the second tallest skyscraper in Mexico City and in the country, after the Reforma Tower

This tower will be the headquarters of BBVA Bancomer in Mexico, housing the main offices in the country and in Latin America.

Bancomer Operations Centre

The home of BBVA Bancomer's Operation Centre and 4,215 employees, the building was designed by the prestigious architectural firm Skidmore, Owings & Merrill and is being built on a 13,442 m² plot of land in the Nuevo Polanco high-growth district.



Interview with Eugenio del Barrio

Eugenio del Barrio, the manager of the America Centre zone, has been working at FCC Construcción for the last 28 years.

Tell us about your international experience?

I started my professional career in Portugal in 1992 as the head of the civil works department. In 1998 I was appointed manager of Portugal where I worked until 2005, the year that I was named head of Portugal and America. I was transferred to Miami in 2010 so that I would be able to manage the American continent from up close and I am now focusing on Mexico, trying to tackle this market, very important and strategic for FCC.

How is the Mexican market?

During this period, known as the "six-year infrastructure period", the new president Peña Nieto decided to launch several strategic projects worth an investment of 400 billion dollars: 70% of this sum in the transport, harbour, railway, and road sectors. Therefore, for construction companies this is going to be an interesting six years when major projects are going to be defined and FCC will be able to participate actively in these projects.

What does FCC contribute?

FCC contributes its great technical capabilities and its know-how and this is what we sell to our clients with the certainty that we

can tackle the projects. We are involved in projects that are very difficult from a technical perspective, such as the Necaxa-Tihuatlan highway and the Zapotillo dam. FCC definitely has the technical expertise and we are able to offer technical design solutions and execution capabilities. This is basically what we can contribute and our Mexican clients who are aware of this and look to us since we are able to provide technical solutions for complex projects.

How do we experience the Spain-Mexico culture?

Our staff is predominantly Mexican and we are fully integrated with our people in Mexico. It is easier for us to get communicate with them than with the North Americans. We are reasonably satisfied. Sometimes we have to adapt our Spanish culture to that of Latin America which is much less radical. But the fact that we all share a Spanish culture facilitates relations between Mexican and Spaniards.

How do you imagine the future of FCC Mexico five years from now?

I imagine a great FCC in this country, participating in strategic projects and significantly increasing our turnover, becoming a leading FCC Group company in America.

Tell us about your experience living in Mexico?

Mexico is an exciting country with a lot of culture, geography and travel. It is also a difficult country when it comes to safety, but with

common sense and knowing where you are, it is a perfectly liveable country and I encourage everyone to come. It offers many professional and personal opportunities.

What do you like most about Mexico?

I love the culture, the beaches, visiting the Mayan and Aztec sites, the cuisine; it is really worth visiting. On the professional side, it offers many work opportunities. The future is full of possibilities and many professionals who left Spain have come here in search of opportunities.

Soon, we will have been in Mexico for 20 years. What projects do you believe are worth mentioning?

The most important projects that I would highlight are the Necaxa-Tihuatlan motorway across the difficult terrain of the Sierra Madre mountain range which is also very technologically complex. We are also building one of the most important dams, the compacted concrete Zapotillo dam, the Durango-Mazatlán motorway in the western part of the Sierra Madre which includes the longest tunnel in Mexico, and other projects awarded to FCC.



LIVING MÉXICO



Mexico is situated in the southern part of North America. The United States of America is on the northern border; Belize and Guatemala are on the south-east border; the Pacific Ocean on the west; and the Gulf of Mexico and the Caribbean on the east. It is the tenth largest country in the world with nearly 2 million km², and the eleventh in terms of population which in mid-2013 totalled 118 million people.

Sergio Lopes, head of the Nuevo Necaxa project. I've been in Mexico for more than 6 years, always working in the same project. Before coming to Mexico, I worked in Portugal. My professional and personal experience has increased since I've been here.

Juan Antonio Hernández, Production manager. My experience in Mexico is gratifying. There are many cultural similarities with Spain.

Enrique Díaz, Construction manager in Mexico. My experience in Mexico is limited to two years. I came here for a short project but, at the end, I brought my family with me and it is proving to be a good experience since living in Mexico is very pleasant. There are problems, but it is easy to adapt.

Daniel Carmona, department manager at the FCC Mexico branch office. Mexico is a country of many contrasts and I am very happy to live here. It has everything, from very rich people to those who are poor. We are very similar socially; the language is the same; the culture has Spanish roots, and the Mexican people do their best to welcome you.

Eugenio del Barrio, manager of the America Centre Zone branch office. Mexico is an exciting country, offering culture, geographical diversity, and travel opportunities. It is also difficult due to safety problems but, with

common sense and knowing where you are, it is a perfectly liveable country. I encourage everyone to come. It offers many professional and personal opportunities.

Antonio López Castro, Administrative and Financial Manager of FCC Construcción México. Working in Mexico is similar to working in Spain because of the work schedules and customs. The training of Mexicans is very good. The working day is long because of the meetings which last a long time. It is very important to know the authorities since everything depends a lot on having contacts and trust. It is also important to know and to work close with the client since relations are very interpersonal, and, in addition, you must offer a quality service.

NG IN XICO



Virgilio Alberto Cardona. The 20 years that FCC has been operating in Mexico have involved very intense work, with ups and downs in the beginning, a slowdown, and recently, a sharp increase in the number of projects that we currently executing.

Undoubtedly, what we offer in Mexico's construction market in comparison with other companies are quality controls and very high levels of compliance, far surpassing the standards of Mexican companies.

Being part of the FCC project has meant a life full of work, learning, working in very interesting projects in several countries. It has certainly been a very gratifying personal and professional experience.

Roberto Tabera Guerrero. During these 20 years that I have worked at FCC I have lived many experiences, was able to participate in different projects, and also had the opportunity of working in Panama. All of this has helped me in professional training.

In Mexico, FCC contributes organization, expertise, and the specialisation that comes from working in international projects. The company, jointly with the community, has taken care of the population and the environment, contributing the highest quality.





Communities

České Budějovice

the metropolis of South Bohemia



The city of České Budějovice, capital of South Bohemia and home of the world-famous Budweiser beer, is situated in the southern part of the Czech Republic, in the middle of the valley where the Vltava and Malse rivers meet. The city was founded in the mid 13th-century as a city of kings and the cultural centre par excellence of the Southern Bohemia region and is the home of several museums and of the South Bohemia University.





“ Capital of
South Bohemia and
home of the
word-famous
Budweiser beer ”

As part of the ancient salt route connecting Prague and Linz, České Budějovice became a necessary stop along the way thanks to which it prospered and became an important city. It was one of the places in Europe where the first horse-driven trains were built.

Despite the frequent wars and fires that ravaged the city during the Middle Ages, its historic district is well preserved, with houses dating back to the Medieval, Renaissance, and Baroque periods. The City Council building and the Sampson Fountain, built in the Baroque period, are both situated in the city's medieval Přemysl Otakar II, one of the Czech Republic's largest square named in honour of its founder, King Přemysl Otakar II.

The oldest monument in České Budějovice is the monastery in Piaristické Square next to the ancient Renaissance style salt storage facility. Another landmark monument is the 72-metre high Black Tower which is worth visiting to admire, from the top of the tower, the beautiful surrounding areas. Also next to the tower is the Baroque Saint Nicholas Cathedral, very much worth visiting.

Brimming with history yet modern and cosmopolitan, the city's very pleasant atmosphere makes it an ideal holiday destination where one can visit the shops, museums, sit down and enjoy a beer, the authentic Czech Budweiser (Budvar) beer, at one of the many beer halls, and also, for participating in the ½ marathon.

“ České Budějovice
is a city full of historical
memories, but also
modern and
cosmopolitan ”



Once again, **.A.S.A.** was a partner this year in the České Budějovice Marathon

One of the most exciting races in the Czech Republic

As in previous years, .A.S.A. collaborated in the ½ Marathon organized in České Budějovice. Held since 2012, the event has become one of the most exciting races in the Czech Republic.

The third edition of this famous sports event started at Přemysla Otakara II Square where thousands of runners met and had the opportunity of competing against professional sportsmen.

The famous marathon was awarded this year the "Silver IAAF Road Race Label", placing the city of České Budějovice at the same level as other cities such as Toronto, Osaka, Madrid, Venice, and Honk Kong that organize races as part of the International Association of Athletics Federations.

.A.S.A. ensures cleanliness

For yet another year, .A.S.A. České Budějovice ensured the complete cleaning of the reserved areas, and this year also brought its new addition of a Mercedes Axor vehicle to provide refreshments for visitors and competitors. The shower

from the sprinkling vehicle met with a highly enthusiastic reception, given the prevailing 30 °C heat, from both the runners and the organisers. The České Budějovice ½ Marathon is unbeatably one of the largest events taking place in this beautiful South Bohemian town.

This professional sports event is also a social gathering where families and non-professional runners can enjoy a pleasant weekend.



