



OHL



THE OHL GROUP AND ITS ALLIGNING WITH THE GLOBAL COMPACT

Madrid, February 2008

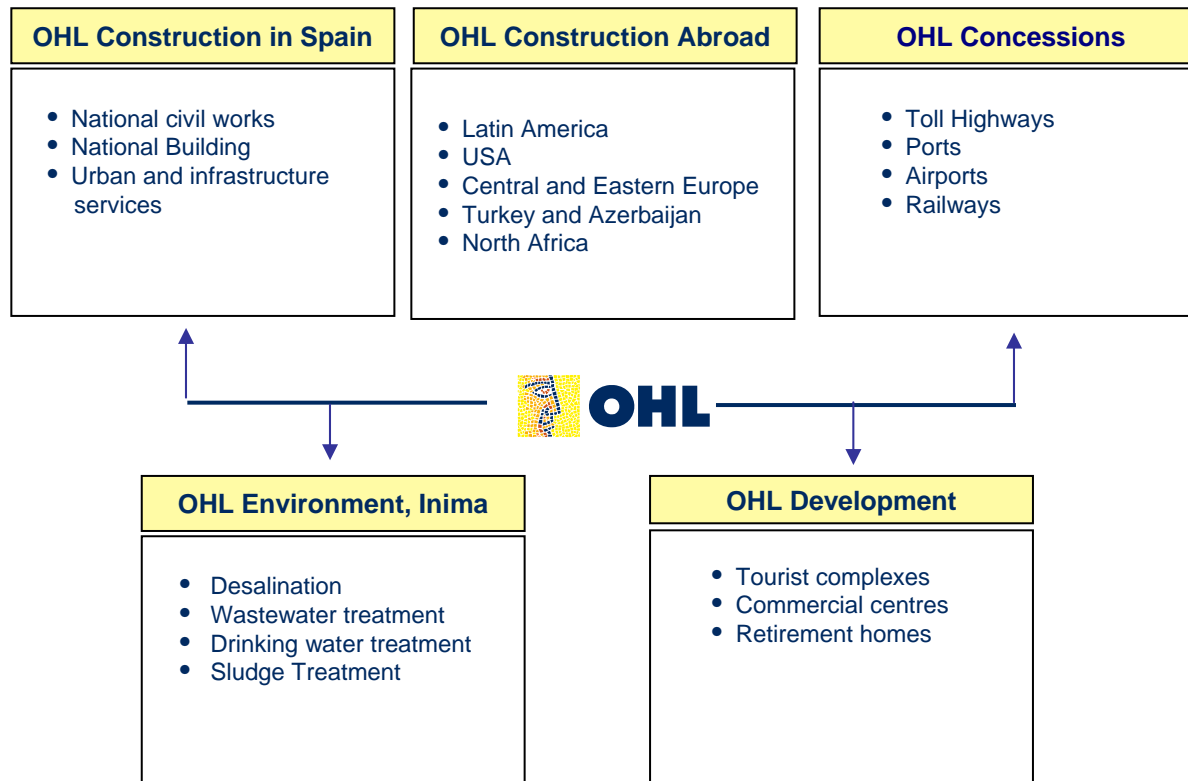
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Responsabilidad Social Corporativa

INTRODUCTION



- The OHL Group is one of the biggest construction, concessions, environment and developments groups in Spain, with a track record of over ninety years not only in Spain.*

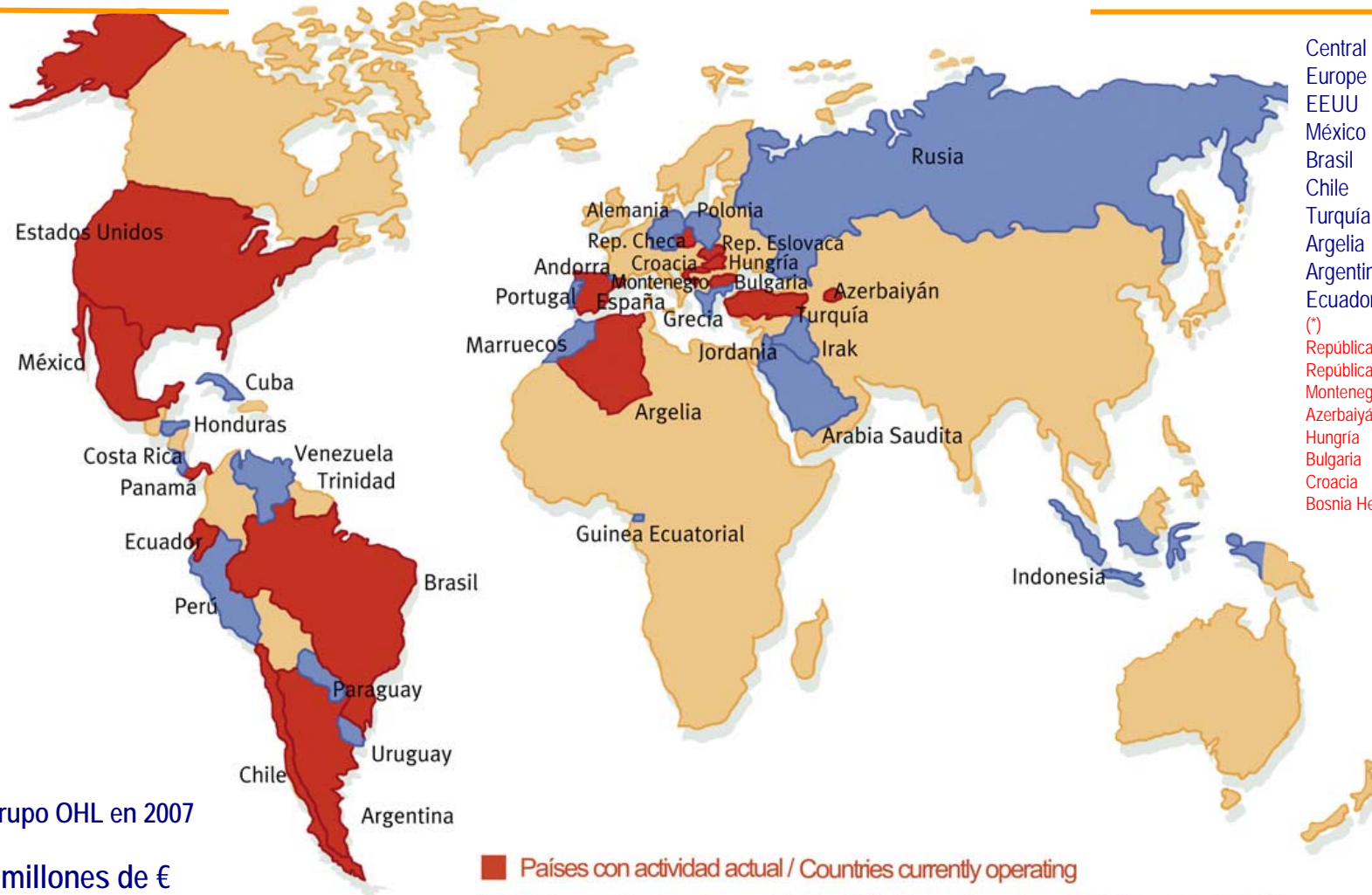


Countries currently operating by OHL Group worldwide



Ventas nacionales: 2.080,57 millones de euros

Ventas internacionales: 1.683,85 millones de euros



Central and East	
Europe (*)	25,8%
EEUU	22,8%
México	14,7%
Brasil	14,6%
Chile	11,3%
Turquía	6,7%
Argelia	2,6%
Argentina	0,9%
Ecuador	0,6%

- (*)
- República Checa
 - República Eslovaca
 - Montenegro
 - Azerbaiyán
 - Hungría
 - Bulgaria
 - Croacia
 - Bosnia Herzegovina

■ Países con actividad actual / Countries currently operating

■ Países en los que ha construido OHL / Countries where OHL has constructed

Total ventas del Grupo OHL en 2007

3.764,42 millones de €



Corporate Social Responsibility

- *The OHL Group's human resources strategy is based essentially on promoting to the professional and personal development of its employees, seeking to obtain the very best each has to offer and in turn offering security, stability, quality of life, training and opportunities for improvement.*
- With this purpose in mind, the Group has been designing spaces and processes that will enable its employees to enjoy adequate working conditions that will favor their career development looking towards the future.



Commitment to the United Nations Global Compact



- The OHL Group, since its accession to the United Nations Global compact and its membership in the Spanish Global Compact Association, ASEPPAM, in 2004, as a founding member, has participated actively in a range of initiatives and forums, in order to promote the implementation of the principles of the Global Compact and the defense of human rights and worker's rights, respect for the environment and the fight against corruption.
- We confirmed once again in 2006 our commitment to continue working with rigor and effectiveness in the dissemination and promotion of the principles promulgated by the United Nations Global Compact.



- In 2006 and 2007, the OHL Group submitted a Progress Reports in accordance with the standard model established by ASEPAM, consisting of a description of the actions and/or results obtained under each of the indicators (qualitative and quantitative) of the various issues into which each of the ten principles of the Global Compact are broken down.



- OHL considers the respect for, the protection and promotion of human rights to be one of the fundamental pillars of corporate social responsibility.
- In some cases, investment agreements have associated with them clauses on human rights or have been examined from this perspective. For example, in the activities of OHL Concesiones in Latin America, particularly in Brazil, the operational function derived from the concession title has associated with it the performance of social actions through a range of agreements with the Town Councils in the areas adjacent to the concessions .

Commitment to the United Nations Global Compact



- In order to reinforce compliance with these commitments assumed by the organization, in 2006 the Sustainability Committee approved three targets for the years 2006 till 2009 relating to the protection of human rights, the main points of which are outlined below:
 - The reformulation of its risks map in order to incorporate the various risk factors relating to the vulneration of Human Rights.
 - Verify the degree of dissemination of and compliance with the ethical commitments voluntary adopted overall by the Group in all of its activities and work environments. With this target in mind, a preliminary evaluation of the status of the knowledge and implementation will be made and, in light of the ensuing analysis and conclusions, appropriate corrective and preventive actions will be taken.
 - The incorporation of training requirements and respect for human rights in the management of procurement and subcontracts.

The people in the Group OHL

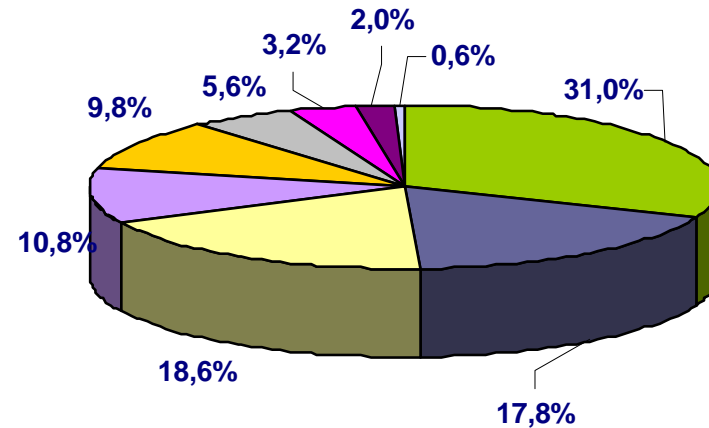


→ Distribution according to location

	2007		2006		Var. Interanual(%)
National	5.715	41%	5.347	41%	6,9
International	8.354	59%	7.579	59%	10,2

Personnel abroad by countries. Total 2007: 8.354

Rep. Checa	2.593
Brasil	1.490
Chile	1.560
Usa	906
México	826
Argentina	473
Argelia	275
Eslovaquia	174
Otros	57
Bulgaria	31
Ecuador	5
Turquía	21



The Global Compact's labour principles



- Are from the International Labor Organization Declaration on Fundamental Principles and Rights at Work.
- They are:
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining



Collective agreements and trade union representatives

All of the companies of the Group are regulated by more than eighty collective agreements in each of the different environments in which they carry out their activities. 74,5% of employees are covered by colltotal workforce is represented

The principal sector-wide agreements that cover the OHL Group's workers are associated with:

- Construction and Public Works
- Water treatment, collection, raising and transport
- Offices
- Consultancy
- Car parks and Garages
- Gardening
- Forestry activities
- Retirement homes.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining



The trade union representatives in **Spain** belong to the following organizations:

- CCOO 91
- UGT 49
- Independents 5
- ELA-STV 1
- C.I.G 2
- **Total representatives 148**

In **Central and Eastern Europe** the trade union representation in the 12 centers with OHL ŽS, a.s. and ŽPSV belong to the Railway Workers Union for the most part:

At OHL ŽS:

- Railway Workers Union 5 1

At ŽPSV:

- Railway Workers Union 19
- Construction Workers Association 3
- **Total representatives 73**

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining



- Each of the centers has a Chairman and the Chairmen of the different centers of each company form the "Council of Chairmen".
- Freedom of association is not at risk in any of the activities of the company. The multi-country and multi-activity diversity of the OHL Group renders it impossible to set a single pattern of inter-relation with union rights. The OHL Group, in observance of the legislation in force in each country, scrupulously respects the freedom of association of its employees and, in the majority of the countries where the Group operates, trade unions are active.

Principle 4: the elimination of all forms of forced and compulsory labour



- The OHL Group obliges to sign a working contract, according to the legal requirements in each of the countries, which should guarantee the rights and obligations of all its employees.
- Working hours and year working calendar is the result of an agreement between the Management and the Unions. The working frame applies not only OHL employees but also to the employees of those subcontractor firms working with OHL.
- The OHL Group places special priority on Occupational Risk Prevention, ORC, and upholds the introduction of the principle of prevention in an aim to attain a “zero accident” rate.
- Our company ORC System it has been set up in accordance with UNE 81900 and OHSAS 18000 Standards and is annually audited.

Principle 5: the effective abolition of child labour



- For OHL Group, in extreme cases and in certain countries, child labor and forced labor can be considered to be risk factors.
- At OHL, the employment of children and work under forced conditions are prohibited, and the hiring processes of collaborating companies are monitored, requiring them to observe the relevant legislation and to provide documentation relating to their employees.
- At each work center, there is a procedure in place in order to ascertain who is providing services and under what conditions, including social insurance, payrolls, leave from work and whatever documentation is necessary for the proper discharge of the employer's labor-related and social security obligations.

Principle 6: the elimination of discrimination in respect of employment and occupation.



Equal opportunities

- The Corporate Human Rights Management undertakes selection processes based on the values of acceptance of diversity, equal opportunities and non-discrimination, and is at all times guided by the highest respect for the candidates participating in such processes. The skills of the professionals are valued at the same time as people seeking a position as future members of the Group are attended to and welcomed.
- OHL maintains a firm and active equal opportunities policy, based on the principle of equal treatment and on the rejection of discrimination in employment, promoting the integration of the most disadvantaged groups into the labor market.
- **89.9% of the OHL Group's managers abroad were born in the country where the subsidiaries are located**

Principle 6: the elimination of discrimination in respect of employment and occupation.



- Despite the characteristics of the sector, the incorporation of women into this environment is increasingly stronger. In this regard, at the end of 2007, there were 349 more women working in the Group than in the previous year.
- Within the framework of the Social Action Plan, “Organizing Accessible Habitats”, a Labor Market Integration Plan has been put into place for people with disabilities and at risk of social exclusion.
- Base salaries are determined in accordance with job classifications and are identical for all employees in each classification regardless of their sex, nationality or any other personal circumstance.
- No incidents on account of discrimination were registered in 2007.

- THANK YOU FOR YOUR ATTENTION