

# APPENDIX GRI INDICATORS

## G4-10. WORKFORCE CHARACTERISTICS

Number of employees by type of contract and gender

	Total		2015	2016
Full - time	81,770	Men	47,790	<b>63,637</b>
		Women	13,659	<b>18,133</b>
Partial - time	14,231	Men	4,148	<b>4,742</b>
		Women	8,435	<b>9,489</b>

Number of employees by type of contract and gender

	Total		2015	2016
Temporary contract	20,865	Men	11,908	<b>15,662</b>
		Women	4,197	<b>5,203</b>
Undefined contract	75,136	Men	40,030	<b>52,717</b>
		Women	17,897	<b>22,419</b>

Number of employees by region

	2015	2016		
		Men	Women	Total
Spain	38,062	24,655	15,940	<b>40,595</b>
UK	20,798	13,436	4,586	<b>18,022</b>
Others	4,824	6,964	900	<b>7,864</b>
USA and CANADA	2,406	3,707	573	<b>4,280</b>
Poland	4,638	4,082	1,216	<b>5,298</b>
Chile	3,242	4,592	399	<b>4,991</b>
Australia	62	10,943	4,008	<b>14,951</b>
<b>TOTAL</b>	<b>74,032</b>	<b>68,379</b>	<b>27,622</b>	<b>96,001</b>

## G4-12. DESCRIBE THE ORGANIZATION'S SUPPLY CHAIN.

Due to the diversity of activities carried out by Ferrovial, the structure of the supply chain is different for each business. Around 96% of suppliers are concentrated on Construction and Services, registering the highest volumes of orders. The Global Purchasing Committee, composed of the top representatives of business purchases, coordinates this activity, seeking possible synergies and sharing best practices.

Most procurement in the Construction division is for works that are underway at a given time. A small proportion is accounted for by the offices, departments and services supporting these works. The supply chain is comprised of suppliers (manufacturers and distributors) and sub-contractors: those executing work units and companies renting machinery and auxiliary equipment. The supply change in the sector is shaped by the following factors: numerous suppliers; extensive use of subcontractors, depending on the type and size of the project and the country in question; a high percentage of local suppliers, as the sector is closely associated with the country/region where each project is implemented; a wide variety of supplier types, from major global and highly technical multi-nationals to small, less qualified providers (mainly sub-contractors); a need to adapt to the local requirements of each market.

In the Services division the supply chain includes all the primary and secondary suppliers (providing raw materials, industrial supplies or energy; capital goods, machinery and finished products), as well as sub-contractors and service providers involved in the company's operations, evaluating the same to ensure that they have the required capabilities. In Spain, the Procurement and Fleet department establishes guidelines for each business area with regard to contracting third parties, while it also oversees all critical suppliers involved in service provision and supplying products to the company. Internationally, each country has a procurement protocol in place based on a procedure established by central offices. In the United Kingdom the supply chain is highly diverse in nature due to the extensive range of businesses pursued in the country.

## G4-54. CALCULATE THE RATIO BETWEEN THE TOTAL ANNUAL COMPENSATION OF THE HIGHEST PAID PERSON IN THE ORGANIZATION IN EACH COUNTRY WHERE THE COMPANY IS SIGNIFICANTLY ACTIVE AND THE TOTAL AVERAGE ANNUAL COMPENSATION OF THE ENTIRE STAFF (EXCLUDING THE HIGHEST PAID PERSON) OF THE CORRESPONDING COUNTRY.

	2015	2016
<b>TOTAL</b>	<b>186.70</b>	<b>195.44</b>
USA	6.68	12.54
Spain	28.83	34.97
Poland	21.27	23.08
UK	39.09	23.85
Australia	-	48.31
Chile	-	19.80

## G4-55. CALCULATE THE RATIO BETWEEN THE PERCENT INCREASE OF THE TOTAL ANNUAL COMPENSATION OF THE HIGHEST PAID PERSON IN THE ORGANIZATION IN EACH COUNTRY WHERE THE COMPANY IS SIGNIFICANTLY ACTIVE AND THE PERCENT INCREASE OF THE TOTAL AVERAGE ANNUAL COMPENSATION OF THE ENTIRE STAFF (EXCLUDING THE HIGHEST PAID PERSON) OF THE CORRESPONDING COUNTRY.

	2015	2016
<b>TOTAL Ferrovial</b>	<b>2.21%</b>	<b>32.43%</b>
USA	14.25%	-0.23%
SPAIN	2.67%	8.60%
POLAND	4.89%	8.45%
UK	6.73%	27.61%
CHILE	-	24.60%

Note indicators G4-54 and G4-55: in the salary of the highest paid person, the 8-year apportionment of the Stock Options Plan has been considered.

## G4-EC1. DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

VALUE CREATION ECONOMIC VALUE GENERATED	2014	2015	2016
a) Revenue:	8,802	9,701	10,759
Turnover	8	9	7
Other operating revenue	25	34	44
Financial revenue	0	185	330
Disposals of fixed assets	159	277	214
	<b>8,994</b>	<b>10,206</b>	<b>11,354</b>

## DISTRIBUTED ECONOMIC VALUE (M€)

b) Consumption and expenses <sup>(1)</sup>			
Consumption	1,131	1,143	1,267
Other operating expenses	4,121	4,735	4,736
c) Payroll and employee benefits			
Personnel expenses	2,575	2,805	3,819
d) Financial expenses and dividends			
Dividends to shareholders	278	269	226
Treasury share repurchase <sup>(2)</sup>	235	247	317
Financial expenses	430	533	447
e) Taxes			
Corporate income tax	138	-30	245
	8,908	9,702	11,057
<b>RETAINED ECONOMIC VALUE (M€)</b>	<b>86</b>	<b>504</b>	<b>297</b>

(1) The Group's social action expenses, together with the Foundation's expenses, are set out in the Social Commitment chapter.

(2) Reduction of capital by amortization of treasury shares. For more information, note 5.1 Shareholders' Equity of Consolidated Annual Accounts.

## G4-EN1. MATERIALS BY WEIGHT, VALUE AND VOLUME

	2014	2015	2016
Paper (kg)	596,291.12	940,303.12	748,106.49
Timber (m <sup>3</sup> )	320,298.50	9,980.62	63,946.43
Bitumen (t)	890,000.00	1,222,000.00	195,585.00
Concrete (t)	7,747,000.00	7,692,545.00	6,571,997.00
Tropical timber (m <sup>3</sup> ), of Ferrovial Agroman	2.67	26.40	22.90
Madera de origen garantizado (%)	100.00	98.60	73.95

## G4-EN2. PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED MATERIALS

	2014	2015	2016
Percentage of paper with FSC seal	38.00%	62.15%	<b>72.73%</b>
Percentage of recycled paper	36.00%	31.70%	<b>26.98%</b>

## G4-EN3. INTERNAL ENERGY CONSUMPTION

		2014	2015	2016
Fuels used by stationary and mobile sources (total) (GJ)	Diesel	4,014,658.47	3,864,022.94	5,214,133.68
	Fuel oil	90,487.73	75,709.34	37,269.24
	Gasoline	326,871.24	244,814.45	352,611.99
	NG	1,786,842.66	2,514,034.67	2,224,775.94
	LPG	969.86	1,022.28	17,757.28
	Propane	10,192.16	7,969.02	5,482.99
	Coal	86,252.30	206,180.13	276,997.69
	Consumption of energy acquired, by primary sources (GJ)	Coal	706,067.12	759,019.18
Diesel		121,260.00	120,163.86	138,881.99
Gas		623,985.86	630,100.40	756,225.50
Biomass		51,758.49	67,724.79	76,191.14
Waste		9,928.77	12,112.65	14,429.57
Other		346,846.98	448,336.57	532,407.93
Electricity consumption from non-renewable sources (GJ)	Services	226,378.32	244,505.92	298,999.04
	Construction	503,532.07	416,886.73	392,064.31
	Toll Roads	109,863.60	121,591.64	90,602.36
	Corporate	4,432.56	4,575.39	4,549.02
Electricity consumption from renewable sources (GJ)	Services	92,870.23	93,149.98	104,771.54
	Construction	48,463.78	92,096.24	243,007.32
	Toll Roads	0.00	0.00	4,090.20
Corporate	0.00	0.00	0.00	
<b>TOTAL (GJ)</b>		<b>9,161,662.21</b>	<b>9,924,016.17</b>	<b>11,639,225.50</b>

## G4-EN3. INTERNAL ENERGY CONSUMPTION

ENERGY PRODUCED (GJ)	2014	2015	2016
Electricity produced by biogas recovery	482,034	415,569	369,675
Thermal energy produced by biogas recovery	136,964	241,604	197,104
Electricity generated at water treatment plants	114,192	157,595	41,405
Electricity generated at thermal sludge drying plants	13,617	32,637	262,051
<b>TOTAL</b>	<b>746,808</b>	<b>847,405</b>	<b>870,235</b>

## G4-EN8. TOTAL WATER CAPTURE BY SOURCE

	2014	2015	2016
Consumption of reused water (m <sup>3</sup> )	1,751,878	5,753,782*	5,405,901*

\* Not comparable in relation to 2014 due to change in methodology. The published data corresponding to 2015 compared to that published that year were modified due to new information available in 2016. This change resulted in a reduction in consumption of 18.5%.

## G4-EN14. NUMBER OF SPECIES INCLUDED IN THE IUCN RED LIST AND IN NATIONAL CONSERVATION LISTINGS WHOSE HABITATS ARE IN AREAS AFFECTED BY OPERATIONS, ACCORDING TO THE EXTINCTION LEVEL OF THE SPECIES.

Species (scientific name)	EPBC Act	TSC Act	IUCN Red List	Birds of Conservation Concern in Ireland (BoCCB)	Livro Vermelho dos Vertebrados de Portugal	ESA
Anthus pratensis			Near threatened (NT)	"Red Status"		
Ardea ibis	Rare		Least Concern (LC)			
Austropotamobius pallipes			Endangered (EN)			
Canis lupus			Least Concern (LC)		En Peligro	
Caretta caretta			Endangered (EN)		En Peligro	
Dasyurus maculatus	Endangered		Near threatened (NT)			
Dolichonyx oryzivorus			Least Concern (LC)			En Peligro
Egretta alba	Threatened		Least Concern (LC)			
Ephippiorhynchus asiaticus		Endangered	Near threatened (NT)			
Grus rubicundus		Endangered	Least Concern (LC)			
Hirundo rustica			Least Concern (LC)			En Peligro
Juglans cinerea						En Peligro de extinción
Margaritifera margaritifera			Endangered (EN)			
Mixophyes iteratus	Endangered		Endangered (EN)			
Motacilla cinerea			Least Concern (LC)	"Red Status"		
Mustela lutreola			Critically endangered (CR)			
Myotis lucifugus			Least Concern (LC)			En Peligro de extinción
Ninox strenua		Vulnerable	Least Concern (LC)			
Numerius arquata			Near threatened (NT)	"Red Status"		
Nyctalus azoreum			Endangered (EN)		En Peligro Crítico	
Pandion haliaetus	Vulnerable		Least Concern (LC)			
Phascolarctos cinereus	Vulnerable		Vulnerable (VU)			
Pluvialis apricaria			Least Concern (LC)	"Red Status"		
Pseudophryne australis		Vulnerable	Vulnerable (VU)			
Pteropus poliocephalus	Vulnerable		Vulnerable (VU)			
Rostratula australis	Vulnerable	Endangered				
Salmo Salar			Least Concern (LC)		En Peligro Crítico	
Sclerophyll		Vulnerable				
Sturnella magna			Least Concern (LC)			En Peligro

**G4-EN15. DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1).****G4-EN16. ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2).**

	2009 (base year)	2014	2015	2016
Budimex	47,665	60,974	55,495	60,011
Cadagua	63,221	27,960	19,296	14,672
Ferrovial Agroman	74,934	70,110	75,544	121,029
Webber	52,194	30,629	30,796	38,626
Ferrovial Corporación	896	781	704	703
Cintra	15,684	15,045	17,671	13,739
Ame y	147,608	128,927	113,241	107,967
Broadspectrum	59,161	59,161	59,161	59,161
Ferrovial Services	404,274	250,855	285,213	292,939
<b>TOTAL tCO<sub>2</sub>e</b>	<b>865,637</b>	<b>644,443</b>	<b>657,121</b>	<b>708,847</b>

Biogenic CO <sub>2</sub> (tCO <sub>2</sub> e)	2009 (año base)	2014	2015	2016
Cadagua	1,191	53,339	52,143	59,149
Ferrovial Services	33,108	43,672	29,553	44,322
<b>TOTAL</b>	<b>34,299</b>	<b>97,010</b>	<b>81,696</b>	<b>103,471</b>

Base year has been adjusted based on the 2016 Broadspectrum's annual emissions extrapolated to the consolidation period (from June 2016).

**G4-EN17. OTHER INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 3).**

Below are the activities, products and services subject to scope 3 calculations:

- Purchased goods and services:** include the life cycle related issues of materials purchased by Ferrovial that have been used in products or services that the company offers. This includes emissions from the purchase of paper, wood, water and other relevant materials (concrete and bitumen) described in indicator EN1. Subcontractor data are not included.
- Capital goods:** includes all upstream emissions (i.e. cradle-to-gate) from the production of capital goods bought or acquired by the company in the year, according to information included in 2016 Consolidated Financial Statements.
- Fuel and energy related activities:** this section includes the energy required for producing the fuel and electricity consumed by the company and electricity lost during transport.
- Upstream transportation and distribution:** includes emissions from the transport and distribution of the main products acquired over the year.
- Waste generated in operations:** emissions under this heading are linked to waste generated by the company's activities reported in 2016.
- Business travel:** includes emissions associated with business travel: train, plane and taxi, reported by the main travel agency that the group works with in Spain.
- Employee commuting:** this includes emissions from journeys made by employees commuting from their homes to central offices in Spain.
- Investments:** this calculates emissions linked to investments in British airports. Data for 2016 is not available as of the report release date, and therefore emission figures for 2015 are used.
- Use of sold products:** Ferrovial calculates emissions generated by use of land transport infrastructure managed by Cintra.
- End of life treatment of sold products:** this category includes emissions exclusively from the elimination of waste generated at the end of the useful lives of products sold by Ferrovial in the reporting year. Only emissions derived from products reported in the "purchased goods and services" category are taken into account.
- Upstream leased assets:** includes emissions related to the consumption of electricity at client buildings where maintenance and cleaning services, as well as consumption management, are provided by Ame y.

	2009 (base year)	2014	2015*	2016
Business travel	403	11,271	9,900	9,117
Capital Goods		672,295	607,931	354,953
Employee commuting		1,379	1,547	3,183
End of life treatment of sold products		171,155	23,130	44,605
Fuel and energy related activities		147,894	164,466	192,553
Purchased goods and services		750,808	601,164	503,661
Upstream leased	1,728	2,009		
Upstream transportation and distribution		451,359	492,843	418,575
Use of sold product		732,877	844,645	622,625
Waste generated in operations		221,378	261,947,00	231,225
Investments	814,108	650,761	636,150	636,150
<b>TOTAL</b>	<b>816,239</b>	<b>3,813,186</b>	<b>3,643,724</b>	<b>3,016,646</b>

\* Scope 3 emissions data for 2015 have been recalculated based on the best information available in 2016, with impact less than 1%.

**G4-EN19. REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS**

	2014	2015	2016
<b>EMISSIONS AVOIDED BY SORTING AND BIOGAS CAPTURE</b>			
Greenhouse gas avoided by sorting (t CO <sub>2</sub> e)	491,507	525,627	594,121
Greenhouse gas avoided by biogas capture (t CO <sub>2</sub> e)	953,942	889,483	795,586
<b>EMISSIONS AVOIDED THROUGH POWER GENERATION</b>			
In landfills (t CO <sub>2</sub> e)	40,932	37,718	33,509
At water treatment plants (t CO <sub>2</sub> e)	10,332	16,681	25,739
<b>EMISSIONS PREVENTED BY PURCHASING ELECTRICITY FROM RENEWABLE SOURCES</b>			
Electricity bought from third parties (t CO <sub>2</sub> e)	17,338	23,156	31,964
<b>TOTAL</b>	<b>1,514,051</b>	<b>1,492,665</b>	<b>1,480,919</b>

**EN20. EMISSIONS OF OZONE DEPLETING SUBSTANCES**

Use of coolants (kg)	HFC227ea	R407C	R410A
Ame y	4.00	9.00	20.00

Emissions associated to these consumptions are 70.59 tCO<sub>2</sub>e

**EN21. NO<sub>x</sub>, SO<sub>x</sub> AND OTHER SIGNIFICANT ATMOSPHERIC EMISSIONS**

	NO <sub>x</sub> (Tn)	CO (Tn)	COVNM (Tn)	SO <sub>x</sub> (Tn)	Particuls (Tn)
Emissions from boilers	115.64	46.03	11.23	154.57	30.39
Emissions caused by motor vehicles	1,030.84	1,455.16	203.41	0.00	137.67
Emissions caused by electricity	147.02	60.41	1.13	220.59	12.45
Emissions caused by mobile equipment used in construction works	NO <sub>x</sub> (g/kg)	CO (g/kg)	COVNM (g/kg)	SO <sub>x</sub> (g/kg)	Particuls (g/kg)
Emissions caused by mobile equipment used in construction works	2,268.43	6,053.80	647.26	0.00	88.74

**G4-EN23. TOTAL WEIGHTING OF WASTE. BY TYPE AND TREATMENT METHOD (m<sup>3</sup>)**

	2014	2015	2016
Waste produced from construction and demolition	1,182,554.78	2,353,518.92	1,628,147.24
Total soil from excavation	9,446,621.55	21,284,729.00	19,759,576.13
Topsoil reused	989,773.00	440,204.00	558,310.45
Material sent to landfill outside the worksite	1,751,227.88	4,984,918.00	1,447,743.43
Materials reused at worksite	6,176,211.39	5,910,889.00	11,692,838.70
Materials sent to other worksite or authorized landfill	6,830,360.30	9,698,718.00	6,060,683.55
Hazardous waste(t)	73,245.00	214,356.00	27,601.69
Non-hazardous waste (t)	622,614.00	549,399.00	627,897.69

**G4-EN27. DEGREE OF MITIGATION OF THE ENVIRONMENTAL IMPACT HAD BY PRODUCTS AND SERVICES CRE8. Type and number of certifications, classifications and labelling systems regarding the sustainability of new constructions, management, occupation and reconstruction.**

Over 2016 work was performed on the following projects seeking to obtain certification:

Location	Description	Certification
Barcelona	Library rehabilitation LES CORTS - VIDRE	Certification BREEAM
Madrid	Building of logistics distribution platform in plots P1.1.1 and 2 of the SUNP Northwest sector of Torrejón de Ardoz, Madrid	Certification LEED

**LA1. NUMBER AND RATE OF hirings AND AVERAGE EMPLOYEE ROTATION, BROKEN DOWN BY AGE GROUP, GENDER AND REGION**

During 2016, the total number of new hires was 25,699, which corresponds to a total recruitment rate of 26.77% in relation to the workforce at year-end. By gender and age group, the breakdown is as follows:

	Men	Women
Under 30	6.31%	1.81%
Between 30 and 45	7.56%	2.99%
Over 45	5.61%	2.51%

The turnover average rate for 2016 broken down by gender and age is as follows:

	Men	Women
Under 30	1.15%	0.48%
Between 30 and 45	1.49%	0.60%
Over 45	1.08%	0.31%

**LA5. PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS.**

	2014	2015	2016
Percentage of total workforce represented in formal joint management-worker health and safety committees	59	68	61.2

**CRE6. PERCENTAGE OF THE ORGANIZATION OPERATING IN VERIFIED COMPLIANCE WITH AN INTERNATIONALLY RECOGNIZED HEALTH AND SAFETY MANAGEMENT SYSTEM.**

	2014	2015	2016
Percentage of the organization operating in verified compliance with an internationally recognized health and safety management system	80	80	85

**LA12. COMPOSITION OF THE GOVERNING BODIES AND BREAKDOWN OF THE STAFF BY PROFESSIONAL CATEGORY AND GENDER, AGE, BELONGING TO MINORITIES AND OTHER DIVERSITY INDICATORS**

		2016					Subtotal	Total
		Directives	Graduates	Administratives	Technicians			
Corporation	Men	64	141	31	3	239	419	
	Women	12	128	40	0	180		
Construction	Men	150	4,664	454	9,479	14,747	16,919	
	Women	9	1,617	355	191	2,172		
Services	Men	185	4,330	3,136	45,177	52,828	77,776	
	Women	42	1,390	4,076	19,440	24,948		
Toll Roads	Men	51	172	32	238	493	727	
	Women	11	101	76	46	234		
Real Estates	Men	5	47	0	0	52	128	
	Women	1	74	1	0	76		
Airports	Men	0	20	0	0	20	32	
	Women	0	7	5	0	12		
<b>TOTAL</b>	<b>Men</b>	<b>455</b>	<b>9,374</b>	<b>3,653</b>	<b>54,897</b>	<b>68,379</b>	<b>96,001</b>	
	<b>Women</b>	<b>75</b>	<b>3,317</b>	<b>4,553</b>	<b>19,677</b>	<b>27,622</b>		

**LA6. TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER.**

	2014	2015	2016
Frequency rate	23.34	20.00	15.00
Severity index	0.45	0.43	0.33
Absenteeism rate	5.26	5.16	4.31
Occupational disease frequency index	0.52	0.86	0.40

Frequency Rate = number accidents involving absence \* 1,000,000 / No. hours worked

Severity Index = No. days lost \* 1,000 / No. hours worked

**LA9. AVERAGE ANNUAL TRAINING HOURS PER EMPLOYEE, BREAKDOWN BY GENDER AND BY PROFESSIONAL CATEGORY**

	2015	2016	Hours per employee
Corporation	22,872	24,128	<b>59.80</b>
Construction	154,435	121,855	<b>12.90</b>
Services	1,464,542	539,636	<b>9.40</b>
Toll Roads	21,937	24,871	<b>30.70</b>
Real Estates	108	304	<b>2.60</b>
Airports	3,362	1,475	<b>57.80</b>
<b>TOTAL</b>	<b>1,667,255</b>	<b>712,268</b>	<b>10.50</b>

\* The information only refers to 71% of the perimeter of the organization.