

WELCOME

Manual



Welcome



“
**Welcome to a
company with
more than 120
years of history**
”

Pablo Colio Abril

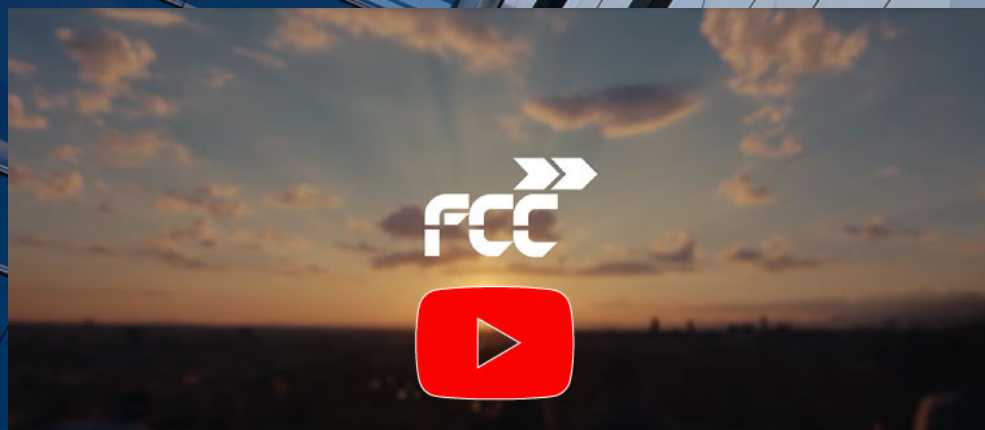
CEO FCC Group

Welcome to FCC Construction, an international reference company, located among the leading construction companies in Europe and the world.

We have more than 125 years of experience designing and constructing all types of works. We develop civil infrastructure, residential and non-residential construction, rehabilitation of cultural and historical buildings, industrial construction and concessions.

We offer citizens infrastructure that improves their quality of life: highways, highways, railway lines, airports, dams, ports, bridges, tunnels, subways, as well as works on residential and non-residential buildings such as hospitals, sports stadiums, museums and offices.

**We are a
company
linked to the
citizen**



World presence

With presence in more than 25 countries such as Spain, Belgium, Norway, Netherlands, Portugal, Romania, Bulgaria, Ireland, United Kingdom, United States, Canada, Chile, Colombia, Mexico, Peru, Panama, El Salvador,

Costa Rica, Nicaragua, Saudi Arabia, Qatar and Australia, among others, FCC Construction, continues its expansion international developing its activity in high potential markets around the world.

Canada

- Maintenance of 195 kilometers of Trans-Canadian Highway.
| 205 million euros | (30 years)

USA

- Gerald Desmond Bridge in Los Angeles.
| 739 million euros |

Mexico

- Samalayuca-Sásabe Gasduct.
| 225 million euros |
- Mayan train.
| 286 million euros |

Colombia

- Toyo Tunnel.
| 366.7 million euros |
- "El Salitre" wastewater treatment plant.
| 398 million euros |

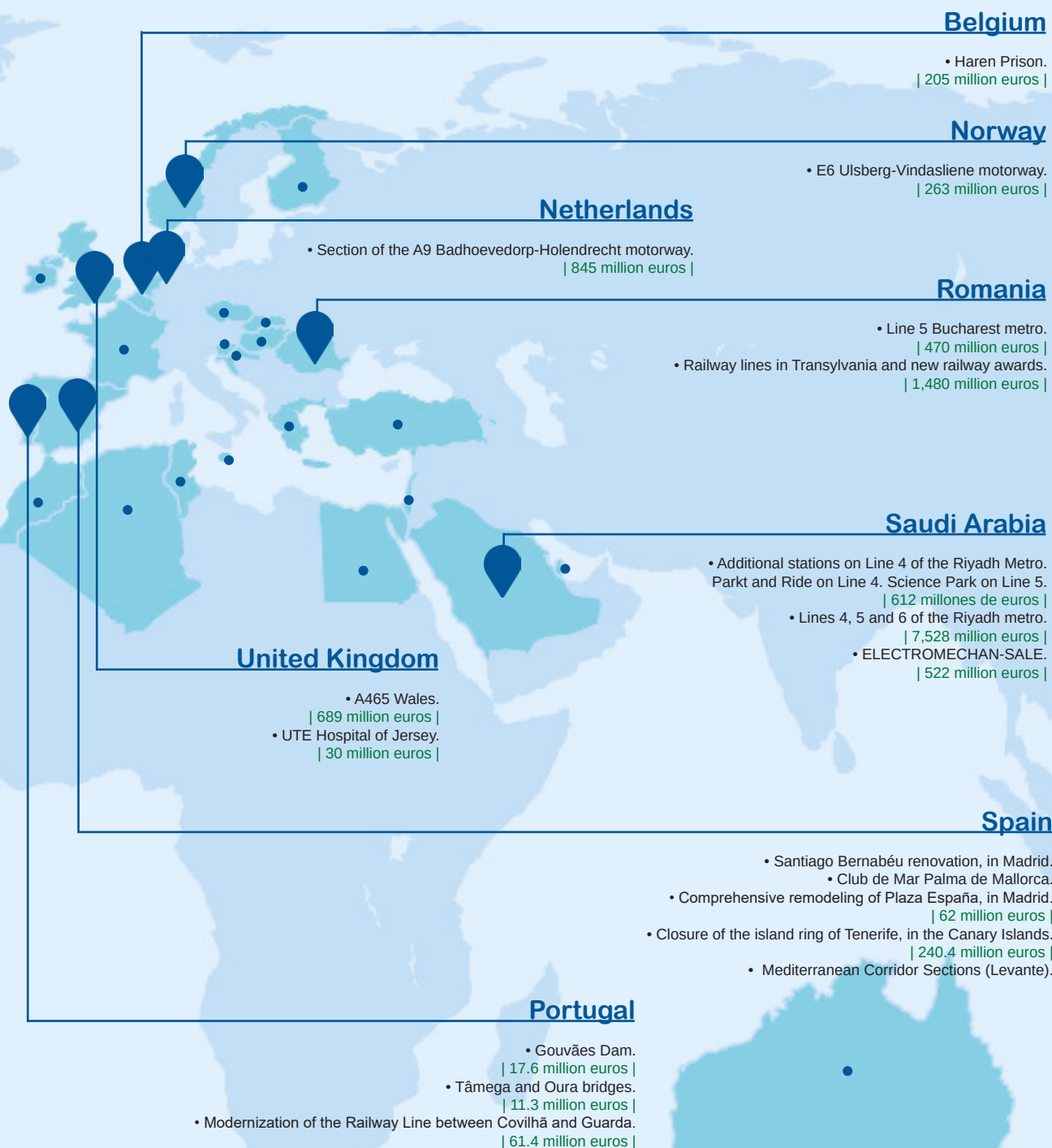
Peru

- Line 2 and branch of Line 4 of the Lima metro.
| 3.9 billion euros |

Chile

- Industrial bridge.
| 126 million euros |
- Mapocho Río Park.
| 56 million euros |

Discover more about our projects



Diversity

Corporate diversity is a value that ADDS to our company.

For FCC, **diversity** responds to the set of different talents that are necessary for the optimal functioning of our company, accepting, respecting and taking advantage of diverse perspectives through collaborative models, and that recognizes and defends the identity, uniqueness and dignity of all the people who comprise it. our interest groups.

We are committed to **equality** and respect between people and equal opportunities employment between men and women.

Furthermore, at FCC Construction, we are committed to fostering an inclusive environment and valuing the talent of people regardless of their identity, gender expression or sexual orientation, thus implementing zero tolerance for discrimination. For this reason, we are a company attached to REDI, (Business Network for LGBTI Diversity and Inclusion), the first cosystem of companies and professionals in Spain that works to promote safe and respectful work environments for all.

"We promote the creation of multidisciplinary teams made up of people with diverse profiles and with representation of all types of groups, genders, ages, abilities and talents"



RED EMPRESARIAL POR LA
DIVERSIDAD E INCLUSIÓN LGBTI



Learn about our diversity and inclusion program, as well as our plans and campaigns.

www.enpositivofcc.com



We are Sustainable



Pacto Mundial
Red Española

We integrate the SDGs into our activity and into our value creation model. The objective is to promote the socioeconomic growth of the local communities we serve with the buildings and infrastructure we build, while protecting the environment.

Adhering to the **United Nations Global Compact** since 2004, FCC Construction has established a series of commitments and good practices aligned with our strategy.

The **SUSTAINABILITY STRATEGY for 2050** is the central axis through which the company's commitment to achieving the Sustainable Development Goals set in the United Nations 2030 Agenda is materialized. FCC Construction is positioned as one of the leading companies in terms of sustainability within the sector, thanks to its ambition to pursue continuous improvement and promote innovation and sustainable development in all its projects.

The definition of goals and objectives for 2026, 2030 and 2050 mark the company's roadmap to address the current challenges and opportunities of the three dimensions of sustainability: Environmental, Social and Governance (ESG), as well as a dimension additional transversal to all, which helps to achieve the rest of the objectives.



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The annual **SUSTAINABILITY REPORTS** that we produce are another example of how, at FCC Construction, we continue to consolidate our position as a world leader in sustainability in the infrastructure sector.





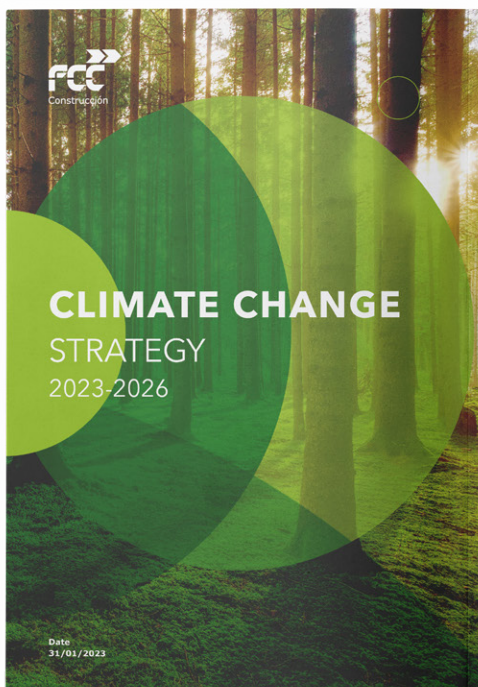
Climate change is one of the greatest challenges that society currently faces, and requires that all sectors be involved in the implementation of concrete measures to reduce Greenhouse Gas emissions.

Aware of the urgency of the matter, FCC Construction has developed its **CLIMATE CHANGE STRATEGY**, which is part of the Environmental Dimension of the Sustainability Strategy to 2050, to address the strategic line of Climate Action.

In the preparation process, an exhaustive study of the risks and opportunities of climate change has been carried out, as well as the economic repercussions that these may have on assets and investments, all under the recommendations of the Working Group on Disclosure. Climate-related Financial Reporting (TCFD).

Three strategic lines of action have been designed that cover actions and objectives, which are:

- Mitigation: Walking towards climate neutrality
- Adaptation: Solutions for climate resilience in construction
- Improved governance



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Since 2010, we have implemented a Greenhouse Gas (GHG) measurement protocol in construction, aimed at quantifying these emissions and eventually reducing them, which makes FCC Construction the 1st Spanish construction company to verify its GHG emissions report by AENOR, an accredited external company, has, since 2012, the “Verified CO2 Environment” Carbon Footprint certificate.

The measurement protocol was carried out in accordance with the requirements established in the ISO 14064-1 Standard and within the framework of the ENCORD sector reference, the first standard to receive the “Built on GHG” logo from GHG Protocol.

As a consequence of the application of this Protocol, Greenhouse Gas emissions reports are prepared, verified and published annually, which quantify the GHG emissions of FCC Construction's works and fixed centers.



Code of ethics and conduct



Code of Ethics and Conduct

Our values and ethical principles



The FCC **Code of Ethics and Conduct**, highest standard within the Group, establishes the guidelines of conduct that guide the actions and behavior of our professionals in ethical and social matters and environmental.

Includes issues related, among others, with corruption and bribery. In addition to address issues such as human rights, development of human capital, security and health in the work environment and respect for the environment atmosphere.

It is applicable in all the countries in which we operate and affects all employees, managers, suppliers and contractors who collaborate with FCC.

Furthermore, the Code of Ethics enhances culture corporate of the organization, to the extent in that it has been formulated for the purpose of unify and reinforce their identity, culture and patterns of conduct.

The Management System under ISO standard 45001 has been implemented in the countries where the company is present. At the national level the Management System of **Safety and Health** is located perfectly implemented under Certification ISO 45001 in the construction area.

This Management System is born from the Policy of FCC Construcción, and compliance of legal requirements at national level and international, and in any case with the most demanding international standards.

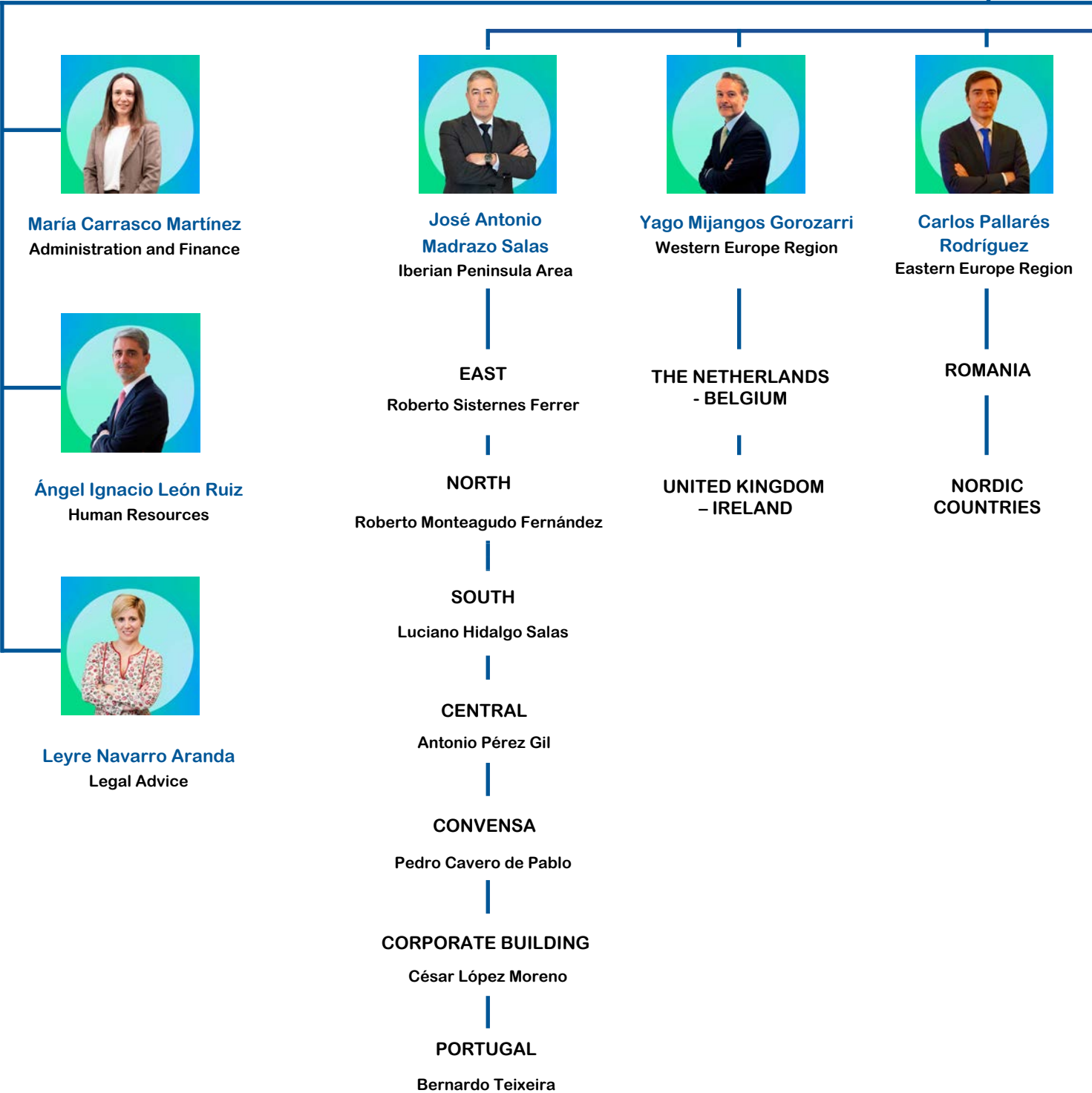
Consult the **FCC Construction Policy** here:



Organization



Pablo Colio Abril
FCC Construcción
Managing Direction





**Manuel A. Olivares
Blázquez**
America Area



Yago Mijangos Gorozarri
Middle East and Australia
Region



**José Antonio Madrazo
Salas**
Industrial Area



José Luis Sánchez
Technical Services

**CENTRAL AMERICA –
MEXICO – COLOMBIA**
Antonio Vivero del Hierro

RIYADH METRO

FCC IIE
Miguel Ángel Mayor Gamó

PERU - CHILE
Carlos Loscertales Fayren

AUSTRALIA
Spiros Tsakonas

MATINSA
Miguel Cañada Echániz

Manuel A. Olivares Blázquez
Bidding and Contracts

USA - CANADA
Enrique Marijuan Castro

MEGAPLAS
Sonia Santamaría Fraile
PREFABRICADOS DELTA
Juan Pablo Guerrero Pasquau



Business areas



North
America

A graphic for the North America business area. It features a white, rounded, teardrop-shaped container with a blue gradient. The text "North America" is centered in white. The container is surrounded by a blue line and several blue circles of varying sizes, creating a dynamic, orbital effect.



Latam

A graphic for the Latam business area. It features a white, rounded, teardrop-shaped container with a green gradient. The text "Latam" is centered in white. The container is surrounded by a green line and several green circles of varying sizes, creating a dynamic, orbital effect.



Middle
East

A graphic for the Middle East business area. It features a white, rounded, teardrop-shaped container with a blue gradient. The text "Middle East" is centered in white. The container is surrounded by a blue line and several blue circles of varying sizes, creating a dynamic, orbital effect.



Conc

A graphic for the Conc business area. It features a white, rounded, teardrop-shaped container with a green gradient. The text "Conc" is centered in white. The container is surrounded by a green line and several green circles of varying sizes, creating a dynamic, orbital effect.



Supporting services

HUMAN RESOURCES

Establishes the policies, strategies, standards and general bases for selecting, hiring, training, employing, developing and empowering the people of our organization.

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LEGAL ADVICE

Advises on all aspects of national and international law, and collaborates in the management and development of the company as well as defending its interests before Public Administrations and Courts of Justice.

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TECHNICAL SERVICES

It provides technical support to the works and bid studies and makes its specialist team available to the works for the development of special works, integrating into the construction teams.

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PURCHASES

Provides a purchasing service necessary for production that satisfies business needs and contributes to increasing FCC's negotiating capacity.

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An isometric illustration featuring a central staircase with five steps. Various business-related icons and characters are placed on the steps and surrounding platforms. At the top, a person sits on a sofa next to a potted plant. A person stands on a platform holding a camera. Another person stands on a higher platform holding a megaphone. On the left, a person stands next to a large calculator and a stack of gold coins. Below that, a person walks up a step. At the bottom left, two people are seated at a desk with a laptop. On the right, a person walks up a step. Further up, a person stands next to a large laptop displaying a world map. At the top right, a person stands next to a balance scale. The background is white with blue lines connecting the text blocks to the relevant parts of the illustration.

COMMUNICATION AND MARKETING

Join all related functions with external, internal communication and corporate marketing of the area of FCC infrastructures, in the field national and international.

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ADMINISTRATION AND FINANCE

Directs the administrative management that includes general accounting, economic, fiscal control, budgets and administrative procedures, along with logistical support and infrastructure necessary for development of the activities of the organization.

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COMPLIANCE DEPARTMENT

Advises the company and its employees to conduct their business in accordance with laws, regulations, standards and ethical practices that are applicable in the industry.

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BIDDING AND CONTRACTS

Analyze the countries and the way of implementation or development, as well as, look for opportunities and partners and projects in the countries of implementation, in addition to collaborating with countries in the promotion and maintenance of institutional relations.

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Your day to day

Here you have a selection of everything that may be most useful to you in your daily life at FCC Construcción.

Do you have a meeting?

Reserve your room in the company's corporate buildings.



Do you need to organize a trip?

Access the Travel Portal where you can organize and manage your trips, as well as learn about the regulations and policies.



FCC Campus

A channel for continuous and agile learning that meets the training needs linked to the business (Upskilling) and allows the development of new capabilities that will be demanded in the positions of the future (Reskilling).





Servicedesk Incidents

User Service to make queries, requests and requests for the IT services catalogue, communicate incidents and complaints related to the company's information systems (email, Internet browsing, access to the ONE Intranet, SAP, password management , etc).

Internal mobility

Check the available job offers. Enter and select the area that interests you most to see the job offers and submit your application.



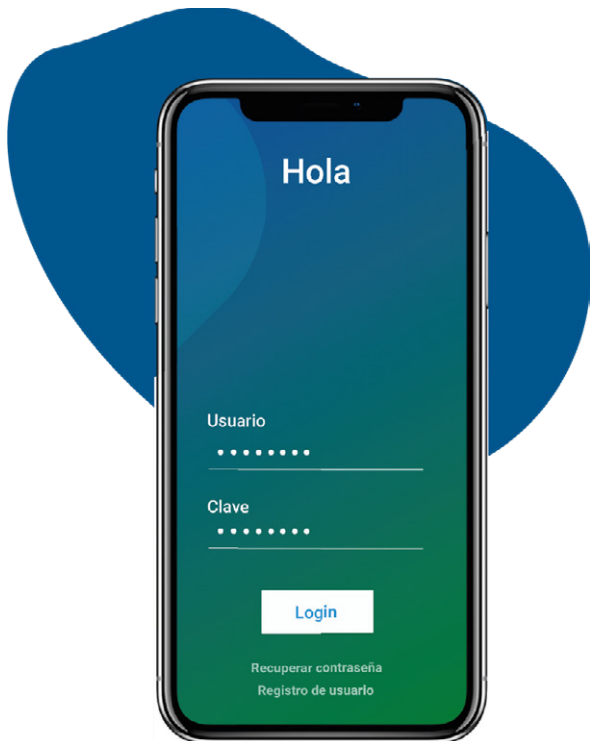
Employee portal

Access your portal, where you can find information such as your personal data, payroll, vacation request, offers for employees, RETFLEX,...

Ethical Channel

Tool that allows you to confidentially communicate those potentially irregular activities and behaviors that may involve a breach of the Workplace, Sexual and Gender-Based Harassment Protocol, the Code of Ethics and Conduct and/or the possible commission of a criminal offense.





Download the app, FCC360

Download FCC360

for Android



Download FCC360

for iOS



From this channel, you can download your online payroll, your personal income tax certificate and sign in with a single click, and make many other queries such as vacation requests and management or room reservations.

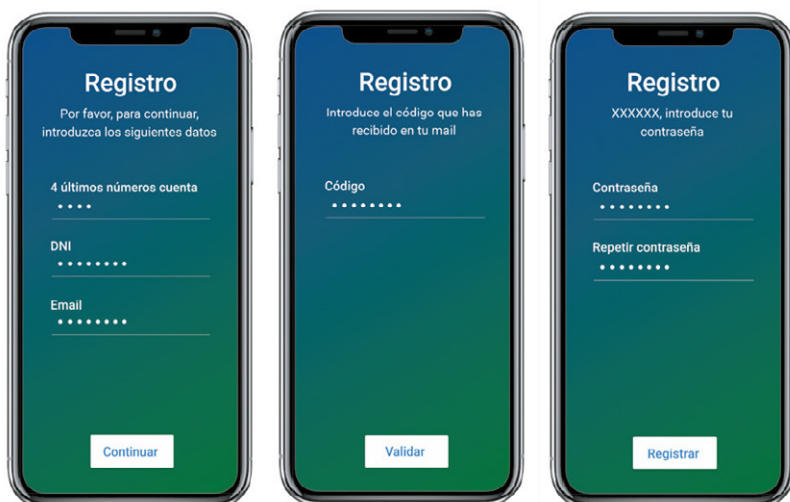
In addition, keeping up to date with current events, internal communication campaigns, employee contests and various sports and healthy activities promoted by the company.

Once you have downloaded the app:

1. If you have a corporate account, you can access it with the usual credentials with which you access your PC.

2. If you do not have a corporate account, to register you will need your ID, the last four digits of the main account where you collect your payroll and your personal email address. Registration is very simple, you simply have to follow the following steps.

In case of incident, you can contact [ServiceDesk](#).



Get to know us more...



Browse the **Somos FCC** magazine and discover the latest news from the FCC Group.

You will find reports, interviews of interest, diversity, projects, awards and recognitions for the people who are part of the company.

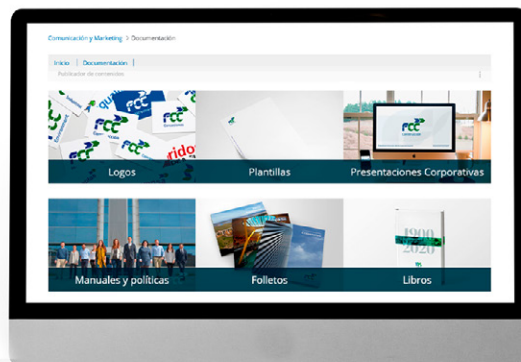
digiCON

Digital Construction Portal

Discover **digiCON**, a pioneering and innovative **Digital Construction portal** involved in the company's digital transformation.

A platform for access to technology and knowledge that is being developed in different areas of the company.

Access the **Documentation** section of the **Communication and Marketing Department**, where corporate presentations, logos, manuals, magazines, catalogs and other corporate materials will be at your disposal... which you often need to carry out your daily life.



FCC Group

Infrastructures

Concrete

Water

fcc.es

|

fccco.com

|

fccindustrial.com

|

valderrivas.es

|

aqualia.com

|

fccamb.com



Environment

[ito.es](#) | [fccma.com](#) | [fccenvironment.co.uk](#) | [fccenvironmental.com](#) | [fccgroup.eu](#)



egaplas»

Convensa»



Prefabricados

Delta