

GRI-G4 Content Index

General Standard Disclosure, DMA and Indicators	Page Number (or Link) Page numbers refer to the paragraph that includes information required by the indicator	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance page 53	UNGC/OECD reference
GENERAL STANDARD DISCLOSURES						
STRATEGY AND ANALYSIS						
G4-1	p. 3	Not applicable	Not applicable	Not applicable	✓	
G4-2	p. 46	Not applicable	Not applicable	Not applicable	✓	
ORGANIZATIONAL PROFILE						
G4-3	Salini Impregilo S.p.A.	Not applicable	Not applicable	Not applicable	✓	
G4-4	p. 5	Not applicable	Not applicable	Not applicable	✓	
G4-5	Milan, Italy	Not applicable	Not applicable	Not applicable	✓	
G4-6	p. 6 (countries where the organisation operates), p. 52 (list of significant operations covered in the report)	Not applicable	Not applicable	Not applicable	✓	
G4-7	Salini Impregilo S.p.A. is a joint-stock company, with shares listed on the Italian Stock Exchange, subject to direction and coordination of Salini Costruttori S.p.A..	Not applicable	Not applicable	Not applicable	✓	
G4-8	p. 5 (geographic breakdown and sectors served). Salini Impregilo works with a diverse range of clients: mainly public bodies, local administrations and large public service companies, as well as major private companies and industrial organisations.	Not applicable	Not applicable	Not applicable	✓	
G4-9	p. 6. For total capitalization broken down in terms of debt and equity please refer to the 2014 Consolidated Income Statements, p. 170 (http://www.salini-impregilo.com/en/investor-relations/results/financial-reports.html)	Not applicable	Not applicable	Not applicable	✓	
G4-10	p. 47. With respect to the employment contracts, at headquarters 96% of personnel had permanent contracts, while the remaining 4% had temporary ones. At operating sites 100% of employees had permanent contracts, even though their contracts are linked to the completion of projects for which they were hired. With respect to employment types, at headquarters 98% of personnel had full-time contracts, while 2% had part-time ones. At operating sites all personnel had full-time contracts.	Not applicable	Not applicable	Not applicable	✓	UNGC
G4-11	All personnel have contractual recourse to a form of collective agreement. 79% of direct workforce is covered by site-specific collective agreements.	Not applicable	Not applicable	Not applicable	✓	OECD/UNGC
G4-12	p. 19	Not applicable	Not applicable	Not applicable	✓	
G4-13	For these information please refer to the 2014 Corporate Governance Report (http://www.salini-impregilo.com/en/governance/corporate-governance-report.html)	Not applicable	Not applicable	Not applicable	✓	
G4-14	p. 32	Not applicable	Not applicable	Not applicable	✓	
G4-15	p. 9 (UN Global Compact)	Not applicable	Not applicable	Not applicable	✓	
G4-16	The Group participates to the following associations: Assonime, IGI-Istituto Grandi Infrastrutture, Assafrica e Mediterraneo, Aspen Institute Italia.	Not applicable	Not applicable	Not applicable	✓	
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES						
G4-17	For the list of entities included in the 2014 Consolidated Income Statements please refer to that document, p. 318 (http://www.salini-impregilo.com/en/investor-relations/results/financial-reports.html). For the entities covered by this report please refer to p. 52	Not applicable	Not applicable	Not applicable	✓	

G4-18	p. 45 (process for defining the report content), p. 50 (aspect boundaries)	Not applicable	Not applicable	Not applicable	✓	
G4-19	p. 46 (Salini Impregilo priority topics), p. 50 (related GRI G4 material issues)	Not applicable	Not applicable	Not applicable	✓	
G4-20	p. 50	Not applicable	Not applicable	Not applicable	✓	
G4-21	p. 50	Not applicable	Not applicable	Not applicable	✓	
G4-22	p. 52	Not applicable	Not applicable	Not applicable	✓	
G4-23	p. 52	Not applicable	Not applicable	Not applicable	✓	
STAKEHOLDER ENGAGEMENT						
G4-24	p. 14	Not applicable	Not applicable	Not applicable	✓	
G4-25	p. 13	Not applicable	Not applicable	Not applicable	✓	
G4-26	p. 14	Not applicable	Not applicable	Not applicable	✓	
G4-27	p. 13, 14	Not applicable	Not applicable	Not applicable	✓	
REPORT PROFILE						
G4-28	2014 calendar year	Not applicable	Not applicable	Not applicable	✓	
G4-29	July 2014	Not applicable	Not applicable	Not applicable	✓	
G4-30	Annual	Not applicable	Not applicable	Not applicable	✓	
G4-31	sustainability@salini-impregilo.com	Not applicable	Not applicable	Not applicable	✓	
G4-32	Salini Impregilo has chosen the "Comprehensive" option for this report. p. 55 (GRI Content Index). p. 56 (external assurance report)	Not applicable	Not applicable	Not applicable	✓	
G4-33	p. 51	Not applicable	Not applicable	Not applicable	✓	
GOVERNANCE						
G4-34	p. 10	Not applicable	Not applicable	Not applicable	✓	
G4-35	p. 9 (Integrating sustainability into business)				✓	
G4-36	For HSE, compliance and anti-corruption issues executive positions have been appointed. They periodically report to the Board of Directors and/or its committees.				✓	
G4-37	The Integrity Board, in charge of supervising the application of the Code of Ethics, collects information through the surveillance activities carried out by the Compliance department, as well as recommendations and grievances directly received by internal and external stakeholders, periodically informing the Board of Directors.				✓	
G4-38	p. 10. For more information please refer to our website (http://www.salini-impregilo.com/en/governance/board-committees/board-of-directors.html)				✓	
G4-39	The Chair of the Board of Directors is not executive.				✓	
G4-40	p. 10. For more information please refer to the 2014 Corporate Governance Report, p. 22					
G4-41	(http://www.salini-impregilo.com/en/governance/corporate-governance-report.html)					
G4-42	Mission statements, strategies, policies and goals are approved by the Board of Directors, usually based on proposals of the Top management.					
G4-43	p. 16					
G4-44	Refer to the Report on Remuneration Policy (http://www.salini-impregilo.com/en/governance/corporate-governance-report.html)				✓	
G4-45	Risks management activities are supervised by the Control and Risk Committee, which periodically reports to the Board of Directors. For more information, refer to the 2014 Corporate Governance Report, p. 30 (http://www.salini-impregilo.com/en/governance/corporate-governance-report.html)					
G4-46						
G4-47						

G4-48	The sustainability report is reviewed and approved by the CEO, and presented to the Board of Directors. Material Aspect coverage is checked by the senior management, as explained at p. 45.				✓	
G4-49	See G4-37 and G4-50.				✓	
G4-50	Potential critical concerns are periodically communicated to the Board of Directors by the Integrity Board. Significant ones are reported in the 2014 Consolidated Income Statements, p. 106 (http://www.salini-impregilo.com/en/investor-relations/results/financial-reports.html).				✓	
G4-51	Refer to the Report on Remuneration Policy (http://www.salini-impregilo.com/en/governance/corporate-governance-report.html)				✓	
G4-52					✓	
G4-53					✓	
G4-54	In 2014 the ratio of the remunerations of the highest-paid employees to the median ones in the significant countries of operation were the following: 2.6 times in Denmark, 3.5 in Ethiopia, 12.4 in Italy, 4.3 in Nigeria, 2.5 in Qatar, 3.8 in Saudi Arabia and 3 in Venezuela.				✓	
G4-55	In 2014 the ratio of percentage increase or decrease in remunerations of the highest-paid employees to the median ones in the significant countries of operation were the following: -15% in Denmark, +17% in Ethiopia, +55% in Italy, -90% in Venezuela.				✓	
ETHICS AND INTEGRITY						
G4-56	p. 15	Not applicable	Not applicable	Not applicable	✓	
G4-57	p. 15				✓	
G4-58	p. 15				✓	
SPECIFIC STANDARD DISCLOSURES						
CATEGORY: ECONOMIC						
MATERIAL ASPECT: ECONOMIC PERFORMANCE						
G4-DMA	p. 45 (materiality analysis). Refer to the 2014 Consolidated Income Statements (http://www.salini-impregilo.com/en/investor-relations/results/financial-reports.html).					OECD
G4-EC1	p. 47				✓	
G4-EC2	p. 46				✓	
G4-EC3	Refer to the 2014 Consolidated Income Statements, p. 262, p. 238 (http://www.salini-impregilo.com/en/investor-relations/results/financial-reports.html).					
G4-EC4						
MATERIAL ASPECT: MARKET PRESENCE						
G4-DMA	p. 17, p. 45 (materiality analysis)				✓	
G4-EC5	p. 19. On average the entry level wages compared to local minimum ones are equal to +27% at African operations, +0.2% at Central and South American operations, +72% at North American operations, +1% at European operations and +5% at Middle East and Asian operations.				✓	
G4-EC6	p. 18. On average, the senior management hired from the local community is equal to 17% in Africa, 45% in Central and South America, 78% in North America, 79% in Europe, 20% in Middle East and Asia.				✓	
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS						
G4-DMA	p. 21, p. 45 (materiality analysis)				✓	
G4-EC7	p. 21				✓	
G4-EC8	p. 17 (job creation), p. 19 (local economies support), p. 21 (community support)				✓	
MATERIAL ASPECT: PROCUREMENT PRACTICES						
G4-DMA	p. 19, p. 45 (materiality analysis)				✓	
G4-EC9	p. 47				✓	
CATEGORY: ENVIRONMENTAL						
MATERIAL ASPECT: MATERIALS						
G4-DMA	p. 30 (challenges), p. 32 (environmental management), p. 45 (materiality analysis)				✓	OECD/UNGC

G4-EN1	p. 49				✓	
G4-EN2	p. 33				✓	
MATERIAL ASPECT: ENERGY						
G4-DMA	p. 33, p. 45 (materiality analysis)				✓	
G4-EN3	p. 49. Methodologies and conversion factors				✓	
G4-EN4	used are reported at the Methodological Note, p. 54				✓	
CRE1	-	Building energy intensity is not reported	The Standard Disclosure or part of the Standard Disclosure is not applicable	This Standard Disclosure is not applicable to Salini Impregilo because it operates only in the construction sector, while the indicator refers to real estate activities (i.e. management and occupation of buildings)		OECD/UNGC
G4-EN5	p. 11. The energy intensity ratio is calculated considering the total energy consumed both inside and outside the Group (numerator) and the operating revenues (denominator).				✓	
G4-EN6	p. 33. The energy source reduced is mainly diesel, while the total reduction was equal to 90,933 GJ.				✓	
G4-EN7	p. 33				✓	
MATERIAL ASPECT: WATER						
G4-DMA	p. 34, p. 45 (materiality analysis)				✓	
G4-EN8	p. 49				✓	
G4-EN9	Five water sources were significantly affected by the Group's withdrawal in the period, three of which were ground waters and two were rivers. None of them are located in protected areas, while one is used also by local communities and one is interested by endemic or protected species.				✓	
G4-EN10	p. 34				✓	
CRE2	-	Building water intensity is not reported	The Standard Disclosure or part of the Standard Disclosure is not applicable	This Standard Disclosure is not applicable to Salini Impregilo because it operates only in the construction sector, while the indicator refers to real estate activities (i.e. management and occupation of buildings)		OECD/UNGC
MATERIAL ASPECT: BIODIVERSITY						
G4-DMA	p. 35, p. 45 (materiality analysis)				✓	
G4-EN11	In 2014 the projects' areas managed were equal to 685.4 million m ² , 0.2% of whom is located inside protected areas, 2.2% is adjacent to protected areas and the remaining 97.5% is not interested by protected areas.				✓	
G4-EN12	p. 35				✓	
G4-EN13	p. 35				✓	
G4-EN14	23% of the sites included in the report are interested by the presence of endemic and protected species. In managing our operations at these sites, we take care of 48 species included into the IUCN red list and 17 species included in other national or international conservation lists.				✓	
MATERIAL ASPECT: EMISSIONS						
G4-DMA	p. 33, p. 45 (materiality analysis)				✓	
G4-EN15	p. 49. Methodologies and emission factors used are reported at the Methodological Note, p. 55.				✓	
G4-EN16					✓	
G4-EN17					✓	
					✓	

CRE3	-	Greenhouse gas emissions intensity from buildings is not reported	The Standard Disclosure or part of the Standard Disclosure is not applicable	This Standard Disclosure is not applicable to Salini Impregilo because it operates only in the construction sector, while the indicator refers to real estate activities (i.e. management and occupation of buildings)		OECD/UNGC
CRE4	p. 11. GHG emission intensity ratio is calculated considering the total GHG emission deriving from fuels, electricity and subcontractors' activities (Scope 1, 2 and part of 3 - numerator) and the operating revenues (denominator).				✓	
G4-EN18					✓	
G4-EN19	p. 33				✓	
G4-EN20	-	Emissions of ozone-depleting substances (ODS) are not reported	The Standard Disclosure or part of the Standard Disclosure is not applicable	This Standard Disclosure is not applicable to Salini Impregilo because it does not use ODS in its main processes, but only for ancillary services (not material) such as some cooling systems at offices and accommodations.	✓	
G4-EN21	p. 49. Air emissions are calculated based on the diesel consumptions for electricity generation and the specific emission factors of the generators mainly used at our sites.				✓	
MATERIAL ASPECT: EFFLUENTS AND WASTE						
G4-DMA	p. 34, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-EN22	In 2014 were discharged 23.8 million m ³ of wastewater, 52% of which were sent to rivers, 39% to lakes, 6% to soil/subsoil and 3% in sewage systems.				✓	
G4-EN23	p. 49				✓	
G4-EN24	In 2014 we recorded just one limited spill (1 m ³ of oil spilled) affecting the soil on a motorway project in Tunisia.				✓	
G4-EN25	16 tonnes of hazardous waste were shipped internationally in 2014, 15 tonnes of them departed from Namibia and 1 tonne from Greece.				✓	
G4-EN26	Two water sources were significantly affected by the Group's discharges in the period, one of which was a river and one was sea. None of them are located in protected areas, are used by local communities or are interested by endemic or protected species.				✓	
CRE5	In 2014 we remediated 3,438 m ³ of land, assessed for remediation 541 m ³ (not yet remediated) and identified 38 m ³ of land potentially contaminated (not yet assessed).				✓	
MATERIAL ASPECT: COMPLIANCE						
G4-DMA	p. 32, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-EN29	In 2014 we received 38 non-monetary sanctions for environmental matters and 12,000 € of fines.				✓	
MATERIAL ASPECT: TRANSPORT						
G4-DMA	p. 33, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-EN30	p. 33. GHG emissions from transport were equal to 468,026 tonnes of CO ₂ eq., of which 278,402 tonnes were from direct fleets (Scope 1) and 189,624 tonnes from sub-contractors' fleets, business travel and goods shipping (Scope 3).				✓	
MATERIAL ASPECT: OVERALL						
G4-DMA	p. 32, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-EN31	p. 49				✓	

MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT							
G4-DMA	p. 32, p. 45 (materiality analysis)					✓	OECD/UNGC
G4-EN32	20% of the new suppliers were screened against environmental criteria.					✓	
G4-EN33	In the period 5% of subcontractors monitored for environmental issues received non-conformities and related improvement programmes, while 1% of contracts were terminated. Apart from impacts deriving from sub-contractors, other less significant environmental impacts result from the production of the cement we purchase. We do not have any opportunities to intervene, due to its manufacturing process.					✓	
MATERIAL ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS							
G4-DMA	p. 32, p. 45 (materiality analysis)						OECD/UNGC
G4-EN34	41 environmental grievances were addressed in the period, 32 of which were resolved in the year. In addition, 6 grievances received in previous years were resolved in 2014.					✓	
CATEGORY: SOCIAL							
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK							
MATERIAL ASPECT: EMPLOYMENT							
G4-DMA	p. 24, p. 45 (materiality analysis)					✓	
G4-LA1	At Salini Impregilo turnover rates are material only at headquarters, as at operating sites people vary during the year according to the projects' stages. At headquarters 35 new employees were hired in 2014 (6% of total employees), of which 12 were under 30 years old, 16 between 30 and 50 years old and 7 over 50 years old (11 women and 24 men). In the period 27 employees left the company (5% of total employees), of which 4 were under 30 years old, 14 between 30 and 50 years old and 9 over 50 years old (5 women and 22 men).					✓	
G4-LA2	At Salini Impregilo part-time and temporary employees are present only at headquarters; they receive the same benefits as full-time and permanent employees.					✓	
G4-LA3	Since personnel at operating sites are almost exclusively men, parental leave is material only at headquarters. All personnel at headquarters are entitled to parental leave (589 employees, of which 205 are women and 384 men). Of these, four women took parental leave in 2014, three women returned to work after parental leave ended and six women were still employed twelve months after their return to work.					✓	
MATERIAL ASPECT: LABOUR/MANAGEMENT RELATIONS							
G4-DMA	p. 40, p. 45 (materiality analysis)						UNGC
G4-LA4	The minimum notice period for communicating significant changes in Salini Impregilo's activities is a legally fixed period, recognised in the collective contracts and local laws of reference. It varies from two to 32 weeks for managers, from one to 12 for staff and workers.					✓	
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY							
G4-DMA	p. 26, p. 45 (materiality analysis)					✓	OECD
G4-LA5	88% of direct employees are represented in formal joint management-worker health and safety or HSE committees.					✓	
G4-LA6	p. 26, 48. In 2014 the main types of injuries occurred were contusions, wounds and pricks. The main body parts affected were hands, head and trunk. The main agents that caused injuries were equipment, materials and other substances. Despite rigorous risk analyses and management procedures, in the period ten fatalities occurred. The absentee rate was equal to 0.8% (0.9% in Africa, 1% in South America, 0.2% in North America, 0.8% in Europe and 0.3% in Middle East and Asia). The Occupational disease rate was equal to 0.01.					✓	
CRE6	The organisation operates an internally and externally verified health and safety management system compliant with OHSAS 18001 standard.					✓	

G4-LA7	Activities carried out by Salini Impregilo expose personnel to the common health risks present in the construction industry, namely back pain and musculoskeletal disorders, deafness and diseases related to breathing apparatus.				✓	
G4-LA8	The International Framework Agreement with the Italian and International Construction Unions signed in 2014 cover also health and safety for the entire workforce worldwide. In addition, 50% of direct workforce is also covered by site-specific H&S agreements with local unions. They cover issues such as personal protective equipment and training (88% of them), complaint mechanisms and the right to refuse unsafe work (82% of them), periodic inspection (41% of them), KPIs (12% of them).				✓	
MATERIAL ASPECT: TRAINING AND EDUCATION						
G4-DMA	p. 25, p. 45 (materiality analysis)				✓	OECD
G4-LA9	p. 48. Since personnel at operating sites are almost exclusively men, the breakdown of training hours by gender is not material.				✓	
G4-LA10	p. 18, 25				✓	
G4-LA11	In the period the personnel operating at the headquarters did not received a performance evaluation, as it has been postponed at the first half-year 2015.				✓	OECD
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY						
G4-DMA	p. 24, p. 45 (materiality analysis)					
G4-LA12	p. 11 (composition of Governance bodies). For further information please refer to the 2014 Corporate Governance Report, section 4.2 (http://www.salini-impregilo.com/en/governance/corporate-governance-report.html). p. 48 (breakdown of employees)				✓	
MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN						
G4-DMA	p. 24, p. 45 (materiality analysis)					
G4-LA13	In 2014 at headquarters the ratio of remunerations of women to men were equal to 75% for managers and 81% for staff. No workers were employed at headquarters.				✓	
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES						
G4-DMA	p. 20, p. 45 (materiality analysis)				✓	
G4-LA14	37% of new suppliers were screened against labour practices and human rights criteria (health and safety mainly).				✓	
G4-LA15	In the period, 3% of subcontractors monitored for labour practices and human rights issues received non-conformities and related improvement programmes, while 0.2% of contracts were terminated.				✓	
MATERIAL ASPECT: LABOUR PRACTICES GRIEVANCE MECHANISMS						
G4-DMA	p. 18, p. 45 (materiality analysis)					OECD
G4-LA16	230 labour practice and human rights (including health and safety) grievances were addressed in the period, 191 of which were resolved in the year. In addition, 27 grievances received in previous years were resolved in 2014.				✓	
SUB-CATEGORY: HUMAN RIGHTS						
MATERIAL ASPECT: INVESTMENT						
G4-DMA	p. 18, 40, p. 45 (materiality analysis)				✓	
G4-HR1	At Salini Impregilo, significant contracts with sub-contractors include human rights clauses. We require our sub-contractors to respect the same standards we apply to our direct workforce, through special clauses included in their contracts.				✓	
G4-HR2	The entire workforce receives induction training on ethics at hiring, including human rights. In 2014, about 11,700 training hours were provided to the workforce on these issues.				✓	
MATERIAL ASPECT: NON-DISCRIMINATION						
G4-DMA	p. 18, 40, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-HR3	In 2014, we reported three cases of harassment, that was investigated and resolved in the period.				✓	

MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
G4-DMA	p. 18, 40, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-HR4	There are two countries of operation (Qatar and Saudi Arabia) where freedom of association and collective bargaining rights are restricted by local laws and no alternative legal means to consult and engage personnel exist. In these circumstances, we adopt an approach aimed at allowing employees to feel free to contact HR representatives for any problem, query or questions.					
MATERIAL ASPECT: CHILD LABOUR						
G4-DMA	p. 18, 40, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-HR5	We do not have any risk factors regarding child labour because, worldwide – and regardless of local rules on minimum working age – we only hire personnel over the age of eighteen years.				✓	
MATERIAL ASPECT: FORCED OR COMPULSORY LABOUR						
G4-DMA	p. 40, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-HR6	We do not use forced or compulsory labour in our operations and require all our sub-contractors to apply the same rule.				✓	
MATERIAL ASPECT: SECURITY PRACTICES						
G4-DMA	p. 28, p. 45 (materiality analysis)				✓	
G4-HR7	p. 28. All our internal security personnel receive an induction training on ethics (including human rights) at hiring, while training for security personnel provided by local authorities and external providers is the responsibility of their employers. However, our security managers strictly collaborate with them to arrange procedures and practices to be applied on site.					
MATERIAL ASPECT: INDIGENOUS RIGHTS						
G4-DMA	p. 21, p. 45 (materiality analysis)				✓	
G4-HR8	No incidents of violations involving the rights of indigenous peoples were reported in the period.				✓	
MATERIAL ASPECT: ASSESSMENT						
G4-DMA	p. 40, p. 45 (materiality analysis)				✓	
G4-HR9	All the operating sites covered by this report carried out a human rights impact assessment in the period.				✓	
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT						
G4-DMA	p. 40, p. 45 (materiality analysis)				✓	
G4-HR10	37% of new suppliers were screened against labour practices and human rights criteria (health and safety mainly).				✓	
G4-HR11	In the period, 3% of subcontractors monitored for labour practices and human rights issues received non-conformities and related improvement programmes, while 0.2% of contracts were terminated.				✓	
MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS						
G4-DMA	p. 40, p. 45 (materiality analysis)					
G4-HR12	230 labour practice and human rights (including health and safety) grievances were addressed in the period, 191 of which were resolved in the year. In addition, 27 grievances received in previous years were resolved in 2014.				✓	
SUB-CATEGORY: SOCIETY						
MATERIAL ASPECT: LOCAL COMMUNITIES						
G4-DMA	p. 21, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-SO1	In carrying out our operations, we take care of our local communities, being committed to minimizing any adverse impacts on them. For 38% of our projects social impact assessments is part of contractual requirements. Moreover, 45% of our projects have local community grievance systems in place, 31% of them have community consultation processes in place, 24% have formalised stakeholder engagement plans and 17% have community development programmes in place.				✓	

G4-SO2	Our main impacts on local communities are related to noise, dust and traffic, use of natural resources potentially used also by communities (e.g. water) and land degradation during the work activities.				✓	
CRE7	At five of our operating sites, there were displacement plans in place and at two of them (Italy and Malaysia) Salini Impregilo was involved in some activities. In Italy we rented some accommodations to house people during a temporarily expropriation. In Malaysia, as per contract, we realized three new villages aimed at housing resettled people. At the other three sites (Denmark, Zimbabwe and Ukraine) all resettlement activities were carried out directly by clients and local authorities. For this reason, the Company does not know the total number of people displaced and/or resettled.				✓	
MATERIAL ASPECT: ANTI-CORRUPTION						
G4-DMA	p. 15, p. 45 (materiality analysis)				✓	OECD/UNGC
G4-SO3	p. 15				✓	
G4-SO4	p. 15				✓	
G4-SO5	No confirmed incidents of corruption occurred in the reporting period.				✓	
MATERIAL ASPECT: PUBLIC POLICY						
G4-DMA	p. 45 (materiality analysis). As stated in our Code of Ethics, the Group makes no direct or indirect contributions to political parties, movements, committees, trade union or political organisations, or to their representatives.				✓	OECD/UNGC
G4-SO6	The Code of Ethics approved by the Board of Directors on 14 May 2014 provides for the prohibition of any contributions towards political parties and union organisations, both direct and indirect.				✓	
MATERIAL ASPECT: ANTI-COMPETITIVE BEHAVIOUR						
G4-DMA	p. 15, p. 45 (materiality analysis)					OECD
G4-SO7	Refer to the 2014 Consolidated Income Statements, p. 106 (http://www.salini-impregilo.com/en/investor-relations/results/financial-reports.html)				✓	
MATERIAL ASPECT: COMPLIANCE						
G4-DMA	p. 15, p. 45 (materiality analysis)					OECD
G4-SO8	In the period the Group received fines for non-compliance with laws and regulations for a total amount of 315,729 euro.				✓	
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY						
G4-DMA	p. 19, p. 45 (materiality analysis)				✓	OECD
G4-SO9	All our sites screen new suppliers with reference to their reputation and business solidity. In addition, according to the risk analyses performed, 19% of new suppliers were also specifically screened about potential presence in black lists.				✓	
G4-SO10	All suppliers are subject to assessments for impacts on society during the qualification process. Our main potential impacts in the supply chain derive from our sub-contractors. For this reason, they are subject to the same rules applied worldwide to our direct workforce and activities. In the period, no suppliers were identified as not compliant with rules on society; so, no improvements have been agreed nor terminations of agreements occurred.				✓	
MATERIAL ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY						
G4-DMA	p. 14, p. 45 (materiality analysis)					OECD
G4-SO11	731 grievances about potential impacts on society were addressed in the period, 439 of which were resolved in the year. In addition, 99 grievances received in previous years were resolved in 2014.				✓	
SUB-CATEGORY: PRODUCT RESPONSIBILITY						
MATERIAL ASPECT: COMPLIANCE						
G4-DMA	p. 15, p. 45 (materiality analysis)					
G4-PR9	In the period the Group did not receive any significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.				✓	