



MARCH 2023



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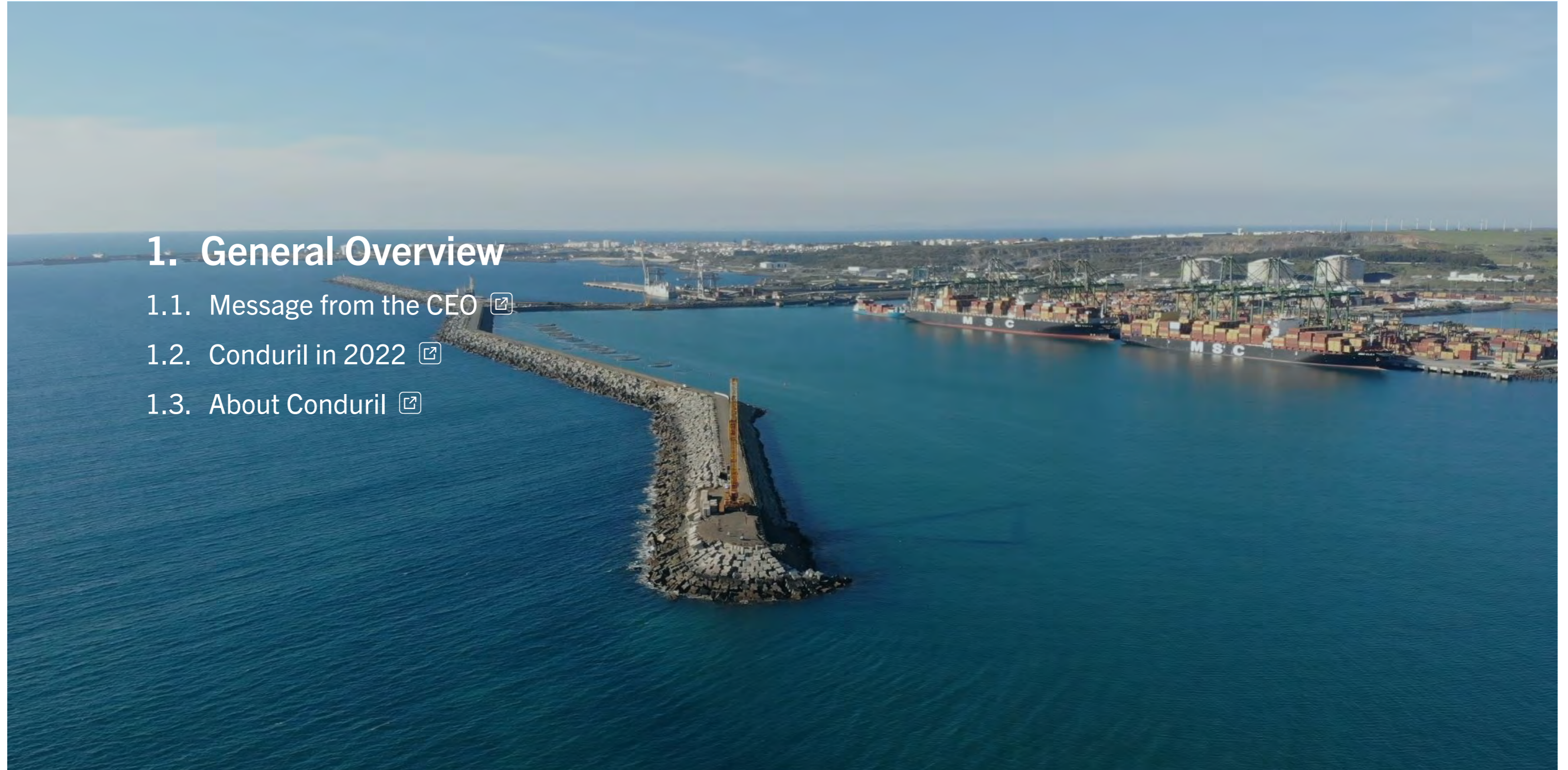
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# 1. General Overview

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# 1. General overview

## 1.1. Message from the CEO

Dear Stakeholders,

Throughout its history, Conduril has strived to outline its journey through sustainability paths and contribute to the development and well-being of its employees, as well as of the local communities in the geographical areas in which it operates.

The creation of the Conduril Pension Fund for all employees in 1989, the creation of the Conduril Academy in Angola, in 2009, and then in Mozambique in 2016, which are fully funded by the company, aiming to provide vocational training and eradicate illiteracy among our employees, as well as to grant higher education scholarships to the children of our employees, are some of the examples regarding social responsibility which Conduril undertook over time.

The respect for human rights and local customs, and the way our employees and management act in accordance with ethics and compliance principles, are established in the Code of Business Conduct since 2014.

Compliance with environmental standards and the commitment to environmental improvement is visible through the environmental certification, according to the NP EN ISO 14001 standard, since 2012.

Being fully committed to contribute to sustainable development, in 2022, Conduril established its Corporate Social Responsibility Policy and integrated, in its business strategy, the Sustainable Development Goals (SDGs), which are in line with those determined by the United Nations.

From the 17 SDGs of the United Nations, Conduril identified the 7 that better suit its culture and activity:

- Good health and well-being
- Quality education
- Gender equality
- Decent work and economic growth
- Industry, innovation and infrastructure
- Responsible consumption and production
- Partnerships for the goals

In 2022, Conduril created a sustainability committee, which aims to define the sustainability strategy to be implemented and ensure its fulfilment.

At the beginning of 2023, health insurance was granted to every employee, as well as life insurance.

Only by acting sustainably and focusing on our values, can we continue our existence and build a better world!

**Benedita Amorim Martins**  
Chief Executive Officer



CONDURIL, SA

## 1.2. Conduril in 2022

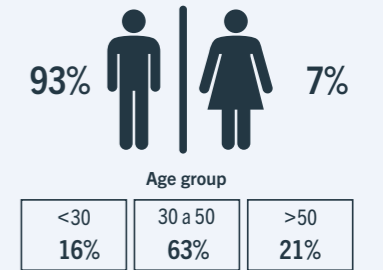
Turnover

<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>€123M</b>	<b>€156M</b>	<b>€218M</b>

**92,5%**  
of spending on local suppliers

**2 974**  
employees in 2 continents, 6 countries

% of employees by gender in 2022



**19 993**

993 training hours on Occupational Health and Safety

**34 434**

total training hours

Scholarships awarded by Conduril – BECES programme

**Angola: 15**  
**Mozambique: 11**



Support for the “Medicina Mais Perto” (closer medicine) project in Mozambique

Awareness campaign on HIV/AIDS, family planning, pregnancy and post-partum, malaria, among other diseases and health-related issues

**47 852 985 ton**  
of materials used

**486 470 GJ**  
of consumed energy

**30 371 ton CO<sub>2</sub>e**  
emitted (scope 1 and 2)

**458 ML**  
of withdrawn water

**18 108 ton**  
of generated waste

**96%**  
allocated to reuse and recycling operations, as well as other recovery operations

February 2023



Conduril joins the BCSD Portugal network on the journey towards a sustainable transition

## 1.3. About Conduril

### More than 60 years of history

Conduril - Engenharia, S.A. (name adopted in 2011) has more than 60 years of experience in Civil Engineering Works, meeting the highest quality standards and specifications, seeking the complete satisfaction of each client, promoting trust and loyal relationships with every stakeholder.

Conduril was founded in 1959 as a private limited company. In 1970 it was acquired by the current shareholders of which would determine its destiny until the present day. In 1976, they deliberated to transform it into a public limited company. In 1990, its shares are admitted to trading at the Stock Exchange in Porto and Lisbon. Currently, Conduril is a publicly traded company in a non-regulated market.

### From Portugal to the world

Its head office is located in Ermesinde, in the north of Portugal. Conduril develops its activities and civil engineering works in all the national territory. Since 1990, the company expanded its operations outside the Portuguese borders, in several African countries and in Spain.

Start dates of operations across national borders	
Angola (continuously)	1990
Mozambique	1997
Morocco *	2004
Botswana *	2008
Spain *	2010
Cape Verde *	2011
Senegal *	2013
Zambia	2013
Malawi	2014
Gabon	2015
Zimbabwe *	2019

\* Countries without activity in 2022



# Important milestones

More than 60 years of history

**1959 — 1970 — 1974 — 1976 — 1990 — 2011 — 2019**

Foundation of Conduril – Construtora Duriense, Lda.

Acquisition by the current shareholders

Creation of the LCC – Conduril’s Central Laboratory

Transformation in a company limited by shares (S.A.R.L.)

Expansion to foreign markets and admission to trading at the Stock Exchange

Change of the legal name to “Conduril - Engenharia, S.A.”

Consolidation of Conduril’s governance practices



# Distinctions

Since 1993 Conduril has been publicly recognised with several distinctions, at a nationally and internationally level, as a result of a vast consolidated experience due to a work and daily dedication of its collaborators in all geographies.

<b>1993</b>	9th best Portuguese company among companies of all industries – Best Company Award, Diário de Notícias (newspaper)
<b>2008</b>	Best Company in the Construction Sector, Exame magazine
<b>2009</b>	Company of the Year and Best Company in the Construction Sector, Exame magazine
<b>2010</b>	Best Company in the Construction Sector, Exame magazine
<b>2012</b>	Best Companies to Work in Portugal, Exame magazine and Accenture
<b>2014</b>	Best Company in the Construction Sector, Exame magazine
<b>2014</b>	Best Companies to Work in Portugal, Exame magazine and Accenture
<b>2015</b>	Best Company in the Construction Sector, Exame magazine
<b>2017</b>	2nd place - Happy Company, Ranking by Exame magazine
<b>2017</b>	Recognition of Merit Certificate, awarded by the Civil Parish of Ermesinde
<b>2017</b>	“Gustav Lindenthal Medal” awarded by the Engineers’ Society of Western Pennsylvania, at the International Bridge Conference – Construction of a platform in the Madrid-Extremadura high-speed railway line – Viaduct over the Almonte river
<b>2021</b>	2nd most attractive company to work at in the Construction Sector – Randstad Employer Brand Research
<b>2022</b>	Prestige diploma – 62 years as a member of AICCOPN (Association of Civil Construction and Public Works Industrialists)

## Vision, Mission and Values

Conduril's global strategy includes the construction of Civil Engineering Works, with or without design, meeting the highest quality standards and specifications, established in the tender documents, seeking the complete satisfaction of each client, and promoting full loyal relationships with each one.

Conduril is focused on market segments in which it can operate with profitability, within the established return/profit parameters, using companies whose management it manages itself.

### Vision

To be a great company at a national scale, both in technical and economic terms, capable of responding to any work of civil engineering both in the domestic market and abroad.

To be, in terms of the total number of active people, at a national level, a medium sized company, flexible and capable of responding to different market demands, and, with great technical ability be able to, above all else, have a solid base of support for its activities abroad.

### Mission

Our mission is to create lasting wealth for our shareholders and the sustainability of the best working conditions for our employees, as well as their satisfaction, as the first vector of our social responsibility.

### Values

- Cohesion
- Ethics
- Culture
- Meritocracy
- Loyalty
- Consistency
- Rigour



## Business areas

Conduril is a company dedicated to the execution of Civil Engineering Works, with its experience being combined with the large range of skills of its employees and a variety of equipment at their disposal. Through its multidisciplinary capacity, Conduril is responsible for the construction of several well-known works, namely dams, bridges, roads and motorways, buildings, including hospitals, and water supply and drainage infrastructures. Its experience in executing works with specific requirements, such as maritime, underground and geotechnical works, is also of particular relevance.

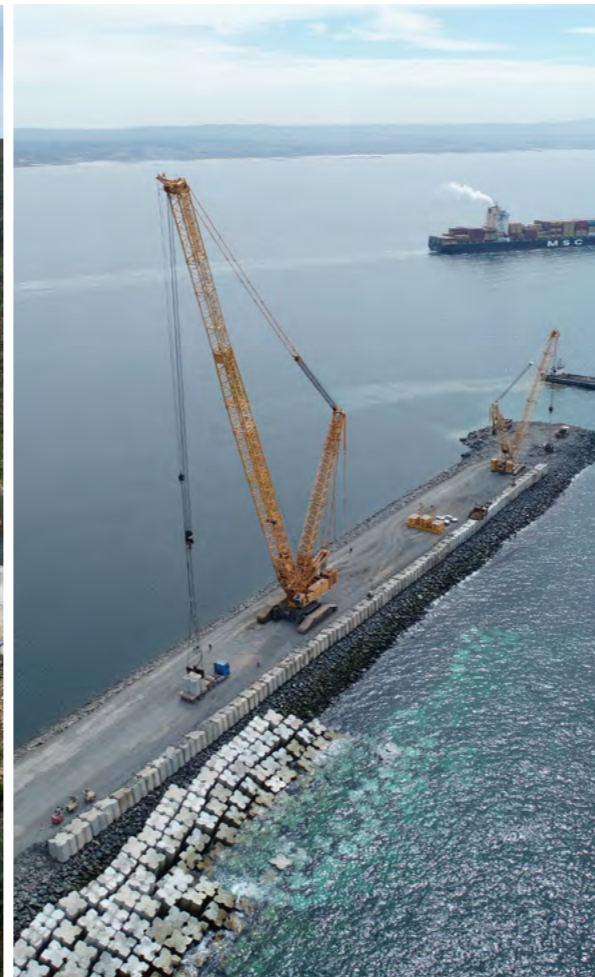
### Transport infrastructures

### Energy, environment and hydraulic works

### Maritime works

### Buildings

### Other infrastructures



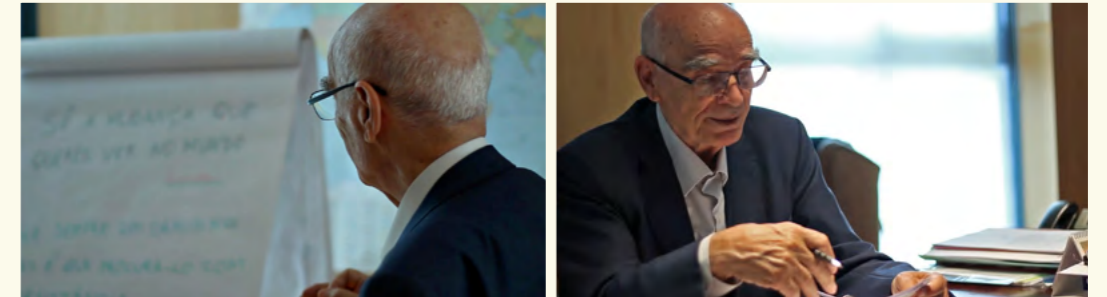
# António Luis Amorim Martins

## Half a century dedicated to Conduril

The history of Conduril is also told through the stories of individual lives.

The engineer, Amorim Martins, dedicated more than 50 years of his work and life to Conduril.

Since 1970 that his visionary leadership, innovative thinking and creative spirit, allied with his capacity to select opportunities and understand the future, enabled the success of Conduril alongside with his employees, who are really proud of having the privilege of working with a noble, rigorous and honest man, who was always concerned with the well-being of every person who he worked with. During all these years, he was able to establish a culture of proximity among his employees, fostering a sense of belonging in each one of them regarding the company and its values. He left is his mark through his leadership, which is based on social responsibility.





## 2. Sustainability at Conduril

2.1. Commitment to a better world [↗](#)

2.2. Relationships for the future [↗](#)

2.3. Materiality [↗](#)

## 2. Sustainability at Conduril

### 2.1. Commitment to a better world

In the current world stage, which is unstable, complex and uncertain, where information and communication technologies open new perspectives to society, and with consumers more and more aware of the social and environmental problems, companies are challenged to integrate sustainability in their business strategy, adopt socially inclusive practices, invest in the preservation of natural resources and guarantee a dignified life, both for current and future generations.

The sustainability commitment is a collective action and necessary to build a better world.

Conduril assumes its sustainability commitment and its social and environmental responsibility through wealth creation, by ensuring the well-being of citizens, minimising the negative impacts and maximising the positive impacts of its activities and products on the environment and on people. Its commitment is based on four main areas.

Respect for ethics, integrity and rigour in every relationship with stakeholders.



Respect for the economic, social and environmental context.



Promotion of innovation and its application in the production process.



Employment creation and well-being for society.



The implementation of these commitments undertakes transparency in its practices and actions, including the participation of its employees, clients, suppliers and other stakeholders in the promotion of sustainability.

The **ESG (Environmental, Social and Governance)** concept implies a multidimensional assessment that goes beyond the financial return of Conduril, considering the impact of other dimensions at the environmental, social and governance levels.

When assessing companies under an ESG perspective, stakeholders consider several questions that may fit into these three different dimensions. This is a company's assessment regarding its management of greenhouse gas emissions, the use of natural resources, professional relationships, diversity and inclusion, business ethics, fight against forced labour and modern slavery, transparency, among others.

This way, it is possible to assess the level of engagement of each company in the several dimensions under analysis, allowing the identification of the companies which are better prepared to face current and future challenges.

When assuming a commitment for greater sustainability, this becomes one of the priorities in Conduril's agenda, therefore, the ESG dimensions are increasingly present in its daily routine.

So, over the last years, Conduril has been developing its work based on these three dimensions, including environmental, social and governance considerations in its business and operations. For higher transparency regarding these considerations in its activity, the reporting of these topics had its first experience last year with the publication of the "Sustainability Commitment 2021" and is now consolidated with the publication of this "Sustainability Report" regarding 2022.

The concern with the ESG criteria is essential and follows a growing trend for investments and actions with positive impact on the environment and society, and with the alignment of companies with the Sustainable Development Goals (SDGs) defined by the UN.

### Sustainable Development Goals (SDGs)

Conduril understands that sustainable development is increasingly related to the quality of life and well-being of populations, comprising not only the economic, environmental and social components, but also the spatial and territorial aspects, culture and politics.

The actions for a sustainable development strive to meet the present needs, without simultaneously endangering the capacity of future generations in meeting their own needs.

The Conduril Group aims to create a relevant social and environmental positive impact by contributing to the 2030 Agenda and its SDGs, through strategies that integrate the entire value chain.

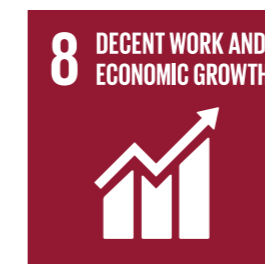
Therefore, Conduril identified 7 main SDGs, taking into account its activity, culture and business strategy.

However, this does not mean that Conduril will not contribute to other SDGs from time to time.

"Conduril is highly committed for contributing to a sustainable development, therefore the SDGs of the United Nations were integrated in its strategy."

*Benedita Amorim Martins*

# SUSTAINABLE DEVELOPMENT GOALS



## 2.2. Relationships for the future





Conduril considers its stakeholders all organisations, entities and individuals who have the ability to influence the fulfilment of the organisation’s goals.






Every one of Conduril’s interactions with its stakeholders are based on the compliance with the applicable and existing national and international standards and regulations in the places where it operates, as well as on the sustainable development goals already established in the company’s strategy.

# STAKEHOLDERS














Group of stakeholders	Relevance of the group to Conduril	Conduril commits to
<b>Clients</b> 	<p>Group with impact regarding the definition of the company's strategic future. Conduril values their interests, always trying to meet their expectations, in a logic of maintaining and improving client satisfaction.</p>	<ul style="list-style-type: none"> <li>• Meet the Client's needs, giving the Client the best attention possible and basing all dealings on honesty;</li> <li>• Respect the Client's rights and the commitments made under contract, trying to meet and exceed its expectations;</li> <li>• Maintain high levels of technical competence, through the provision of quality services and performing with efficiency, diligence and neutrality;</li> <li>• Maintain adequate standards of courtesy, correctness and professionalism in the relationships with the Client;</li> <li>• Provide all information in a relevant, true and rigorous manner;</li> <li>• Regular assessment of the Client's level of satisfaction.</li> </ul>
<b>Shareholders</b> 	<p>Aware of the importance of all its investors, Conduril always aims to know the shareholders' perspectives and how they conduct the analysis of financial and non-financial information.</p>	<ul style="list-style-type: none"> <li>• Be transparent, since the Board of Directors ensures that all the legally required information is made available to all shareholders in a timely manner;</li> <li>• Promote transparency and raise awareness for this group regarding sustainability issues;</li> <li>• Offer different channels for greater communication and transparency, through the use of an internet page and a specialised support service, under the responsibility of the company's representative of market relations.</li> </ul>
<b>Employees</b> 	<p>Group with the most relevant opinion at Conduril, due to the knowledge it has of how its operations are developed. Considering the dispersion of Conduril, present in different countries and continents, the company always aims to have an inclusive approach to its employees in all the geographical areas it operates in and in every professional category.</p>	<ul style="list-style-type: none"> <li>• Respect the right to free association with trade unions or workers' associations in all geographical areas in which Conduril has operations;</li> <li>• Apply general safety principles in all their activities, by adopting measures that allow the elimination of danger, risk assessment and control, the prevention of injuries and illness among employees, enhancing their motivation, personal and professional fulfilment, and team spirit;</li> <li>• Provide an income to the employees according to their duties, which allow them to meet their personal and family needs, as well as promote decent work;</li> <li>• Ensure the sustainability of the best working conditions and remuneration for its employees, whether active or retired.</li> </ul>
<b>Local communities and final users</b> 	<p>Conduril considers essential not only to know the impact of its activity on local communities during the construction phase, but also identify the needs of the local communities that may be developed within the company's social responsibility. The impacts/satisfaction of the final users of its projects are also important for the company.</p>	<ul style="list-style-type: none"> <li>• Promote education/training as a structuring element for social and economic evolution, through the Human Resources Department in Portugal and the Conduril Academy in Angola and Mozambique, as well as through the award of higher education scholarships in these countries;</li> <li>• Contribute to the socioeconomic development of communities in which the works take place;</li> <li>• Fulfil the compliance obligations and continuously improve its environmental performance.</li> </ul>

Group of stakeholders	Relevance of the group to Conduril	Conduril commits to
<b>Suppliers</b> 	In order to facilitate its operations, Conduril considers the promotion of synergies with its suppliers vital, and selects suppliers according to procedures based on objectivity, transparency and non-discrimination.	<ul style="list-style-type: none"> <li>Choose its suppliers based on clear, impartial and transparent selection criteria, which includes ethical, technical and economic criteria, avoiding, whenever possible, exclusivity situations;</li> <li>Promote the compliance with standards and good practices in terms of quality, environment and safety, and others that may result from the existing legislation;</li> <li>Not to engage in coercive business practices in order to obtain advantages or with any type of harassment (moral, sexual, political and religious), aligning its performance with an honest and fair business practice regarding competition.</li> </ul>
<b>Regulatory authorities and inspection agencies</b> 	The role of the regulatory authorities and inspection agencies is crucial both for the defence of user rights and interests and for the guarantee of a fair competition among several companies. Due to its influence and impact on the company's operations, this group is considered relevant.	<ul style="list-style-type: none"> <li>Act in total compliance with the existing legislation and regulations, as well as do its utmost to help the authorities.</li> </ul>
<b>Financial institutions</b> 	The financial institutions act as intermediaries between several economic agents, enabling the access to financial resources and information and having significant impact and influence on Conduril's activity.	<ul style="list-style-type: none"> <li>Ensure full and strict compliance with all commitments assumed;</li> <li>Maintain regular contact in order to provide updated information regarding the performance of its business and relevant sector trends.</li> </ul>
<b>Partnerships</b> 	In the projects performed through partnerships, Conduril aims to succeed in their execution.	<ul style="list-style-type: none"> <li>Establish cooperation relationships that benefit both Conduril and its partner entities;</li> <li>Fully comply with all the agreements established.</li> </ul>
<b>Business associations</b> 	As a member of business associations, Conduril may have access to specialised and reliable information regarding the construction sector.	<ul style="list-style-type: none"> <li>Act with total transparency and loyalty in its relationships with the associations in which it is a member;</li> <li>Contribute to the promotion of knowledge, namely in its intervention areas.</li> </ul>

## Communication with stakeholders

In order to ensure the engagement of all its stakeholders and the integration of their perspectives and concerns in the definition of the company's management and sustainability strategy, Conduril promotes the use of several communication channels.

Group of stakeholders	Communication	Group of stakeholders	Communication	Group of stakeholders	Communication
<b>Clients</b> 	<ul style="list-style-type: none"> <li>• Website;</li> <li>• Report and Accounts;</li> <li>• Regular meetings and contacts;</li> <li>• Customer satisfaction surveys;</li> <li>• Listening exercise performed with the stakeholders within the process of materiality.</li> </ul>	<b>Financial institutions</b> 	<ul style="list-style-type: none"> <li>• Website;</li> <li>• Report and Accounts;</li> <li>• Regular meetings and contacts;</li> <li>• Listening exercise performed with the stakeholders within the process of materiality.</li> </ul>	<b>Shareholders</b> 	<ul style="list-style-type: none"> <li>• Website;</li> <li>• Report and Accounts;</li> <li>• General Meetings;</li> <li>• Communications to the market;</li> <li>• Company's representative of market relations;</li> <li>• Regular meetings and contacts;</li> <li>• Support service to external requests.</li> </ul>
<b>Partnerships</b> 	<ul style="list-style-type: none"> <li>• Website;</li> <li>• Report and Accounts;</li> <li>• Regular meetings and contacts;</li> <li>• Listening exercise performed with the stakeholders within the process of materiality.</li> </ul>	<b>Local communities and final users</b> 	<ul style="list-style-type: none"> <li>• Website;</li> <li>• Report and Accounts;</li> <li>• Regular meetings and contacts;</li> <li>• Listening exercise performed with the stakeholders within the process of materiality.</li> </ul>	<b>Regulatory authorities and inspection</b> 	<ul style="list-style-type: none"> <li>• Website;</li> <li>• Report and Accounts;</li> <li>• Regular meetings and contacts;</li> <li>• Reporting of mandatory legal information;</li> <li>• Listening exercise performed with the stakeholders within the process of materiality.</li> </ul>
<b>Business associations</b> 	<ul style="list-style-type: none"> <li>• Website;</li> <li>• Report and Accounts;</li> <li>• Listening exercise performed with the stakeholders within the process of materiality.</li> </ul>	<b>Employees</b> 	<ul style="list-style-type: none"> <li>• Website;</li> <li>• Meeting of senior employees;</li> <li>• "Letras &amp; Obras" internal newspaper;</li> <li>• Training courses;</li> <li>• Information brochures and posters;</li> <li>• Personalised dialogue with the hierarchical superior;</li> <li>• Team/department meetings;</li> <li>• Internal processes, procedures and policies;</li> <li>• Listening exercise performed with the stakeholders within the process of materiality.</li> </ul>		
<b>Suppliers</b> 	<ul style="list-style-type: none"> <li>• Website;</li> <li>• Report and Accounts;</li> <li>• Regular meetings and contacts;</li> <li>• Prequalification questionnaires and disclosure of the performance assessment criteria;</li> <li>• Visits;</li> <li>• Audits;</li> <li>• Listening exercise performed with the stakeholders within the process of materiality.</li> </ul>				

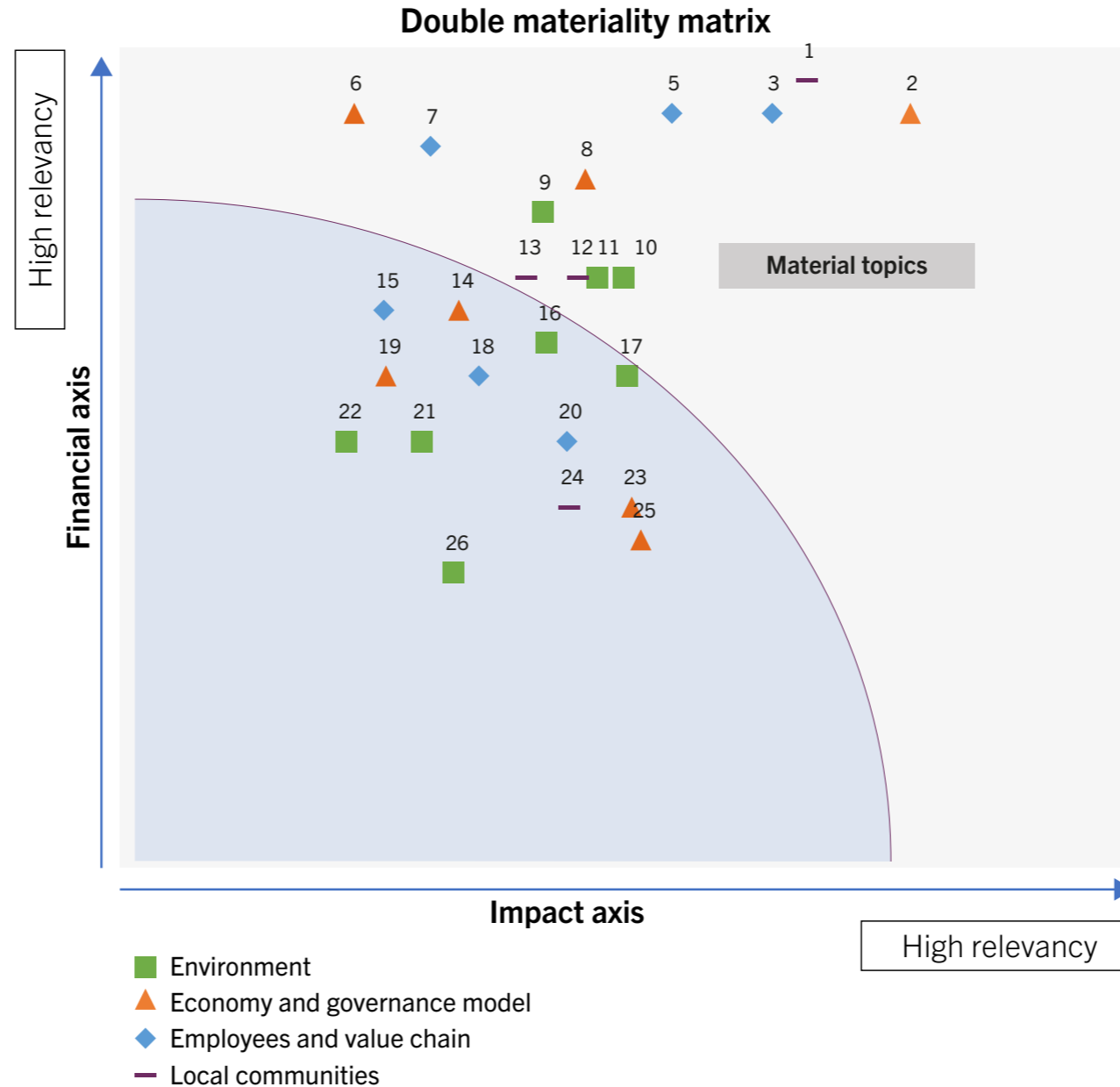
## 2.3. Materiality

In the scope of the present report, an exercise to identify the most relevant sustainability topics and trends for Conduril and its stakeholders took place. Conducted at the beginning of 2023, this exercise included the following phases:

- 1) Sectorial benchmarking, for which national and international companies, international institutions, sustainability and sector trends were taken into account, in order to determine the most relevant sustainability topics for Conduril’s sector of activity;
- 2) Listening exercise with Conduril’s most relevant internal and external stakeholders, regarding several sustainability topics and their considerations on the importance of each topic;
- 3) Internal workshops to identify the current and potential impacts, assess the importance of the impacts and their prioritisation, in order to determine their relevance for Conduril’s activity in terms of double materiality.

With the results obtained in each one of the mentioned phases, an analysis of double materiality was performed, whose methodology results from the cross between the impact analysis of Conduril’s activities and business relationships in terms of economy, environment and people, including the human rights (from the inside to the outside), and the impact analysis of external factors with financial and operational importance for the company (from the outside to the inside).

Therefore, this exercise determined 26 relevant material topics framed in 4 areas: Environment; Economy and governance model; Employees and value chain; and Local communities.



Key:

1. Local creation of employment and development of skills
2. Final quality and safety of the projects
3. Occupational health and safety
4. Labour practices, working conditions and social protection
5. Career development, training and education
6. Fight against corruption and anti-competitive behaviour
7. Fight against forced labour and modern slavery
8. Procurement practices
9. Management of energy and GHG emissions
10. Waste management
11. Water management
12. Education and health of the local community
13. Noise, vibration, odour, dust, visual effect and others with local impact
14. Asset integrity and critical incident management
15. Workplace violence and harassment
16. Adaptation, resilience and climate transition
17. Resource (re)use and availability
18. Diversity, equal opportunities and inclusion
19. Data protection and privacy
20. Social dialogue
21. Soil use and pollution
22. Biodiversity and ecosystems
23. Economic inclusion
24. Social investment activities
25. Infrastructure investment/development
26. Infrastructure life cycle

## Material topics

The 13 material topics that resulted from the materiality analysis are crucial themes for Conduril's sustainability management and their identification considers not only the stakeholders' perspective, but also the context of Conduril's operations.

### Local communities

- Local creation of employment and development of skills
- Education and health of the local community
- Noise, vibration, odour, dust, visual effect and others with local impact

### Employees and value chain

- Occupational health and safety
- Labour practices, working conditions and social protection
- Career development, training and education
- Fight against forced labour and modern slavery

### Economy and governance model

- Final quality and safety of the projects
- Procurement practices
- Fight against corruption and anti-competitive behaviour

### Environment

- Waste management
- Water management
- Management of energy and GHG

## 3. Economy and Governance Model

3.1. Fight against corruption and anti-competitive behaviour [↗](#)

3.2. Procurement practices [↗](#)

3.3. Final quality and safety of the projects [↗](#)

## 3. Economy and Governance Model

Conduril believes that it can only create value and wealth if this creation is based on a culture of integrity.

The Board of Directors is the highest hierarchical governance body of Conduril, which is responsible for decision-making and overseeing the management of the organisation's impacts on economy, environment and people. The members of the Board of Directors, Remuneration Committee and Statutory Audit Board are elected at the General Meeting of Shareholders for a mandate of three years.

The Board of Directors has the mission to ensure that Conduril operates in accordance with its strategic goals, by-laws and legislation in force.

Its competence includes the definition and assurance of the fulfilment of Conduril's strategy, controlling and verifying its evolution, ensuring the accuracy of the information disclosed, ensuring the compliance with internal standards and guidelines, ensuring that the remuneration policies comply with the principles of performance and merit, and ensuring the effective operation of the company.

The Executive Committee is responsible for promoting and supervising Conduril's policy, standards, procedures and internal practices on

Corporate Social Responsibility, as well as following-up on the level of compliance with the policy, standards, recommendations and good practices in this area, reporting to the Board of Directors.

Simultaneously, and in the domain of Sustainability and ESG, Conduril has its policies and practices planned by a Sustainability Committee, of which the President of the Executive Committee is a member.

Conduril also has a Sustainability Group, comprised of employees from several departments and regions, whose knowledge and experience regarding ESG are relevant. This Group works in constant articulation with the Director responsible for ESG and the Sustainability Committee.



### Organisational Structure



## Management Bodies

### Board of the General Meeting

Crisóstomo Aquino (*Chairman*)

Amadeu Augusto Vinhas

Filipa Bastos Pinho Ferreira Lemos

### Board of Directors

António Luis Amorim Martins (*Chairman*)

Maria Benedita Andrade de Amorim Martins

Maria Luisa Andrade de Amorim Martins

António Baraças Andrade Miragaia

António Emanuel Lemos Catarino

Jorge Lúcio Teixeira de Castro

Miguel José Alves Montenegro de Andrade

Ricardo Nuno Araújo Abreu Vaz Guimarães

### Executive Committee

Maria Benedita Andrade de Amorim Martins (*CEO*)

Maria Luisa Andrade de Amorim Martins (*vice-CEO*)

António Baraças Andrade Miragaia

António Emanuel Lemos Catarino

Jorge Lúcio Teixeira de Castro

Miguel José Alves Montenegro de Andrade

Ricardo Nuno Araújo Abreu Vaz Guimarães

### Statutory Audit Board

Júlio Gales Ferreira Pinto (*Chairman*)

Deolinda Paula Baptista Nunes

Jorge Manuel Silva Tavares

Alberto Luciano Costa Santos Rolo (*Alternate*)

### Statutory Auditor

Horwath & Associados, SROC, Lda

Representada por

Ana Raquel B. L. Esperança Sismeiro

João Miguel Neiva de Oliveira Coelho Pires (*Alternate*)



## Corporate principles

During its existence, Conduril developed a set of corporate principles that frame its actions and the actions of its employees.

“The success of an organisation results from the combined effort of each one of the individuals that work on it and, the more fruitful that effort is for the organisation and the individual him/herself, the greater the enthusiasm with which it is developed, in the company and by the company, around the common goals shared and assumed by everyone.”

*In “Fragmentos de Cultura Informal (Princípios)”, Eng. Amorim Martins, 14 February 1989*

A simultaneously more competitive and more human company

A light and flexible organisation

Respect for the client and honesty in the relationship

Growth achieved through productivity gains

Be one of the best companies in public works

Loyalty to the principles

Economic return

### 3.1. Fight against corruption and anti-competitive behaviour

Conduril bases its strategy and activity on a global compliance policy (good corporate governance), relying on its [Code of Business Conduct \(Ethics and Good Practices\)](#) and Rules of Procedure, which includes the performance of the company and its participated companies.

Nevertheless, in May 2022, Conduril implemented its Compliance Programme for Preventing and Combating Corruption.

The mentioned programme is articulated with the other existing instruments of the company, namely the Code of Business Conduct and the [Internal Reporting Channel](#).

In this context, this document foresees, in paragraphs 8.5 and 8.6, the exclusivity rule in the performance of duties and the non-competition rule, which aim to avoid and mitigate conflicts of interest.

The anti-corruption practices approved and summarised in this document were communicated to all employees in operational categories regarding Management and Coordination, Board of Directors and Technical of Conduril in Portugal, Angola, Mozambique, Malawi, Zambia and Gabon.

It should also be mentioned that Conduril has a mechanism for the promotion and supervision of the ethical behaviour of all employees involved in the organisation and fulfilment of all applicable regulations and provides a reporting channel for the reception and treatment of all complaints regarding irregularities or non-compliance with internal and/or external procedures and standards on matters related to the company, its employees and its activities.

Conduril guides its performance by its values and principles, demanding and aiming for a correct and fair conduct in personal and professional relationships, acting with ethics, transparency, integrity and honesty.

#### Compliance Program in Matters of Prevention and Fight Against Corruption

- Compliance Officer Rules
- Plan for the Prevention of Risks of Corruption and Related Infractions (PPR)
- Other documents, actions or procedures adopted by the company the company with regard to the prevention and fighting of corruption and related infractions.
- Training programme(s) on prevention and fight against corruption to be provided within the company and its subsidiaries.
- Internal Channel for Complaints
- Internal Regulation
- Code of Conduct (Ethics and Good Practices)

#### What it means for Conduril

### Fight against corruption or anti-competitive behaviour

This topic refers to the disclosure of standards and practices that promote principles of ethics and transparency, and prevent non-ethical, corruption or anti-competitive behaviours.

## In 2022

0 Critical concerns reported to the Executive Committee.

0 Confirmed incidents of corruption.

0 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.

0 Incidents of discrimination occurred during the reporting period.

#### Next steps

Organise training programme(s) on preventing and fight against corruption to take place in the company and its participated companies.

Provide internal training to all its employees in order for them to know and understand the anti-corruption policies and procedures and related infractions in place.

## 3.2. Procurement practices

Procurement is a transversal activity to the entire Conduril business and takes place in every geographical area where the company operates, therefore, the performance policy is considered crucial for them.

Conduril bases its supplier selection process on objectivity, transparency and non-discrimination criteria: the selection criteria must be clear, impartial and transparent, which also includes ethical, technical and economic criteria, avoiding, whenever possible, exclusivity situations. Conduril does not go along with coercive business practices or any type of harassment or violence, assuming an honest and fair competition in its activities.

The several geographical areas of operation select and hire prequalified suppliers, who are identified as “acceptable”, privileging, whenever possible, local suppliers.

Throughout its entire supply chain, Conduril aims to implement a solid internal policy to identify, qualify and mitigate risks, going beyond the conventional categorisation.

Through its Quality, Environment, Safety and Information Security Policy, Conduril also aims to meet the requirements of the Quality, Environmental and Safety Management System arising from the NP EN ISO 9001, NP EN ISO 14001 and NP ISO 45001 standards, in a context of continuous improvement, targeting Total Quality, the improvement of environmental performance and of Health and Safety and Information Security Management Systems. Simultaneously, the company has as one of its main goals the promotion of the development and use of processes, methods, practices, materials and products intended to protect the environment, prevent pollution and preserve natural resources, biodiversity and ecosystems.

### Procurement policies in 2022

- Renegotiation of the most relevant material/consumable agreements (e.g., steel and diesel fuel).
- Constant monitoring of material stocks for the works in progress, in order to acquire them at more favourable prices, due to the variability of prices.
- Creation of synergies among several departments, by promoting regular meetings in order to analyse stocks and the variability of material prices.

- Coordination with several suppliers for the delivery of materials on site, through the evaluation of the delivery deadline/distance to the intended destination, aiming to optimise routes for material transportation, whenever possible.
- Timely and coordinated planning with the Procurement Department and Equipment Department, by preferring maritime transport for the foreign regions.
- Commissioning of the new Central Storage Pavilion for Materials at Conduril’s head office – Portugal.
- Whenever possible, opting for the purchase of recyclable materials or with high percentage of recyclable elements in its constitution.

### What it means for Conduril

#### Procurement practices

This topic is related to good procurement practices of Conduril and the selection of suppliers, who ensure that the products and services acquired are sustainable.

## In 2022

**92,5%** of expenses with the acquisition of products and services were made to national suppliers. This is how Conduril supports the local economy and maintains a relationship with the local community.

### Next steps

Until 2024: Create sustainable procurement policy.

Study of the acquisition of electric and petrol vehicles in relation to diesel vehicles.

### 3.3. Final quality and safety of the projects

Conduril commits to provide its best attention to its clients and treat them with honesty, respect their rights and the commitments made under contract, striving to meet and overcome their expectations. Furthermore, it assumes the responsibility to maintain high levels of technical skills, standards of courtesy, correctness and professionalism in its interactions and quality provision of services. Also, it commits to provide all information in a relevant, true and rigorous manner and conduct a regular assessment of the clients' level of satisfaction.

In this context, Conduril respects the highest and most rigorous quality standards and adapts its processes to the specific features of each project, complying with all available legislation, with the verification of the several phases to ensure the quality of the projects and promote:

- A regular definition of the quality goals and assess their fulfilment;
- The implementation of actions to promote quality improvement;
- The cooperation of its suppliers to improve its own quality processes.

In all its activities, Conduril operates under a Quality, Environmental and Safety Policy with recognised practical outcomes.

Conduril's commitment also means compliance with the greatest and most rigorous demands regarding the production process, tender documents and environmental sustainability, being certified by APCER – Associação Portuguesa de Certificação (Portuguese Association of Certification) in terms of Quality, Environment and Occupational Health and Safety in Portugal, Angola and Mozambique.

Conduril has laboratories accredited by IPAC – Instituto Português de Acreditação (Portuguese Institute for Accreditation) to perform several tests in soils, aggregates and concrete in Portugal and Mozambique.

Through Edirio, Conduril has the certificate of factory production control (CE marking) for structural components of steel metal structures.

Alongside the already mentioned certifications, the certification of concrete production control in the batching plant installed in the work “Construction of the Alto Tâmega Dam” should also be included.



#### What it means for Conduril

### Final quality and safety of the projects

The Conduril policies and practices for preventing and mitigating the effects of unwanted features of the projects or services provided, which may create risks to health or safety of the final users are considered here.

This topic addresses Conduril's capacity to provide projects and/or services that meet the clients' expectations regarding its quality and safety features.

### Next steps

Obtain certification in accordance with the ISO/IEC 27001 Standard – Information Security Management System. [It aims to ensure confidentiality, availability and integrity of relevant information, by identifying and assessing the risks and implementing control measures for risks considered unacceptable.]

	Standard	Portugal	Angola	Mozambique
Quality Management System	NP EN ISO 9001	1998	2012	2014
Environmental Management System	NP EN ISO 14001	2012	2020	2019
Occupational Health and Safety Management System (until 2015 – OHSAS 18001)	ISO 45001	2007	2012	2018
Accreditation of Laboratory Tests	NP EN ISO / IEC 17025	2001		2022
Factory production control - Metal structures	EN 1090-1:2009 – A1:2011	2014		
Production control of bituminous mixtures	EN 13108-1:2006 + EN 13108-1:2006/AC:2008; EN 13108-5:2006 + EN 13108-5:2006/AC:2008	2020 (*)		
Concrete production control	NP EN 206-1:2007 + AMENDMENT 1:2008 + AMENDMENT 2:2010	2011 (*) 2021		

(\*) this process was finalized due to the conclusion of the work

## In 2022

Customer satisfaction surveys of the projects performed by Conduril in several geographical areas – with positive results.

Extension of the Environmental Management System to all the projects in Angola.

Extension of the Quality, Environmental and Safety Management System to Conduril Açores.

- O** Non-compliance with regulations with regulations resulting in a fine by the competent authority.
- O** Non-compliance with regulations resulting in a warning by the competent authority.
- O** Non-compliance with voluntary codes.



## 4. Environment

4.1. Management of energy and GHG emissions [↗](#)

4.2. Water management [↗](#)

4.3. Waste management [↗](#)

# 4. Environment

Conduril combines its business goals with environmental protection.

Conduril promotes environmentally sustainable practices throughout its value chain, privileging, whenever possible, the sustainable consumption of goods and services, committing to preserve natural resources, biodiversity, ecosystems and minimising negative impacts on the environment. Therefore, Conduril prioritises reducing, reusing and recycling the waste produced rather than disposing of it.

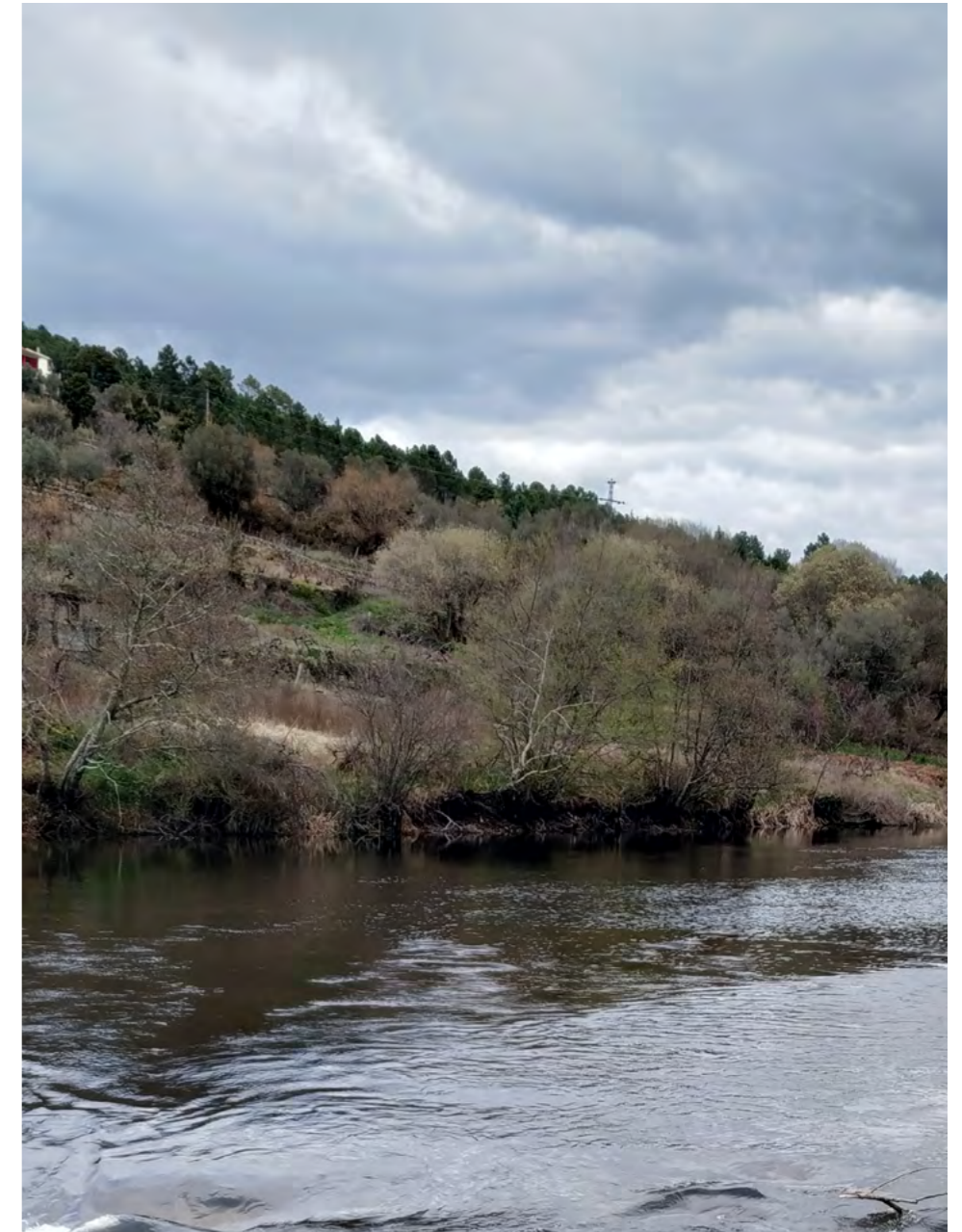
The Quality, Environment, Safety and Information Security Policy assumed by Conduril translates its commitment to the environment and society, to reduce the impact of its activity, foreseeing the promotion of the development and use of more sustainable processes, methods, practices, materials and products.

In every phase of the product life cycle, Conduril is concerned with the strict selection of the materials, scrupulously fulfilling the client's requirements, favouring those with a higher percentage of recycled elements in its composition.

The Environmental Management System based on the NP EN ISO 14001 standard is an essential tool for Conduril, which aims to achieve complete trust from clients, employees and local communities, through the continuous improvement of its environmental performance. The management system, together with the Corporate Social Responsibility Policy, structures the way Conduril acts for a more effective and efficient management of its operations, in areas such as the reduction of energy consumption, the reduction of emissions and the identification of actions in order to reduce negative impacts.

## Mechanisms for managing impacts

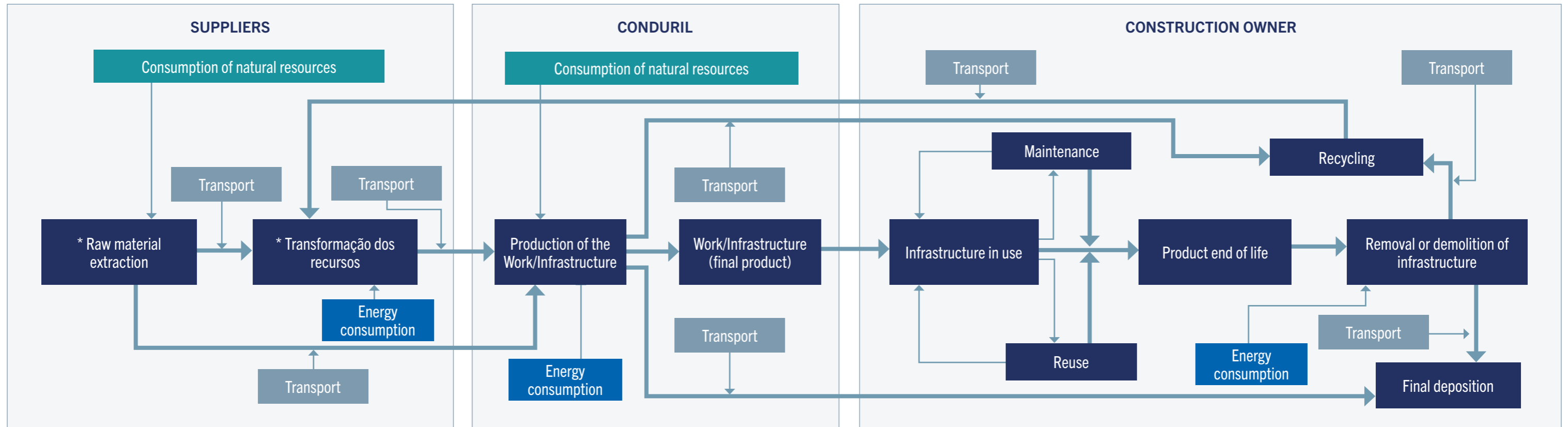
- The implementation of the Integrated Management System of Quality, Environment and Safety in every project, including the preparation of the Environmental Management Plan of the project, is based on:
  - the client's requirements and tender documents;
  - the legal and regulatory requirements in force;
  - the compatibility of the environmental measures regarding the construction site location and organisation, the natural and built heritage safeguard, as well as the socioeconomic structure of the local community.
- In every project, a strict determination and assessment of the environmental aspects is made, where minimisation measures are established in the preparation of the impact control plan, considering the following environmental aspects, among others: energy consumption and gas emissions.



The sustainable consumption of natural resources, i.e., the consumption considered to satisfy current needs without jeopardising the needs and expectations of future generations, is a growing concern among organisations.

In every phase of the product life cycle, considering that the product is the work executed by Conduril, the company is concerned with the strict selection of materials, favouring, whenever possible, the use of materials that integrate recycled elements, scrupulously fulfilling the client's requirements.

The consumption of materials in Conduril's projects is directly related to the dimension and type of work performed.



\* Conduril may also be responsible for this phase.

Materials (ton)	2020	2021	2022
Concrete	10 405 133	60 996 413	46 784 615
Steel	4 477	15 374	13 585
Aggregates	363 435	1 108 385	999 303
Cement	7 167	12 646	16 124
Bituminous mixtures	39 644	34 483	40 359
<b>Total materials used</b>	<b>10 819 855</b>	<b>62 167 300</b>	<b>47 813 626</b>



## 4.1. Management of energy and GHG emissions

The use of large amounts of energy for the execution of its activities in the construction sector contributes to an increase in GHG emissions. Therefore, it is necessary to implement strategies and technologies to promote greater energy efficiency, with the common goal of contributing to decarbonisation.

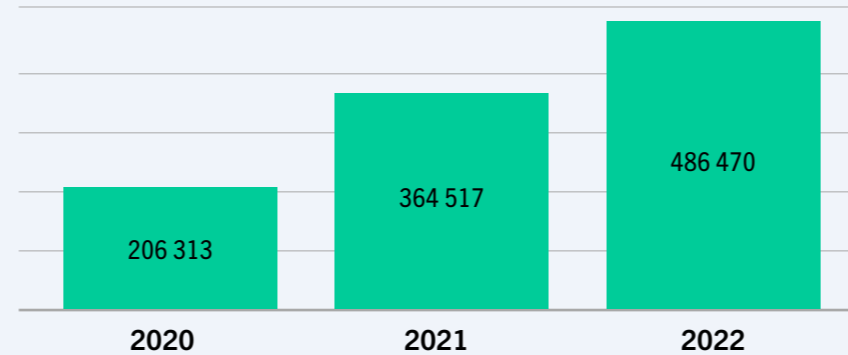
### Energy consumption

Conduril presents a high dependence of fossil liquid fuels resulting from its use in equipment and diverse machinery, as well as in light and heavy vehicles. In the construction sector there are important factors that impact its dependence on fossil liquid fuels, and consequently, in the difficulty of reducing its carbon footprint, namely:

- The type, dimension and technical characteristics of the projects executed by Conduril that imply the use of heavy equipment and machinery, which are characterised by high consumptions of liquid fuel and less energy efficiency.
- The geographical dispersion of the activities sometimes does not allow the supply of electrical energy from the public network, being necessary the use of autonomous generators for its production, and these are great consumers of liquid fuel.

In comparison with 2021, 2022 registered an increase of 33% of the total consumed energy, which is a result of the increase in global turnover.

### Consumed energy (GJ)



Energy (GJ)	Source	2022
From non-renewable sources	Diesel fuel (GJ)	410 352
	Petrol (GJ)	1 730
	Fuel oil	104
From renewable sources (photovoltaic solar)	Photovoltaic panels	591
Acquired energy (electricity)		73 693
<b>Total</b>		<b>486 470</b>

### Production of renewable energy

In the last years, Conduril has been trying to renovate its light and heavy vehicle fleet in order to decrease its consumption indicators, and increase their efficiency.

It is important to mention that Conduril has two permanent facilities in Portugal with energy produced for self-consumption through photovoltaic solar panels.

### What it means for Conduril

## Management of energy and GHG emissions

This topic refers to the measures, procedures and activities that strive for a more efficient energy consumption and a reduction of the greenhouse gas (GHG) emissions generated by Conduril's operations.

## In 2022

In order to combat climate change, Conduril promoted the planting of palm trees and jacarandas in November 2022.

### Next steps

#### In 2023

Implement a platform for ESG data, namely for the management of GHG emissions.

#### Until 2030

Increase the use of energy from renewable sources to 40%.

Decrease the greenhouse gas (GHG) emissions in 50% in comparison to 2015.

Increase the production of renewable energy for self-consumption in 10%.

Conduril aims to improve its environmental performance and reduce its carbon footprint through these actions.

In 2022, Conduril consumed 591 GJ of the energy produced by its photovoltaic panels, which corresponds to 0.12% of the total. However, in the facilities in which they are installed, energy consumption through the use of the photovoltaic solar panels corresponds to 35%.

### Scope 1 and 2 emissions

Conduril is consolidating the methodology to assess the actual energy consumptions and calculate the GHG emissions (scope 1 and 2), which means that the data presented is only an estimate.

GEE Emissions (ton CO <sub>2</sub> e)	2020	2021	2022
Total <b>direct</b> GHG emissions (ton CO <sub>2</sub> e)	14 314	23 375	30 371
Total <b>indirect</b> GHG emissions (ton CO <sub>2</sub> e)	731	1 513	2 455

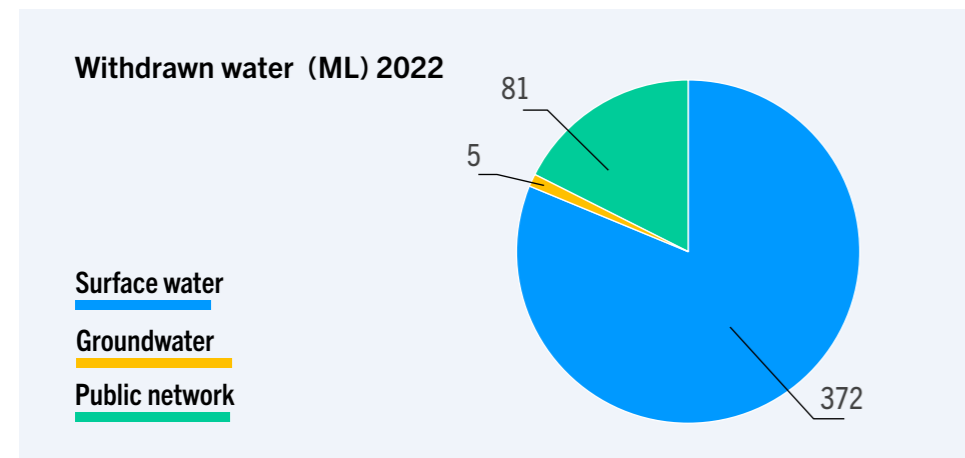
Similar to energy consumption and due to the turnover increase registered since 2020, an increase in GHG emissions has also been registered throughout the last years.



## 4.2. Water management

The use of water in the different geographical areas where it operates has as its main purpose, in addition to human consumption, the use in its construction activities, namely, minimisation of dust spread, concrete manufacturing and curing, compaction of several materials (soils, crushed aggregate of large grain size (ABGE), sand), landscaping, among others.

Conduril implements good environmental practices in every process, promoting responsible management regarding the use of water, adopting procedures in order for this resource to be used rationally and without waste.

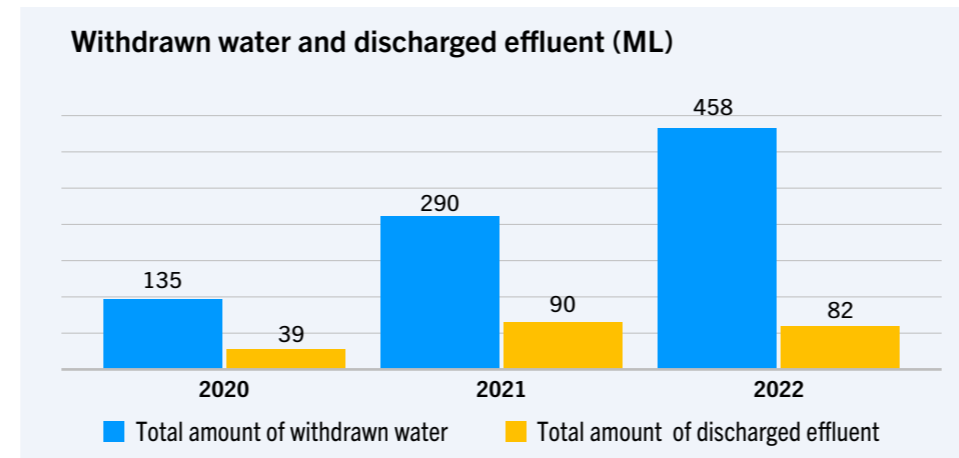


The water withdrawn by Conduril in 2022 has several sources, namely the public supply network and withdrawal of groundwater and surface water. This last one corresponds to 81% of the water withdrawn.

Regarding the production of wastewater and fulfilling the provisions of the work contracts, a Monitoring Plan of Water Resources was implemented, whenever necessary, with the goal of assessing the need to adopt new measures to minimise the impacts verified and

contribute to the improvement of the Environmental Monitoring procedures.

The monitoring plans considered the type of works to be carried out and the proximity to waterlines.



Similar to other indicators and considering the positive evolution of the turnover in the last years, the volume of water withdrawn has also increased, registering a total of 458 ML in 2022.

### What it means for Conduril

#### Water management

This topic is related to the use, consumption and generation of water and other impacts of the operations on water sources that may be influenced by regional differences in terms of availability and quality, and competition for water resources. Conduril's management strategies are also focused on the efficiency, intensity and recycling of water, as well as its wastewater treatment and discharge management, among others.

#### Next steps

##### In 2023

Reduction of the consumption of withdrawn water/number of employees ratio in permanent facilities in Portugal.

Systematisation of data collection in several geographical areas, including the analysis of consumption patterns that enable the establishment of goals for its reduction.

# In 2022

In several geographical areas, where the connection to the public wastewater drainage system is not possible, the domestic wastewater was routed to septic tanks in the construction sites.

In the places where concrete is produced, the wastewater from the batching plants was recycled and reused in those places.

A borehole for water supply to the construction site and a direct water catchment from the Shire river for the work fronts were created in Malawi.

In Zambia, tests for the potability of water supplied to the workers are being made to ensure that it is safe drinking water.



### 4.3. Waste management

At Conduril, waste management takes place in its permanent facilities and in each project, being treated individually. Therefore, Conduril foresees practices for prevention, reduction, recycling and reuse of the waste produced rather than disposing of it.

Conduril is present in several regions, locally hiring its waste management operators, which are selected according to the requirements established in each project, including, when possible, the provisions in the Waste Prevention and Management Plans.

During 2022, Conduril extended, to all its geographical areas, the monitoring of waste production, which is carried out in every work, in Portugal, Angola and Mozambique.

In 2022, 18 108 ton of waste were produced, which represents an increase of 50% in comparison with 2021.

Cerca de 96% dos resíduos produzidos em 2022 foram encaminhados para reutilização, reciclagem ou outras operações de valorização.

About 96% of the waste produced in 2022 was forwarded to reuse and recycling operations, as well as other recovery operations.

During 2022, in Portugal, Conduril, as a producer of “soils and rocks” by-product, forwarded 696 362 ton, fulfilling the conditions established in the Decree-law no. 102-D/2020, of 10 December. The main destinations were sites licenced by municipalities where the works are taking place and between Conduril’s work contracts in the same region.

In its Corporate Social Responsibility Policy, Conduril established as a goal for 2030 the recovery and/or reuse of 90 to 95% of the waste generated in the activity.

#### What it means for Conduril

#### Waste management

This topic refers to Conduril practices in promoting an environmentally correct management of all waste throughout its life cycle, according to the international limits agreed upon, and significantly reducing its release to air, water and soil, as well as substantially reducing the generation of waste through prevention, reduction, recycling and reuse.

#### Next steps

##### Until 2030

Value/reuse 90 to 95% of the waste deriving from the activity.

##### Portugal

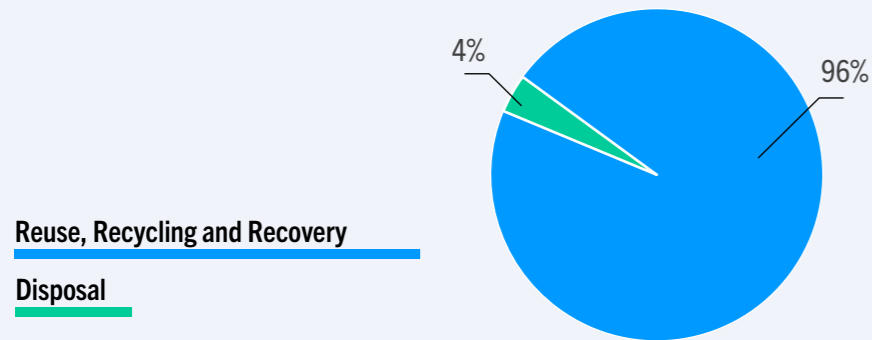
Increase the percentage of waste sent to recycling in 5%, in 2023.

##### Angola

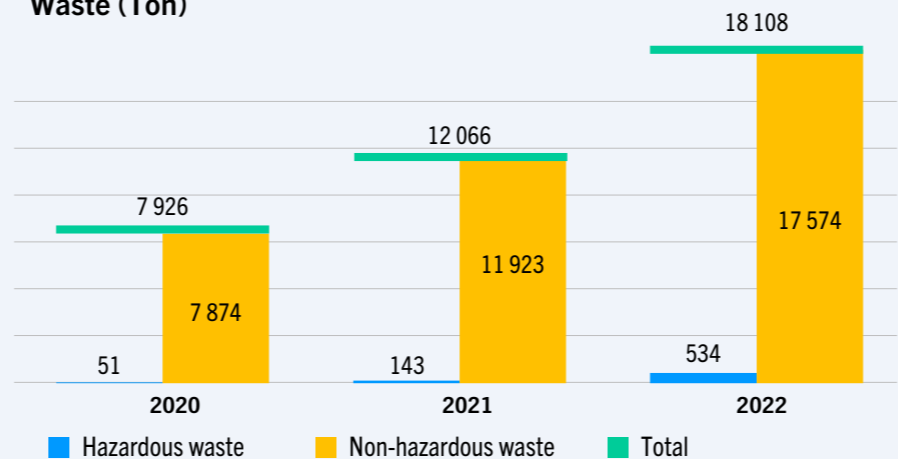
Test the means of spill containment at the work site, eliminate soil and/or water contamination deriving from Conduril projects.

Increase the workers’ knowledge in environment topics.

Forwarding of generated waste 2022 (Ton)



Waste (Ton)



# In 2022

## Portugal

- Responsible waste management during the work execution, in order to promote the reduction of waste production.
- Given the large volume of work in the Sines area, it was possible to reuse soil and rocks from one project in two other projects being executed within a radius of 5 km.
- The railway works in progress included the reuse of existing ballast, after crushing, in lower layers of the platform.

## Malawi

- Separation of waste according to type and reuse/recovery of wood and metal waste on site.
- Plastic waste is segregated and sent for disposal in Blantyre at an official landfill site.
- Concrete waste are kept in temporary storage for later use in the requalification of roads and accesses in the district, with the help of Chikwawa District Council.

## Angola

- Awareness-raising actions and drills related to environmental management in every work.

## Mozambique

- Adoption of good practices in waste separation and recycling.
- Training/awareness raising for workers on: types of waste; waste management; chemical waste; impacts on fauna and flora and mitigation measures, among others. Carrying out drills of chemical spills.





## 5. Employees and value chain

5.1. Occupational health and safety [🔗](#)

5.2. Labour practices, working conditions and social protection [🔗](#)

5.3. Fight against forced labour and modern slavery [🔗](#)

5.4. Career development, training and education [🔗](#)

5.5. Conduril Academy [🔗](#)

# 5. Employees and value chain

The well-being of Conduril’s employees is deeply rooted, not only in its business culture, but also in its mission and values.

Conduril’s culture prioritises transparency and the empowerment of its employees as a fundamental pillar for its success and sustainability.

At the end of 2022, Conduril had 2 974 employees, in two continents and 6 different countries: 30% in Portugal, 28% in Mozambique, 23% in Angola and 19% in other countries.

In 2022, and according to the needs of qualified staff for the development of specialised technical work in other regions, 139 Portuguese employees were working abroad.

However, Conduril strives to completely integrate the community of the countries in which it operates, investing in the hiring of local workers, who currently represent more than 90% of the total number of employees in the African continent.

Following the growing trend of foreign residents verified in Portugal, Conduril had approximately 6% of workers from different nationalities at the end of 2022, namely, Angolan, Brazilian, Guinean, Moroccan, Mozambican, Peruvian, Romanian, Ukrainian, Santomean, Spanish, French and Italian workers.

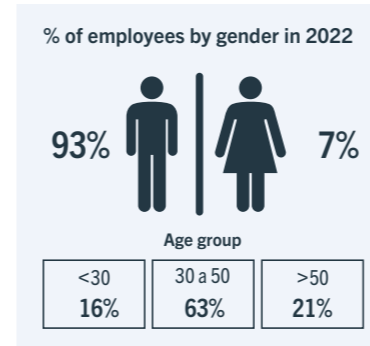
The jobs connected to the construction sector are traditionally occupied by men. The women presence is still very small, due to

historical and social issues and bias related to the presence of women in the construction sector.

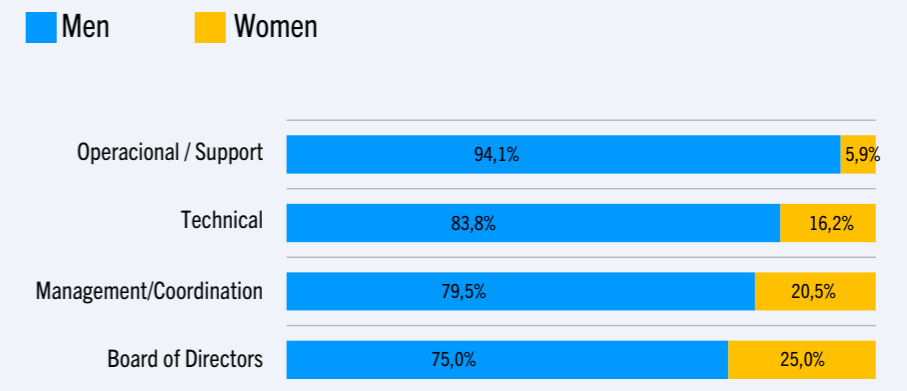
According to the data found in the document “Igualdade de Género em Portugal: Boletim Estatístico 2022” (Gender equality in Portugal: statistical bulletin 2022) by the Commission for Citizenship and Gender Equality, in line with other international statistics, around 12% of the qualified workers in the construction and trade industry are women, in 2021. At Conduril, women represent 7% of the global workforce, following the reality of the statistics of the construction sector worldwide.



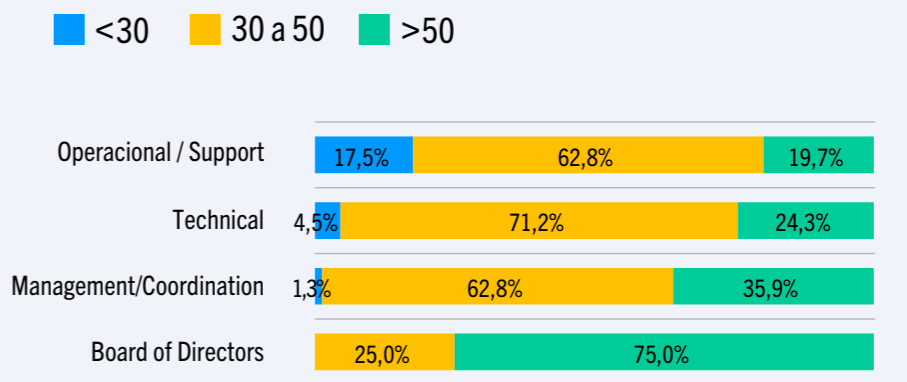
**2 974**  
employees in 2 continents,  
6 countries



% of employees by gender and professional category in 2022



% of employees by age group and professional category in 2022





## 5.1. Occupational health and safety

Conduril takes its commitment regarding the health and safety of its employees very seriously, having in progress several mechanisms for the management and safeguard of them, formalised in the Health and Safety Policy and Corporate Social Responsibility Policy.

The management policies in force foresee not only the compliance with legislation, standards, regulations applied to the activity, and the compliance obligations related to the Occupational Health and Safety Management System, but also aim to provide safe and healthy working conditions to prevent injuries and illness among employees.

The application of the General Safety Principles to all Conduril's activities through the adoption of measures that allow danger to be eliminated, the assessment and control of unpreventable risks, as well as the promotion of the consultation and participation of the workers and their representatives in matters related to Occupational Health and Safety.

Although no activity beings without a previous hazard and risk identification, risk assessment, and implementation of preventive actions, Conduril regrets the fatal accident occurred in 2022, whose direct cause was due to a natural phenomenon. During 2022, 95 work-related injuries occurred, 50% more than in the previous year. Conduril maintains its commitment to improve the working conditions of its employees, reinforcing its investment in training related to Occupational Health and Safety (OSH). Currently, it has an internal certified trainer dedicated exclusively to Safety training, namely in safety regarding the handling of different equipment.

One of the principles of ethics defined in Conduril's Code of Business Conduct is the duty to report inappropriate behaviour in the workplace, namely risk situations.



### What it means for Conduril

## Occupational health and safety

This topic includes Conduril's practices and policies to safeguard and promote the occupational health and safety of its employees.

## In 2022

**0** Confirmed cases of work-related ill health.

### Next steps

Increase the health awareness and promotion campaigns to every employee.

#### Angola

Prepare the workers for effective action in an emergency situation.

Increase the workers' knowledge regarding the occupational accident prevention measures.

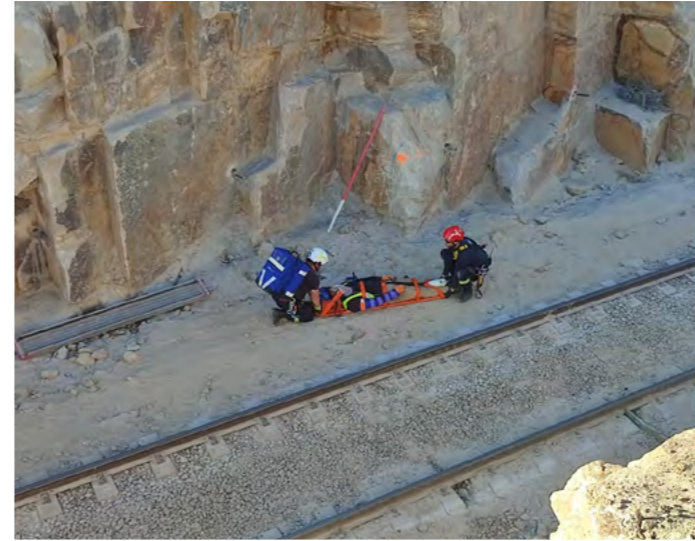
# 19 993

training hours on Occupational Health and Safety



## PORTUGAL

Participation of external aid entities in railway works: District Command of Rescue Operations (CDOS); Fire corporation.



## ZAMBIA

Internal training for all workers on malaria.



## ANGOLA

5 health posts permanently active on the work sites ; Regular meetings regarding OHS at every work site.



## MOZAMBIQUE

Training regarding the use of the fire extinguisher in case of fire, including how to inspect the fire extinguisher.

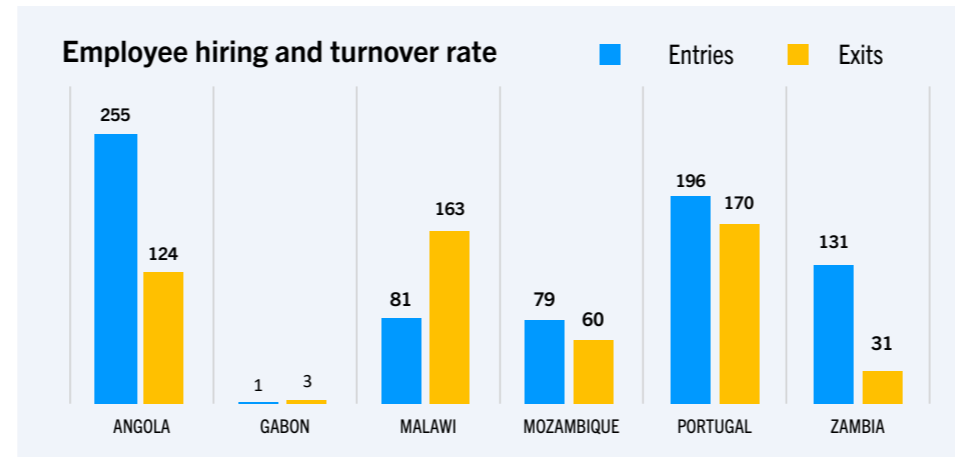
## 5.2. Labour practices, working conditions and social protection

Conduril considers it extremely important to provide working conditions that promote motivation, personal and professional fulfilment, and team spirit among its employees, as well as to provide an income according to their duties, which allows them to meet their personal and family needs, as well as promote decent work:

- Maintenance of the retirement complement from the pension fund.
- Payment of expenses related to travel, food and accommodation to every employee at the work site.
- Offer of partnerships with banks and pharmacies to employees, with more favourable conditions than those available on the market.
- Mobility policy included in the career management model, which integrates the possibility of the career reorientation of its employees.

The culture of demand and quality prescribed by Conduril starts with a rigorous recruitment and selection process of its employees. This process is based on a set of demanding procedures, in order to gather qualified applicants and meet the profile and goals defined for each position. The recruitment of middle staff and senior managers is based on the analysis of several applicant's elements, namely cover letters, Curriculum Vitae, interview, and the application of psychological fitness tests. The application of these tests is performed by the company's internal psychologists and aim to assess the applicant's skills, knowledge and potential. The selection of the remaining employees is performed in a similar way, with focus on the verification of their technical skills.

Regarding Conduril's hiring and turnover rate, in 2022, 743 individuals were hired and 551 left the company.



However, Conduril's culture of demand and quality is not verified unilaterally. The satisfaction, protection and development of its employees is part of Conduril's mission, by promoting education/training as a structuring element for social and economic evolution.

Operating in the international market, Conduril also considers essential its adaptability to the society and culture where it works. Therefore, Conduril invests in the best possible integration in the existing social environment in the places where it works, considering local customs and legislation in the company's management strategy.

### Benefits

In addition to the salary component, Conduril considers that the benefits package it offers is a way to value and promote the well-being of the individuals working at the company. In the following table, the benefits provided to all employees according to the regions where they work are indicated.

### What it means for Conduril

## Labour practices, working conditions and social protection

This topic refers to Conduril practices and policies regarding hiring and work performed, by or on behalf of Conduril, including subcontractors, salaries, benefits and the balance between the professional and family life of the employees.

### Next steps

Establish life insurance conditions for Conduril employees.

Offer health insurance to all employees with special conditions regarding the inclusion of their household.

Develop policies that promote a balance between the personal and professional life of the employees.

## Benefits for full-time workers

Benefits	Portugal	Angola	Gabon	Mozambique	Malawi	Zambia
Life insurance (1)	-	-	-	-	-	✓
Health insurance	✓	✓	✓	✓	✓	-
Maternity/paternity leave	✓	✓	✓	✓	✓	✓
Private pension (2)	✓	✓	✓	✓	✓	✓
Personal accidents (3)	✓	✓	✓	✓	✓	✓
Others	-	✓	✓	-	✓	-

Angola	Paternity leave ensured by the company; free access to health care - outpatient and health posts on work site. Income supplement in case of leave due to work-related injuries
Gabon	Income supplement in case of leave due to work-related injuries and paternity leave ensured by the company.

(1) For expatriate and national workers

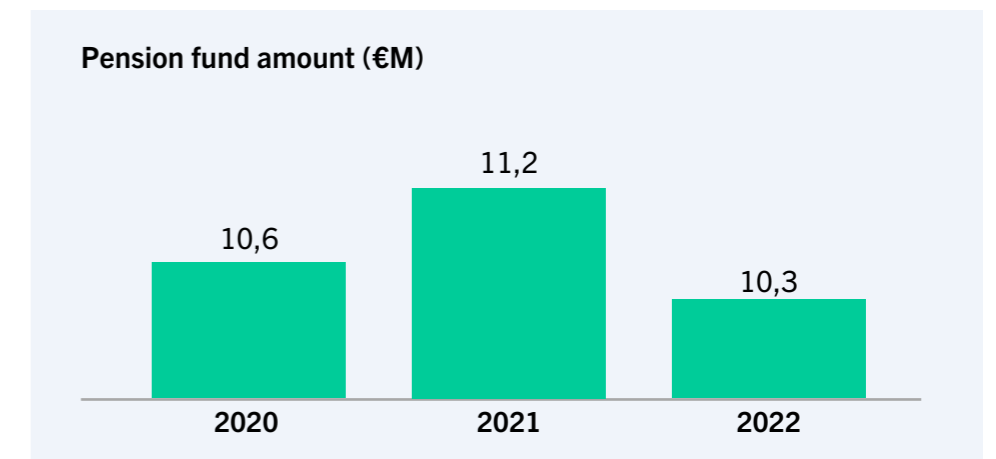
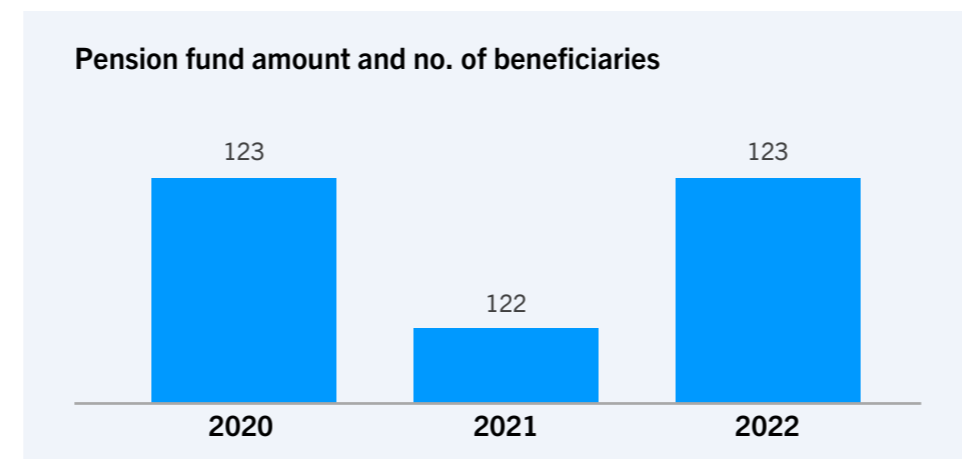
(2) For permanent workers with contract in Portugal

(3) For expatriate and traveller workers. In Gabon, the personal accident insurance includes work-related injuries and life accidents, including national workers.

## Pension fund

Our mission is to create lasting wealth for our shareholders and the sustainability of the best working conditions and remuneration for our employees, as well as their satisfaction, as the first vector of our social responsibility – whether active or retired.

Therefore, Conduril created, in 1989, the Conduril Pension Fund in Portugal, fully funded by the company, for the employees who retire and in compliance with the By-laws, increasing the retirement pension of each employee up to 22.5% of the last salary earned.



# In 2022

## Conduril Christmas Party 2022

Symbol of respect, consideration and dedication, Conduril maintains the tradition of offering commemorative watches to every employee that works for the company during 25 years. This gift is directly delivered by the President of the Executive Committee.

## Edition of the Letras & Obras newspaper and JornaBAT newspaper (Alto Tâmega dam project)

Aiming to increase the engagement of all employees, promote communication and ensure knowledge sharing, the “Letras & Obras” and “JornaBAT” newspapers are periodically edited.

## Mozambique: Traditional ceremonies

Traditional ceremonies in which each community delivers a list of what it needs for its performance, in order for the ancestors to bless the project the company will execute. In these ceremonies, the leading spirits of each community are invoked, they are informed about the project and their blessing is requested in order for everything to go well and without any accidents. 33 ceremonies were performed in total (1 for each place) in the provinces of Inhambane, Gaza and Maputo.



## Malawi

“16 Days of Activism against Gender-Based Violence” awareness-raising action.



### 5.3. Fight against forced labour and modern slavery

Conduril's concern with human dignity and rights goes beyond its direct workers, it includes its entire value chain, especially subcontractors.

Therefore, Conduril ensures, through its strict and rigorous selection of subcontractors and suppliers, that any case of forced labour, modern slavery or other forms of labour for which the employees have not offered voluntarily and for which they should be duly recompensated, do not take place.

Advocating that people have the right to earn an income that allows them to meet their personal and family needs, Conduril commits to not apply deductions to the salaries due to disciplinary actions, except when situations foreseen in the legislation and in the collective bargaining agreement are verified.

Conduril has also implemented its internal procedure, "Rules to prevent and combat Workplace Harassment", which aims to establish the rules of good conduct to prevent and combat workplace harassment, as a means to eradicate any form of workplace violence. This document includes all facilities, delegations, including construction sites, where Conduril develops its activity, as well as all provisions of work on behalf of the company.



#### What it means for Conduril

#### Fight against forced labour and modern slavery

This topic addresses Conduril practices to abolish, from its direct and indirect activities, every work or service required from any person under the threat of punishment and which the person has not offered voluntarily.

### In 2022

- O** Operations and suppliers where freedom of association and collective bargaining may be at risk.
- O** Operations and suppliers where there is a significant risk of incidents of child labour.
- O** Operations and suppliers where there is a significant risk incidents of forced or compulsory labour.

#### Next steps

Develop the policy on promotion of respect and equal opportunities for all employees, including the payment of fair salaries.

Formalise Conduril procedures regarding its suppliers, employees, subcontracted and other partners: all and every one of them must respect human rights, in every area where their activities are developed through clauses present in every contractual agreement, enabling the termination of the contract if breaches are detected.

## 5.4. Career development, training and education

The development and improvement of the skills and knowledge of its employees represents an important pillar for Conduril's commitment in providing services with the highest quality and technical rigour.

Therefore, the company actively invests in the offering of specialised technical training courses, provided by internal trainers and/or external certified entities.

The preparation of the Annual Training Plan is based on the assessment of the identified training needs and the performance evaluation process where the complementary and individual training needs of each worker are collected. Based on these two inputs, the Annual Training Plan of the company is prepared, which ensures full alignment with the company's strategy and with the development needs of each employee.

However, Conduril's actions within education and training go even further. Doing justice to its ambition of being both more competitive and more human company, facing the reality of illiteracy and the lack of academic training in several regions where it operates, Conduril operationalises and funds Literacy and School Acceleration Programmes through the Conduril Academy.

In Portugal, Conduril maintains partnerships with several educational and training institutions in the area of Civil Engineering, regularly hosting students in order to develop their skills and a possible future integration in the company.

In 2022, 34 434 total training hours were provided, each employee received an average of 12 training hours, globally speaking.

Total training hours			
Category	2020	2021	2022
Board of Directors	32	7	148
Management/Coordination	575	1 201	1 136
Technical	2 602	3 811	4 367
Operational/Support	10 922	15 448	28 783
<b>Total</b>	<b>14 131</b>	<b>20 467</b>	<b>34 434</b>
<b>Average no. of training hours</b>	<b>6</b>	<b>9</b>	<b>12</b>

### In 2022

+ than 50 training courses on equipment safety  
 + than 10 training courses on first aid and works at a height  
 + than 85 training courses provided by external entities recognised in the market

#### Conduril Academy: Angola and Mozambique

- Specialised Technical Training
- Literacy and School Acceleration Programme

#### Portugal - Mozambique

- Exchange – for the training of 8 Mozambican employees in Portugal

#### Zambia

- Welcome and awareness-raising training course in OHS in the projects in course

### What it means for Conduril

#### Career development, training and education

This topic is related to the organisation practices, policies and approaches to the training and specialisation of its employees, as well as professional and career development and management of its human capital.

#### Next steps

##### Portugal

Internal specialised technical training courses on equipment safety.

Continue specialised technical training on first aid, works at a height and emergency.

##### Angola e Moçambique

Training addressed to active workers in order to replace the workers who are close to retirement.

Continue the project related to the decrease of literal illiteracy levels and reduce functional illiteracy levels.

Development of technical skills in the ESG area.

### Exchange of Conduril employees

Pursuing the valuation strategy of its human capital and within the context of its social responsibility with the Mozambican society, in which it operates, Conduril received 8 Mozambican employees in Portugal, in order to promote and develop their skills. In addition to work-related training, internal training actions were provided for the professional development of those employees, namely: interpersonal development and communication, the Portuguese language applied to the area of civil engineering, safety in the use of equipment, construction site safety, preventing and fighting fires and works at a height. Welcoming, awareness-raising and training actions in the area of work-related safety were also provided.

### Glocal Talent Experience VII – 2022

GLOCAL is a meeting of Conduril employees with positions of responsibility in different areas of the company and from diverse regions. This is an example of a place for knowledge sharing, experience and interaction. Every year, the meeting reflects on a different issue, allowing the discussion of ideas and the search for innovative solutions.

In 2022, we resumed this activity after a two-year break due to the pandemic. In addition to discussing the impact and changes caused by the pandemic, and how each person experienced that transformation period with its impacts both the personal and professional lives, this event aimed to reflect on: “What we applauded/we did well/deserves a positive note”, “What we intend to maintain” and “What we intend to innovate/evolve”.

The activity also included the visit to the “Construction of the Alto Tâmega dam and hydroelectric power plant of the Tâmega power generation system” project.





## 5.5. The Conduril Academy

The Conduril Academy is a vocational training centre in the area of Civil Engineering and Public Works, duly accredited by the bodies that are responsible for vocational training in the countries it operates in. Its activity is fully funded by Conduril - Engenharia, S.A. Although it does not receive any government subsidies by choice, the Conduril Academy works in strict and permanent collaboration with the Ministries of Education in Angola and Mozambique. This academy will continue its existence as long as Conduril sustains its activity. It has survived and existed within a network of cooperative, interdependent and transversal work between all the departments that form the Group.

This is the essence of the Conduril Group and consequently of the Conduril Academy. This essence focuses on action, fulfilment and full achievement by all that are part of it, involved in it and that keep it alive. Which means, all its people in its different social, professional and cultural contexts.



ESTABLISHED IN OCTOBER 2009

Aware of its permanent goals, the Conduril Academy focused, throughout the years, on the consolidation of the elimination of the illiteracy rate in the Conduril universe, especially in rural and periurban areas, through the intensification of literacy actions. Additionally, it was more proactive and efficient in terms of its internal answers regarding the work-related training needs, increasing its global performance rate and impact on each employee. On the one hand, the personal and collective identities and values that safeguard the well-being and quality of life of the employees in general were reinforced, and, on the other, a contribution to the promotion of skills and knowledge oriented towards the daily working practices was made, improving performance and stimulating careers.

# People are the essence of Conduril.

“To act – that is true wisdom. I can be what I want to be, but I have to want whatever it is. Success consists in being successful, not in having the potential for success. Any wide piece of ground is the potential site of a palace, but there’s no palace till it’s built.”

*in Livro do Desassossego, by Bernardo Soares*

The Conduril Academy plays a decisive role in Conduril's social responsibility policy and in the contribution that it provides to the society in which it operates. Education and training are structuring elements for the social and economic evolution of any society where people are inevitably involved. People who know, people who know how to be, people who provide and support the growth and development of the country. It is precisely them, the people, that we always want to reach. And stay with.

## About us

### Vision

The Conduril Academy is a centre that promotes expert knowledge, officially recognised, and particularly intended for the Conduril Group employees in Angola and Mozambique. The Conduril Academy is fully funded by Conduril - Engenharia, S.A. and will continue its existence as long as Conduril - Engenharia, S.A. sustains its activity. It will perpetuate its intervention focused on people, integrating local and global needs, in a scenario we believe to be both stable and cyclic, due to the activity of the company.

### Our mission

The Conduril Academy's mission is to provide vocational training to every Conduril Group employee in Angola and Mozambique, therefore contributing to improve quality of life, both locally and nationally.

Through its vast experience in the resolution of highly complex challenges in the development of key competences for the company's success, the Conduril Academy maximises the employee's performance.

Inside the complexity and dynamics inherent to a construction site, our theoretical and practical training is more directed to the real context of

work, to the tasks and jobs of daily work practices – a precise, objective and direct intervention.

More and more committed and aware of our role in the societies in which we operate, we have mirrored our concern with Social Responsibility, through the promotion of different initiatives that contribute to the potential development and growth of the countries and their people.

Therefore, at the Conduril Academy, we advocate excellence and perfection, and we enumerate our permanent goals, which are integrated in the strategic plan.

### Permanent goals

- Extend, improve and validate technical skills and professional knowledge, in order to promote the capacity to participate in teams, with responsibility, representativity and credibility, obtaining results and increasing our competitiveness;
- To pay special attention to training geared towards active elements that will replace those who retire;
- Eliminate literal illiteracy levels and reduce functional illiteracy levels;
- Include the disclosure of our values and principles, as well as the main points of our Global Strategy in the training activity;
- Strengthen the growth of excellence in work;
- Improve self-confidence, the capacity to solve problems, satisfaction and a sense of stability;
- Contribute to the educational, social, economic and community development in Angola and Mozambique.



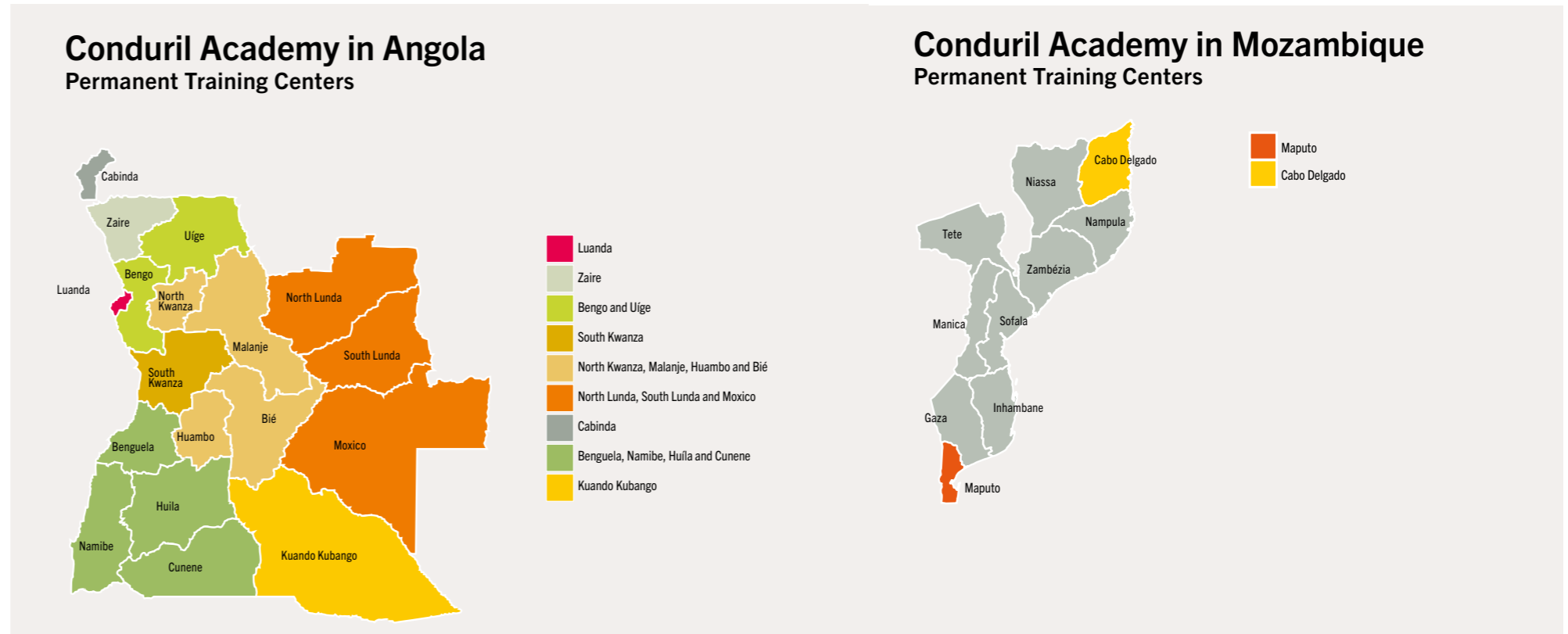
### Head office and learning hubs

We develop our training activity in the entire Angolan and Mozambican national territories, in the different geographical areas where Conduril operates. The head office of the Conduril Academy in Angola is located in Benguela, and in Mozambique, it is located in Matola.

The Conduril Academy operates based on a work philosophy supported by itinerant training, with training, education, evaluation and validation of skills actions occurring in the real context of work, in order to ensure the continuity and sustainability of the training processes, without jeopardising the labour income of its employees and bringing them closer to a context that is familiar and close, therefore favouring the process of delivery, motivation and teaching/ learning. No doubt that the Conduril Academy is the anything is possible department, without physical limitations that, imbued by the social responsibility that the Group advocates, has revealed to be transversal to every department, through a collaborative, interrelated and networking-based work, merging interests, opportunities and values that foster the use of the share capital the company has in the name of the valuation of its human capital.

### Team

The Conduril Academy team is comprised of a group of trainers certified in different training programmes and curricula, which includes social, psychological, pedagogical and human resource management areas. We also have specialised technical trainers, with proven professional experience, which highly contributes to the enrichment of the training courses and the employees.



## Fragments of Our History Comprised in the Global Strategy

### Past

Since its creation in 2009, the Conduril Academy has been marked by a sequence of starts, by a restart without ending its journey, rebuilding paths, times and stories, where the path built is reflected on the employees and the people. Believing that Conduril would be reinforced in the long term, with the crucial promotion and renewal of skills and technical and technological specialisation in the field of Civil Engineering and Public Works, the Management shared its first intention: provide flexible learning paths and recognise, validate and certify knowledge and the skills acquired, formally or informally, to Conduril employees.

Therefore, an accredited vocational training centre became a reality in Angola.

The beginning of the Conduril Academy training activity started in April 2010 and was based on the process of recognition, validation and certification of professional skills that included 88 drivers. Since then and until now, approximately 300 workers, from several trades and crafts, had their professional skills validated and certified in this modality. At the end of 2010, after several training incursions in the Angolan provinces, we understood that the situation in terms of basic education of our trainees was a problem. The reality of the country was reflected on Conduril and, in 2011, the illiteracy rate was 24%, in a universe of 300 illiterate or undereducated employees. Inevitably, our intention had to be adjusted to the needs and specificities of the target audience, and a new and permanent goal arose: eradicate illiteracy in the universe of the Conduril Group's employees.

After this moment, a reformulation and readjustment of the training models of the Conduril Academy were made, in which literacy became one of our essential axes, in order to enable our workers to participate

in learning opportunities, within the education and training offers, inside and outside the Conduril Academy.

The initial intention remained, but in between other aspirations, such as a technical and vocational school or a technical driving school, were left behind, and other scenarios were naturally discarded due to the existing priorities with our employees. Indeed, that motivation arose even more so within the understanding of the socio-educational reality, where the fight against illiteracy became a priority for the Angolan Government since the Peace Agreement of 2002 and that made this fight the “National Imperative” for the social and economic development of the country. Therefore, there is an alignment with the national and international milestones and discussions: since the Plano Nacional Estratégico para Revitalização da Alfabetização (PEPRA, National Strategic Plan for Literacy Revitalisation, 2012), the engagement with the Educação Para Todos (Education for All) plan and the composition of the Plano de Desenvolvimento Nacional (PND, National Development Plan) for 2013-2017 (and, currently, for 2018-2022) that we cooperate with Angola in the understanding that sustainable development is focused on stability and growth, and on human valuation, on the Education for All global movement, started in Jomtien, in 1990, and reiterated in Dakar, in 2000, on the 2030 Agenda for Sustainable Development, adopted by the United Nations Summit on Sustainable Development, on 25 September 2015 and which resulted in the new Sustainable Development Goals (SDGs), in which the eight Millennium Development Goals (MDGs) are based on. Paths that definitely teach and mirror Conduril's culture and conduct, combining technical skills and operational flexibility for an efficient answer to the local and global educational requirements.



## Present

Nowadays, the Conduril Academy focuses its investment on specialised technical training, training on quality and safety, framed in the transversal axis of lifelong learning. It strives for its most challenging, promising and permanent goal: include training programmes, which consider the idiosyncrasies and specific characteristics of adulthood, focused on real work needs, in order to achieve effective gains and goals in terms of professional skills.

Promote, maintain and renew professional skills and knowledge for the performance of employees' duties.

Over the years, the Conduril Academy has consolidated its contribution to local, national and international communities, through several projects focused on people, communities and strategic social partners in different provinces where it is established. We are constantly requested to share our know-how, instruments and pedagogical techniques, and we are also used as a role model by other companies in this sector or by local social partners.

Contribute to the educational, social, economic and community development in Angola and Mozambique.

From motivations, courses and evaluation of the past and current paths, and always up-to-date regarding the education, training and certification needs of the Conduril Group, in every work front in the African continent, the Board of Directors of Conduril understood that the investment and strategic establishment of the Conduril Academy in Mozambique was essential. Based on the experience of the

Conduril Academy Angola, since August 2016, we created the Conduril Academy Mozambique, assuming itself in the country as a

model and essential department, with notable steps in terms of adult education and vocational training.

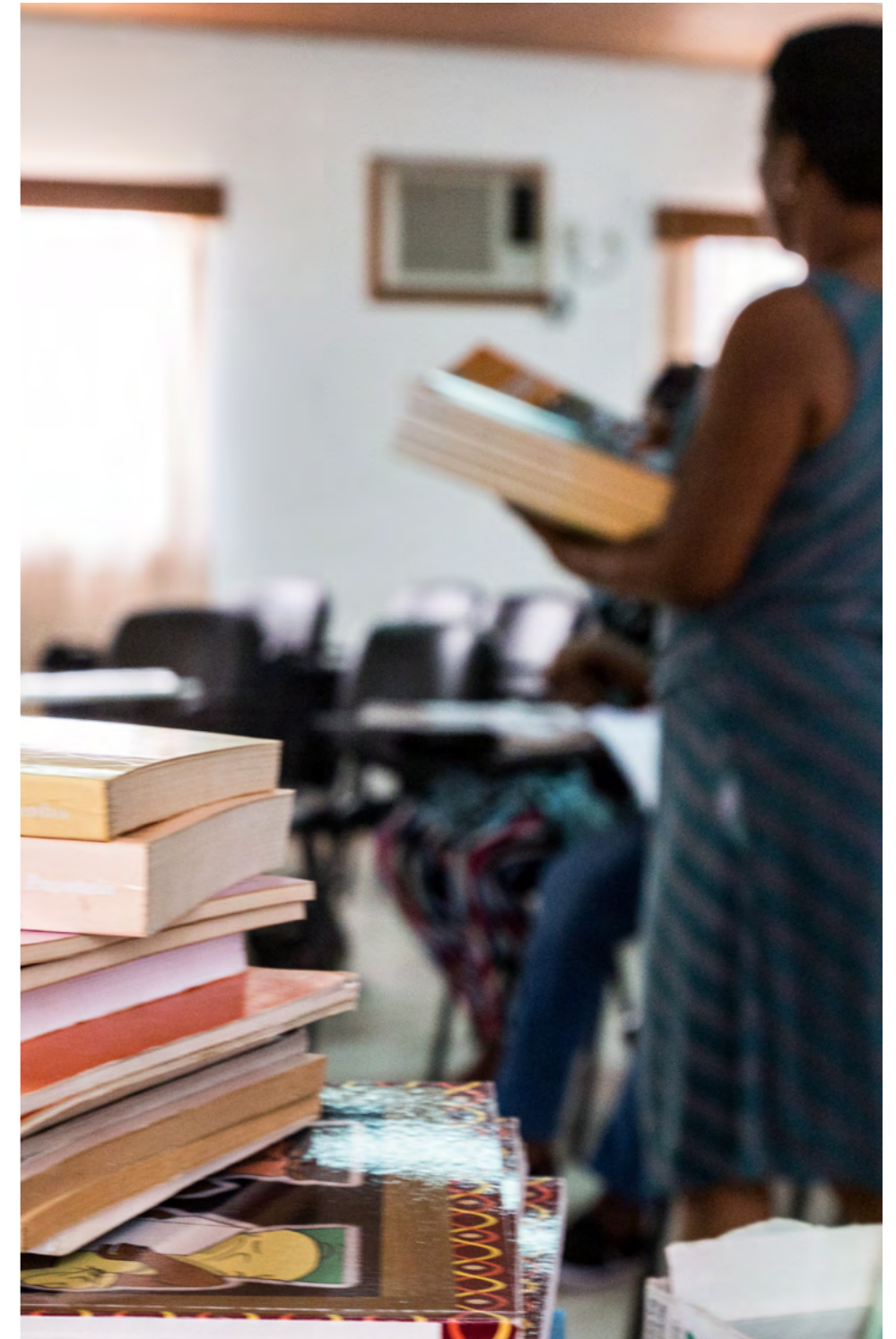
In addition to the direct contribution to the worker, we have been cumulating footprints in the communities, within families and the society in general. Currently, between Angola and Mozambique, we have 300 literate individuals, in a total of 4263 trainees, which certainly will add local knowledge and multiply national development. Notwithstanding, the numbers that shape us are qualitatively greater, and even invaluable in terms of expression, contribution and gratitude that reach, connect and binds us.

## Future

Following Conduril's internationalisation strategy, the Conduril Academy avoids, by all means, the one-size-fits-all approaches and develops curricula and programmes, goals and materials to meet the profile diversity of the trainees regarding their abilities, age groups, previous experiences, geographical location, gender, life circumstances, interests and expectations.

It is in this global context, markedly unstable and competitive, that the career and life paths of the workers are built and the Conduril Academy's responsibility implies working to make them employable, keeping them in a "state of competence", and of competitiveness in the market. For this reason, the Conduril Academy is prepared to follow the growth and expansion of Conduril in other African markets.

Nevertheless, talking about the future is not easy, because the present is the future of our past, and because today we will be the yesterday of tomorrow. This will probably be the most risky moment of the decision regarding the next steps of the Conduril Academy. Nevertheless, we intend to permanently commit ourselves to provide quality vocational training and oriented to real work needs, together with the Instituto Nacional de Educação e Formação de Adultos (National Institute of



Adult Education and Training) in Angola, disclose the organisation's values (its global strategy and its constitution), respond to every mandatory training need, improve internal procedures, invest in the continuous improvement processes of our operational procedures and continue to leave our social responsibility mark on people and on the communities of the several provinces where Conduril operates.

Disclose and promote Conduril principles and values, and its global strategy. Improve self-confidence, capacity to solve problems, satisfaction and sense of stability.

These Vocational Training and Education steps are based on a perspective that contemplates lifelong (life-wide) learning. Learning is imminently an individual process that takes place in a certain context, with social, economic, political and cultural specificities. We reaffirm that Conduril defines itself as a qualifying organisation that supports the consolidation of its relationships with the exterior and in articulation with other public and/or private entities, as one of the premisses that bases the engagement and accountability on a technical, vocational and socio-educational teaching context in Angola and Mozambique. Believing that this is the safest path to follow (at least, for now), we will not say "so be it", we will say what we have accomplished and that we will continue to do whatever we can to continue accomplishing. So be it, depends on us!

## What we do

- Literacy and School Acceleration
- Recognition, Validation and Certification of Professional Skills
- Specialised Technical Training
- Quality and Safety Training
- Human and Cultural Training
- Real Work-related Training
- Community programmes: Reading Incentive Programme; Education Incentive Programme
- Conduril Higher Education Scholarships
- Safety/Quality campaigns
- Establishment of social, public and private partnerships as local partners
- Development and research (publications, internal projects; new courses)
- We offer a personalised concept for the individual and organisation needs, distinguishing ourselves through the capacity we have to develop projects integrated in Conduril from design to completion.



## Awards and distinctions

3rd place in the National Literacy Prize 2013, awarded by the Angolan Ministry of Education/ Eduardo dos Santos Foundation and National Commission for UNESCO

The Angolan Ministry of Education selects the Literacy Programme of the Conduril Academy to represent Angola at the UNESCO International Literacy Prizes in 2013, 2015 and 2019

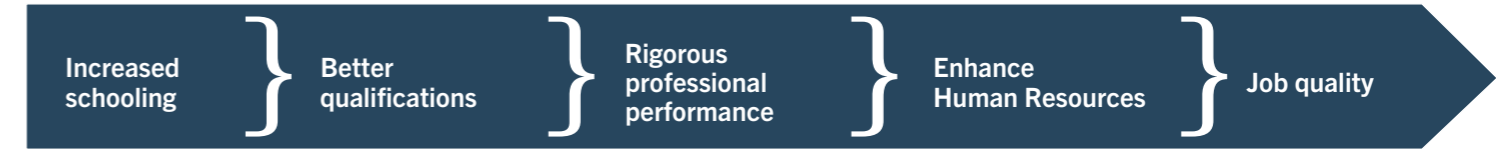
Special mention awarded by UNESCO recognising the work developed in the education sector, at the UNESCO International Literacy Prizes in 2015 and 2019

## Structuring axes of the Conduril Academy intervention



## Conduril Academy 2009-2022

The Conduril Academy commitment binds people, employees, families, communities and the country. We have created a web of impacts and relationships beyond the appropriation of letters and numbers. The experienced values are those who shelter us. They are our anchor. Our set of values guide us to achieve our objectives, the fulfilment of our goals and the best decision-making.



### Conduril Academy Angola 2010-2022 results obtained



\*INEFOP: Instituto Nacional de Emprego e Formação Profissional de Angola (National Institute for Employment and Vocational Training in Angola)

### Conduril Academy Moçambique 2016-2022 results obtained



\*INEFP: Instituto Nacional de Emprego e Formação Profissional de Moçambique (National Institute for Employment and Vocational Training in Mozambique)

## Conduril Academy Angola

Number of certificates per training type at the Conduril Academy Angola

	Number of certificates		
	2022	2021	2020
RVCCP* Process	0	0	0
Continuing Technical Training	68	32	77
Literacy and Schooling Acceleration Programme	0	0	0
<b>Total</b>	<b>68</b>	<b>32</b>	<b>77</b>

Amount of training hours per training type at the Conduril Academy Angola

	Total training hours		
	2022	2021	2020
RVCCP* Process	0	0	0
Continuing Technical Training	736	175	403
Literacy and Schooling Acceleration Programme	0	0	645,5
<b>Total</b>	<b>736</b>	<b>175</b>	<b>1 048,5</b>

## Conduril Academy Mozambique

Number of certificates by training type at the Conduril Academy Mozambique

	Number of certificates		
	2022	2021	2020
RVCCP* Process	0	0	0
Continuing Technical Training	1 541	570	11
Literacy and Schooling Acceleration Programme	0	0	0
<b>Total</b>	<b>1 541</b>	<b>570</b>	<b>11</b>

Amount of training hours per training type at the Conduril Academy Mozambique

	Total training hours		
	2022	2021	2020
RVCCP* Process	0	0	0
Continuing Technical Training	6 948	3 737	163
Literacy and Schooling Acceleration Programme	0	0	0
<b>Total</b>	<b>6 948</b>	<b>3 737</b>	<b>163</b>

\*RVCCP – Reconhecimento, Validação e Certificação de Competências Profissionais.  
(Recognition, Validation, and Certification of Professional Competencies)





## 6. Local community

6.1. Local creation of employment and development of skills [↗](#)

6.2. Education and health of the local community [↗](#)

6.3. Noise, vibration, odour, dust, visual effect and others with local impact [↗](#)



## 6. Local community

It is mandatory to create decent work and promote the well-being of society.

For a company such as Conduril, that operates in the international market, its capacity to adapt to the society in which it is working is crucial, striving to be part of the existing social environment in the best possible way, respecting local customs and reasonably cooperating with intelligence within its social responsibility.

Management in the international market implies the best attention to cultural differences: this is a sensitivity that should inspire the entire organisation. Different traditions and cultural values, whatever its origin, should be respected, together with a serious integration in local communities. This requires a special attention to uncertain local variables, such as trust and reputation, in order to build reciprocal relationships.

Promoting education/training as a structuring element for social and economic evolution, through the Human Resources Department in Portugal and the Conduril Academy in Angola and Mozambique, as well as through the award of higher education scholarships in these countries, has a decisive role in its social responsibility policy and in the contributions it provides to society. In addition to economic development, the main goal regarding training in the communities where the projects take place is being able to provide training to people, in order for them to participate in Conduril teams with responsibility, representativeness and credibility. This is the only way to obtain positive results and increase competitiveness.



## 6.1. Local creation of employment and development of skills

Conduril has established proximity relationships with the communities in the regions where it operates and has contributed to local development, both through the creation of employment opportunities and investment in training. The company considers that enhancing and valuing human capital significantly contributes to the creation of value in local economies and the improvement of the quality of life of those people.

The improvement of skills is, indeed, one of the fundamental pillars of Conduril's activity and of the integration in the societies in which it operates, being mainly translated into training for locally hired employees, which contributes to the development of their skills and provides a better quality of life. The promotion of local labour hiring, whether qualified or not, allows for the generation of wealth both locally and nationally.

More than 30 years of activity in the African continent, mainly in Angola and Mozambique, fruit of the development of skills in these countries, means that 85% of the employees from local communities work for Conduril in its technical structures, namely, in the study and budgeting department, laboratory, quality, environment and safety.

In 2022, Conduril provided involvement programmes for local communities and/or impact assessment programmes in several geographical areas in 65% of its operations (ongoing projects).

Companies are the group of PEOPLE that work there... WE honour our COMMITMENTS and INVEST in PEOPLE!

We share knowledge. We develop PEOPLE. We contribute to individual and collective enhancement. We generate happiness in the workplace.



### What it means for Conduril

## Local creation of employment and development of skills

This topic refers to Conduril practices that aim to encourage the development of skills in the communities where it operates, through a close cooperation with the local community and investment in its human capital, with the creation of employment and training opportunities.

### Next steps

#### Zambia and Malawi

Increase recruitment actions in local communities.

#### Angola and Mozambique

Maintain contribution to the development of local communities through the creation of employment and training opportunities.

# In 2022

## Mozambique

Mozambique – In the scope of the project funded by the World Bank for the construction of model houses, resettlement houses and urban social infrastructure, in the provinces of Inhambane, Gaza and Maputo, Conduril hired local unqualified workers for all work fronts, as a way of integrating the community in the project and helping it grow economically. This recruitment was articulated with the Planning and Infrastructure District Service and the respective community leaders in each area.



## Malawi

Continuous recruitment of local inhabitants in the villages that surrounded the works. This hiring included qualified and unqualified workers.

## Zambia

Conduril began employing local people, in order to promote employment opportunities and the improvement of skills.



## 6.2. Education and health of the local community

Bearing in mind the permanent goal of contributing to the educational development of the country where it is operating, Conduril has consolidated its image as an effective social benefit for the employees, through the creation and renovation of several projects and programmes.

In particular, the education incentive programme, the Conduril Scholarship Programme for Higher Education (BECES), has been growing, proving its impacts and extending its borders. In Angola, in 2018, Conduril took the first steps to create the programme and, in 2019, it awarded the first scholarships.

The BECES programme is intended for the children of economically deprived Angolan and Mozambican employees, being comprised of a contribution for the expenses regarding attendance, permanence and completion of a Bachelor's Degree in the Higher Education subsystem.

The Conduril Academy is responsible for the management of the BECES programme, through its disclosure, application treatment and follow-up of the applicants during the entire process.

Conduril develops several programmes and initiatives aimed at promoting education, namely regarding the children of its employees. This way, 29 higher education scholarships were awarded to the children of its employees in Angola and Mozambique. Conduril believes that this type of opportunities, in addition to promoting the training and development of human capital, can also transform the lives of the employees and their families, both at the personal and professional levels.

They reflect a daily fight to reach the other side, the side that opens up horizons, offers greater safety and helps achieve aspirations, which are common to all applicants and shared by us, Conduril. Conduril expects

to contemplate, in a near future, the achievements of its scholarship holders together with them.

We know that they will carry a transversal impact on several contexts where they will be integrated, they will create new connections and relationships, as well as contribute to the growth and evolution of their own country/community.

Total no. of scholarship holders		
Year	Angola	Mozambique
2019	10	--
2020	15	6
2021	13*	6
2022	15	11

(\*) Change in the school calendar.

In 2022, four years after the start of the BECES programme, Conduril celebrates, with great satisfaction, the completion of the first degree courses.

Total no. of scholarship holders with higher studies already completed	
Angola	2
Mozambique	1

### What it means for Conduril

#### Education and health of the local community

This topic refers to Conduril practices that aim to encourage the development of local communities, through the promotion of thematic actions and campaigns which are relevant for the local community, including public health.



## Testimonies

### Eliana Ferreira Maneco

23 years old, Angola  
Course: Public Administration



“Conduril’s Scholarship Programme contributed to my academic development, and helped in areas outside higher education, for my own satisfaction, without forgetting the democratisation of access to a varied range of institutions and quality education.”

### Assunção Saulo Domingos

25 years old, Angola  
Course: Law (Legal and Economic)



“With this programme, the Conduril Academy allows the children of its more deprived employees to attend higher education.”

### Almeida Abilio Boa

23 years old, Mozambique  
Course: Engineering and Management of Oil Resources and Alternative Energy



“Conduril’s Scholarship Programme is very important and gives the children of its employees the opportunity to attend higher education, bringing hope to a better future.”

# In 2022

The promotion of education and health in the local community, through the implementation of impactful actions and campaigns, has been another transversal aspect to every activity and region in which Conduril operates, being a fundamental factor for the socioeconomic evolution of a community and offering greater equal opportunities. From these, we should highlight Conduril's support to the "Medicina Mais Perto" (closer medicine) project from the Faculty of Medicine of Lisbon, in Mozambique. The "Medicina Mais Perto" project is an international volunteer project, promoted by the Students Association of the Faculty of Medicine of Lisbon (AEFML) that, through the cooperation between partner companies and associations, contributes to the training, empowerment, development and improvement of the quality of life of the target population in Mozambique, mainly operating in the area of health. The support of this project allows young people to find the necessary conditions in order for them to meet, in the best way possible, their objectives and goals in the development and support of the local community. The topics addressed in these sessions focus on themes such as HIV/AIDS, family planning, pregnancy and post-partum, malaria, among other diseases and health-related issues.

During 2022, Conduril supported the "Medicina Mais Perto" project through free accommodation and food for the 14 students from the Faculty of Medicine of Lisbon.



### Angola

Continuation of the educational development programme that encourages schooling. Emphasis on the award of higher education scholarships.



### Zambia

Awareness campaigns for career development and sexual education.



### Malawi

Provision of school material for the Dzimbiri primary school.



### Mozambique

Free accommodation and food for the volunteers of the "Medicina Mais Perto" project.



## Next steps

### In 2023

Continue the "Medicina Mais Perto" (closer medicine) project.

### Angola and Mozambique

Maintain the scholarship award programme.

### Mozambique

Improve self-confidence and satisfaction of the local community.

## 6.3. Noise, vibration, odour, dust, visual effect and others with local impact

The existence of noise, vibration, odour, dust, visual effect and others with local impact, depending on its type and place (isolated or within an urban environment) is transversal to the entire company's activity and occurs in all geographical areas where Conduril operates.

Aware of the impacts of civil engineering on the environment and people, Conduril considers extremely important the adoption of the best mitigation practices for these impacts and, consequently, the contribution to an improvement of the quality of life of the workers, the local community and the environment.

In line with the adoption of the best practices, Conduril also commits to comply with legislation, standards, regulations applied to the activity, tender documents and requirements of its clients in every region where it operates.

### Mechanisms for managing impacts

- The implementation of the Integrated of Quality, Environment and Safety Management System in every project, including the preparation of the Environmental Management Plan of the project, is based on:
  - the client's requirements and tender documents;
  - the legal and regulatory requirements in force;
  - the compatibility of the environmental measures regarding the construction site location and organisation, the natural and built heritage safeguard, as well as the socioeconomic structure of the local community.
- In every project, a strict determination and assessment of the environmental aspects is made, where minimisation measures are established in the preparation of the impact control plan, considering the following environmental aspects, among others: noise emission, vibration and dust, land use and restoration of soil conditions.

### What it means for Conduril

## Noise, vibration, odour, dust, visual effect and others with local impact

This topic includes the organisation practices and policies to prevent and/or mitigate the impacts of noise, vibration, odour, dust and visual effect inherent to Conduril's activities, in local communities and inhabitants, ecosystems and employees.

### Next steps

Continue the monitoring plans in progress regarding noise, dust and vibration.

Optimise the compatibility process of environmental measures regarding the construction site location and organisation, taking into account the requirements of natural and built heritage safeguard, as well as the socioeconomic structure of the region.

Study and assess the measures proposed in the EIS – Environmental Impact Statement, together with the Client, in order to ensure its full compliance.



# In 2022

## Portugal

Determination of the airborne particles within the environmental monitoring in the Monte Chãos quarry: Sampling of the PM10 and PM2.5 fractions of airborne particles in 4 points determined by the client in the quarry surroundings.



## Portugal

Construction of the Alto Tâmega dam and the hydroelectric power plant: noise level measurements performed (during the day, evening and night) in the closest populations. The measurements were performed during the periods of higher construction activity and compared with the periods of suspended construction activity.

## Portugal

Informing the population in advance of the various constraints on the execution of works for the modernisation of the Beira Alta railway.

## Zambia

Community engagement for education in terms of the social and environmental impacts of the project, done door-to-door.



## Malawi

The execution of the irrigation channel in Malawi was a work that added a mark to the sustainability legacy and elevated the challenge of Conduril's performance in terms of interaction with the surrounding communities, within a context of high environmental sensitivity.

The location of this project coincided, geographically speaking, with one of the major wildlife reserves of the Republic of Malawi and whose responsibility belongs to African Parks, probably the most famous international NGO in the management and sustainability of these type of animal life sanctuaries in ecoregions at risk, in the African continent.

This way, a memorandum of understanding regarding how to mitigate all the impacts inherent to the construction activities of this project was celebrated, in a tripartite way, between African Parks, the Malawi Government and Conduril, in which, it was safeguarded in advance, the compliance with the good practices for the works to be performed with full respect for the existing social and environmental contexts.

The following actions should be highlighted: awareness raising and clarification of workers and local communities/employability prioritised for local inhabitants in this project, in order for them to generate impact with a higher economic return for their communities and, consequently, also being able to avoid the practice of illegal hunting of internationally protected species/establishment of working hours for heavy equipment in order to minimise the noise and adjust them to the dynamic cycles of the surrounding wildlife/delivery to the local community of the wood resulting from the clearance of the forests and its future engagement in the subsequent reforestation. These are only some of the numerous challenges overcome during this project.

# 7. About this Report



# 7. About this Report

Conduril - Engenharia, S.A. publishes its Sustainability Report 2022.

This report includes information regarding Conduril's sustainability and its ESG (Environmental, Social and Governance) performance. Throughout the report, the alignment of the material topics with the Sustainable Development Goals of the United Nations are highlighted.

The report was prepared based on the Global Reporting Initiative (GRI) Standards, version of 2021, and contemplates Conduril's commitments, activities, projects and programmes in all the geographical areas where it operates.

## Materiality

In January and February 2023, Conduril conducted a listening exercise based on the requirements of the AA1000 Stakeholder Engagement Standard, aiming to identify the relevant topics according to the stakeholders. The double materiality concept was applied, which aims to show how the risks and opportunities with financial and operational importance, can be complemented by an impact assessment of business activities and relationships on the economy, environment and people, including human rights.

## Reporting period, publication and interactivity

The information present in this report corresponds to Conduril's activities that took place from 1 January to 31 December 2022. The report has an annual basis and was published in April 2023, in digital format, and can be consulted at [www.conduril.pt](http://www.conduril.pt).

Throughout the report, links were included to ensure greater flexibility and transition between pages, topics and access to external information, in order to create a better reading and consultation experience for the reader.

## Acknowledgement

Conduril would like to thank the contribution of all its employees, across several geographical areas, who were essential for the preparation of this sustainability report.

We would also like to thank all our stakeholders who participate actively in the identification of the relevant themes in which Conduril may have an impact on people and the environment.

## Opinion and contact details

Conduril appreciates the dialogue with the people who are affected by or affect its activities. For any additional clarification, suggestion or feedback regarding sustainability at Conduril and the information present in this report, please contact us through the following options:

Email: [sustentabilidade@conduril.pt](mailto:sustentabilidade@conduril.pt)

General phone number: +351 229 773 920

# GRI Table

[GRI 2: General Disclosures 2021](#) 

[GRI 3: Material Topics 2021](#) 

[GRI 200 Economic Performance](#) 

[GRI 300 Environmental Performance](#) 

[GRI 400 Social Performance](#) 

This document is an annexe to Conduril’s Sustainability Report 2022, prepared according to the Global Reporting Initiative (GRI) Standards, version of 2021. The GRI standards and indicators to which Conduril is responding to are identified, with reference to the corresponding content in the Report and other external resources. Where applicable, the answer is detailed in the GRI table.

Statement of use	Conduril prepared a report according to the GRI Standards for the period from 1 January to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s):	N/A

## UNIVERSAL STANDARDS

# GRI 2: General Disclosures 2021

### 2-1 Organisational details

Conduril - Engenharia, S.A. (name adopted in 2011) was founded in 1959 as a private limited company. In 1970, the ownership structure of the company changed, which would determine its destiny until the present day. It was acquired by the current main shareholders, who deliberated its transformation into a company limited by shares in 1976. In 1990 shares are admitted to trading at the Stock Exchange in Porto and Lisbon. Currently, Conduril is a company listed in a non-regulated market.

Head office: Av. Eng. Duarte Pacheco, N.º 1835 | 4445-416 – Ermesinde – Portugal.

Countries of operation: Angola, Cape Verde, Gabon, Malawi, Morocco, Mozambique, Portugal, Zambia and Zimbabwe.

### 2-2 Entities included in the organisation’s sustainability reporting

This report includes the activities of Conduril and its participated companies, namely:

- Angola: Conduril Angola; Métis Engenharia, Lda.; Urano, Lda.
- Cape Verde: Conduril Cabo Verde
- Gabon: Conduril Engenharia Gabon, S.A.

- Malawi: Conduril Malawi
- Morocco: Conduril Marrocos
- Mozambique: Conduril Moçambique; ENOP - Engenharia e Obras Públicas, Lda.
- Portugal: Conduril - Engenharia; Conduril Engenharia - Açores; Esquénio - Estudos e Projetos de Engenharia; Edirio - Construções; Conduril - Gestão de Concessões de Infraestruturas
- Zambia: Conduril Zâmbia
- Zimbabwe: Conduril Construction Zimbabwe (PVT) LTD

Jointly controlled entities (ACEs) are not contemplated in the scope of consolidation for the sustainability report purposes.

Since the organisation is comprised of several entities, information adjustments due to minority interests are contemplated in the Report and Consolidated Accounts, Chapter 3.

During 2022, there were no activities concerning Conduril in Cape Verde, Morocco and Zimbabwe, therefore, the participated companies in these countries were not included in the 2022 report.

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## 2-3 Reporting period, frequency and contact point

This report refers to the results corresponding to the period from 1 January 2022 to 31 December 2022. Conduril publishes its Sustainability Report annually. It is worth mentioning that the period covered by the Group's financial report is the same as for the Sustainability Report.

Any questions regarding the Sustainability Report should be forwarded to: sustentabilidade@conduril.pt

[Chapter “7. About this Report” on page 66](#) 

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## 2-4 Restatements of information

This Sustainability Report is the first Conduril's reporting exercise in accordance with the GRI Standards, therefore, there are no restatements of information.

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## 2-5 External assurance

There is no external assurance for this report.

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# Activities and workers

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## 2-6 Activities, value chain and other business relationships

Conduril is a company that operates in the sector of Engineering and Construction of Public and Private Works, and Civil Construction.

In all geographical areas where Conduril operates, there are several local suppliers of raw materials, construction products and equipment, as well as service providers and subcontractors. The selection process takes into account aspects related to their technical capacity, quality and proximity, as well as the implementation of quality, environment and safety management systems. The performance of our suppliers is continuously monitored and evaluated according to defined and communicated criteria, with the purpose of establishing partnership relations.

[Chapter “1.3. About Conduril” on page 7](#) 

[Chapter “2.2. Relationships for the future” on page 16](#) 

## 2-7 Employees

Number of employees by gender and region in 2022	Gender	Angola	Gabon	Malawi	Mozambique	Portugal	Zambia	Total
Number of employees	Female	71	11	21	34	71	19	227
	Male	620	121	274	792	813	127	2 747
	<b>Total</b>	<b>691</b>	<b>132</b>	<b>295</b>	<b>826</b>	<b>884</b>	<b>146</b>	<b>2 974</b>
Number of permanent employees (indefinite contract)	Female	18	0	0	22	43	0	83
	Male	107	12	0	114	431	0	664
	<b>Subtotal</b>	<b>125</b>	<b>12</b>	<b>0</b>	<b>136</b>	<b>474</b>	<b>0</b>	<b>747</b>
Number of temporary employees (fixed-term or temporary contract)	Female	53	11	21	12	28	19	144
	Male	513	109	274	678	382	127	2 083
	<b>Subtotal</b>	<b>566</b>	<b>120</b>	<b>295</b>	<b>690</b>	<b>410</b>	<b>146</b>	<b>2 227</b>
<b>Total</b>	<b>691</b>	<b>132</b>	<b>295</b>	<b>826</b>	<b>884</b>	<b>146</b>	<b>2 974</b>	
Number of non-guaranteed hours employees	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0
	<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Number of full-time employees	Female	71	11	21	34	71	19	227
	Male	620	121	274	792	813	127	2 747
	<b>Subtotal</b>	<b>691</b>	<b>132</b>	<b>295</b>	<b>826</b>	<b>884</b>	<b>146</b>	<b>2 974</b>
Number of part-time employees	Female	0	0	0	0	0	2	2
	Male	0	0	0	0	0	0	0
	<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>Total</b>	<b>691</b>	<b>132</b>	<b>295</b>	<b>826</b>	<b>884</b>	<b>146</b>	<b>2 974</b>	

Note: These figures refer to the count performed on 31 December 2022 and are divided by countries where the company has an active presence.

An employee from the Morocco branch was counted in Portugal since there is no activity in this country for 5 years.

## 2-8 Workers who are not employees

Conduril counted 4991 workers who are not employees, but whose work is controlled by the organisation. The total number of workers was calculated considering the monthly count of the total number of registered workers in each project during 2022. The most common type of workers are workers from subcontractors and the most frequent types of work include civil construction and the execution of reinforced concrete structures.

# Governance

## 2-9 Governance structure and composition

[Chapter “3. Economy and Governance Model” on page 22](#) 

## 2-10 Nomination and selection of the highest governance body

The highest governance bodies are elected in a General Meeting, in which the Board of Directors, the Statutory Audit Board and the Remuneration Committee are elected. All members of the Board of Directors developed their entire careers in the company.

The election process takes into account the perspectives of the stakeholders, including investors. The Board of Directors is a heterogeneous group, comprised of individuals with different genders, ages, areas of training and experience, working in different geographical areas, which offers them a general knowledge of the organisation’s activity.

## 2-11 Chair of the highest governance body

The presidency of the Board of Directors is held by a senior executive. Inherent to the position’s responsibilities, the chairperson coordinates the Board activities, convenes, presides and exercises a casting vote in the respective meetings, and ensures the correct execution of his/her decisions. The chairperson is responsible for ensuring the survival conditions of the Group, in order to ensure its continuity and the maintenance of its culture and traditions.

The executive coordination is based on the organisation’s values, which are focused on four principles: honesty, transparency, justice and a strict adherence to the rules and regulations, minimising the possibility of conflicts of interest.

The Board of Directors and each one of its administrators undertake to use, in all their strategical decisions, the following excellence attributes:

- Innovation;
- Quality of products and services;
- Financial health;
- Management quality;
- Quality and recognition of employees;
- Good use of the company assets;



- Social responsibility;
- Global positioning.

In every case, the loyalty to Conduril's principles and values must prevail.

[Chapter "3. Economy and Governance Model" on page 22](#) 


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## 2-12 Role of the highest governance body in overseeing the management of impacts

The Board of Directors has the mission to ensure that Conduril operates in accordance with its goals. The Board is responsible for:

- Defining the Group's strategy, including the sustainability strategy to be implemented at Conduril, in order to achieve the established goals;
- Ensuring the fulfilment of that strategy, according to the strategic goals established;
- Controlling and verifying the business evolution;
- Ensuring the effective operation of the company;
- Ensuring the compliance with all internal standards and guidelines;
- Treating all shareholders equally;
- Ensuring the accuracy of the information disclosed;
- Ensuring that the remuneration policies comply with the principles of performance and merit;
- Ensuring the observance of the law and the By-laws.

The Board of Directors reviews, at least once a year, the effectiveness of the organisation processes, in order to assess their performance and decide on the need to change or improve them.

The communication channels Conduril uses to communicate with its stakeholders can be seen in [Chapter "2.2. Relationships for the future" on page 16](#) .

Aware of the importance of all its investors, Conduril offers different channels to comply with its communication and transparency commitment, through the use of an internet page and a specialised support service, under the responsibility of the company's representative of market relations.

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## 2-13 Delegation of responsibility for managing impacts

As an ethically responsible organisation, Conduril has its essence in the good practices of corporate governance. Regarding Sustainability, Conduril has its own governance structure, comprised of the Sustainability Committee and Sustainability Group, which purpose is to strengthen the work carried out in each geographical area where it operates, in order to promote greater consistency in its operations.

In addition to the President of the Executive Committee, the Sustainability Committee is comprised of the Administrators of different areas of operation and regions, and an Administrator responsible for the ESG area. The Administrator responsible for the ESG area reports directly to the Executive Committee.

The Sustainability Committee performs sustainability management duties from a strategical point of view, depending on the Executive Committee, and is the body responsible for establishing and ensuring the implementation of Conduril's sustainability strategy. The duties of the "Sustainability Group", appointed by the Sustainability Committee, include:

- Implement the strategy established by the Sustainability Committee;
- Suggest and implement actions to achieve the targets established for the sustainability goals;
- Prepare an annual sustainability report;
- Prepare half-yearly progress/follow-up reports.

The coordination of the Sustainability Group is ensured by the Quality, Environment and Safety Management in Portugal and the Head of Sustainability, and the implementation of the actions to achieve the targets established for the sustainability goals is a responsibility of all members of the Group, in their areas of operation/responsibility/region.

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## 2-14 Role of the highest governance body in sustainability reporting

The list of the material topics and the sustainability report are previously reviewed by the Administrator responsible for the ESG area, and later submitted to approval of the President of the Executive Committee.

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## 2-15 Conflicts of interest

Conduril has implemented a Compliance Programme for Preventing and Combating Corruption, available on the company's website ([https://www.conduril.pt/download/2022-05-Prevencao\\_e\\_combate\\_a\\_corrupcao-EN.pdf](https://www.conduril.pt/download/2022-05-Prevencao_e_combate_a_corrupcao-EN.pdf)). In paragraphs 8.5 and 8.6 of this document, Conduril establishes the exclusivity rule in the performance of duties and the non-competition rule, which aim to avoid and mitigate conflicts of interest.

Regarding shareholders with a controlling position, Conduril publicly discloses a list of holders of qualified shareholdings, as well as any change to the list, through the Information disclosure system of CMVM – Comissão do Mercado de Valores Mobiliários (Portuguese Securities Market Commission).

With regard to the related parties, their identification data and the quantification of their transactions and balances are disclosed in the Notes to the Financial Statements of the Report and Accounts published annually. On the other hand, business or operations between the company or any other entity controlled by it and the members of its management and supervisory bodies are duly disclosed in the scope of the same document, on the chapter of the Management Report subscribed by the Board of Directors.

Communication to the stakeholders is carried out according to the Compliance Programme for Preventing and Combating Corruption, the existing legislation and the Notes to the Financial Statements of the annual Report and Accounts.

[Chapter "3.1. Fight against corruption and anti-competitive behaviour" on page 26](#)

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## 2-16 Communication of critical concerns

All critical complaints/concerns are reported to the responsible Director, who is responsible for reporting them to the Executive Committee.

During 2022, there were no communication of critical concerns to the Board of Directors.

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## 2-17 Collective knowledge of the highest governance body

Conduril promotes the knowledge of the Board of Directors in matters related to the sustainable development through its participation in different events, namely webinars and workshops related to this topic.

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## 2-18 Evaluation of the performance of the highest governance body

The evaluation is carried out by the Board of Directors, which has in mind the evolution of the ESG indicators and the fulfilment of the targets established and published in the sustainability report.

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## 2-19 Remuneration policies

There is a Remuneration Committee of the management bodies, elected in the General Meeting. This committee makes decisions regarding the remunerations of the executive members based on their performance and in accordance with the established goals. As a result, all Conduril Administrators earn a monthly fixed pay.

The Management of Conduril is and has been carried out by employees with professional careers developed at Conduril. This way, the need to promote incentive policies for the recruitment of the management bodies has never happened. The management bodies are elected in the General Meeting for periods of 3 years and, so far, there is no record of terminations.

Regarding retirement benefits for workers, in 1989, the Conduril Pension Fund was created in Portugal, fully funded by the company, for the employees who retire and in compliance with the by-laws, increasing the retirement pension of the employee (management bodies and remaining employees) by 22.5%.

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## 2-20 Process to determine remuneration

The process to determine the remuneration is supervised by the Remuneration Committee, elected in the General Meeting, where the majority of stakeholders are present. This process involves independent remuneration consultants who are responsible for its determination.

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## 2-21 Annual total compensation ratio

The ratio of the annual total compensation for the highest-paid individual in comparison to the median total compensations for other employees is 14.75%.

Regarding the ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual in comparison to the median percentage increase in total remuneration, the average of increases is 18%. In 2022, based on the existing tables at a national level for the sector as a reference, a general review of the remunerations was performed, which resulted in an adjustment of several professional categories.

## Strategy, policies and practices

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### 2-22 Statement on sustainable development strategy


[Chapter “2.1. Commitment to a better world” on page 14](#) 

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### 2-23 Policy commitments

The Conduril policy commitments can be found in the Corporate Social Responsibility Policy, available at <https://www.conduril.pt/responsabilidade-social-empresarial.html>

The policy commitments established explicitly refer Due Diligence, the Precautionary Principle and respect for Human Rights. The categories of the stakeholders to which special attention is given include clients, employees, communities where the projects take place, suppliers, shareholders, financial institutions and final users of the engineering works.

[Chapter “2.2. Relationships for the future” on page 16](#) 

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### 2-24 Embedding policy commitments

[Chapter “2.1. Commitment to a better world” on page 14](#) 

[Chapter “2.2. Relationships for the future” on page 16](#) 

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### 2-25 Processes to remediate negative impacts

In all its operations, Conduril adopts a responsible behaviour before every stakeholder. Throughout the performance of its activities, the actual or potential negative impacts related to relevant products and services are determined, allowing the definition of minimisation measures to be implemented in order to reduce negative impacts. This way, Conduril is committed to implement and monitor the minimisation measures established for the purpose, in order to ensure its fulfilment and contributing to the reduction of its impacts.

Conduril has been implementing mechanisms for the reception, evaluation and decision-making regarding verbal or written complaints directed to it through the Site Management or the central administrative services. All complaints are analysed by several parties, including the responsible Director, in order to evaluate its legitimacy and, in such case, determine the cause and define the correction and/or corrective actions, as well the person in charge of its implementation.

The stakeholders are continuously informed of the implementation process of the actions established, and the estimated time for its conclusion.

During the evaluation process and decision-making regarding a complaint, Conduril shows its concern with the complainants, keeping them informed on the state of their complaint and consulting them for additional information leading to a good resolution.

Conduril actively seeks to improve its complaint process, implementing suggested improvements whenever suitable.

## 2-26 Mechanisms for seeking advice and raising concerns

[Chapter “2.2. Relationships for the future” on page 16](#) 

## 2-27 Compliance with laws and regulations

During 2022, there were no fines for instances applied to Conduril.

There were no significant instances of non-compliance with laws and regulations.

Note: Conduril considers significant/relevant fines for breach of legal and regulatory provisions regarding the environment and safety, and the socioeconomic area, identified as serious offences and with impact on the normal company’s activity.

## 2-28 Membership associations

Conduril is a member of the following business associations and advocacy groups:

- AICCOPN – Associação dos Industriais da Construção Civil e Obras Públicas (Association of Civil Construction and Public Works Industrialists)
- AEP – Associação Empresarial de Portugal (Portuguese Business Association);
- Associação Industrial e Empresarial de Valongo (Industry and Business Association of Valongo)
- Business Council for Sustainable Development (BCSD) Portugal;
- Portugal-Angola Chamber of Commerce and Industry;
- Portugal-Mozambique Chamber of Commerce;
- CATIM – Centro de Apoio Tecnológico à Indústria Metalomecânica (Technological Support Centre for the Metalworking Industry)
- Employers’ Consultative Association of Malawi (ECAM);
- FME – Federação Moçambicana de Empreiteiros (Mozambican Federation of Contractors)

# Stakeholder engagement

## 2-29 Approach to stakeholder engagement

Conduril identifies the relevant stakeholders in order to:

- Determine the possible impacts in their ability to consistently comply with the clients’ requirements, information security requirements, and applicable statutory and regulatory requirements;
- Improve the environmental performance, achieve environmental goals and fulfil the compliance obligations.

The identification of the stakeholders and the relevant requirements is monitored and reviewed, at least once a year, by during the management review, and whenever necessary.

The identification of the internal and external issues, relevant to the strategic purpose and intention of Conduril, with impact on the intended results for the Management System is made through a SWOT analysis.

[Chapter “2.2. Relationships for the future” on page 16](#) 

## 2-30 Collective bargaining agreements

Category	2020	2021	2022
Total no. of workers covered by collective bargaining agreements	1 279	1 412	1 422
Total no. of workers	2 195	2 187	2 974
Percentage of workers covered by collective bargaining agreements (%)	58	65	48

## GRI 3: Material Topics 2021

### 3-1 Process to determine material topics

In the beginning of 2023, an exercise to identify the most relevant sustainability topics and trends to Conduril and its stakeholders took place.

[Chapter “2.3. Materiality” on page 20](#) 

### 3-2 List of material topics

13 material topics were determined as relevant:

1. Local creation of employment and development of skills
2. Final quality and safety of the projects
3. Occupational health and safety
4. Labour practices, working conditions and social protection
5. Career development, training and education
6. Fight against corruption and anti-competitive behaviour

7. Fight against forced labour and modern slavery
8. Procurement practices
9. Management of energy and GHG emissions
10. Waste management
11. Water management
12. Education and health of the local community
13. Noise, vibration, odour, dust, visual effect and others with local impact

[Chapter “2.3. Materiality” on page 20](#) 

### 3-3 Management of material topics

The Conduril material topics, its approach to their management, their relevance to the Group and the stakeholders, the related company’s policies, projects and initiatives are described throughout the report in the corresponding chapters and subchapters.

Material topics	Subchapters	Specific standards and indicators
1) Local creation of employment and development of skills	6.1	GRI 413: Local Communities 2016 (413-1)
2) Final quality and safety of the projects	3.3	416-1, 416-2
3) Occupational health and safety	5.1	GRI 403: Occupational Health and Safety 2016 (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10)
4) Labour practices, working conditions and social protection	5.2	GRI 201: Economic Performance 2016 (201-1, 201-3) GRI 401: Employment 2016 (401-1, 401-2, 401-3)
5) Career development, training and education	5.4, 5.5	GRI 404: Training and Education 2016 (404-1, 404-2, 404-3)
6) Fight against corruption and anti-competitive behaviour	3.1	GRI 205: Anti-Corruption 2016 (205-1, 205-2, 205-3, 206-1)
7) Fight against forced labour and modern slavery	5.3	GRI 407: Freedom of Association and Collective Bargaining 2016 (407-1) GRI 408: Child Labour 2016 (408-1) GRI 409: Forced or Compulsory Labour 2016 (409-1)
8) Procurement practices	3.2	GRI 204: Procurement Practices 2016 (204-1)
9) Management of energy and GHG emissions	4.1	GRI 302: Energy 2016 (302-1, 302-3) GRI 305: Emissions 2016 (305-1, 305-2, 305-4)
10) Waste management	4.3	GRI 306: Waste 2020 (306-1, 306-2, 306-3, 306-4, 306-5)
11) Water management	4.2	GRI 303: Water and Effluents 2018 (303-1, 303-2, 303-3, 303-4, 303-5)
12) Education and health of the local community	6.2, 5.5	GRI 413: Local Communities 2016 (413-1)
13) Noise, vibration, odour, dust, visual effect and others with local impact	6.3	GRI 413: Local Communities 2016 (413-2)

## Specific Standards

### GRI 200 Economic Performance

### GRI 201: Economic Performance 2016

#### 201-1 Direct economic value generated and distributed

	2020	2021	2022
<b>i) Economic value generated (€)</b>	<b>156 377 289,5</b>	<b>189 019 966,6</b>	<b>244 588 591,3</b>
Revenues (€)	156 377 289,5	189 019 966,6	244 588 591,3
<b>ii) Direct economic value distributed (operating costs) (€)</b>	<b>150 245 461,0</b>	<b>176 545 155,4</b>	<b>229 632 892,5</b>
Operating costs (€)	106 568 123,5	125 869 733,5	162 012 102,1
Employee wages and benefits (€)	37 435 355,4	45 151 408,0	54 755 385,4
Payments to providers of capital (€)	3 857 091,2	5 171 724,0	6 551 874,0
Taxes (€)	2 149 152,0	211 527,9	6 194 209,9
Community investments (€)	235 739,0	140 762,0	119 321,0
<b>iii) Economic value retained (i-ii) (€)</b>	<b>6 131 828,6</b>	<b>12 474 811,2</b>	<b>14 955 698,9</b>

#### 201-3 Defined benefit plan obligations and other retirement plans

The company has a pension fund equally applicable to all employees who are part of the companies' staff based in Portugal.

This is a defined benefit pension fund, exclusively funded by Conduril, which depends on the annual independent actuarial assessment, according to the responsibilities of the fund for past services and with an amount assigned to its assets. On 31 December 2022, the Conduril Pension Fund amounted to 10.27 million euros. The retirement complement provided to pension fund beneficiaries can amount to 22.5% of the amount of the retirement pension.

For more information, access the section "Employee benefits" in the Notes to the Financial Statements of the Report and Accounts 2022.



## GRI 204: Procurement Practices 2016

### 204-1 Proportion of spending on local suppliers

	2020	2021	2022
Percentage of the budget spent on local suppliers (%)	91,6	91,7	92,5

Note: Conduril considers local suppliers all suppliers at the national level.

## GRI 205: Anti-corruption 2016

### 205-1 Operations assessed for risks related to corruption

There was no need for further verification regarding the risk of corruption in business relationships (no incidents up to now), therefore, Conduril has complied with all legal and conventional proceedings in terms of corruption.

### 205-2 Communication and training about anti-corruption policies and procedures

Employee category	Region	Total	Communication of anti-corruption policies in 2022	
			No.	%
Board of Directors	Portugal	8	8	100
Management/ Coordination	Portugal	64	64	100
	Angola	7	7	100
	Mozambique	4	4	100
	Malawi	2	2	100
	Zambia	1	1	100
Technical	Portugal	226	226	100
	Angola	27	27	100
	Mozambique	28	28	100
	Malawi	14	14	100
	Zambia	10	10	100
	Gabon	4	4	100

Employee category	Region	Total	Communication of anti-corruption policies in 2022	
			No.	%
Operational/ Support	Portugal	586	0	0
	Angola	657	0	0
	Mozambique	794	0	0
	Malawi	279	0	0
	Zambia	135	0	0
	Gabon	128	0	0
<b>Total</b>		<b>2 974</b>	<b>395</b>	<b>13</b>

## 205-3 Confirmed incidents of corruption and actions taken

No incidents of corruption have been confirmed during 2022.

## GRI 206: Anti-competitive Behaviour 2016

### 206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

No incidents of anti-trust practices were verified during 2022.

## GRI 300 Environmental Performance

## GRI 301 Materials 2016

### 301-1 Materials used by weight or volume

Type of materials	Type	Unit	2020	2021	2022
Renewable materials		Ton	-	-	-
Non-renewable materials	Aggregates	Ton	363 435,0	1 108 385,0	999 303,4
	Steel		4 476,5	15 373,5	13 584,6
	Concrete		10 405 132,5	60 996 413,0	46 784 614,5
	Cement		7 166,7	12 645,6	16 123,6
	Bituminous mixtures		39 644,0	34 482,7	40 358,6
<b>Total</b>			<b>10 819 854,7</b>	<b>62 167 299,8</b>	<b>47 813 626,1</b>

Note: Conversion factor (concrete): 1m<sup>3</sup> = 2400 kg (Eurocode 1 – NP EN 1991-1-1:2009)

[See “Materials” on page 32](#)

## GRI 302: Energy 2016

### 302-1 Energy consumption within the organisation

Category	Source	Unit	2020	2021	2022
Non-renewable source	Diesel fuel	GJ	185 543,8	317 027,0	410 352,5
	Petrol	GJ	1 600,3	1 020,8	1 729,6
	Fuel oil	GJ	3 953,2	66,6	103,5
	<b>Subtotal</b>	<b>GJ</b>	<b>191 097,3</b>	<b>318 114,3</b>	<b>412 185,6</b>
Renewable source	Photovoltaic solar	GJ	521,3	527,7	591,2
	<b>Subtotal</b>	<b>GJ</b>	<b>521,3</b>	<b>527,7</b>	<b>591,2</b>
Acquired	Electricity	GJ	14 694,7	45 874,4	73 692,9
	<b>Subtotal</b>	<b>GJ</b>	<b>14 694,7</b>	<b>45 874,4</b>	<b>73 692,9</b>
Energy sold		GJ	-	-	-
<b>Total</b>		<b>GJ</b>	<b>206 313,4</b>	<b>364 516,5</b>	<b>486 469,6</b>

Note: The diesel fuel consumptions presented represent the total consumption of Conduril and subcontractors on our work sites: Angola, Gabon, Mozambique, Malawi, Portugal and Zambia.

25% of the energy produced is returned to the network (head office, study and budgeting department - Portugal).

The conversion factors were used according to Order no. 17313/2008, of 26 June.

[Chapter "4.1. Management of energy and GHG emissions" on page 33](#) 

### 302-3 Energy intensity

	Unit	2020	2021	2022
Total energy consumption within the organisation	GJ	206 313,4	364 516,5	486 469,6
Turnover	€	123 960 649,0	156 230 714,0	218 870 901,0
Energy intensity	GJ/€	0,0017	0,0023	0,0022

Note: The values considered correspond to the values reported in GRI 302-1 indicator. The turnover was considered as a specific metric for the denominator.

[Chapter "4.1. Management of energy and GHG emissions" on page 33](#) 

## GRI 303: Water and Effluents 2018

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### 303-1 Interactions with water as a shared resource

Water is an essential natural resource for the construction sector. Conduril recognises the importance of safeguarding this resource and the need for its sustainable use, considering alternatives, studying methods and construction systems in line with its efficient use and adopting policies and procedures so that this resource is used rationally.

Water is used in various ways, whether for human consumption or for incorporation in construction processes, namely for soil and granular layer compaction, mortar and concrete manufacture, concrete curing, landscaping, among others.

Water withdrawal, in the different regions, can be done in different ways, at the surface, underground and from public supply networks for consumption in permanent facilities and work sites, and the effluents are discharged according to the environmental best practices and the existing legislation.

Awareness-raising campaigns have been carried out among the parties, in order to promote a more conscious water consumption.

The measures to be implemented in order to improve water management are always reflected on. It is important to highlight that any water withdrawal/discharge event requires a licence/authorisation from the competent entities of the corresponding country, and the general and specific measure are implemented whenever applicable, since they are specified in the respective licences/authorisations. In water withdrawal, the availability in each waterline regarding our needs is considered.

[Chapter “4.2. Water management” on page 35](#) 

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### 303-2 Management of water discharge-related impacts

Compliant with the provisions in the tender documents of the work contracts and in order to assess the need to adopt new measures to reduce the impacts verified and contribute to the improvement of the Environmental Monitoring procedures, a Monitoring Plan of Water Resources is implemented, whenever necessary.

The selection of sampling locations is done considering the type of works to be carried out and the proximity to waterlines. The values obtained from the analysed parameters are compared with the values established in the corresponding discharge licences and/or existing legislation.

In Malawi, wastewater discharge follows guidelines established by the Malawi Bureau of Standards, and in Zambia, it follows the standards implemented by the Zambia Environmental Management Act of 2011 and associated entities.

### 303-3 Water withdrawal

Type of water withdrawal	Region	Unit	2020	2021	2022
Surface water (includes rainwater collection)	Malawi	m <sup>3</sup>	4 800,0	13 200,0	17 328,0
	Mozambique	m <sup>3</sup>	60 000,0	2 000,0	60 836,0
	Portugal	m <sup>3</sup>	22 957,0	177 442,0	294 137,0
	<b>Subtotal</b>	<b>ML</b>	<b>87,8</b>	<b>192,6</b>	<b>372,3</b>
Groundwater	Angola	m <sup>3</sup>	1 840,0	2 768,0	3 231,0
	Malawi	m <sup>3</sup>	360,0	540,0	960,0
	Mozambique	m <sup>3</sup>	2 799,0	2 228,0	270,0
	Portugal	m <sup>3</sup>	789,2	796,5	994,8
	<b>Subtotal</b>	<b>ML</b>	<b>5,8</b>	<b>6,3</b>	<b>5,5</b>
Third-party water	Angola	m <sup>3</sup>	13 992,0	29 745,0	28 580,0
	Gabon	m <sup>3</sup>	3 870,0	4 424,0	5 162,0
	Mozambique	m <sup>3</sup>	3 056,0	3 141,0	4 886,0
	Portugal	m <sup>3</sup>	20 283,5	54 063,3	41 990,6
	<b>Subtotal</b>	<b>ML</b>	<b>41,2</b>	<b>91,4</b>	<b>80,6</b>
<b>Total amount of withdrawn water</b>		<b>ML</b>	<b>134,7</b>	<b>290,3</b>	<b>458,4</b>

Note: In the period under report it was not possible to collect data in Zambia.

[Chapter "4.2. Water management" on page 35](#) 

### 303-4 Water discharge

Type of discharge	Region	Unit	2020	2021	2022
Surface effluent discharge	Portugal	m <sup>3</sup>	1 620,9	7 868,0	9 878,0
	<b>Subtotal</b>	<b>ML</b>	<b>1,6</b>	<b>7,9</b>	<b>9,9</b>
Effluent discharge for third-party treatment	Angola	m <sup>3</sup>	12 592,8	26 770,5	25 722,0
	Gabon	m <sup>3</sup>	3 483,0	3 981,6	4 645,8
	Mozambique	m <sup>3</sup>	2 750,4	2 826,9	4 397,4
	Portugal	m <sup>3</sup>	18 255,2	48 656,9	37 791,5
	<b>Subtotal</b>	<b>ML</b>	<b>37,1</b>	<b>82,2</b>	<b>72,6</b>
	<b>Total amount of discharged effluent</b>	<b>ML</b>	<b>38,7</b>	<b>90,1</b>	<b>82,4</b>

Note: In the period under report it was not possible to collect data in Zambia and Malawi.

[Chapter “4.2. Water management” on page 35](#) 

### 303-5 Water consumption

Water consumption	Region	Unit	2020	2021	2022
Total water consumption from all areas	Angola	m <sup>3</sup>	3 239,2	5 742,5	6 089,0
	Gabon	m <sup>3</sup>	387,0	442,4	516,2
	Malawi	m <sup>3</sup>	5 160,0	13 740,0	18 288,0
	Mozambique	m <sup>3</sup>	63 104,6	4 542,1	61 594,6
	Portugal	m <sup>3</sup>	24 153,6	175 776,9	289 452,9
<b>Total</b>	<b>ML</b>	<b>96,0</b>	<b>200,2</b>	<b>375,9</b>	

Note: In 2022, there was no water consumption from areas with water stress. In the period under report it was not possible to collect data in Zambia.

[Chapter “4.2. Water management” on page 35](#) 

## GRI 305: Emissions 2016

### 305-1 Direct (Scope 1) GHG emissions

Emissions	Unit	2020	2021	2022
Diesel fuel	Ton CO <sub>2</sub> e	13 881,0	23 309,0	30 259,0
Fuel oil	Ton CO <sub>2</sub> e	337,0	5,0	8,0
Petrol	Ton CO <sub>2</sub> e	96,1	61,3	103,9
<b>Total</b>	Ton CO <sub>2</sub> e	<b>14 314,1</b>	<b>23 375,3</b>	<b>30 370,9</b>

Note: Conduril collected data from its CO<sub>2</sub> emissions in each one of its geographical areas. The energy source that represents the largest amount of Conduril's emissions are the fossil liquid fuels, used to the execution of the company's activities, including travel. The consumptions of each equipment are registered in each consumption location and compiled in a management programme.

The carbon dioxide (CO<sub>2</sub>) was the gas considered for the calculations.

Source of the emission factors:

- Portuguese Environment Agency (European Union Allowances (EUAs)) 2013-2020 - lower heating value, emission factor and oxidation factor
- IAPMEI (IAPMEI (NOTICE No. 02/C11-i01/2022) Version 03 FAQ | Frequently Asked Questions Version 03.4.14.)
- <https://www.nowtricity.com/country/portugal/>

[Chapter "4.1. Management of energy and GHG emissions" on page 33](#) 

### 305-2 Energy indirect (Scope 2) GHG emissions

Emissions	Unit	2020	2021	2022
Electrical energy	Ton CO <sub>2</sub> e	731,0	1 513,0	2 455,0
<b>Total</b>	Ton CO <sub>2</sub> e	<b>731,0</b>	<b>1 513,0</b>	<b>2 455,0</b>

Note: Conduril collected data from its CO<sub>2</sub> emissions in each one of its geographical areas. The values presented correspond to the values invoiced and/or checked through the operator's platform. In the majority, energy consumption can be seen in permanent facilities and in some work sites where it is possible to connect to the public supply network. In the remaining areas, a generator is used, and its consumption is counted on the GRI 305-1 indicator. The consumptions of each equipment are registered in each consumption location and compiled in a management programme.

The carbon dioxide (CO<sub>2</sub>) was the gas considered for the calculations.

The emission factors used correspond to the indicated in [https://www.carbonfootprint.com/international\\_electricity\\_factors.html](https://www.carbonfootprint.com/international_electricity_factors.html)

[Chapter "4.1. Management of energy and GHG emissions" on page 33](#) 

**305-4 Intensidade de emissões de gases de efeito de estufa (GEE)**

	Unidade	2020	2021	2022
Scope 1 and 2 emissions	Ton CO <sub>2</sub> e	15 045,1	24 888,3	32 825,9
Turnover	€	123 960 649,0	156 230 714,0	218 870 901,0
GHG emissions intensity	Ton CO <sub>2</sub> e/€	0,00012	0,00016	0,00015

Note: The values considered correspond to the values reported in GRI 305-1 and 305-2 indicators. The turnover was considered as a specific metric for the denominator. The carbon dioxide (CO<sub>2</sub>) was the gas considered for the calculations. Direct and indirect emissions (scope 1 and 2) have been considered.



## GRI 306: Waste 2020

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### 306-1 Waste generation and significant waste-related impacts

Depending on the type and dimension of the projects, the construction area has a significant waste production.

Forwarding waste to a suitable final destination is a fundamental aspect to reduce the associated negative impacts, both for the environment and the local communities, in several geographical areas where Conduril operates.

In the exercise of its activity, Conduril seeks to ensure a suitable final destination for each type of waste by preferring recovery operations, whenever possible, which is sometimes conditioned to the existing infrastructures in some geographical areas.

Whenever possible, Conduril influences suppliers so that the products bought are sustainable or that include a larger percentage of recycled materials.

Despite taking into account the minimisation of impacts related to waste production in all phases of the product life cycle, Conduril usually does not influence the design phase, since the product is rigorously defined by the client, leaving Conduril with the sole execution task, which should be performed rigorously, and the obligation of complying with the tender documents. However, whenever the client proposes that the work is performed in a “Design/Construction” regime, Conduril can influence, from the previous study to the project elaboration and execution, the selection of raw materials, or that its production is made from natural resources, up to the final destination, in manufacturing/production of the “work/infrastructure” product of the client.

The phases of a product life cycle that Conduril controls or can influence correspond to different phases/activities, such as:

- Extraction and use of raw materials in the production/construction process;
- Production of technical and specialty materials;
- Acquisition, transportation and storage of materials;
- Introduction of materials in the assembly/construction process;
- Final finishes of the work/infrastructure.

[Chapter “4.3. Waste management” on page 37](#) 

### 306-2 Management of significant waste-related impacts

In order to reduce the impacts related to waste production, Conduril implements management plans, where applicable, such as the Construction and Demolition Waste Prevention and Management Plan. They establish a set of measures and good practices to prevent, reduce, reuse, recycle and other types of recovery processes for the produced waste.

One of the prevention examples implemented is the acquisition of pre-shaped steel to the supplier. The reuse of concrete in the work site, according to the specifications of LNEC (National Laboratory for Civil Engineering), has also been a common practice implemented in several projects.

The partner entities for waste management can be public and/or private. Usually, in each place of intervention, Conduril uses the municipal services (public entity) to collect/deliver the urban solid waste and recyclable waste, and uses private entities to manage (collection, transportation and recovery/disposal) construction and demolition waste and other waste eventually produced. With the use of specific contractual clauses and legal obligations, Conduril ensures that the entities involved proceed to a suitable waste management.

### 306-3 Waste generated

Type	Purpose	Units	2020	2021	2022
Hazardous waste	Recovery operations	Ton	34,0	55,3	211,3
	Disposal operations	Ton	17,4	87,4	323,1
	<b>Subtotal</b>	<b>Ton</b>	<b>51,4</b>	<b>142,6</b>	<b>534,5</b>
Non-hazardous waste	Recovery operations	Ton	7 874,4	11 916,6	17 214,8
	Disposal operations	Ton	0,2	6,9	359,1
	<b>Subtotal</b>	<b>Ton</b>	<b>7 874,6</b>	<b>11 923,4</b>	<b>17 574,0</b>
<b>Total</b>		<b>Ton</b>	<b>7 926,0</b>	<b>12 066,0</b>	<b>18 108,4</b>

Note: In each waste production centre (permanent facilities and work sites), it is necessary to fill in a waste management sheet that gathers all the information, such as the type of waste, quantity, operation code, carrier/recipient and respective verification of the validity of the licences from the waste management operators involved. The quantities assumed are taken from the e-GARs (waste management sheets), whenever possible, and later validated after presenting the weighting ticket.

In Mozambique this is performed through direct measurement.

In Malawi, the majority of the waste generated is sent for recycling or reuse.

The reported data in Angola refer to the operation in Luanda (ongoing projects, Urano, head office and construction site in Viana) - which correspond to 40% of the activity in the country.

In Portugal, only the quantity of waste managed by Conduril was considered (values reported in the scope of MIRR (integrated waste record sheet)). In projects carried out in consortium, there is no reported information, since Conduril has no influence/decision power over the selection of the disposal sites.

[Chapter “4.3. Waste management” on page 37](#) 

**306-4 Waste diverted from disposal**

Type	Purpose	Units	2020	2021	2022
Hazardous waste directed to recovery operations	Reuse	Ton	-	-	-
	Recycling	Ton	-	-	150,1
	Other recovery operations	Ton	34,0	55,3	61,2
	<b>Subtotal</b>	<b>Ton</b>	<b>34,0</b>	<b>55,3</b>	<b>211,3</b>
Non-hazardous waste directed to recovery operations	Reuse	Ton	1,0	23,5	-
	Recycling	Ton	6 110,5	2 425,7	513,0
	Other recovery operations	Ton	1 764,0	9 467,4	16 701,8
	<b>Subtotal</b>	<b>Ton</b>	<b>7 875,4</b>	<b>11 916,6</b>	<b>17 214,7</b>
<b>Total</b>		<b>Ton</b>	<b>7 909,4</b>	<b>11 971,8</b>	<b>17 426,1</b>

**306-5 Waste directed to disposal**

Type	Purpose	Units	2020	2021	2022
Hazardous waste directed to disposal operations	Incineration with energy recovery	Ton	-	-	-
	Incineration without energy recovery	Ton	-	-	-
	Landfilling	Ton	-	-	23,1
	Other disposal operations	Ton	17,4	87,4	300,0
	<b>Subtotal</b>	<b>Ton</b>	<b>17,4</b>	<b>87,4</b>	<b>323,1</b>
Non-hazardous waste directed to disposal operations	Incineration with energy recovery	Ton	-	-	-
	Incineration without energy recovery	Ton	-	-	-
	Landfilling	Ton	-	5,3	92,7
	Other disposal operations	Ton	0,2	1,6	266,5
	<b>Subtotal</b>	<b>Ton</b>	<b>0,2</b>	<b>6,9</b>	<b>359,1</b>
<b>Total</b>		<b>Ton</b>	<b>17,6</b>	<b>94,2</b>	<b>682,3</b>

# GRI 400 Social Performance

## GRI 401: Employment 2016

### 401-1 New employee hires and employee turnover

[Chapter “5.2. Labour practices, working conditions and social protection” on page 43](#) 


Total number of employees at the end of the reporting period by region, gender and age group	Gender	<30	30-50	>50
Angola	Female	7	53	11
	Male	76	464	80
	<b>Subtotal</b>	<b>83</b>	<b>517</b>	<b>91</b>
Gabon	Female	1	10	0
	Male	10	92	19
	<b>Subtotal</b>	<b>11</b>	<b>102</b>	<b>19</b>
Malawi	Female	7	14	0
	Male	47	184	43
	<b>Subtotal</b>	<b>54</b>	<b>198</b>	<b>43</b>
Mozambique	Female	5	23	4
	Male	239	476	79
	<b>Subtotal</b>	<b>244</b>	<b>499</b>	<b>83</b>
Portugal	Female	8	46	17
	Male	86	371	356
	<b>Subtotal</b>	<b>94</b>	<b>417</b>	<b>373</b>
Zambia	Female	5	13	1
	Male	27	84	16
	<b>Subtotal</b>	<b>32</b>	<b>97</b>	<b>17</b>
<b>Total number of employees by age group</b>		<b>518</b>	<b>1 830</b>	<b>626</b>
<b>Total number of employees by age group and gender</b>	<b>Female</b>	<b>33</b>	<b>159</b>	<b>33</b>
	<b>Male</b>	<b>485</b>	<b>1 671</b>	<b>593</b>
<b>Total number of employees by region</b>	Angola		691	
	Gabon		132	
	Malawi		295	
	Mozambique		826	
	Portugal		884	
	Zambia		146	
<b>Total number of employees</b>			<b>2 974</b>	

Total number of entries and exits during the reporting period	Gender	Entries			Exits		
		<30	30-50	>50	<30	30-50	>50
Angola	Female	3	11	0	4	4	0
	Male	40	178	23	8	95	13
	<b>Subtotal</b>	<b>43</b>	<b>189</b>	<b>23</b>	<b>12</b>	<b>99</b>	<b>13</b>
Gabon	Female	-	-	-	1	1	1
	Male	-	-	1	-	-	-
	<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
Malawi	Female	0	2	0	3	3	1
	Male	18	45	16	34	100	22
	<b>Subtotal</b>	<b>18</b>	<b>47</b>	<b>16</b>	<b>37</b>	<b>103</b>	<b>23</b>
Mozambique	Female	0	2	0	0	1	0
	Male	6	62	9	4	47	8
	<b>Subtotal</b>	<b>6</b>	<b>64</b>	<b>9</b>	<b>4</b>	<b>48</b>	<b>8</b>
Portugal	Female	2	5	5	1	5	4
	Male	37	79	68	27	70	63
	<b>Subtotal</b>	<b>39</b>	<b>84</b>	<b>73</b>	<b>28</b>	<b>75</b>	<b>67</b>
Zambia	Female	5	14	1	3	3	1
	Male	33	71	7	6	14	4
	<b>Subtotal</b>	<b>38</b>	<b>85</b>	<b>8</b>	<b>9</b>	<b>17</b>	<b>5</b>
<b>Total number of employees by age group</b>		<b>144</b>	<b>469</b>	<b>130</b>	<b>91</b>	<b>343</b>	<b>117</b>
<b>Total number of entries and exits by age group and gender</b>	<b>Female</b>	<b>10</b>	<b>34</b>	<b>6</b>	<b>12</b>	<b>17</b>	<b>7</b>
	<b>Male</b>	<b>134</b>	<b>435</b>	<b>124</b>	<b>79</b>	<b>326</b>	<b>110</b>
<b>Total number of entries and exits by region</b>	Angola	<b>255</b>			<b>124</b>		
	Gabon	<b>1</b>			<b>3</b>		
	Malawi	<b>81</b>			<b>163</b>		
	Mozambique	<b>79</b>			<b>60</b>		
	Portugal	<b>196</b>			<b>170</b>		
	Zambia	<b>131</b>			<b>31</b>		
<b>Total number of entries and exits</b>		<b>743</b>			<b>551</b>		

Percentage of employee hiring and turnover during the reporting period	Gender	Entries			Exits		
		<30	30-50	>50	<30	30-50	>50
Angola	Female	0,4%	1,6%	0,0%	0,6%	0,6%	0,0%
	Male	5,8%	25,8%	3,3%	1,2%	13,7%	1,9%
	<b>Subtotal</b>	<b>6,2%</b>	<b>27,4%</b>	<b>3,3%</b>	<b>1,7%</b>	<b>14,3%</b>	<b>1,9%</b>
Gabon	Female	0,0%	0,0%	0,0%	0,8%	0,8%	0,8%
	Male	0,0%	0,0%	0,8%	0,0%	0,0%	0,0%
	<b>Subtotal</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,8%</b>	<b>0,8%</b>	<b>0,8%</b>	<b>0,8%</b>
Malawi	Female	0,0%	0,7%	0,0%	1,0%	1,0%	0,3%
	Male	6,1%	15,3%	5,4%	11,5%	33,9%	7,5%
	<b>Subtotal</b>	<b>6,1%</b>	<b>15,9%</b>	<b>5,4%</b>	<b>12,5%</b>	<b>34,9%</b>	<b>7,8%</b>
Mozambique	Female	0,0%	0,2%	0,0%	0,0%	0,1%	0,0%
	Male	0,7%	7,5%	1,1%	0,5%	5,7%	1,0%
	<b>Subtotal</b>	<b>0,7%</b>	<b>7,7%</b>	<b>1,1%</b>	<b>0,5%</b>	<b>5,8%</b>	<b>1,0%</b>
Portugal	Female	0,2%	0,6%	0,6%	0,1%	0,6%	0,5%
	Male	4,2%	8,9%	7,7%	3,1%	7,9%	7,1%
	<b>Subtotal</b>	<b>4,4%</b>	<b>9,5%</b>	<b>8,3%</b>	<b>3,2%</b>	<b>8,5%</b>	<b>7,6%</b>
Zambia	Female	3,4%	9,6%	0,7%	2,1%	2,1%	0,7%
	Male	22,6%	48,6%	4,8%	4,1%	9,6%	2,7%
	<b>Subtotal</b>	<b>26,0%</b>	<b>58,2%</b>	<b>5,5%</b>	<b>6,2%</b>	<b>11,6%</b>	<b>3,4%</b>
<b>Percentage of entries and exits by age group</b>		<b>5%</b>	<b>16%</b>	<b>4%</b>	<b>3%</b>	<b>12%</b>	<b>4%</b>
<b>Percentage of entries and exits by age group and gender</b>	<b>Female</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>
	<b>Male</b>	<b>5%</b>	<b>15%</b>	<b>4%</b>	<b>3%</b>	<b>11%</b>	<b>4%</b>
<b>Percentage of entries and exits by region</b>	<b>Angola</b>		<b>37%</b>			<b>18%</b>	
	<b>Gabon</b>		<b>1%</b>			<b>2%</b>	
	<b>Malawi</b>		<b>27%</b>			<b>55%</b>	
	<b>Mozambique</b>		<b>10%</b>			<b>7%</b>	
	<b>Portugal</b>		<b>22%</b>			<b>19%</b>	
	<b>Zambia</b>		<b>90%</b>			<b>21%</b>	
<b>Percentage of entries and exits</b>			<b>25%</b>			<b>19%</b>	

Note: The percentages have been calculated based on the total number of employees working on 31 December, in each region.

## 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

[Chapter “5.2. Labour practices, working conditions and social protection” on page 43](#) 

### 401-3 Parental leave

Parental leave		2020	2021	2022
No. of employees that were entitled to parental leave	Male	1 963	2 025	2 753
	Female	232	162	221
	<b>Total</b>	<b>2 195</b>	<b>2 187</b>	<b>2 974</b>
No. of employees that started parental leave during the reporting period	Male	9	17	22
	Female	4	8	16
	<b>Total</b>	<b>13</b>	<b>25</b>	<b>38</b>
No. of employees that returned to work after parental leave	Male	9	17	22
	Female	3	8	13
	<b>Total</b>	<b>12</b>	<b>25</b>	<b>35</b>
No. of employees that returned to work and that were still employed 12 months after their return	Male	-	9	17
	Female	-	3	8
	<b>Total</b>	<b>0</b>	<b>12</b>	<b>25</b>
Return to work rate	Male	100%	100%	100%
	Female	75%	100%	81%
	<b>Total</b>	<b>92%</b>	<b>100%</b>	<b>92%</b>
Retention rate (12 months)	Male	-	100%	100%
	Female	-	100%	100%
	<b>Total</b>	<b>-</b>	<b>100%</b>	<b>100%</b>

## GRI 403: Occupational Health and Safety 2016

### 403-1 Occupational health and safety management system

TAII workers, activities and regions where Conduril operates are covered by an Occupational Health and Safety Management System (OHSMS).

The Health and Safety Policy aims to provide safe and healthy working conditions to prevent injuries and illness among workers, enhancing their motivation, personal and professional fulfilment, and team spirit.

[Chapter “3.3. Final quality and safety of the projects” on page 28](#) 

### 403-2 Hazard identification, risk assessment, and incident investigation

The identification process of associated hazards and risks is carried out considering the following situations:

- Organisation of work and social factors (e.g., workload, working hours, victimisation, harassment and intimidation);
- Leadership and culture of the organisation;
- Activities and situations on a routine and non-routine basis;
- Hazards arising from infrastructures, equipment, materials, substances and physical conditions of the workplace;
- Hazards arising from design, research, development, testing, production, assembly, construction, provision of services/supply, maintenance and disposal of products and services;
- Human factors (e.g., human characteristics, skills, limitations, etc.; tools, machines, systems, activities and environments for safe and comfortable human use);
- History of incidents, inside or outside the organisation, including emergencies and respective causes;
- Emergency situations;
- People with access to the workplace and respective activities, including workers, suppliers/service providers and visitors;
- People that, due to the proximity to the workplace, can be affected by the organisation’s activities;
- Workers in a workplace that is not under direct control of the organisation;
- Creation of workplaces, processes, facilities, machines (equipment, operating procedures and work organisation), including its adaptation to the needs and skills of the workers involved;
- Situations that occur in the proximity to the workplace caused by work-related activities under the organisation’s control;
- Situations outside the organisation’s control that occur in the proximity to the workplace and can cause injuries and/or illness to people in the workplace;
- Current changes or proposals in the organisation, regarding operations, processes, activities and the OHS management system;
- Knowledge changes on hazards and corresponding information;
- Legal requirements.

The hazard identification is ensured by suitably trained technicians, who have the responsibility to identify and assess risks, according to the established criteria, and define suitable control measures. Additionally, they are responsible for monitoring the implementation of such measures and ensure the training of workers.

[Chapter “5.1. Occupational health and safety” on page 41](#) 



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### 403-3 Occupational health services

The company systematically works on the evaluation and development of this area, being one of its major concerns.

In order to ensure better health services, Conduril actively promotes its development. Regular visits to workplaces are carried out together with follow-up reports and definition of improvement actions.

In Portugal, there is a doctor and a nurse specialised in occupational medicine, as well as seventy-seven internal first aiders.

In Angola, the occupational health service is ensured through the placement of health posts in every work site, to support employees, both in terms of medical assistance due to work-related situations and in general health situations. All workers have access to health posts, medication and follow-up. If necessary, they are forwarded to hospitals and health clinics for complementary exams. These services are provided by nurses and doctors who, in addition to healthcare, also provide training/awareness-raising actions on occupational health, disease prevention and information regarding health and well-being matters.

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### 403-4 Worker participation, consultation, and communication on occupational health and safety

Conduril has mechanisms for worker consultation and participation, so they can contribute to the development, planning, implementation and performance evaluation and actions for the continuous improvement of the OHS management system (OHSMS).

Therefore, meetings and consultation questionnaires are promoted, as well as the dialogue with workers.

All workers are provided with:

- Necessary time, training and resources for the consultation and participation;
- Clear, understandable and relevant information on the OHS management system in a timely manner;

Conduril takes into account any obstacles and constraints that may arise in the participation of workers (e.g., missing answers to suggestions made by workers, language differences, reprisals, etc.), making all efforts to eliminate or, at least, minimise them.

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### 403-5 Worker training on occupational health and safety

Trained technicians are responsible for the training courses that take place in the workplace in the scope of OHS.

Training actions are always provided to all workers in the following situations:

- Admission to the company (start of their activity);
- Beginning of the construction work, for all activities getting started;
- During the execution of the work, whenever new activities begin;
- Change of work position or activity;

- Introduction to new work equipment or replacement of existing ones;
- Adoption of new technology;
- To external suppliers (subcontracted, temporary workers, etc.), regarding their responsibilities in terms of OHS, in order to ensure that everyone has the necessary skills to safely develop their daily activities.

OHS training will focus, at least, on the following topics:

- Health and safety hazards and risks, as well as protection and prevention actions/measures and how they are implemented, regarding the activity developed, the company, facilities or service;
- Compliance with the legal and contractual OHS requirements that are mandatory for subcontracted workers and the company workers;
- Emergency and first aid, worker evacuation and fire-fighting measures, as well as the workers or services in charge of implementing them;
- Quality, Environmental and Safety Policy and the Occupational Health and Safety goals;
- Contribution to the Safety Management System's effectiveness, including benefits of a better performance in terms of Occupational Health and Safety;
- Implications and possible consequences of non-compliance with the Safety Management System requirements;
- Incidents and results of the respective investigations that may be relevant to them;
- Ability to withdraw from work situations that may be considered a serious and imminent hazard to life or health, as well as measures and instructions to adopt in order to protect themselves from unintended consequences of doing such work.

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### 403-6 Promotion of worker health

According to the needs of the different geographical areas in which it operates, Conduril carries out health promotion campaigns for workers, namely:

- HIV/AIDS testing;
- Awareness-raising campaigns on the consumption of alcohol and drugs;
- Disease prevention campaigns (musculoskeletal injuries, HIV, cholera, malaria and COVID).

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### 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Conduril ensures business relationships that do not impact on the worker's health and safety, contractually establishing obligations to implement the defined measures on the occupational health and safety plans.

### 403-8 Workers covered by an occupational health and safety management system

Employees and other workers covered by OHSMS that has been audited or certified by an external party	No.	%
Employees	2 974	-
Other workers	4 991	-
Employees covered by OHSMS	2 401	81%
Other workers covered by OHSMS	4 991	100%
<b>Total number covered by OHSMS</b>	<b>7 392</b>	<b>93%</b>

### 403-9 Work-related injuries

		2020	2021	2022
Total number of	Fatalities as a result of work-related injury	0	1	1
	High-consequence work-related injuries (excluding fatalities)	0	0	1
	Recordable work-related injuries (TRI)	30	50	95
	Number of hours worked	4 054 050	4 670 287	5 757 148
Standardised rate of number of hours worked		1 000 000		
Rate of	Fatalities as a result of work-related injury	0	0	0
	High-consequence work-related injuries (excluding fatalities)	0	0	0
	Recordable work-related injuries	7	11	17
Main types of work-related injury	Main causes of work-related injuries in 2020: unsafe actions; manual handling of loads; risk assessment (insufficient control actions); Main causes of work-related injuries in 2021: unsafe actions; manual handling of loads; PPEs; Main causes of work-related injuries in 2022: unsafe actions; manual handling of loads.			

## 403-10 Work-related ill health

No cases of work-related ill health were identified.

In all activities, the hazard identification and risk assessment associated to each task are performed, and control measures are established to reduce hazards and risks that cannot be eliminated, in particular, by adapting the work to the worker, acting on the design, organisation and working and production methods, replacing what is dangerous with what is free of danger or less dangerous, prioritising collective protection measures and organising health promotion campaigns.

[Chapter “5.1. Occupational health and safety” on page 41](#) 

## GRI 404: Training and Education 2016

### 404-1 Average hours of training per year per employee

	Total no. of employees				Total no. of training hours				Average hours of training			
	Gender	2020	2021	2022	Gender	2020	2021	2022	Gender	2020	2021	2022
Board of Directors	Male	6	6	6	Male	6	7	124	Male	1	1	21
	Female	2	2	2	Female	26	-	24	Female	13	-	12
	<b>Subtotal</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>Subtotal</b>	<b>32</b>	<b>7</b>	<b>148</b>	<b>Subtotal</b>	<b>4</b>	<b>1</b>	<b>19</b>
Management/ Coordination	Male	65	65	62	Male	453	1 061	913	Male	7	16	15
	Female	17	16	16	Female	122	140	223	Female	7	9	14
	<b>Subtotal</b>	<b>82</b>	<b>81</b>	<b>78</b>	<b>Subtotal</b>	<b>575</b>	<b>1 201</b>	<b>1 136</b>	<b>Subtotal</b>	<b>7</b>	<b>15</b>	<b>15</b>
Technical	Male	245	234	259	Male	2 026	3 242	3 814	Male	8	14	15
	Female	48	49	50	Female	576	569	553	Female	12	12	11
	<b>Subtotal</b>	<b>293</b>	<b>283</b>	<b>309</b>	<b>Subtotal</b>	<b>2 602</b>	<b>3 811</b>	<b>4 367</b>	<b>Subtotal</b>	<b>9</b>	<b>13</b>	<b>14</b>
Operational/Support	Male	1 647	1 720	2 426	Male	10 373	14 899	27 898	Male	6	9	11
	Female	165	95	153	Female	549	549	885	Female	3	6	6
	<b>Subtotal</b>	<b>1 812</b>	<b>1 815</b>	<b>2 579</b>	<b>Subtotal</b>	<b>10 922</b>	<b>15 448</b>	<b>28 783</b>	<b>Subtotal</b>	<b>6</b>	<b>9</b>	<b>11</b>
<b>Total</b>	Male	1 963	2 025	2 753	Male	12 858	19 209	32 749	Male	7	9	12
	Female	232	162	221	Female	1 273	1 258	1 685	Female	5	8	8
	<b>Total</b>	<b>2 195</b>	<b>2 187</b>	<b>2 974</b>	<b>Total</b>	<b>14 131</b>	<b>20 467</b>	<b>34 434</b>	<b>Total</b>	<b>6</b>	<b>9</b>	<b>12</b>

[Chapter “5.4. Career development, training and education” on page 47](#) 

#### 404-2 Programmes for upgrading employee skills and transition assistance programmes

In Angola, Gabon and Portugal, many training/improvement courses took place in order to develop the skills of the workers. The main actions carried out in 2022 included:

Safety when handling different equipment (crane trucks, mobile cranes, lifting platforms for people, forklifts, multifunction, etc.), safety when using and assembling scaffolding, implementation, maintenance and withdrawal of temporary traffic signs, work at a height, first aid and rescue course.

[Chapter “5.4. Career development, training and education” on page 47](#) 

[Chapter “5.5. The Conduril Academy” on page 49](#) 

#### 404-3 Percentage of employees receiving regular performance and career development reviews

	Total no. of employees eligible for performance review				Total no. of employees who received a performance review				Percentage of employees who received a performance review			
	Gender	2020	2021	2022	Gender	2020	2021	2022	Gender	2020	2021	2022
Board of Directors	Male	0	0	0	Male	0	0	0	Male	-	-	-
	Women	0	0	0	Female	0	0	0	Female	-	-	-
	<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Subtotal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Subtotal</b>	<b>-</b>	<b>-</b>	<b>-</b>
Management/ Coordination	Male	43	43	44	Male	41	41	42	Male	95%	95%	95%
	Female	12	12	13	Female	10	10	11	Female	83%	83%	85%
	<b>Subtotal</b>	<b>55</b>	<b>55</b>	<b>57</b>	<b>Subtotal</b>	<b>51</b>	<b>51</b>	<b>53</b>	<b>Subtotal</b>	<b>93%</b>	<b>93%</b>	<b>93%</b>
Technical	Male	147	140	180	Male	119	124	153	Male	81%	89%	85%
	Female	23	28	41	Female	21	26	37	Female	91%	93%	90%
	<b>Subtotal</b>	<b>170</b>	<b>168</b>	<b>221</b>	<b>Subtotal</b>	<b>140</b>	<b>150</b>	<b>190</b>	<b>Subtotal</b>	<b>82%</b>	<b>89%</b>	<b>86%</b>
Operational/Support	Male	916	826	1 408	Male	694	634	1 037	Male	76%	77%	74%
	Female	95	88	107	Female	79	74	89	Female	83%	84%	83%
	<b>Subtotal</b>	<b>1 011</b>	<b>914</b>	<b>1 515</b>	<b>Subtotal</b>	<b>773</b>	<b>708</b>	<b>1 126</b>	<b>Subtotal</b>	<b>76%</b>	<b>77%</b>	<b>74%</b>
<b>Total</b>	Male	1 106	1 009	1 632	Male	854	799	1 232	Male	77%	79%	75%
	Female	130	128	161	Female	110	110	137	Female	85%	86%	85%
	<b>Total</b>	<b>1 236</b>	<b>1 137</b>	<b>1 793</b>	<b>Total</b>	<b>964</b>	<b>909</b>	<b>1 369</b>	<b>Total</b>	<b>78%</b>	<b>80%</b>	<b>76%</b>

## GRI 405: Diversity and Equal Opportunity 2016

### 405-1 Diversity of governance bodies and employees

Category	Gender	No. of employees	%
Board of Directors	Male	6	75%
	Female	2	25%
	<b>Subtotal</b>	<b>8</b>	<b>100%</b>
Management/ Coordination	Male	62	79%
	Female	16	21%
	<b>Subtotal</b>	<b>78</b>	<b>100%</b>
Technical	Male	259	84%
	Female	50	16%
	<b>Subtotal</b>	<b>309</b>	<b>100%</b>
Operational/Support	Male	2 426	94%
	Female	153	6%
	<b>Subtotal</b>	<b>2 579</b>	<b>100%</b>
<b>Total</b>		<b>2 974</b>	<b>100%</b>

Category	Age	No. of employees	%
Board of Directors	<30	-	-
	30-50	2	25
	>50	6	75
	<b>Subtotal</b>	<b>8</b>	<b>100</b>
Management/ Coordination	<30	1	1%
	30-50	49	63%
	>50	28	36%
	<b>Subtotal</b>	<b>78</b>	<b>100%</b>
Technical	<30	14	5%
	30-50	220	71%
	>50	75	24%
	<b>Subtotal</b>	<b>309</b>	<b>100%</b>
Operational/Support	<30	452	18%
	30-50	1 619	63%
	>50	508	20%
	<b>Subtotal</b>	<b>2 579</b>	<b>100%</b>
<b>Total</b>		<b>2 974</b>	<b>100%</b>

## GRI 406: Non-discrimination 2016

### 406-1 Incidents of discrimination and corrective actions taken

Category	2020	2021	2022
Total no. of incidents of discrimination during the reporting period	0	2	0
No. of incidents reviewed by the organisation	0	2	0
No. of remediation plans being implemented	0	2	0
No. of remediation plans that have been implemented, with results reviewed through routine management review processes	0	2	0
No. of incidents resolved	0	2	0

Note: The incidents recorded occurred in Malawi, in 2021, and, in both situations, disciplinary actions have been applied (verbal and written notices) and awareness-raising actions were provided.

## GRI 407: Freedom of Association and Collective Bargaining 2016

### 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

During 2022, no cases in which the right to freedom of association and collective bargaining might have been at risk were identified.

## GRI 408: Child Labour 2016

### 408-1 Operations and suppliers at significant risk for incidents of child labour

In the reporting period, no cases of significant risk of child labour or young workers exposed to hazardous work were identified.

## GRI 409: Forced or Compulsory Labour 2016

### 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour

During 2022, no cases of significant risk of forced or compulsory labour were identified.

[Chapter “5.3. Fight against forced labour and modern slavery” on page 46](#) 

## GRI 413: Local Communities 2016

### 413-1 Operations with local community engagement, impact assessments, and development programmes

		2020	2021	2022
Angola	Total no. of operations	9	12	13
	No. of operations with local community engagement, impact assessments, and/or development programmes	4	7	10
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes (%)	44%	58%	77%
Gabon	Total no. of operations	2	4	3
	No. of operations with local community engagement, impact assessments, and/or development programmes	1	2	1
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes (%)	50%	50%	33%
Malawi	Total no. of operations	14	16	12
	No. of operations with local community engagement, impact assessments, and/or development programmes	14	16	12
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes (%)	100%	100%	100%
Mozambique	Total no. of operations	1	-	2
	No. of operations with local community engagement, impact assessments, and/or development programmes	1	-	2
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes (%)	100%	-	100%
Portugal	Total no. of operations	16	16	16
	No. of operations with local community engagement, impact assessments, and/or development programmes	6	4	4
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	38%	25%	25%
Zambia	Total no. of operations	5	-	3
	No. of operations with local community engagement, impact assessments, and/or development programmes	5	-	3
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes (%)	100%	-	100%
<b>Total</b>	<b>Total no. of operations</b>	<b>47</b>	<b>48</b>	<b>49</b>
	<b>No. of operations with local community engagement, impact assessments, and/or development programmes</b>	<b>31</b>	<b>29</b>	<b>32</b>
	<b>Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes (%)</b>	<b>66%</b>	<b>60%</b>	<b>65%</b>

### 413-2 Operations with significant actual and potential negative impacts on local communities

[Chapter “6.3. Noise, vibration, odour, dust, visual effect and others with local impact” on page 64](#) 



## GRI 416: Customer Health and Safety 2016

### 416-1 Assessment of the health and safety impacts of product and service categories

Category	2020	2021	2022
No. of product and service categories provided by the organisation	1	1	1
No. of product and service categories for which health and safety impacts are assessed	1	1	1
Percentage of product and service categories for which health and safety impacts are assessed	100%	100%	100%

Note: The Conduril product and service is the “execution of the work”, and, in all work sites, an impact assessment on health and safety is performed.

### 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Category	2020	2021	2022
No. of non-compliance with regulations resulting in a fine or penalty by the competent regulatory authority	0	0	0
No. of non-compliance with regulations resulting in a warning by the competent regulatory authority	0	0	0
No. of non-compliance with voluntary codes	0	0	0
Total no. of non-compliance with voluntary codes and regulations	0	0	0

Note: Conduril’s global strategy includes the construction of Civil Engineering Works, meeting the highest quality, environment and safety standards and specifications, established in the tender documents, seeking the complete satisfaction of each client, and promoting full loyal relationships with each one. Conduril considers a word of honour to rigorously execute any work according to the contract: project, tender documents and deadline.

## CREDITS

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