



Sustainability Report 2023

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



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1. Conduril

1.1. Message from the COB

1.2. 2023 highlights

1.3. Distinctions

1.4. About Conduril

1. Conduril

1.1. Message from the COB

Dear Stakeholders,

Throughout its history, Conduril has strived to outline its journey through sustainable paths and contribute to the development and well-being of its employees, as well as of the locations in which it operates.

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.

During 2023, Conduril made great strides in the path towards sustainability, and I would like to highlight:

- Preparation of the 2030 Agenda and Roadmap for Sustainability, including the definition of targets and commitments.
Establishment of the 8 commitments that contribute to the SDGs of the United Nations:
 - » Promote a safety culture at Conduril
 - » Improve the quality of life of local communities
 - » Minimise Conduril's negative impact on local communities
 - » Reduce the operational GHG emissions of the Conduril Group
 - » Recover and reduce the amount of generated waste
 - » Elevate the quality standards

- » Ensure transparent relations with suppliers, by embracing ESG commitments
- » Consolidate a relation of proximity and trust with our suppliers

- Calculation of the carbon footprint of the Conduril Group between 2015 and 2022 to establish the goals in order to reduce greenhouse gas emissions;
- Continuity of the Scholarship Programme of the Conduril Academy – Angola and Mozambique;
- Supplier of the Year Award – in the Sustainability category, awarded by the client Iberdrola;
- Social benefits granted to employees;
- Resumption of volunteer activities – Solidarity action;
- Certification in ISO 27001 standard and maintenance of the remaining certifications in every geographical area.

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

Benedita Amorim Martins

Chairwoman of the Board of Directors



1.2. 2023 highlights

Turnover

€183M

2030 Agenda
and Roadmap for
Sustainability

Supplier of the Year – Sustainability



Prêmios Globais
ao Fornecedor do Ano
2023 | 



Certification in
NP ISO/IEC 27001:2013
standard in Portugal

**Economy and
governance model**




17 valores
Average rating of client
satisfaction
[on a scale of 0-20]

37% more
investment in the
community compared
to 2022

16,235 tonnes
of generated waste
10% less
compared to 2022

25,474 tonnes CO₂e
Scope 1 and 2
17% less
compared to 2022


97%
of the waste sent to reuse and
recycling operations, as well as other
recovery operations



Environment

22,766
total training hours
71%
on Occupational Health and Safety

**Employees and
value chain**



2,431
employees in 6 countries

91%
men

9%
women
2% more compared
to 2022

74 recordable work-related
injuries (TRI)
28% less compared
to 2022



**Local
communities**

Scholarships
awarded by Conduril
– BECES programme
Angola: 15
Mozambique: 12

Scholarship holders
with study cycle
completed in 2023
Angola: 3
Mozambique: 2

African continent
90%
of the employees come
from Local Communities

62%
of the projects with Engagement
Programmes for Local Communities
and/or Impact Assessment
Programmes

99%
of purchases made
from local suppliers

1.3. Distinctions

Conduril was distinguished with the Supplier of the Year 2023 Award in the Sustainability category by IBERDROLA

Iberdrola recognised Conduril, within the Global Supplier of the Year 2023 Awards, in the Sustainability category, after successfully building the Alto Tâmega dam.

Conduril was distinguished for the **promotion of local employment** and the **quality of the work** performed, as well as for its ability to meet demanding deadlines required by Iberdrola. Conduril obtained a high **ESG score**, especially in the environmental area, based on Iberdrola’s evaluation model, designed to assess the positioning and performance of its suppliers.

The Alto Tâmega dam and the civil work of the hydroelectric power plant integrates the Tâmega power generation system. The Alto Tâmega dam is a double-curvature arch dam, with a height of 104.5 m and a crest length of 335 m, making it the fourth tallest dam in Portugal.



“Conduril considers it very important to have partnerships with clients like Iberdrola, clients who have strategies aligned with the principles of sustainability, as well as to have the opportunity to build reference projects and to contribute to a more sustainable world.”

Benedita Amorim Martins
Chairwoman of the Board of Directors

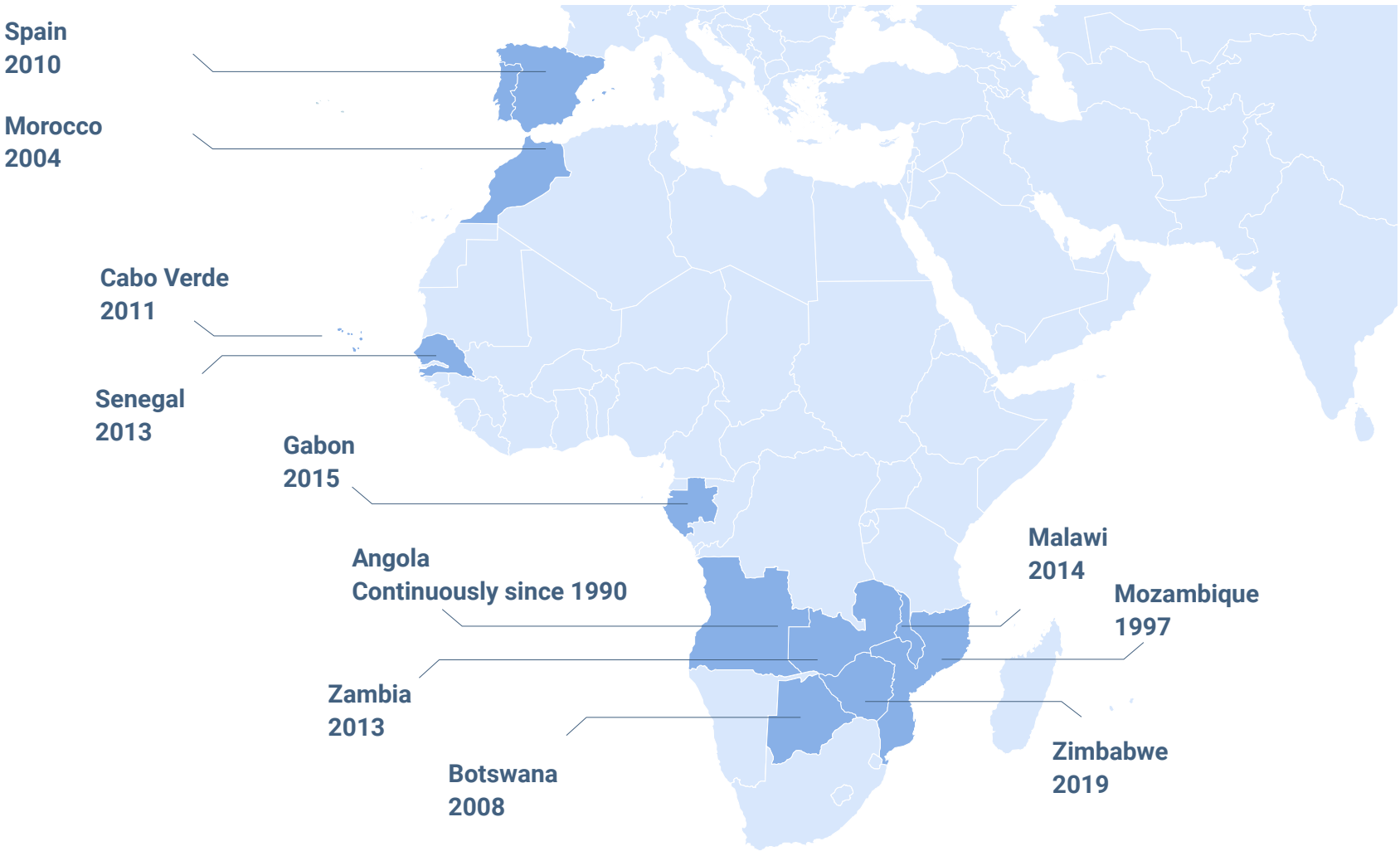
1.4. About Conduril

Conduril - Engenharia, S.A. 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 main shareholders. This acquisition

determined its destiny until the present day. Currently, Conduril is a company listed in a non-regulated market.

The company is headquartered in Ermesinde, Portugal, and began its internationalisation in 1990.



Vision

Conduril develops its activity in the field of Civil Engineering and its main goal, in both technical and economic terms, is to become one of the best Portuguese engineering companies (and to be recognised by the market as such), and, at the same time, to possess the following characteristics:

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

To be, 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, be a solid base of support for its activities abroad.

Mission

The creation of 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 its social responsibility – whether active or retired, whose support entails Conduril’s continuity, which means the persistent achievement of results.

Values

We believe that we can only create value and wealth, that is, be successful in the right way. In other words: with honesty, confidence and accountability based on a culture of Integrity, which means Honesty, Transparency, Justice and a strict adherence to the rules and regulations; these are our values and the foundations of all our principles: **Cohesion, Ethics, Culture, Meritocracy, Loyalty, Consistency, Rigour.**

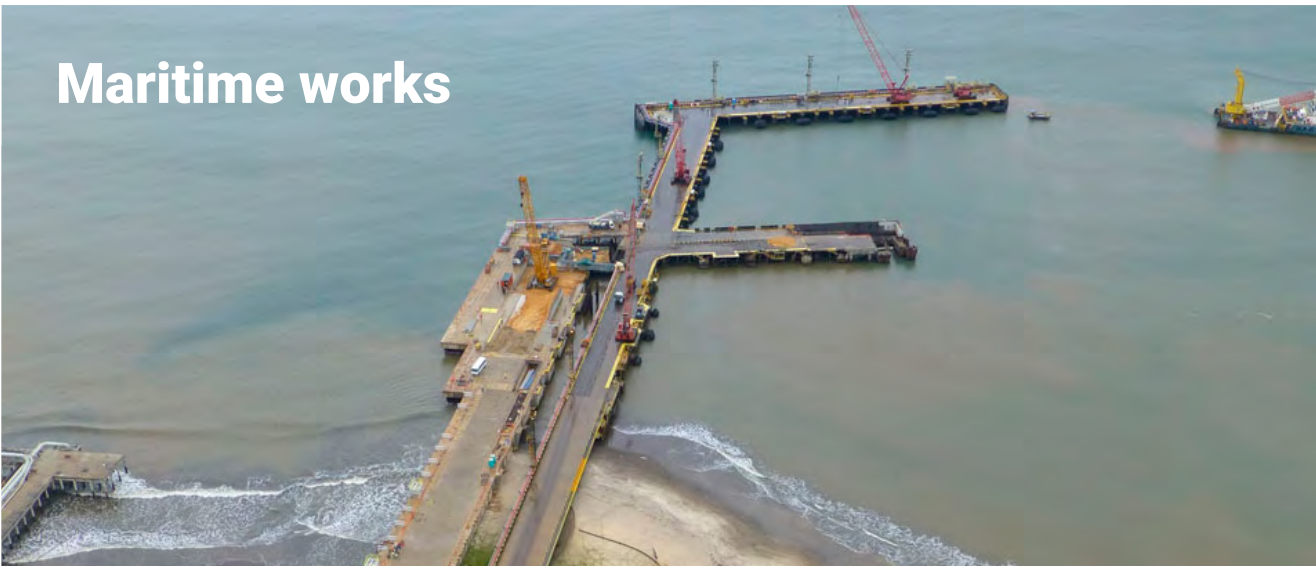
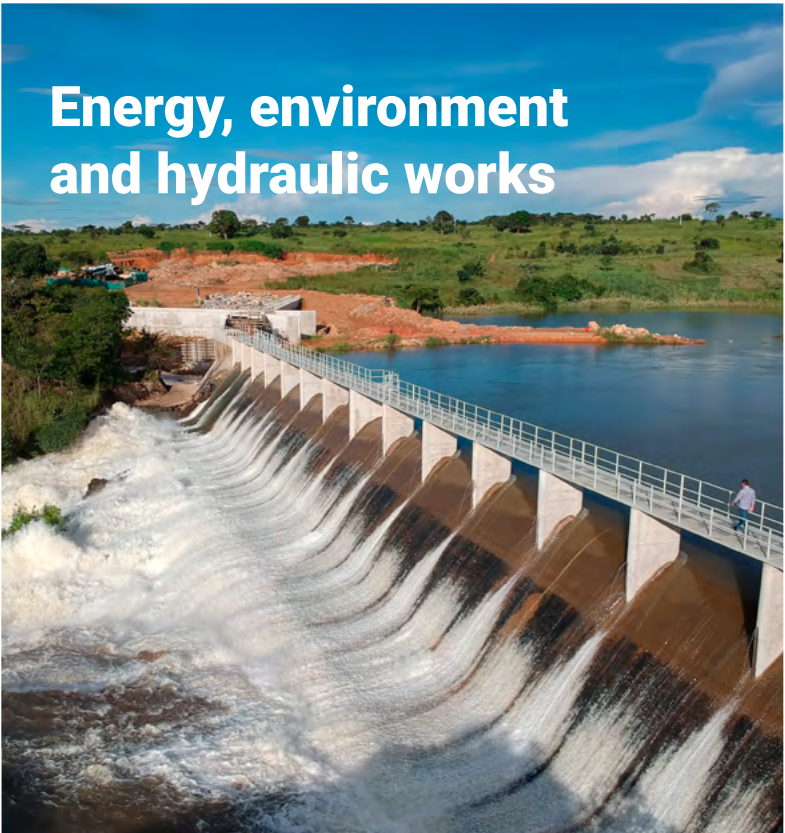
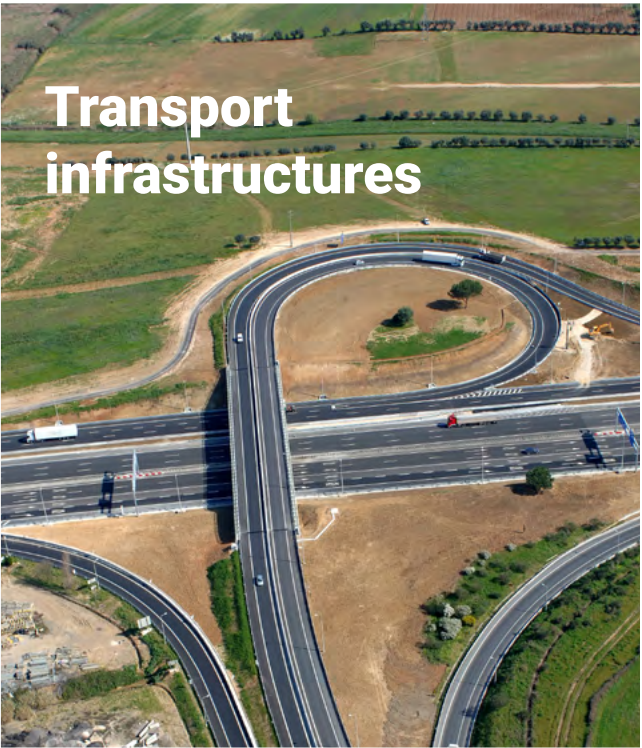
Business areas

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 it manages itself.

“In order to be successful, companies should be scrupulous regarding the establishment of goals and the practice of those references. It is also extremely important to establish clear corporate and ethical values as an integral part of our business culture, being rigorous in the way they are observed in the organisation’s everyday life. Especially in the construction sector, the existence of values clearly assumed by the company constitute *per se* an attribute of major importance and a distinctive factor that deeply roots it in the market, providing it with relevant and general competitive characteristics.”

In “Constitution”, 2019



2. Sustainability at Conduril

2.1. Conduril stakeholders

2.2. Materiality

2.3. 2030 Agenda and Roadmap for Sustainability

2.4. Contribute to the SDGs



2. Sustainability at Conduril

On the National Day of Sustainability, 25/09/2023,
Conduril challenged its employees to share their opinion
on what is Sustainability.

What is sustainability?



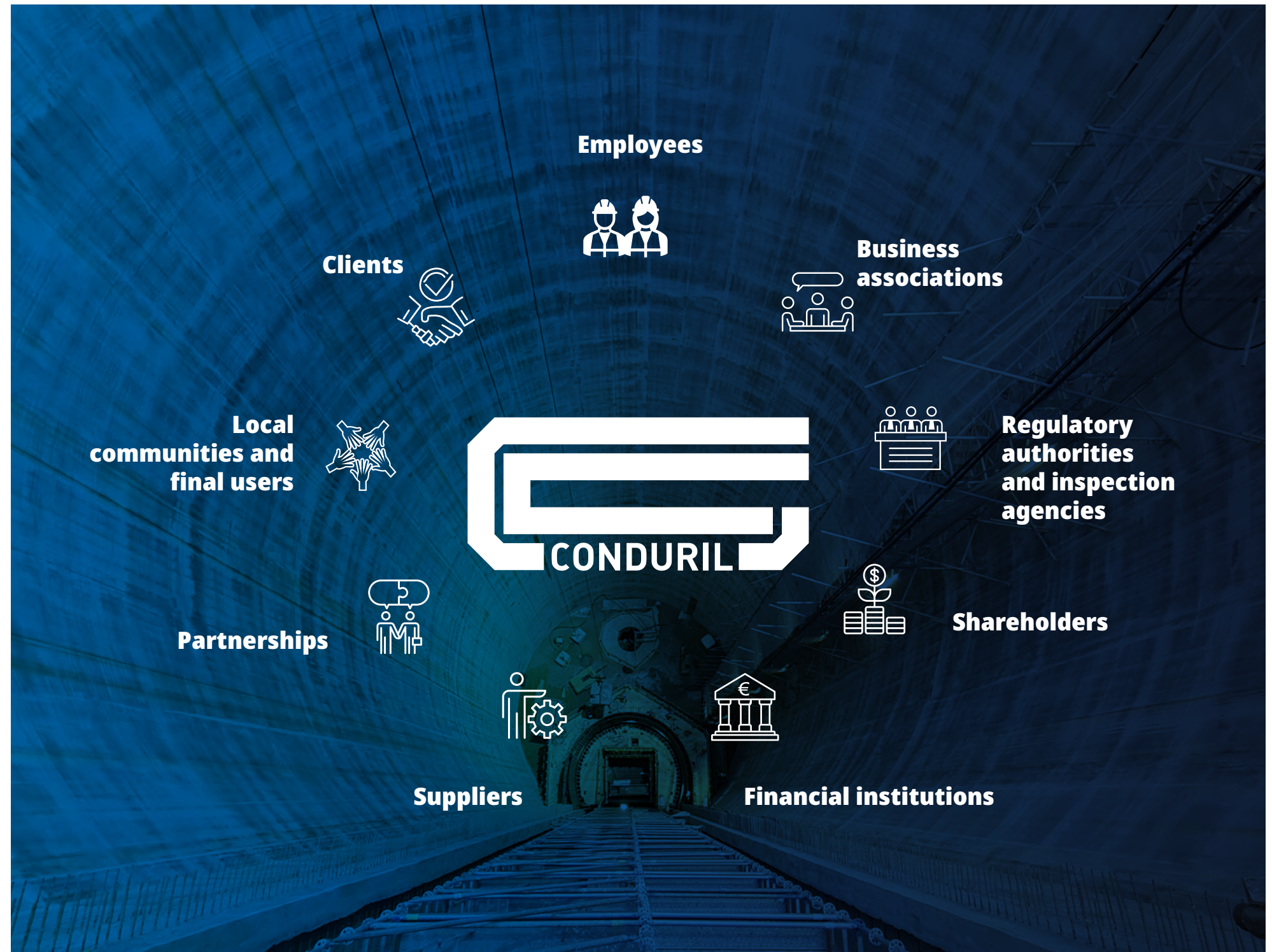
2.1. Conduril stakeholders





Each of Conduril's interactions with its stakeholders is 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.






"We are focused on our intangible assets: honesty, compliance with deadlines, respect for the given word, loyalty to all, etc."

In "Constitution", 2019

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 uses several communication channels.







Group of stakeholders	Relevance of the group to Conduril	Conduril commits to:
<div>Clients</div> <div></div>	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.	<ul style="list-style-type: none">• Meet the Client's needs, giving the Client the best attention possible and basing all dealings on honesty;• Respect the Client's rights and the commitments made under contract, trying to meet and exceed its expectations;• Maintain high levels of technical skills, through the provision of quality services and performing with efficiency, diligence and neutrality;• Maintain adequate standards of courtesy, correctness and professionalism in the relationships with the Client;• Provide all information in a relevant, true and rigorous manner;• Regular assessment of the Client's level of satisfaction.
<div>Shareholders</div> <div></div>	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.	<ul style="list-style-type: none">• Be transparent, since the Board of Directors ensures that all the legally required information is made available to all shareholders in a timely manner;• Promote transparency and raise awareness for this group regarding sustainability issues;• Offer different channels for greater communication and transparency, through the use of a website and a specialised support service, under the responsibility of the company's representative for market relationships.
<div>Employees</div> <div></div>	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.	<ul style="list-style-type: none">• Respect the right to free association with trade unions or workers' associations in all geographical areas in which Conduril has operations;• Apply general safety principles in all 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;• 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;• Ensure the sustainability of the best working conditions and remuneration for its employees, whether active or retired.
<div>Partnerships</div> <div></div>	In the projects performed through partnerships, Conduril aims to succeed in their execution.	<ul style="list-style-type: none">• Establish cooperation relationships that benefit both Conduril and its partner entities;• Fully comply with all the agreements established.


Group of stakeholders	Relevance of the group to Conduril	Conduril commits to:
Local communities and final users 	Conduril considers essential not only to know the impact of its activity on local communities during the construction phase, but also to 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 to the company.	<ul style="list-style-type: none">• 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;• Contribute to the socioeconomic development of communities in which the works take place;• Fulfil the compliance obligations and continuously improve its environmental performance.
Suppliers 	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">• Choose its suppliers based on clear, impartial and transparent selection criteria, which includes ethical, technical and economic criteria, avoiding, whenever possible, exclusivity situations;• Promote the compliance with standards and good practices in terms of quality, environment and safety, and others that may result from the existing legislation;• Not go along with 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.
Regulatory authorities and inspection agencies 	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">• Act in total compliance with the existing legislation and regulations, as well as do its utmost to help the entities.
Financial institutions 	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">• Ensure full and strict compliance with all commitments assumed;• Maintain regular contact in order to provide updated information regarding the performance of its business and relevant sector trends.
Business associations 	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">• Act with total transparency and loyalty in its relationships with the associations of which it is a member;• Contribute to the promotion of knowledge, namely in its intervention areas.

Communication with the 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
Clients 	<ul style="list-style-type: none">Website;Report and Accounts;Regular meetings and contacts;Customer satisfaction surveys;Listening exercise performed with the stakeholders within the process of materiality.
Partnerships 	<ul style="list-style-type: none">Website;Report and Accounts;Regular meetings and contacts;Listening exercise performed with the stakeholders within the process of materiality.
Business associations 	<ul style="list-style-type: none">Website;Report and Accounts;Listening exercise performed with the stakeholders within the process of materiality.
Suppliers 	<ul style="list-style-type: none">Website;Report and Accounts;Regular meetings and contacts;Prequalification questionnaires and disclosure of the performance assessment criteria;Visits;Audits;Listening exercise performed with the stakeholders within the process of materiality.

Group of stakeholders	Communication
Financial institutions 	<ul style="list-style-type: none">Website;Report and Accounts;Regular meetings and contacts;Listening exercise performed with the stakeholders within the process of materiality.
Local communities and final users 	<ul style="list-style-type: none">Website;Report and Accounts;Regular meetings and contacts;Listening exercise performed with the stakeholders within the process of materiality.
Employees 	<ul style="list-style-type: none">Website;Meeting of senior employees;“Letras & Obras” internal newspaper;Training courses;Information brochures and posters;Personalised dialogue with the hierarchical superior;Team/department meetings;Internal processes, procedures and policies;Listening exercise performed with the stakeholders within the process of materiality.

Group of stakeholders	Communication
Shareholders 	<ul style="list-style-type: none">Website;Report and Accounts;General Meetings;Communications to the market;Company’s representative for market relationships;Regular meetings and contacts;Support service to external requests.
Regulatory authorities and inspection agencies 	<ul style="list-style-type: none">Website;Report and Accounts;Regular meetings and contacts;Reporting of mandatory legal information;Listening exercise performed with the stakeholders within the process of materiality.

2.2. Materiality

In 2023, Conduril performed an exercise of analysis of double materiality in order to identify the most relevant sustainability topics and trends for Conduril and its stakeholders, with the following phases:

- 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;
- Listening exercise with Conduril's most relevant internal and external stakeholders, regarding several sustainability topics and their considerations on the importance of each topic;
- Internal workshops to identify the current and potential impacts, as well as the risks and opportunities that may arise for the company, assess the importance of their relevance and prioritisation, in order to determine their significance for Conduril's activity.

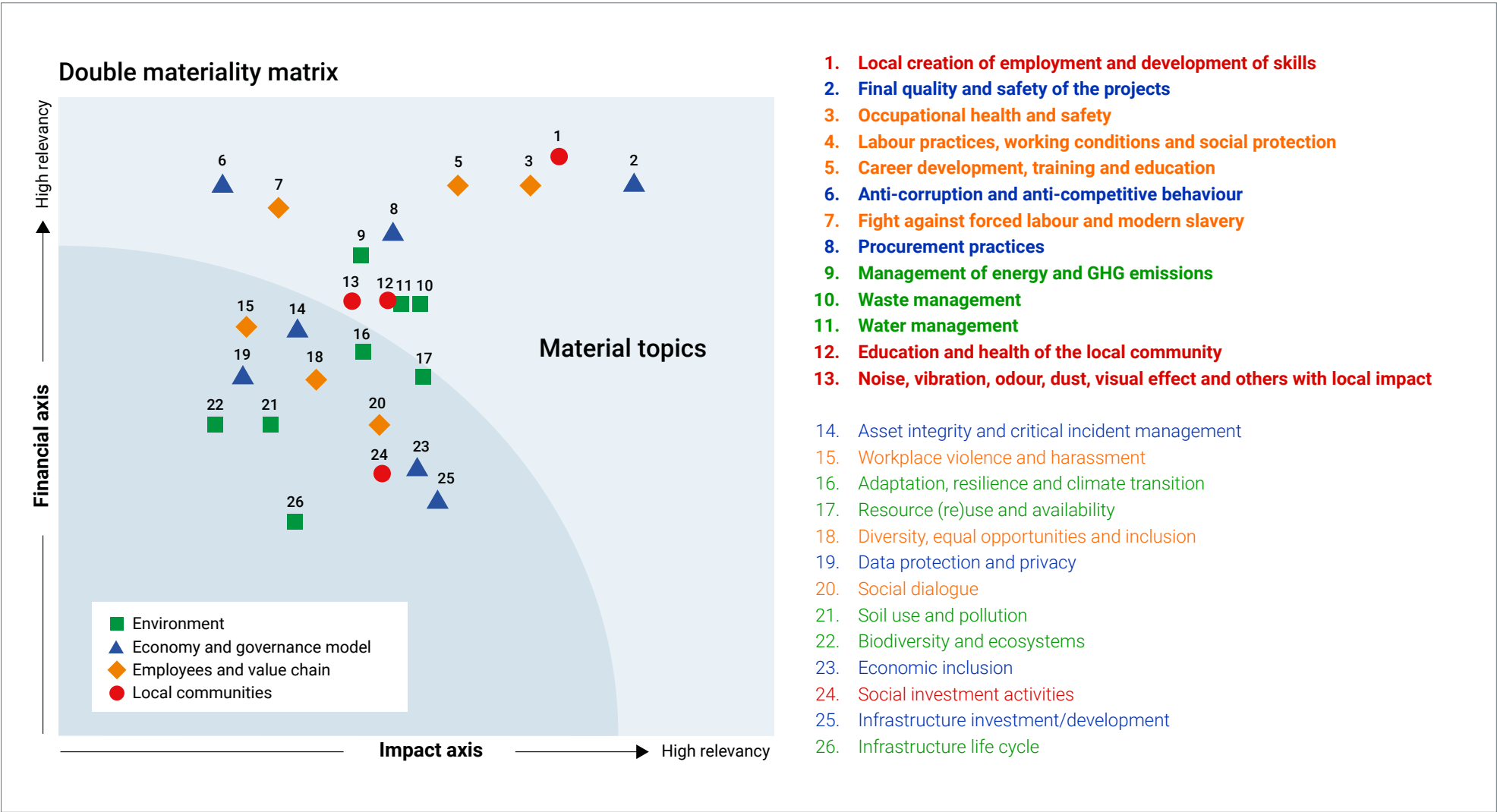
With the results obtained in each one of the mentioned phases, an analysis of double materiality was performed, whose methodology results from the cross between the impact analysis of Conduril's activities and business relationships in terms of economy, environment and people, including the human rights (internal to external), and the impact analysis of external factors with financial and operational importance for the company (external to internal). From the 26 sustainability topics, which were part of the internal and external listening exercise, 13 material topics were identified.

The performance of this exercise allows the company to be more prepared to meet the obligations arising from the Corporate Sustainability Reporting Directive (CSRD), while also taking into

account the requirements of the Universal Standards of the Global Reporting Initiative (GRI, in its 2021 version).

The material topics fit into 4 strategic axes: Environment, Economy and governance model, Employees and value chain, and Local communities, which 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.



2.3. 2030 Agenda and Roadmap for Sustainability

Based on the listening exercise performed with the stakeholders, which enabled the identification of the most relevant topics for the company, Conduril undertook a strategic process, in order to establish clear and measurable targets and actions to improve

its performance in ESG issues, leading the company towards a sustainability path in the long term. This process culminated in the creation of the Agenda and Roadmap for Sustainability by 2030.



The 2030 Roadmap for Sustainability is a result of extensive sectorial meetings to determine commitments, targets, KPIs and concrete actions, in line with Conduril’s principles and axes of Sustainability. These meetings took place during the second semester of 2023 and involved the participation of 24 employees, present in several regions where Conduril operates, in order to take different contexts and their realities into consideration.

The Conduril Sustainability Group, which leads this process, played an essential role, assuming the role of a catalyst in the involvement of every department and region.

The engagement of all members enables the definition of the commitments and targets that comprise the Roadmap and was essential to reach this goal.

Conduril’s commitment towards Sustainability stands out in 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.





It is in Conduril’s 2030 Roadmap for Sustainability that its strategy/dynamics is reflected and where its response to the major challenge of “...building a better world” is materialised.

The 8 commitments of the Roadmap for Sustainability that reflect Conduril’s priorities until 2030 include:

- Promote a safety culture at Conduril
- Improve the quality of life of local communities
- Minimise Conduril’s negative impact on local communities
- Reduce the operational GHG emissions of the Conduril Group
- Recover and reduce the amount of generated waste
- Elevate the quality standards
- Ensure transparent relations with suppliers, by embracing ESG commitments
- Consolidate a relation of proximity and trust with our suppliers






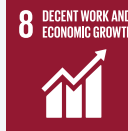
































2030 Roadmap for Sustainability

Axis	Commitments	Target(s)	Until
 Employees and value chain	Promote a health and safety culture at Conduril	Reduce by 50% the rate of recordable work-related injuries (TRI) compared to 2022	2030
 Local communities	Improve the quality of life of local communities	Create a Community Development Programme	2028
	Minimise Conduril's negative impact on local communities	Develop a code of good practice to minimise the impacts caused by noise, vibration, odour, dust, visual effect and others with local impact	2030
 Environment	Reduce the operational GHG emissions of the Conduril Group	Reduce by 30% the carbon intensity of GHG emissions, scope 1 and 2, compared to 2022	2030
	Recover and reduce the amount of generated waste	Recover more than 95% of the generated waste	2030
 Economy and governance model	Ensure transparent relations with suppliers, by embracing ESG commitments	Create a Sustainable Procurement Policy	2024
		Review the Code of Conduct of Suppliers, based on the Sustainable Procurement Policy	2025
		Obtain acceptance of the Code of Conduct from 100% of the relevant suppliers (turnover ≥ 2 million €/year)	2028
	Elevate the quality standards	Obtain an average score of ≥ 15 <i>valores</i> [on a scale of 0-20] in the customer satisfaction surveys	2026
	Consolidate a relation of proximity and trust with our suppliers	Inform/raise awareness on sustainability for all suppliers	2030

2.4. Contribute to the SDGs

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

Aware of the impacts of its activity and its responsibility in the promotion of sustainable development, Conduril commits itself to the targets and actions presented in the 2030 Roadmap for Sustainability, and which positively contributes to the targets of the SDGs.

Promote a safety culture at Conduril							
Improve the quality of life of local communities							
Minimise Conduril's negative impact on local communities							
Reduce the operational GHG emissions of the Conduril Group							
Recover and reduce the amount of generated waste							
Elevate the quality standards							
Ensure transparent relations with suppliers, by embracing ESG commitments							
Consolidate a relation of proximity and trust with our suppliers							



Create lasting wealth based on a
culture of integrity

3. Economy and governance model

- 3.1. Anti-corruption and anti-competitive behaviour
- 3.2. Procurement practices
- 3.3. Final quality and safety of the projects

3. Economy and governance model

In Conduril’s governance model the General Meeting, in which the Board of Directors is elected, stands out.

The General Meeting also elects the Remuneration Committee and the Statutory Audit Board, with mandates of three years.

The Board of Directors ensures a performance in line with Conduril’s strategic goals, controlling and verifying its evolution, ensuring the accuracy of the information disclosed, ensuring the compliance with internal standards and guidelines, and in accordance with the articles of association and existing legislation.

| The real leadership is serving people, aligning them with a common culture, mission and values

Conduril’s leadership guarantees the oversight of the management of the organisation’s impacts on the economy, environment and people, ensuring the effective operation of the company.

“We need to be one of the best engineering companies, simultaneously more competitive and more human. This is our individual and collective COMMITMENT and our PURPOSE.”

In “Organisational Structure”, February 2018

Management Bodies

Board of the General Meeting

Crisóstomo Aquino de Barros (President)

Amadeu Augusto Vinhas

Filipa Bastos Pinho Ferreira Lemos

Board of Directors

Maria Benedita Andrade de Amorim Martins (Chair)

Maria Luísa Andrade Amorim Martins (Vice-Chair)

António Baraças Andrade Miragaia

António Emanuel Lemos Catarino

Ricardo Nuno de Araújo Abreu Vaz Guimarães

Miguel José Alves Montenegro de Andrade

Jorge Lúcio Teixeira de Castro

Statutory Audit Board

Júlio Gales Ferreira Pinto (President)

Deolinda Paula Baptista Nunes

Jorge Manuel Silva Tavares

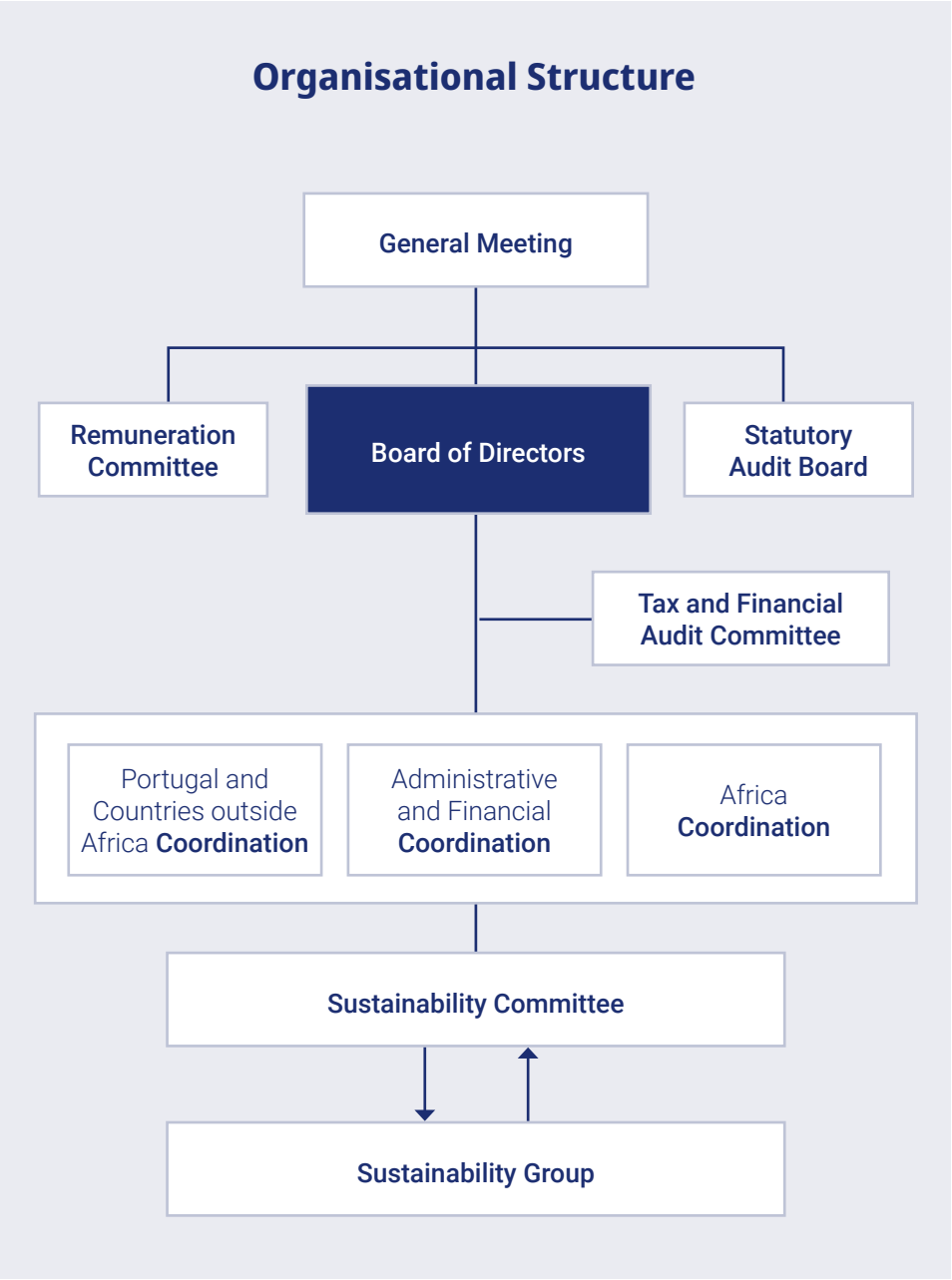
Alberto Luciano Costa Santos Rolo (Alternate)

Statutory Auditor

Horwath & Associados, SROC, Lda.

Represented by Ana Raquel B. L. Esperança Sismeiro

João Miguel Neiva de Oliveira Coelho Pires (Alternate)



Management’s mission is to pursue the strategic goals, as well as to promote and supervise Conduril’s policy, standards, procedures and internal practices on Corporate Social Responsibility. The Sustainability Committee is responsible for the definition of Conduril’s strategy in terms of Sustainability, under the guidance of the Chairwoman of the Board of Directors, ensuring all the conditions for its fulfilment.

The operational basis resides in the Sustainability Group, where the knowledge and experience of its members is relevant in terms of ESG, developing its activity in line with the Administrator responsible for the ESG and the Sustainability Committee, namely by:

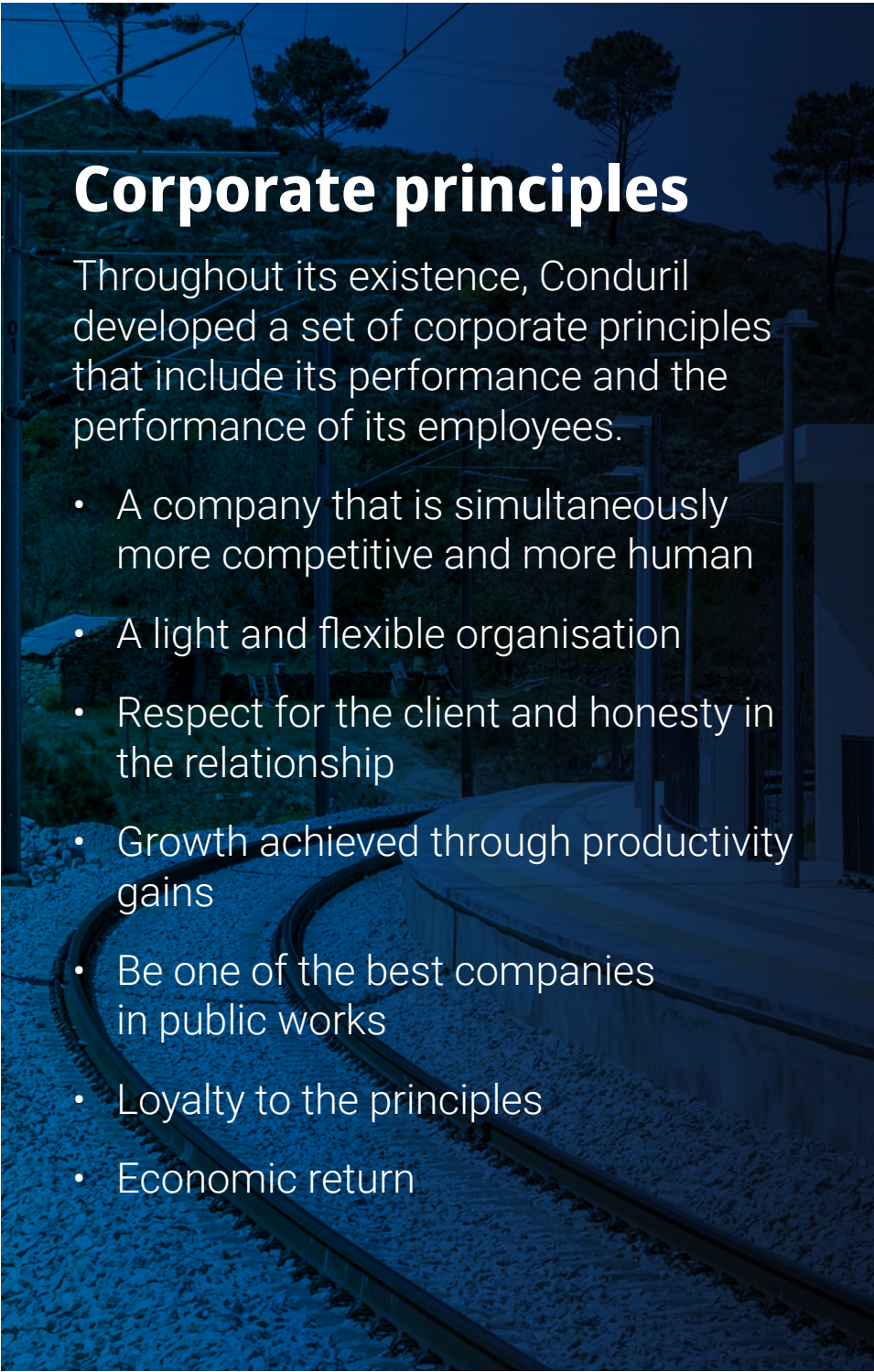
- Implementing the strategy established by the Sustainability Committee;
- Suggesting and implementing actions to achieve the targets established for the sustainability commitments.

Risk management

The strategic decisions require a deep understanding of the context, an objective assessment of the company’s capabilities, and simple goals defined in the long term.

Within its good governance policy and aware of the need of an appropriate risk management, Conduril has a solid policy to identify, qualify and mitigate the risks that may have a negative impact in the achievement of its goals.

Risk management at the Conduril Group goes beyond the conventional categorisation of the strategic, financial and operational risks, since it recognises that the risks are related to each other, manifest over short periods and may quickly change in category.



Corporate principles

Throughout its existence, Conduril developed a set of corporate principles that include its performance and the performance of its employees.

- A company that is simultaneously more competitive and more human
- 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

“There is always a way: you just need to seek it persistently.”

In “Global Strategy”, October 2017

Amorim Martins

“The culture of a company is the secret ingredient that makes things work.

A culture such as Conduril’s, which values action, promotes transparency, empowers its employees and encourages communication, brings kinetic energy to the plan and is a commitment to its employees.

Our culture promotes the execution of the strategy; enables everyone to play their roles in the performance of their duties; and, also, provides a way to expose the concerns and problems when the plan is not working. Specifically, our control system offers all managers the necessary elements to verify the real-time deviations regarding the plan, empowering them to correct what is wrong.”

In “Global Strategy”, October 2017

Amorim Martins

3.1. Anti-corruption and anti-competitive behaviour

In order to ensure a lasting prosperity, it is mandatory that human activities adopt fundamental principles, such as honesty, ethics and loyalty.

Prevent non-ethical, corruptive or anti-competitive behaviours

Throughout its more than 60 years of existence, Conduril guided itself by these principles, requiring and aiming for a correct and fair conduct in personal and professional relationships, acting with ethics, transparency, integrity and honesty.

In 2014, Conduril created its first Code of Business Conduct, which appears, hand-in-hand with the Rules of Procedure, as a natural result of the practices developed in Conduril's first 50 years of activity and of all its participated companies.

The ethical principles and the limits of Conduril's operation worldwide, as well as the commitments with its stakeholders, are established here.

The exclusivity rule in the performance of duties and the non-competition rule, which aim to avoid and mitigate conflicts of interest, should be highlighted.

It is also important to mention that Conduril has an internal mechanism for the promotion and supervision of a behaviour consistent with the business ethics of all employees involved in the organisation and compliance with all applicable regulations.

It also provides a reporting channel, which is part of its Compliance Program in matters of Prevention and Fight Against Corruption, for the reception and confidential treatment of all grievances regarding

irregularities or non-compliance with internal and/or external procedures and standards on matters related to the company, its employees and its activities.

In 2023, Conduril reinforced the communication of its anti-corruption practices, which are part of these documents, transmitting them to all its employees in Portugal, Angola, Mozambique, Malawi, Zambia and Gabon.

Compliance Program in matters of Prevention and Fight Against Corruption

- Rules related to the Regulatory Compliance Officer
- Plan for Prevention of Risks of Corruption and Related Infractions (PPR)
- Other documents, actions or procedures adopted by the company on preventing and combating corruption and related infractions
- Training programme(s) on preventing and combating corruption to take place in the company and its participated companies.
- Internal Reporting Channel
- Rules of Procedure
- Code of Conduct (Ethics and Good Practices)

In 2023

0	Critical concerns reported to the Board of Directors
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

3.2. Procurement practices

Ensure transparent relations with suppliers, by embracing ESG commitments

In the pursuit of its goals, Conduril actively searches for new suppliers, preferring those who ensure performance, high standards in terms of quality, environment and safety, offering, at the same time, competitive prices.

Procurement is a transversal activity to the entire Conduril business, its centralisation promotes the opening of supply channels and alternative solutions.

Combining domestic and international supply enhances the creation of strategic synergies and partnerships in different regions, through efficient negotiation procedures, adding efficiency to the management of the procurement process and providing a greater control in meeting deadlines.

The entire supplier selection process at Conduril is based 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.

Conduril Roadmap for Sustainability predicts the preparation of a Sustainable Procurement Policy in order to include ESG criteria in the selection and assessment of suppliers, by adding these criteria to the traditional technical and financial requirements.

Conduril understands that only with the alignment between its suppliers and its sustainability strategy will it be possible to overcome the challenges that the Roadmap for Sustainability has and achieve the targets established in this document.

In order for suppliers to adapt to the policy requirements previously mentioned, namely the use of processes, methods, practices, materials and products intended to protect the environment, prevent pollution and preserve natural resources, biodiversity and ecosystems, Conduril intends to provide all the necessary information and support for an efficient implementation of the sustainability requirements.

Consolidate a relation of proximity and trust with our suppliers

During 2023, several working sessions between the departments involved, namely Procurement, QES and Sustainability, took place, in order to promote the pursuit of eco-friendlier solutions with longer life cycles, which enhance protection in terms of the health and safety of workers, as well as the respect for the social and fair competition requirements.

Create a Sustainable Procurement Policy in 2024



3.3. Final quality and safety of the projects

Conduril maintains its commitment of providing projects that meet and exceed the clients’ expectations regarding its quality and safety features.

In all its activities, Conduril operates under its Quality, Environment, Safety, and Information Security Policy, complying with the highest and most rigorous quality standards and demands regarding the production process, tender documents and sustainability, and adapting its processes to the specific features of each project, complying with all available legislation to ensure the quality and safety of the projects.

Conduril maintains its certifications in terms of Quality (ISO 9001), Environment (ISO 14001), and Occupational Health and Safety (ISO 45001), in Portugal, Angola and Mozambique.

In Portugal, Conduril was the first civil engineering and public works company to obtain the certification of Information Security Management System (ISO 27001).

In the current stage, where information security is increasingly a major concern, the ISO 27001 certification provides a systemic and proactive approach, in order to ensure the confidentiality, availability and integrity of relevant information. It also allows the risk identification and assessment and the implementation of control measures in order for them to be kept at acceptable levels.

Our certifications prove to our stakeholders the compliance with high quality standards

Acting as the main quality control instruments of the projects, the central laboratories of Portugal and Mozambique are accredited by IPAC – Instituto Português de Acreditação (Portuguese Institute for Accreditation), to perform several tests in soils, aggregates and concrete, ensuring clients of our technical competence and impartiality in the performance of studies and tests.

Additionally, the metalworking company Edirio, in Portugal, has the certificate of factory production control (CE marking) for structural components of steel metal structures.

The process of certification of control of concrete production in the Sines production plant began in 2023, and was successfully completed.

Elevate the quality standards

Conduril aims to continuously improve the final quality and safety of the projects that it provides to its clients, and it has included that commitment in the 2030 Roadmap for Sustainability.

This goal presupposes the responsibility of maintaining high levels of technical skills, standards of courtesy, correctness and professionalism in its interactions and provision of quality services, as well as to provide all information in a relevant, true and rigorous manner, trying to obtain feedback from its clients through the performance of satisfaction surveys.

In 2023, Conduril obtained an average score of 17.6 valores [on a scale of 0-20] in 41 customer satisfaction surveys



In 2023

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



**Promote environmentally
sustainable practices**

4. Environment

- 4.1. Management of energy and GHG emissions
- 4.2. Water management
- 4.3. Waste management

4. Environment

The concern with environmental issues, whether climate changes, biodiversity or the reduction of greenhouse gas emissions, is currently of major importance in most companies.

“Geotechnics and Climate Changes”
Conduril supports the 18th National Conference in Geotechnics that took place in May, in Évora

The construction sector, where Conduril is integrated, mainly contributes to the exploitation of natural resources and degradation of ecosystems, generating negative impacts on the environment.

Conduril believes its sustainability depends on this environmental dimension, this is the reason why it adopts environmental management practices, scrupulously fulfilling the existing legal and regulatory requirements, as well as other requirements of tender documents resulting from processes of environmental assessment.

In the development of its activities, regardless of their dimension or nature, measures that promote the respect and balance of the environment and populations are implemented.

Generate value in a sustainable manner, by protecting the environment

More than 60 years of Conduril’s history reflect the commitment to the construction of a sustainable future, in order to ensure the opportunity to generate value for the next generations.

Conduril’s approach to environmental protection is based on studies, plans and actions designed to mitigate the impact of its operations



Conduril continuously seeks to minimise its environmental footprint:

- quantifying the environmental impacts through data collection and analysis;
- analysing each project and construction process through a life cycle perspective;
- promoting the use of more sustainable materials, products and methodologies;
- providing training and raising awareness for the staff involved in environmental issues.

The Environmental Management System (ISO 14001), in line with the Quality, Environment, Safety, and Information Security Policy and with the Corporate Social Responsibility Policy of the company, defines the performance foundations and promotes a culture of value generation in a responsible and sustainable manner.

Therefore, Conduril expresses the commitment, not only with the environment, but also with society, to promote the development and implementation of processes, methods and practices with the goal of minimising the negative effects of its operations, as well as the use of more sustainable materials and products.

Conduril participated in Expoval Valongo, which took place between 6 and 10 September 2023, in the “Sustainability, Innovation and Networking” conference



Life cycle and consumption of materials

At Conduril, there is awareness, in every phase of the projects executed, to perform a strict selection of materials, favouring, whenever possible, the use of materials that integrate recycled elements or that allow their reuse.

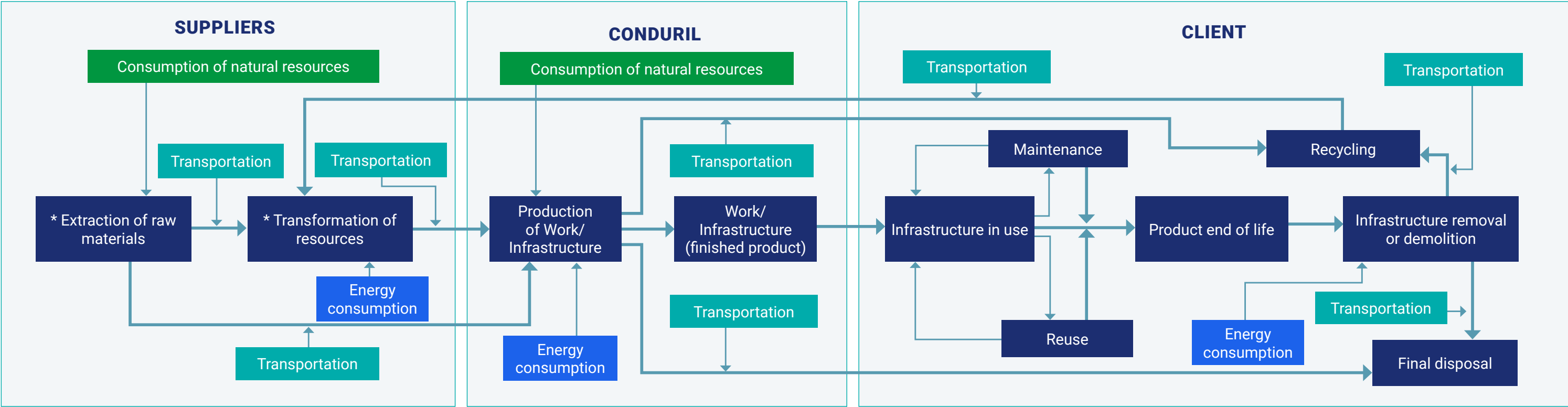
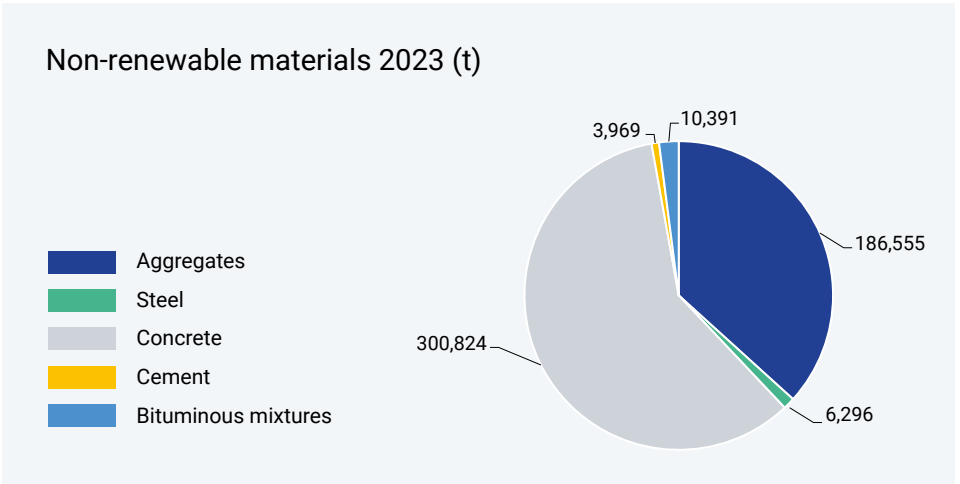
However, the type and quantity of materials used by Conduril is intrinsically connected to the type and dimension of the projects executed, which reflects the dependence on natural resources already mentioned. In 2023, the consumption of 508,035 tonnes of non-renewable materials was verified. The data presented are related to the types of the most relevant materials.

Due to the high consumption of natural resources connected to the construction sector, Conduril is committed to explore production processes and to implement technologies that promote and

continuously improve its environmental performance. The transition to a system of circular economy, in which waste may be reused as resources and reintegrated in the value chain, also pose a global challenge.

Faithful to its conduct of ethics, honesty and rigour, Conduril discloses, through its sustainability report, relevant information regarding its environmental management performance, in order to contribute to a greater involvement of its stakeholders.

Due to the listening exercise, Conduril identified energy, material and water consumption, greenhouse gas emissions, and waste production, as material topics, which should be continuously monitored.



* Conduril can also be responsible for this phase.

4.1. Management of energy and GHG emissions

More efficient energy consumption in Conduril’s operations

Currently, energy plays a crucial role for the majority of companies, both in an economic and environmental perspective.

The nature of the construction works executed by Conduril requires an intensive use of equipment and machinery, which are associated to significant energy consumption and, consequently, to greenhouse gas (GHG) emissions.

In this context, it is essential that the technological evolution, in line with the implementation of innovative strategies, promotes and ensures a greater energy efficiency, aiming to contribute to decarbonisation.

Committed to the building of a better world, Conduril adopts management practices of energy and GHG emissions, promoting the reduction of the environmental impacts and reaffirming its responsible role in the name of a more balanced world and a sustainable future.

Reduce the operational GHG emissions of the Conduril Group

Recognising the importance of its contribution to reducing GHG emissions, Conduril establishes, in its 2030 Roadmap for Sustainability, the target of reducing by 30% the carbon intensity of GHG emissions, scope 1 and 2, up to 2030, compared to 2022.

In order to achieve this target, the preparation of an Emission Management Plan is foreseen to reduce and rationalise energy consumption for a more efficient use of energy, ensuring a reduction

of emissions and related costs, without jeopardising the quality of the services provided.

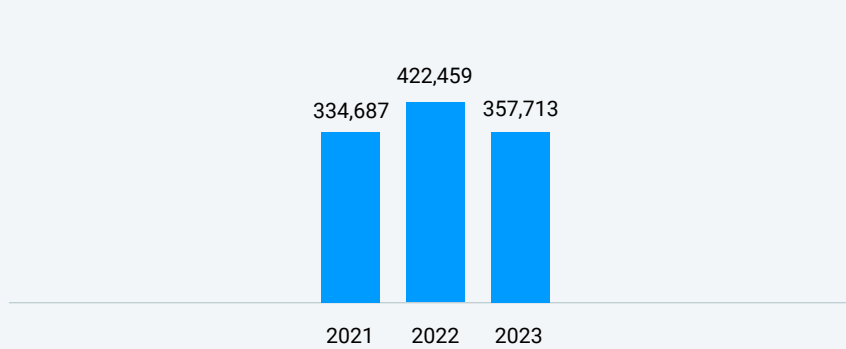
Energy consumption

In the construction sector there are important factors that impact its dependence on liquid fossil fuels, and consequently, in the difficulty of reducing its carbon footprint, namely:

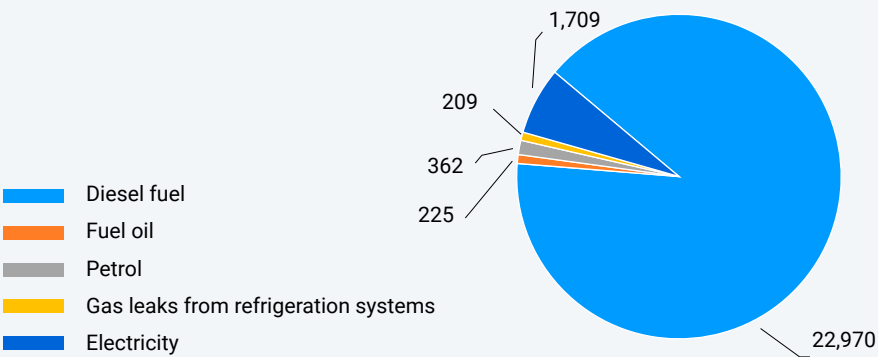
- The type, dimension and technical characteristics of the projects executed by Conduril that imply the use of heavy equipment and machinery, with high consumptions of fossil fuel and less energy efficiency;
- The geographical dispersion of the activities does not frequently allow the supply of electricity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

Compared to 2022, there was a reduction of 15% of the total consumed energy in 2023.

Consumed energy (GJ)



Sources of emission 2023 (tCO₂e)



Production of renewable energy

Conduril, aware of its role in the guarantee of intergenerational equity and environmental conservation, acts to improve its environmental performance and reduce its carbon footprint.

Energy consumption is one of the aspects with greater environmental impact, and this is the reason why Conduril has invested in the gradual renewal of its light and heavy vehicle fleet, as well as in the acquisition of equipment with superior energy efficiency. Efficiency is also privileged in the acquisition of new vehicles, as well as the possibility of use of less polluting energy sources.

Since 2019, Conduril takes advantage of the great potential of Portugal in terms of solar energy. Therefore, it has installed photovoltaic panels in two of its permanent facilities.

In 2023, Conduril consumed 475 GJ of the energy produced by its photovoltaic panels, which corresponds to 0.13% of the total. However, in the facilities in which they are located, it represented a 41% of total consumption.

This year, the use of solar panels to power administrative facilities in isolated projects was also tested. This solution avoids the installation of traditional energy generators, which use liquid fossil fuels.

Scope 1 and 2 emissions

In order for the proposed target to reduce GHGs to be achieved, it is necessary to have a deep knowledge of the origin of the emissions and, at the same time, be able to quantify them in real time, so the actions established for its reduction may be clear and objective.

In 2023, the Conduril Group acquired and started a digital platform for data collection, in every region where it operates, in order to quantify the direct and indirect total emissions.

Also, the collection, analysis and quantification of Conduril's emissions for the 2015 to 2022 period were performed, with the following tasks as key elements:

- Identification of the activities responsible for the GHG emissions;
- Separation of GHG emissions according to scopes 1, 2 and 3;
- Data collection for the established period;
- Collection and assessment of the emission factors related to the organisation's consumptions;
- Data processing considering the emission factors applicable to each region;
- Quantification of scope 1, 2 and 3 emissions.

Only emissions over which Conduril has financial control were considered in the calculation of scope 1 and 2 emissions.

In the scope 1 calculation, the emissions from direct sources controlled by Conduril were considered, namely:

- Emissions associated to fossil fuel consumption (in all projects and permanent facilities);
- Fugitive emissions from refrigeration systems.

Scope 2 includes emissions associated to the electricity consumption, which result from Conduril's activity.

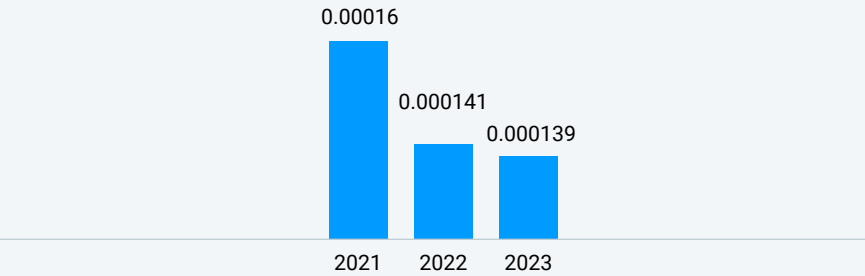


The first Conduril Carbon Footprint Report will be prepared in 2024

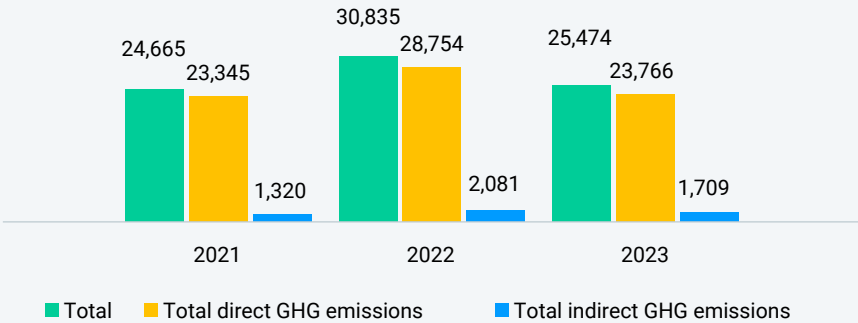
In 2023, a 17% reduction of the GHG emissions, scope 1 and 2, was verified, compared to 2022. This decrease is followed by a reduction of 1.4% of the emissions intensity (tCO₂/€).

Following the collection, analysis and quantification of the emissions between 2015 and 2022, Conduril verified the need to update the values reported regarding 2021 and 2022. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality/quantity of collected data.

Emissions intensity (tCO₂/€)



Scope 1 and 2 emissions (tCO₂e)



4.2. Water management

Conduril seeks to preserve this resource in its activities, promoting its efficient management and implementing environmental practices and procedures, in order to ensure a rational use. Some of these practices of efficient use of water include the use of water recyclers in concrete batching plants and monitoring the withdrawn and/or consumed flows.

In the several geographical areas where Conduril operates, the use of water is mostly for construction activities, namely minimisation of dust spread, concrete manufacturing and curing, compaction of several materials, landscaping, among others. Although also present, human consumption has a less extent.

The data collection to better quantify water consumption and effluent discharge started to be performed through a digital platform in 2023. The goal of this systematisation is to allow the analysis of consumption patterns and the establishment of reduction targets.

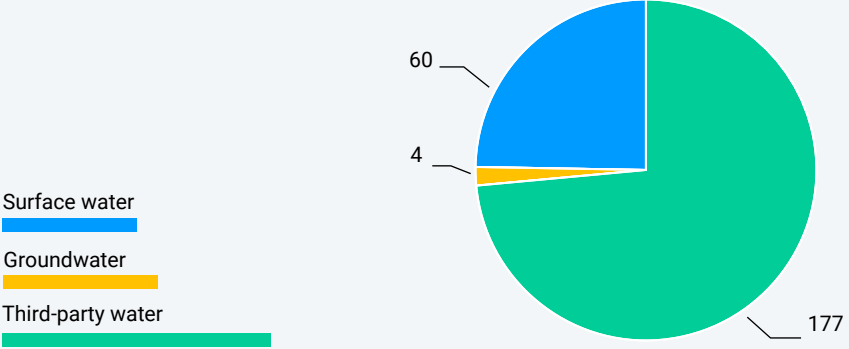
Conduril promotes the rational use of water sources and respects the regional differences in terms of availability, quality and competition for water resources.

Withdrawn water

The largest amount of water used, responsible for 74% of the consumption in 2023, comes from a third-party supply (municipal or local supply networks), and one of its purposes is human consumption.

Our own withdrawal of groundwater represents only 2% of the total consumption registered.

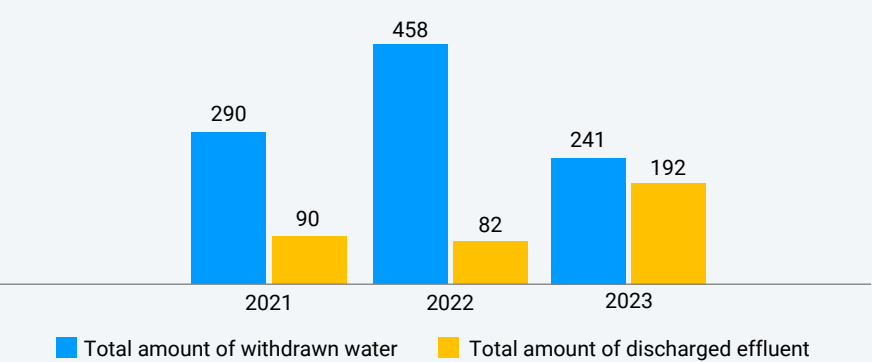
Withdrawn water (ML) 2023



Discharged effluents

Regarding the production of wastewater and fulfilling the contractual requirements and existing legislation, water resources monitoring plans were implemented in various projects, whenever necessary, to assess the need to adopt new measures to minimise the impacts verified and contribute to the improvement of the environmental monitoring procedures.

Withdrawn water and discharged effluent (ML)



The implementation of the monitoring plans considers the proximity of waterlines and their sensitivity, in addition to the type of works being performed and the chemical products/materials eventually used. This methodology allows the assessment of potential consequences of the activities developed in the proximity of water resources and the adaptation/adoption of real-time minimisation/monitoring measures.

[Use of management strategies aimed at the efficiency, intensity and recycling of water, as well as wastewater treatment and discharge](#)

In its permanent and social facilities, Conduril provides its collection through public drainage and treatment systems whenever they exist. However, the geographical dispersion of Conduril's activities, sometimes requires the search for alternative solutions for discharge effluents.

Whenever the solution includes the discharge of treated wastewater into the environment, the discharge adequacy is ensured by its analytical characterisation.

4.3. Waste management

One of Conduril’s main commitments is the correct environmental management of all waste throughout its life cycle, according to the international limits agreed upon, significantly reducing its release into air, water and soil. This commitment entails the guarantee of an appropriate destination for waste, thus minimising its impact on the environment and the risks inherent to inappropriate forwarding.

At Conduril, waste management takes place in its permanent facilities and in each project in the several regions where it operates, and is treated individually. Therefore, Conduril implements good management practices in these places, prioritising the prevention, reduction, recycling and reuse of the waste produced rather than its disposal.

Substantially reduce the generation of waste through prevention, reduction, recycling and reuse

Conduril’s 2030 Roadmap for Sustainability aims to ensure the recovery of the waste generated in more than 95% compared to 2020, promoting, whenever technically possible, the circularity of materials.

In order to do this, it is crucial to raise awareness and provide training to all those involved, both direct employees and others under Conduril’s control, in order to ensure that the procedures adopted in the various regions are in line with the standards and targets we aim to achieve.

The hiring of waste management operators is done in each project and using, whenever possible, local suppliers. The operators are selected according to the requirements established in each project, including, when possible, the provisions in the Waste Prevention and Management Plans.

During 2023, Conduril consolidated the monitoring of waste production in the different regions, performed in every project, in Portugal, Angola and Mozambique.

Recover more than 95% of the generated waste by 2030, compared to 2020

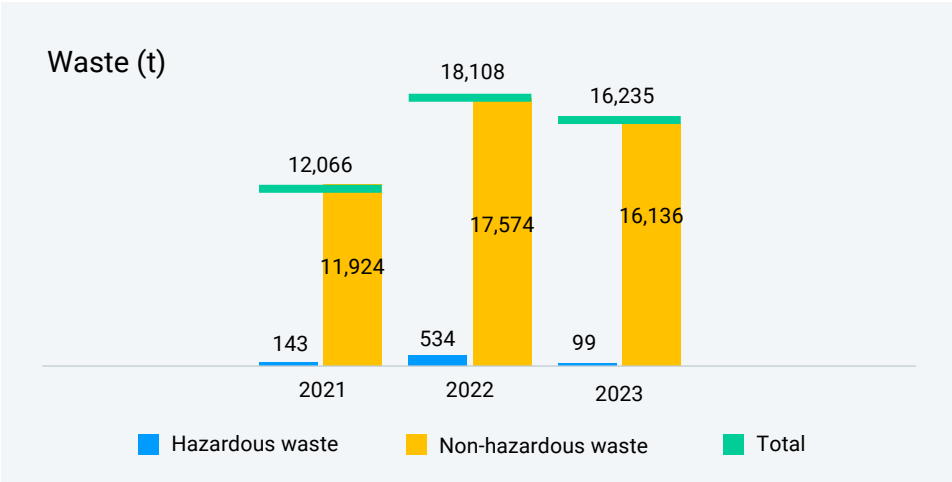
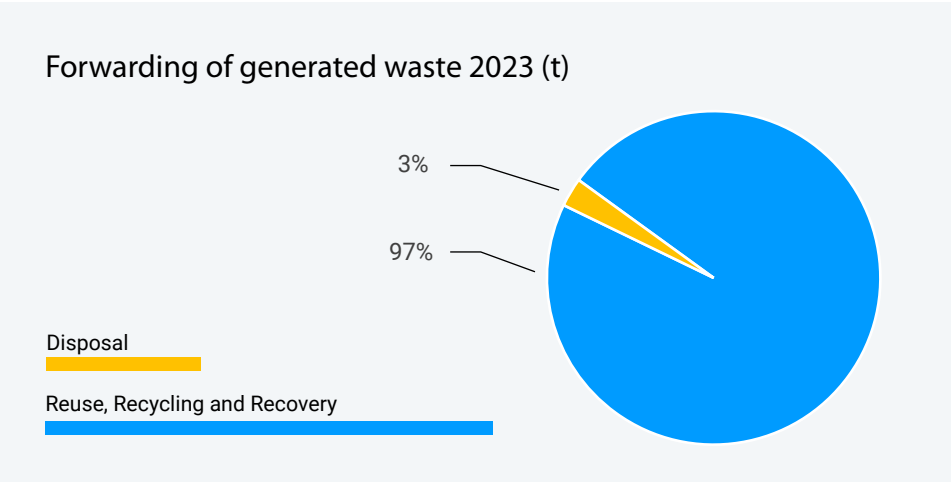
In 2023, 16,135 tonnes of non-hazardous waste were produced, which represents a decrease of 8% compared to 2022.

About 97% of the waste produced in 2023 was forwarded to reuse and recycling operations, as well as other recovery operations.

In 2023, a decrease of 81% in the production of hazardous waste was verified, compared to 2022.

As a producer of the “soils and rocks” by-product in Portugal, Conduril forwarded 748,906 tonnes during 2023, fulfilling the conditions established in the Decree-law no. 102-D/2020, of 10 December, which represents a 7% decrease compared to the previous year. The main destinations were sites licenced by municipalities where the works are taking place and between Conduril’s work contracts in the same region.

When selecting the sites, several factors were considered, among which, the distance between the by-product production site and the final destination, therefore ensuring the optimisation of transportation and allowing less GHG emissions.





Provide safe and healthy working environments and promote personal and professional development for employees

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 person and the team deserve all our attention”

In “Fragments of Informal Culture”, 1989

Conduril understands that its performance is the result of the engagement of every employee in the company’s strategy and it depends on the well-being of everyone. These goals are deeply rooted, not only in its business culture, but also in its mission and values.

Conduril’s success and sustainability is based on the fundamental pillar of transparency and empowerment of its employees.

“...ordinary people, but endowed with skills, determination and will, with whom we have to ensure our company operates with excellence.”

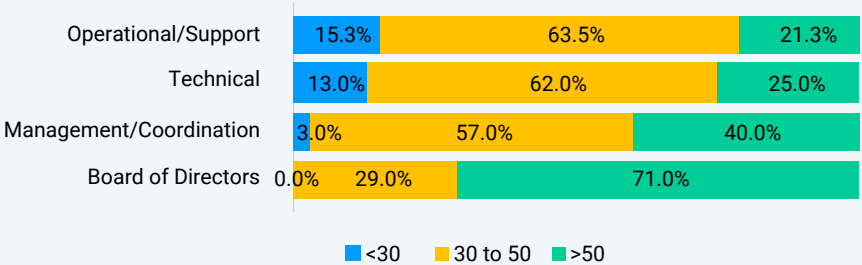
In “Fragments of Informal Culture”, 1989

At the end of 2023, Conduril had 2,431 employees, in two continents and 6 different countries: 30% in Portugal, 23% in Mozambique, 22% in Angola and 25% in the remaining regions.

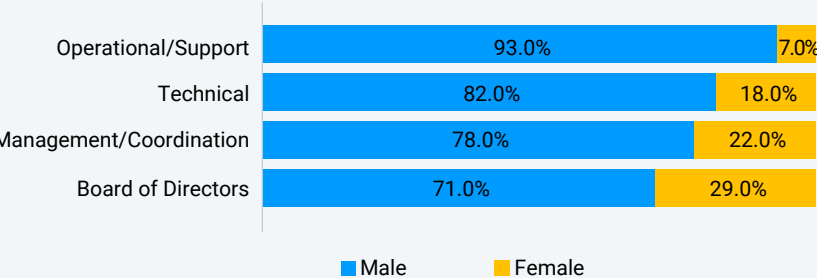
2,431 employees in 2 continents,
6 countries



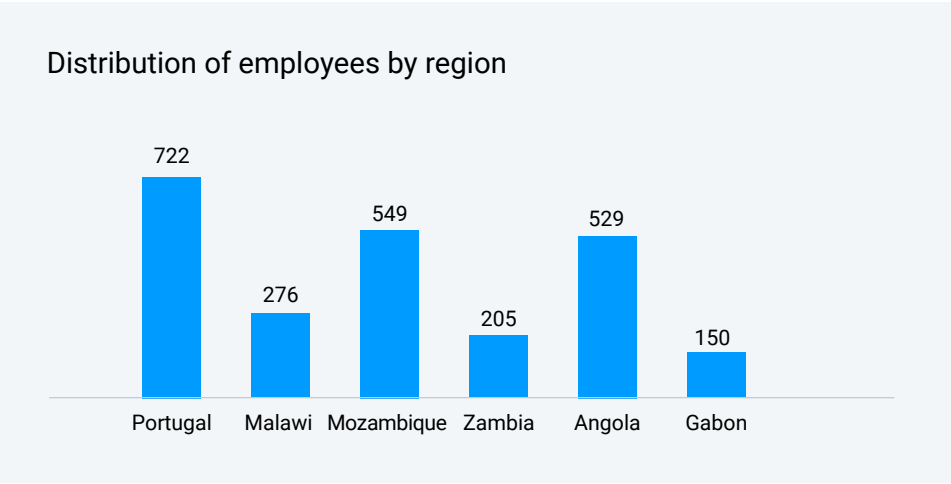
% of employees by age group and professional category in 2023



% of employees by gender and professional category in 2023



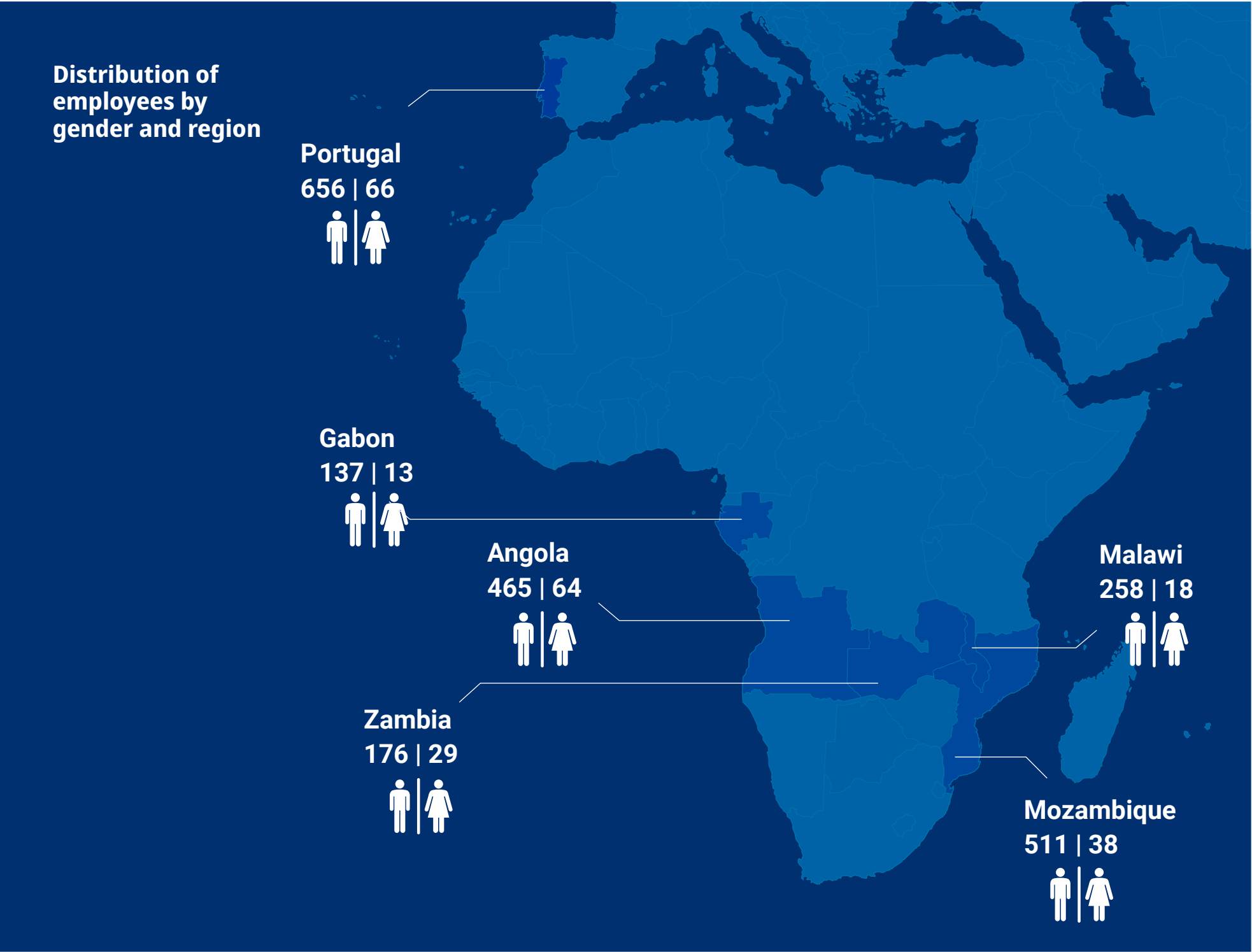
The presence of different nationalities among Conduril’s employees in Portugal is a reality, representing 9% of the total number of employees at the end of 2023, which means a 3% increase compared to the previous year. Conduril hosts employees from Angola, Algeria, Italy, Morocco, Peru, Romania, Senegal, São Tomé and Príncipe, Ukraine, Uruguay and Venezuela, who enrich the company with their diversity.



The need of qualified staff for the development of specialised technical work in other regions was maintained in 2023, including 144 Portuguese employees who were working abroad.

The jobs connected to the construction sector are traditionally occupied by male individuals. The female presence is still incipient, due to historical and social issues and bias related to the presence of women in the construction sector.

At Conduril, women represent 9% of the global workforce, a 2% increase compared to the previous year. This increase is transversal to every professional category.



5.1. Occupational health and safety

| Safeguard and promote the health and safety of employees

The promotion of an occupational safety culture is inherent to the company's daily practices, aiming for its continuous improvement and preventing accidents from happening. Therefore, the adoption of good practices is consolidated, as a result of the acceptance that Safety is everyone's responsibility.

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

The management policies in force foresee not only the compliance with legislation, standards, regulations and tender documents applicable 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.

Conduril promotes the adoption of preventive measures in order to reduce the related risks, both to the activity and the facilities, ensuring safe working conditions, and preventing work-related injuries from happening and the appearance of work-related ill health.

In 2023, Conduril registered 74 work-related injuries, which represents a 28% reduction compared to the previous year. Despite the reduction of work-related injuries, Conduril regrets the occurrence of a fatal accident, due to the failure to comply with the existing safety measures.

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

Conduril believes that the improvement of the working conditions, allied to awareness raising, is the way to prevent accidents, this is the reason why it has been investing in training related to Occupational Health and Safety. Currently, Conduril has an internal certified trainer dedicated exclusively to Safety training, namely in safety regarding the handling of different equipment.

We believe that training and awareness raising are crucial to reduce the rate of work-related injuries

The application of the General Safety Principles to all activities is a concern for Conduril, materialised through the implementation of measures that allow danger to be eliminated, as well as the assessment and control of unpreventable risks. Additionally, it promotes the consultation and participation of employees in matters related to Occupational Health and Safety.



Portugal – Leixões Oil Terminal

Drills – Rescue workers from a confined space with the use of a tripod and stretcher.



Angola – Central Construction Site

Awareness-raising action on the health risks in the working environment / Burnout syndrome



| 16,100 training hours on Occupational Health and Safety

Gas leak drill



Mozambique

Awareness-raising action on the main risks related to the construction site activities.



Awareness-raising action on Quality, Environment and Occupational Safety in the “Chicumbua Sofala irrigation system” project.



Awareness-raising campaign on Occupational Health and Safety, Lioma, Zambezia.



5.2. Labour practices, working conditions and social protection

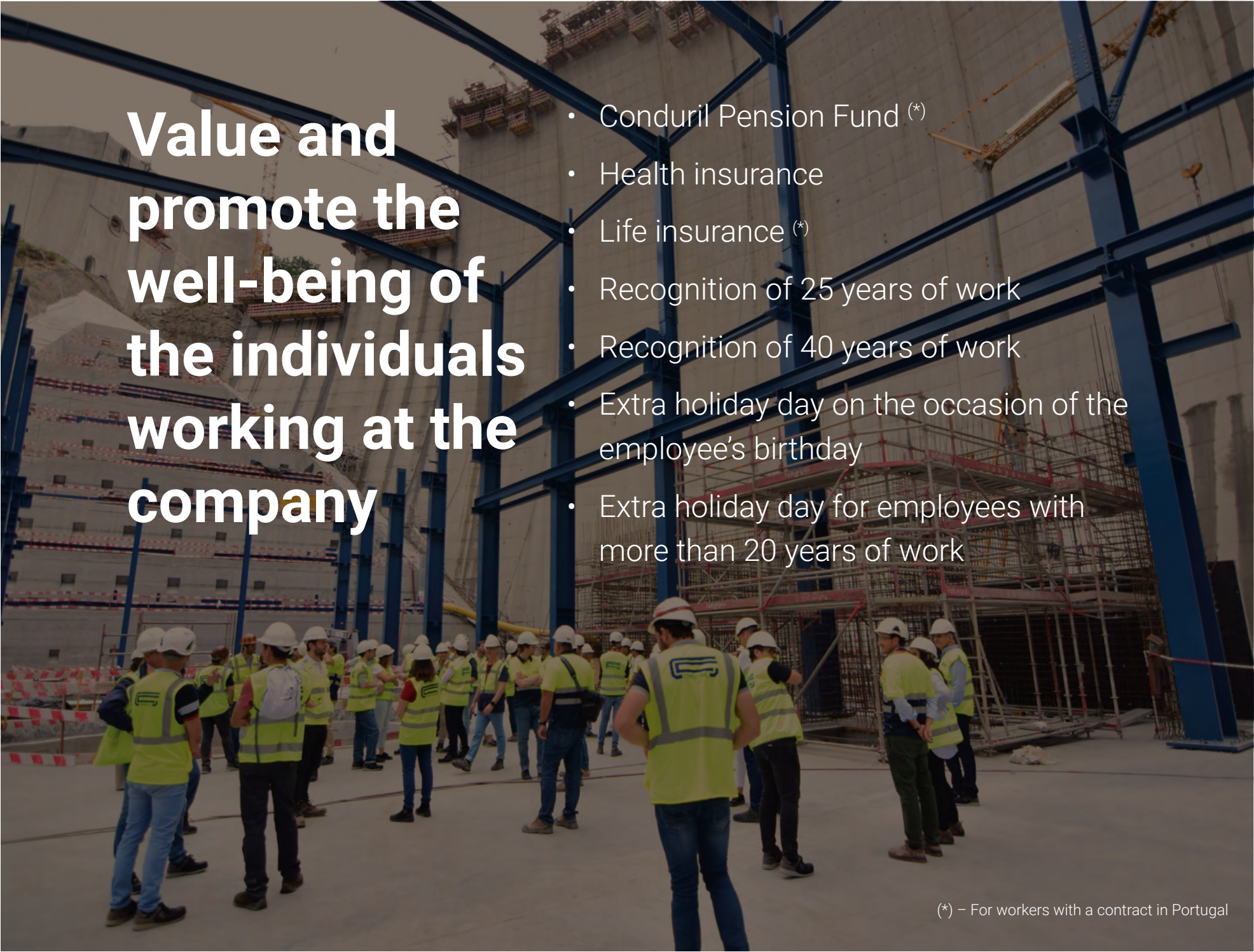
Balance between the professional and family life of employees

Over the years, Conduril has been implementing a set of social benefits and privileges adapted to the current world and to the markets where it operates. As a company that operates in several countries, with the most diverse legal, social, economic and cultural frameworks, the Group has had the constant concern to adapt to the different realities, by focusing on the priorities of each geographical area.

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.

Value and promote the well-being of the individuals working at the company

- Conduril Pension Fund (*)
- Health insurance
- Life insurance (*)
- Recognition of 25 years of work
- Recognition of 40 years of work
- Extra holiday day on the occasion of the employee's birthday
- Extra holiday day for employees with more than 20 years of work



(*) – For workers with a contract in Portugal

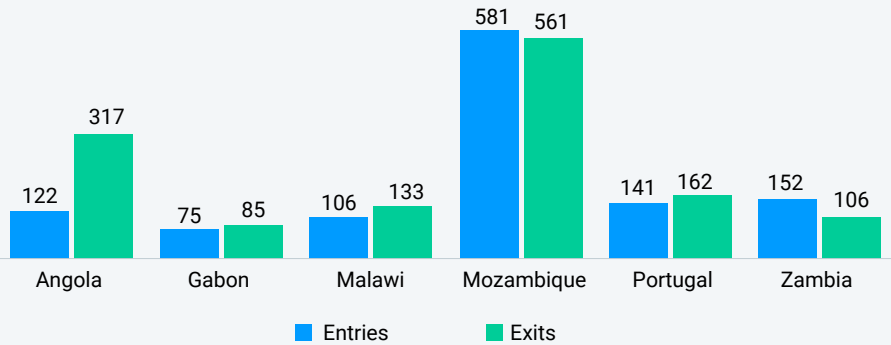
Additionally, Conduril maintains a set of conditions intended to value and promote the well-being of the individuals working at the company:

- Possibility of remote work for the positions that allow it;
- 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;
- 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 several 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 a focus on the verification of their technical skills.

Regarding Conduril's hiring and turnover rate, in 2023, 1,177 individuals were hired and 1,364 left the company.

Entries and exits in 2023



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 as a structuring element for social and economic evolution.

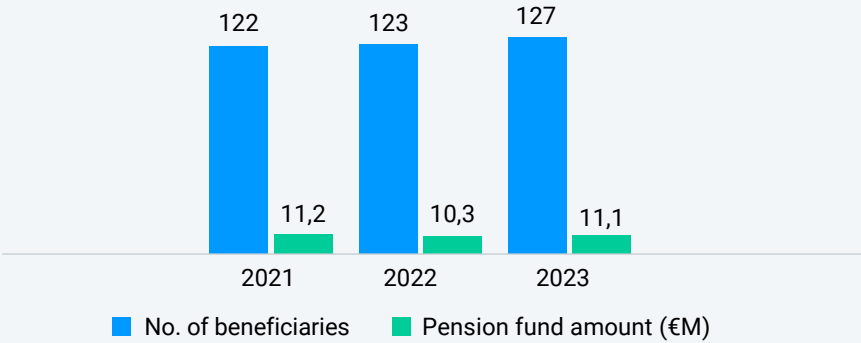
Operating in the international market, Conduril considers essential its adaptability to the society and culture where it works. Therefore, the company's management strategy invests in the best possible integration in the existing social environment, considering local customs and legislation.

Pension fund

Conduril's mission is to create lasting wealth for its shareholders and the sustainability of the best working conditions for its 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 articles of association, increasing the retirement pension of each employee up to 22.5% of the last salary earned.

Pension fund amount and no. of beneficiaries



VIII Glocal Talent Experience – Conímbriga 2023

Every year, Conduril organises the Glocal Talent Experience, where it brings together employees with positions and responsibilities in different areas of the company in Portugal and Africa. Each year has a new theme, aimed at the discussion of ideas and the search for innovative solutions, in addition to being a place for knowledge sharing, experience and interaction.

In May, the Roman town of Conímbriga hosted the 8th Glocal event, where the Board of Directors and employees paid tribute to Amorim Martins for his dedication of more than 50 years to Conduril.

The activity also included a visit to Sines so everyone had the opportunity to see the ongoing works.



13th Conduril Meeting of Senior Employees in Angola

The “Conduril Meeting of Senior Employees in Africa” takes place every year, aiming to reinforce the cohesion of its teams and to create a space for brainstorming, where employees may express their opinions and suggestions openly. Above all, this meeting was created to promote the proximity between the technical staff and the management of the companies, which are part of the Conduril Group in Africa, considering its presence in different countries.



25-Year Recognition – Conduril

Rooted in Conduril’s culture is the importance of recognising the work, commitment, loyalty, ethics and dedication, visible with time and in time.

Conduril maintains the tradition of offering commemorative watches to every employee that works for the company during 25 years. This year, 6 more employees were distinguished at Conduril – Angola branch.



Conduril Christmas

At the same time as the traditional Christmas parties taking place at the projects, the usual Christmas lunch also occurred, which counted this year with the presence of around 260 employees.



“Letras & Obras” newspaper

Conduril is proud of maintaining all its employees up-to-date through the internal newspaper “Letras & Obras”, where it discloses relevant information regarding ongoing and new projects, admissions, training courses and news that directly impact the working environment.



JornaBAT (Alto Tâmega dam project)

Aiming to increase the engagement of all employees, promote communication and ensure knowledge sharing, during the execution of the “Alto Tâmega dam” project, the “JornaBAT” newspaper was periodically published, where it was possible to follow the development of this major project.



5.3. Fight against forced labour and modern slavery

Conduril seeks, in all its direct and indirect activities, to abolish every work or service required from any person under the threat of punishment and which the person has not offered voluntarily

Conduril’s relations with its suppliers is governed, among other principles, by the respect for Human Rights, established in the Universal Declaration of Human Rights and existing legislation.

Conduril’s concern with human dignity goes beyond its direct employees, it also includes its entire value chain, especially its subcontractors.

In order to materialise this concern, Conduril includes in all its agreements, the possibility of terminating the contract whenever the disregard for Human Rights is verified, in any area in which the supplier performs its activity, namely through the use of any type of forced labour and modern slavery, both directly or indirectly.

Conduril commits to only establish or maintain business relationships, throughout its entire value chain, with suppliers who are committed to these principles, adopting the necessary measures in case of non-compliance.

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, and also construction sites, where Conduril develops its activity, as well as all provisions of work on behalf of the company.

2023

0	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
0	Operations and suppliers at significant risk for incidents of child labour
0	Operations and suppliers at significant risk for incidents of forced or compulsory labour



5.4. Career development, training and education

Conduril prioritises the development of knowledge and skills, as well as the career paths and the recognition of its employees, always respecting their diversity and promoting inclusion.

Promoting education/training as a structuring element for social and economic evolution represents an important pillar for Conduril’s commitment in providing services with the highest quality and technical rigour.

The development and improvement of the skills and knowledge of its employees is promoted by the Human Resources Department in Portugal and the Conduril Academy in Angola and Mozambique.

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

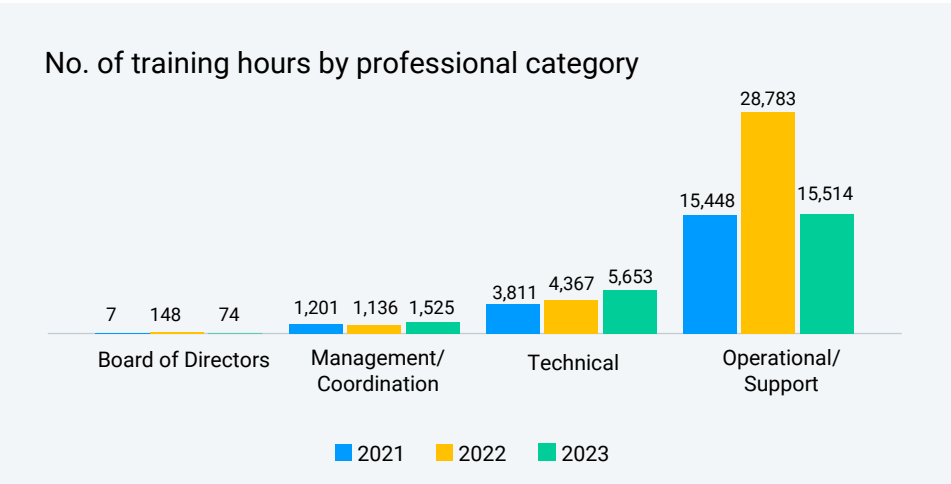
In 2023, Conduril established a partnership with an external certified training entity in the area of railway, which allowed to ensure, through the use of its internal trainer, an optimised response to the training needs required for the performance of the activity of its employees in railway works.

This initiative not only allowed a quicker response to the work needs, but also increased the skills of its internal trainer, in addition to minimising the expenses with travel, accommodation and long stoppages in the work.

Every year, Conduril prepares the Annual Training Plan 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.

These are the two inputs that enable the preparation of a Training Plan in line with the company’s strategy and the development needs of each employee.

In 2023, 22,766 total training hours were provided. Each employee received an average of 9 training hours, globally speaking.



5.5. Conduril Academy

The Conduril Academy is a vocational training centre in the area of Civil Engineering and Public Works, and its activity is fully funded by Conduril.

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 lived (survived) and existed within a network of cooperative, interdependent and transversal work between all the departments that form the Group.

The Conduril Academy plays a decisive role in the Conduril Corporate 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. People who do, who provide and support the growth and development of any country. It is precisely them, the people, that Conduril always wants to reach. And stay with.

Aware of its permanent goals, the Conduril Academy focused its activity, 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. 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.

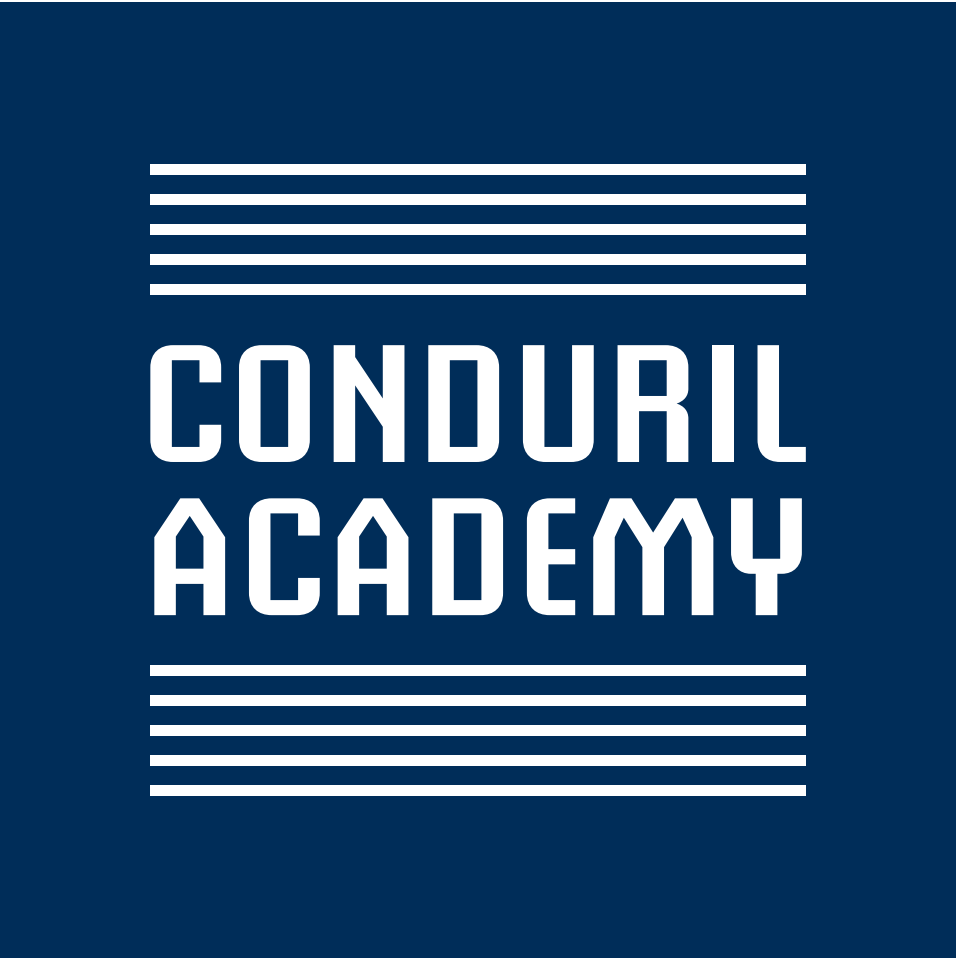
About us

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. Its intervention is focused on people, integrating local and global needs, in a scenario that the company believes to be both stable and cyclic, due to Conduril’s itinerant activity.

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.



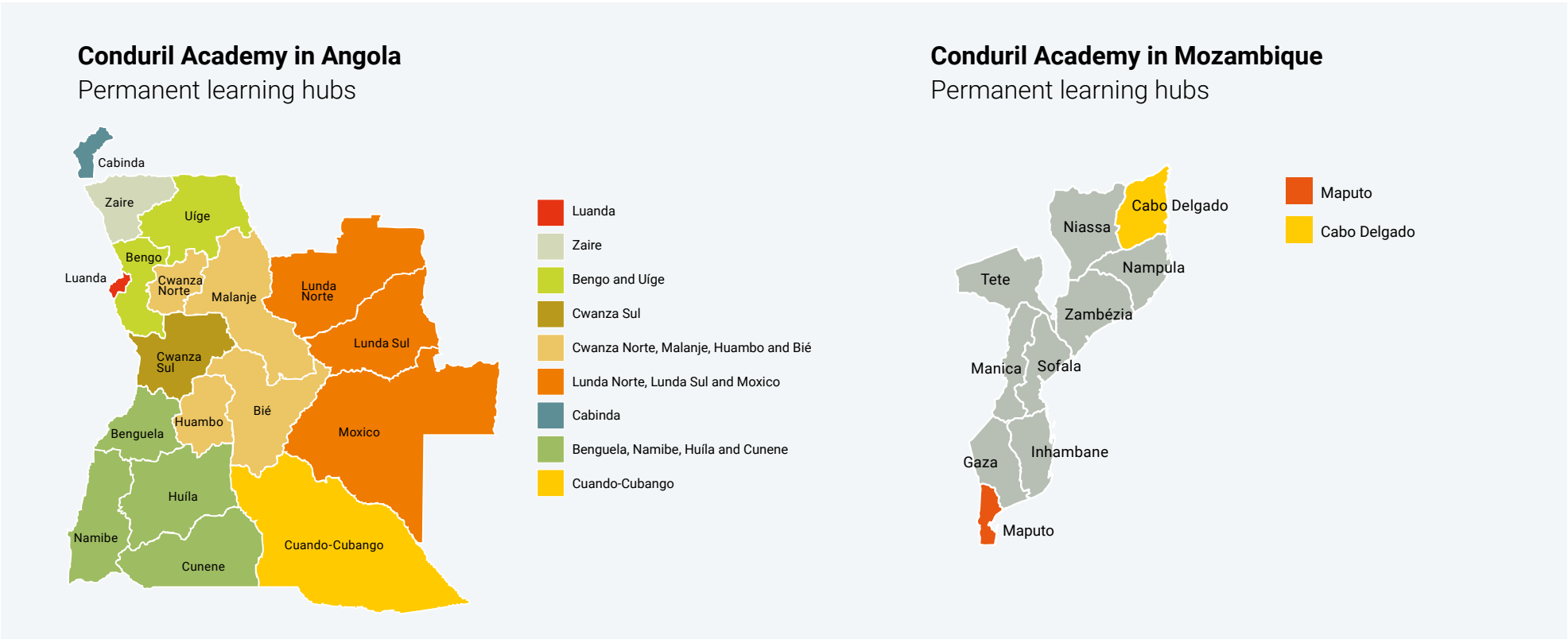
Head office and learning hubs

The training activity is developed 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 the city of 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.

Team

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



Fragments of our history

2009

Creation of the Conduril Academy

2011

Beginning of the Literacy and School Acceleration Programme (PAAE) in Angola

2013

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

2016

Extension and beginning of the teaching activity of the Conduril Academy in Mozambique

2019

Special mention awarded by the UNESCO International Literacy Prizes to the Literacy Programme of the Conduril Academy Angola

2020

First Conduril Higher Education Scholarships awarded in Mozambique

2010

Beginning of the teaching activity in Angola

2013

Literacy Programme of the Conduril Academy Angola selected for the UNESCO International Literacy Prizes

2015

Special mention awarded by the UNESCO International Literacy Prizes to the Literacy Programme of the Conduril Academy Angola

2016

Beginning of the Literacy and School Acceleration Programme (PAAE) in Mozambique

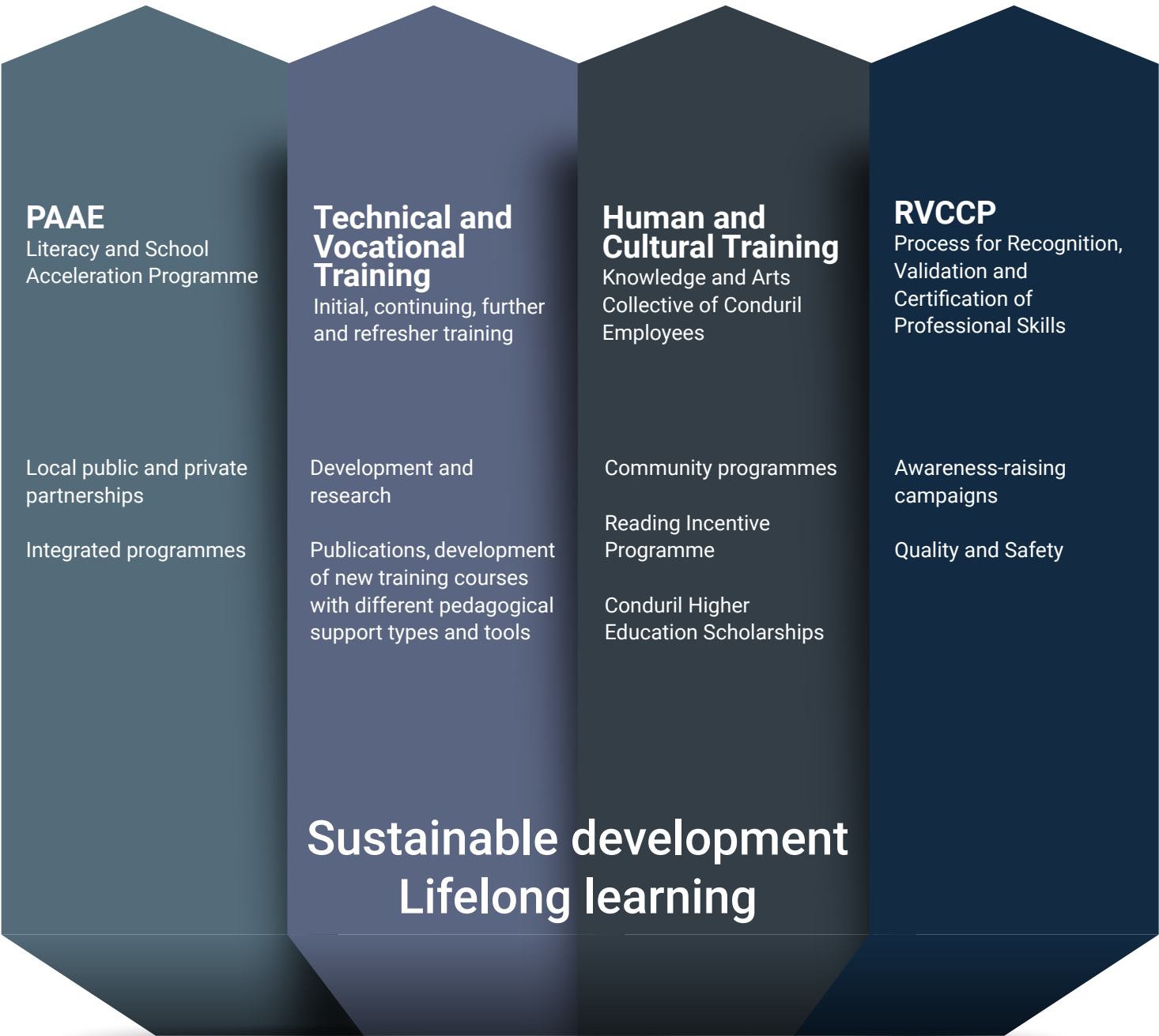
2019

First Conduril Higher Education Scholarships awarded in Angola

2022

First scholarship holders with study cycle completed

Structuring axes of the Conduril Academy intervention



What we do

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.

- 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)

Conduril Academy 2009-2023

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.

Increase of the level of education	General improvement of qualifications	Requirement/Rigour in professional performance	Valuation of Human Resources	Quality of employment
23,140 Employees enrolled 	196,960 Training hours 	300 AAE certificates 	7,002 Vocational training certificates 	22,236 Books donated 

Results obtained by the Conduril Academy

Results obtained by the Conduril Academy Angola 2010-2023 (*)

18,593 Employees enrolled	3,060 INEFOP certificates	161,526 Amount of training hours	293 RVCCP certificates	2,767 Vocational training certificates	274 AAE certificates	18 Scholarships
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(*): In 2023, the data from the Awareness-raising Actions on Quality, Environment, Health and Safety provided by Conduril's safety technicians, as well as by the health technicians who provide services to Conduril, were also considered.

Results obtained by the Conduril Academy Mozambique 2016-2023

4,547 Employees enrolled	4,254 INEFP certificates	35,434 Amount of training hours	19 RVCCP certificates	4,235 Vocational training certificates	26 AAE certificates	12 Scholarships
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In addition to technical and vocational training, the Conduril Academy aims to be a facilitator in the literacy and school acceleration process of its employees.

Conduril Academy Angola

Number of certificates by training type

	Number of certificates issued		
	2023	2022	2021
Continuing vocational training	59	68	32

Amount of training hours per training type

	Total amount of training hours		
	2023	2022	2021
Continuing vocational training	7,208	736	175

Conduril Academy Mozambique

Number of certificates by training type

	Number of certificates issued		
	2023	2022	2021
Continuing vocational training	657	1,541	570

Amount of training hours per training type

	Total amount of training hours		
	2023	2022	2021
Continuing vocational training	4,810	6,948	3,737



Operate with respect for local
communities and foster their
development and well-being

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

Conduril supports local communities not only with its engineering expertise, but also with its social commitments

In a context where growing social awareness rewards the business practices of cooperation and engagement with communities, it is imperative to approach an intrinsic relationship between this group of stakeholders and the activities developed by Conduril.

Conduril recognises the importance of nourishing and strengthening the cooperation links and encourages the development of skills in the communities where it operates.

“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.”

“Conduril operates in many countries, where there is a great variety of cultures, laws and political systems. Therefore, as a basic rule, CONDURIL needs to observe the laws of the countries where it operates, ensuring that it performs its activities with the necessary sensitivity to the cultural and social traditions of the different communities with which it contacts.”

In “Constitution”, 2019

In its approach, Conduril tries to establish lasting partnerships that surpass geographical borders. Based on the appreciation and understanding of the diversity and richness of the local cultures, specific challenges and community aspirations, the Conduril

Group reaffirms its commitment to positively contribute to the local, regional and national socioeconomic development of the geographical areas where it operates.

Promoting education and training as structuring elements for social and economic development plays a decisive role in the Conduril Corporate Social Responsibility Policy.

Invest in human capital, with the creation of employment and training opportunities

The main goal of the training activity in the local communities is to provide training to people to be able to integrate the Conduril teams with responsibility, representativeness and credibility. Only this way will it be possible to achieve positive results and reinforce the company’s competitiveness. Conduril is aware that

sustainability is present in the ability to promote positive changes, providing a significant legacy for future generations: a sustainable company is not only a company that flourishes in the markets, but also a company that creates roots and grows side by side with the communities that host it.

Create a Community Development Programme by 2028



Engagement with communities

Portugal

Solidarity Action

The commitment to the Community in general is the desired goal, which aims to be clear, with the protection of shared interests and building lasting value-based social relationships.

Solidarity Action means a set of tasks, contributions or events promoted by Conduril, voluntarily and non-profit, which reinforces its presence and utility in the Community with its “know-how”.

The Solidarity Action is materialised by the execution of improvement and/or conservation works that Conduril’s employees may perform autonomously, as volunteers in social economy entities, and that are dedicated to childcare facilities for children and young people, day care/nursing homes for the elderly, social and cultural centres.

In April 2023, the institution that hosted the Solidarity Action was the Social Centre of Sto. André de Sobrado, where a new playground and garden was built, in addition to small repair and painting works.



Yoga classes



On 8 March 2023, Conduril joined the Vila Pouca de Aguiar and Pedras Salgadas groups of the “Diabetes em Movimento” (diabetes in motion) programme, for yoga classes taught by an employee.

“We try to be as Human as possible...
The lives of our employees are part of our values”

Municipality of Vila Pouca de Aguiar

Conduril donated six containers to the Municipality of Vila Pouca de Aguiar, with a capacity for 10 bedrooms and changing rooms, which were installed on the construction site. The containers will be used to accommodate firefighters during the critical firefighting season.



Formula Student

Conduril has been supporting a team of around 60 FEUP university students, by sponsoring a project they have developed called Formula Student – FEUP. The project includes the construction of the first prototype of the Formula Student type of the University of Porto, a prototype that is already finished and competing. The goal is to participate in three high-level competitions in the European competitions calendar: FS UK (Silverstone, England), FS PT (Castelo Branco, Portugal), FSG (Hockenheim, Germany).



SC Vilar Formoso

It was with great enthusiasm that Conduril offered tracksuits to the young athletes at Sporting Clube Vilar Formoso, an initiative that was integrated in the project launched by the club’s management to fight social inequality – “Educar, Conviver e Aprender” (educate, live and learn).



Mozambique

Lunch with the elderly

In February 2023, Conduril organised a charity lunch with the senior citizens from the AVOMACC association at its facilities. The goal of this initiative was to provide the elderly from this institution with a different and relaxed day, as well as to introduce Conduril and present a part of the AVOMACC project to the employees that were able to attend.



International Women’s Day

International Women’s Day, celebrated on 8 March, is a very important date in the world calendar. It is a moment to reflect about women’s fight and achievements, mainly in terms of equality throughout history. To mark this day, all the women at the Head Office (Matola construction site) were honoured with simple gestures.



Support to the families affected by the rains in Maputo

The heavy rains that occurred in February 2023 caused severe floods in several areas of the capital and province of Maputo. The official numbers pointed to more than 7,300 families affected, with implications for their future.

Not indifferent to the reality of these families, Conduril joined the initiative of Maputo Port Development Company (MPDC) to collect food and essential goods. Therefore, in addition to the purchase of food and essential goods, a volunteer collection among the employees was performed to donate clothing, food and hygiene products. These products were delivered to the Port of Maputo and distributed to the affected families.



Malawi

End of the year party – Chikwawa

In order to celebrate the end of the year, Conduril organised a party with the local community, which was a moment of sharing between the employees and the population. The event included traditional dances, gifts and a lunch.



6.1. Local creation of employment and development of skills

Conduril supports and invests in local growth through the creation of jobs and training, recognising the importance of valuing human capital, significantly contributing to the creation of value in local economies and improving the quality of life of the people.

The improvement of skills is, indeed, one of the cornerstones of Conduril's activity and of the integration in the societies in which it operates. This is mainly reflected in the training provided to the locally hired employees, fostering the development of their skills. The promotion of local labour hiring, whether qualified or not, contributes to the generation of wealth both locally and nationally.

Local communities play a vital role to ensure the success of our projects

Conduril has been operating in the African continent for more than 30 years, and is currently present in five countries: Angola, Gabon, Malawi, Mozambique and Zambia. As a result of the development of skills in these countries, Conduril has now more than 90% of employees from local communities in its technical structures, namely, in the study and budgeting department, laboratory, quality, environment and safety.

In 2023, more than 60% of the ongoing projects had involvement programmes for local communities and/or impact assessment programmes



Engagement with communities

Portugal

11th Portuguese Coastal and Port Engineering Conference

In October 2023, Conduril had the honour to sponsor PIANC Portugal in the organisation of the 11th Portuguese Coastal and Port Engineering Conference, which took place at the Porto Cruise Terminal, Port of Leixões. The Conduril employees involved in the “Extension of the area of containers of terminal XXI – PSA” work contract participated as speakers. This event is a unique opportunity for the coastal and port engineering community to get together, share expertise and promote advances in this essential field.



IACES – International Association of Civil Engineering Students – FEUP Internacional

Conduril sponsors the actions developed by IACES – International Association of Civil Engineering Students, an association that brings together Civil Engineering students from several International Universities and aims to promote the exchange of experiences, create friendship bonds and discuss issues related to civil engineering.



Incorpora project

Aiming at the labour integration of people at risk or in a situation of social exclusion, as long-term unemployed individuals, citizens with disabilities, people in underprivileged social circumstances, Conduril is part of the Incorpora project of Santa Casa da Misericórdia do Porto.

Mozambique

Road safety campaign – Zambézia (Milange and Lioma)

Within the scope of the “Rural Roads” project, an awareness-raising campaign with the presence of the Milange and Lioma communities, province of Zambézia, was organised. This campaign addressed the theme of Road Safety, namely: main dangers, accidents and incidents to which the community is exposed due to the vehicles that circulate in the surrounding area of the project.



6.2. Education and health of the local community

Conduril has as one of its goals the promotion of the educational development in the countries of operation, within the scope of its Corporate Social Responsibility Policy, establishing several partnerships with higher education institutions and training centres.

This type of partnership promotes the sharing of practical experience and academic knowledge, contributing to the development and excellence in vocational training, which may help with an eventual admission in the labour market through Conduril.

In Angola and Mozambique, Conduril fosters educational development through the Conduril Academy: it is responsible for the education incentive programme with the Scholarship Programme for Higher Education (BECES), which is intended for the children of economically deprived Conduril employees.

The Group pays the expenses regarding attendance, permanence and completion of a Bachelor's Degree in the Higher Education subsystem. During the entire process, the applicants/scholarship holders are followed by the Conduril Academy.

Improve the quality of life of local communities

Entities



Faculty of Engineering of the University of Porto (FEUP)

Capstone Project within the scope of the Bachelor's/Master's Degree in Civil Engineering – protocol to perform a curricular internship and protocol to perform a Master's Degree in business environment.



Higher Institute of Engineering of Porto (ISEP)

Capstone Project within the scope of the Bachelor's Degree in Civil Engineering – work in a business environment.



COGNOS Formação

Cooperation protocol for internships and employment in the area of Occupational Health and Safety.



Vocational Training Centre for Metallurgical and Metalworking Industry (CENFIM)

Cooperation protocol in practical work-related training for welders.



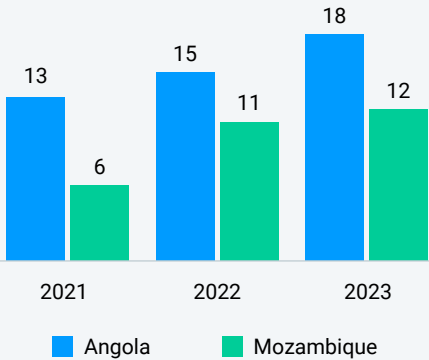
Vocational Training Centre for the Building and Public Works Industry in the North (CICCOPN)

Practical work-related training for test technicians in civil engineering and public works, occupational health and safety technician and quantity surveyors.

Higher Education Scholarships

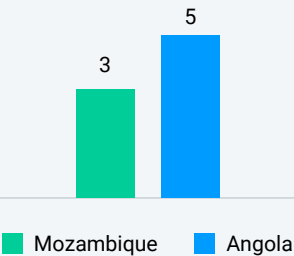
Conduril believes that this type of opportunities, in addition to promoting the training and development of human capital, can also transform the lives of the employees and their families, both at the personal and professional levels. They reflect a daily fight to reach a situation of greater safety and help achieve aspirations, which is common to all applicants and shared by Conduril.

Total no. of scholarship holders



In 2023, five years after the start of the BECES programme, Conduril celebrates, with pride and great satisfaction, the completion of the degree courses by 5 Conduril scholarship holders.

Total no. of scholarship holders with higher studies already completed



Testimonies

Margarida Fontes
26 years old, Angola
Course: Accounting and Auditing

“I would like to thank Conduril for the huge trust and opportunity, because it is not easy for a company to create methods to help with academic growth, since the costs are very high. Therefore, we need to take advantage of this great opportunity and use it in the best way possible. I am extremely grateful. To Conduril, my eternal gratitude.”



Elisa Oliveira
27 years old, Angola
Course: Economics and Management

“Conduril was always present in my training. Today I have a degree in the course of my dreams and I became a professional thanks to Conduril. It was a dream that came true.”



Joaquina Hossi
26 years old, Angola
Course: Nursing

“Many thanks to all those involved in this programme, since it was thanks to it that I was able to complete my Bachelor’s Degree. I hope you continue to invest in the children of your employees and even more, and I would like to thank you for the opportunity and the benefits I had through the scholarship. I take this opportunity to highlight that this is one of the best private scholarship programmes in our country.”



Samuel Singo
26 years old, Mozambique
Course: Economics

“The Conduril scholarship programme is important, since it provides the children of the company’s employees with the opportunity to graduate from a higher institution with all expenses paid. It offers, this way, opportunities for a better future to students, in what concerns a professional career. I would like to say that I am very happy for being one of the beneficiaries of the Conduril scholarship programme, and I hope that the company continues to perform similar activities to provide a better future to the children of its employees. My big THANK YOU to Conduril.”

Engagement with communities

Mozambique



“Medicina Mais Perto”

Conduril promotes education and health in local communities, through the implementation of impactful actions and campaigns. This commitment extends to every region in which Conduril operates, playing a crucial role in the socioeconomic evolution of the communities and offering greater equal opportunities.

Conduril supports once again the “Medicina Mais Perto” (closer medicine) project. 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 improvement of the health of the local population. This project mainly uses awareness-

raising strategies, counselling, provision of basic health care and screenings.

Standing for the self-sufficiency of the local population, its work includes the training and capacitation of the population in terms of personal, social and professional skills, regarding the most varied topics in the area of health: sexual health, family planning, mental health, drug consumption, human rights, nutrition, basic life support, among others.

In 2023, the project occurred during the months of July and August, and Conduril supported this initiative through free accommodation and food for two groups of 8 volunteers.



Outubro Rosa (Pink October)

| [Prevention is the key for a healthy future!!](#)

October is known worldwide as the breast cancer and cervical cancer awareness month.

To discuss and raise awareness about this theme, a workshop that included the presence of the women working at the Head Office (Matola construction site) was organised.

Zambia



Awareness-raising campaigns – Mufulira-Butondo

The organisation of awareness-raising campaigns regarding health matters, namely HIV and AIDS, malaria, pregnancy, the importance of cancer screenings, are part of the actions promoted by Conduril related to the health and well-being of the communities in which it operates.

In a partnership with Mufulira-Butondo councillors and local health units, an awareness-raising campaign on these topics was organised with the presence of more than 100 community members.



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

Aware of the impacts that the civil engineering sector may have on the environment and the quality of life of the populations, Conduril considers extremely important the adoption of the best mitigation practices for these effects.

The presence of noise, vibration, odour, dust and visual effect is a reality transversal to all the company's activities, which varies according to the type and location of the projects, whether in more isolated areas or located in an urban context. These descriptors are common to all the geographical areas where Conduril operates.

Management mechanisms

- The Integrated System of Quality, Environment and Safety Management 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 existing legal and regulatory requirements;
 - » the compatibility of the environmental measures regarding the construction site location and organisation, the safeguard of natural and built heritage, as well as the socioeconomic structure of the local community.
- Strict determination and assessment of the environmental aspects, where minimisation measures regarding the impacts related to noise emission, vibration and dust, soil use and vacancy are established.

Develop a code of good practice to minimise the impacts caused by noise, vibration, odour, dust, visual effect and others with local impact by 2030

Through the implementation of these mechanisms, Conduril commits not only to significantly improve the quality of life of its employees and the local community, but also to strictly comply with legislation, standards, regulations and requirements of its clients in every region where it operates.

Odour / Dust

Sprinkling of lanes and access roads to the work fronts, in order to minimise the spread of dust.



Characterisation of effluent

Characterisation of gaseous effluent at the metalworking company Edirio, in Portugal, resulting from the cutting equipment.



Characterisation of gaseous effluent resulting from the burner at the asphalt batching plant in Vilar Formoso, Portugal.



Vibration / noise emission

Acoustic assessment of the criterion of discomfort performed in the reference periods: morning, evening and night, within the environmental monitoring at the Monte Chãos quarry of the “3rd extension phase of the eastern pier of Sines” project.



Monitoring of vibration caused by the rock masses in the railway works of the Beira Alta Line and the “3rd extension phase of the eastern pier of Sines” project in Portugal.



Determination of particles

Determination of the airborne particles (PM10 and PM2.5) in the atmosphere, within the environmental monitoring at the Monte Chãos quarry of the “3rd extension phase of the eastern pier of Sines” project.



Environmental drills

In order to verify the operation of the Environmental Emergency Plans in projects and permanent facilities, during 2023, several environmental drills were performed in Angola, Mozambique and Portugal, to test the functioning and efficiency of the means available to minimise eventual consequences of a real situation.



7. Our Report



7. About this report

This report includes information regarding Conduril’s sustainability and its ESG (Environmental, Social and Governance) performance. The publication of the Conduril 2030 Agenda and Roadmap for Sustainability should be highlighted, including its most relevant commitments and their alignment with the Sustainable Development Goals (SDGs) of the United Nations.

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

The report and GRI table were written according to the new Portuguese language orthographic agreement and are available in Portuguese, English and French.

Materiality

In 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.

2030 Agenda and Roadmap for Sustainability

During 2023, Conduril performed several working sessions that included the presence of the Sustainability Group and the Departments directly involved in the identification of the respective commitments for the 2030 Agenda and Roadmap for Sustainability.

Reporting period, publication and interactivity

The information present in this report corresponds to the Conduril activities that took place between 1 January and 31 December 2023. The report has an annual basis and was published in April 2024, in digital format, and can be consulted at www.conduril.pt.

Throughout the report, links were included to ensure greater flexibility and transition between pages, topics and access to external information, intended to provide the reader with a better reading and consultation experience.

Acknowledgement

Conduril would like to express special gratitude to the Sustainability Group and to all the employees that contributed with content to prepare this report, as well as to all the stakeholders who participated actively in the identification of the material topics for Conduril.

Conduril would also like to thank all scholarship holders for their testimonies and wishes them all the best!

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 presented in this report, please use the following contact details:

Email: 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 annex to Conduril’s Sustainability Report 2023, prepared according to the Global Reporting Initiative (GRI) Standards, 2021 version.

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 between 1 January and 31 December 2023.

Report according to:

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.
- Cabo 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 Section 3.

During 2023, there were no activities concerning Conduril in Cape Verde, Morocco and Zimbabwe, therefore, the participated companies in these countries were not included in the 2023 report.

2-3 Reporting period, frequency and contact point

This report refers to the results corresponding to the period between 1 January 2023 and 31 December 2023. Conduril publishes its Sustainability Report annually. It is worth mentioning that the period covered by the Group’s Financial Report (Report and Accounts) is the same as for the Sustainability Report.

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

[Section 7. About this report](#)

2-4 Restatements of information

This report changes the data contained in the Sustainability Report 2022, regarding the years 2021 and 2022, of the following indicators:

- GRI 301-1: it was necessary to change the values, regarding the years 2021 and 2022, of the “concrete” material, due to changes in the calculation methodology.
- GRI 302-1, GRI 302-3, GRI 305-1, GRI 305-2 and GRI 305-4: the values reported in 2021 and 2022 were updated, based on the collection, analysis and quantification of Conduril’s emissions between 2015 and 2022. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.
- GRI 416-1: in 2022, Conduril had only considered the main product/service “execution of the work”. However, for this report, the services/products “manufacture of metal structures”, “consultancy and preparation of studies and projects in the area of engineering”, “production and marketing of aggregates”, and “production and marketing of bituminous mixtures”, supplied by the companies belonging to the Group, were also accounted for, therefore changing the data reported in 2021 and 2022.

2-5 External assurance

There is no external assurance for this report.

Activities and workers

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 Conduril’s suppliers is continuously monitored and evaluated according to defined and communicated criteria, with the purpose of always establishing partnership relations.

[Section 1.4. About Conduril](#)

[Section 2.1. Conduril stakeholders](#)

2-7 Employees

Number of employees by gender and region in 2023	Gender	Angola	Gabon	Malawi	Mozambique	Portugal	Zambia	Total
Number of employees	Female	64	13	18	38	66	29	228
	Male	465	137	258	511	656	176	2,203
Total		529	150	276	549	722	205	2,431
Number of permanent employees (indefinite contract)	Female	19	7	0	21	45	1	93
	Male	114	39	15	72	417	10	667
	Subtotal	133	46	15	93	462	11	760
Number of temporary employees (fixed-term or temporary contract)	Female	45	6	18	17	21	28	135
	Male	351	98	243	439	239	166	1,536
	Subtotal	396	104	261	456	260	194	1,671
Total		529	150	276	549	722	205	2,431
Number of non-guaranteed hours employees	Female	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	0	0
Number of full-time employees	Female	64	13	18	38	66	27	226
	Male	465	137	258	511	656	176	2,203
	Subtotal	529	150	276	549	722	203	2,429
Number of part-time employees	Female	0	0	0	0	0	2	2
	Male	0	0	0	0	0	0	0
	Subtotal	0	0	0	0	0	2	2
Total		529	150	276	549	722	205	2,431

Note: These figures refer to the count performed on 31 December 2023 and are divided by the countries where the company has an active presence.

2-8 Workers who are not employees

Conduril counted 2,897 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 2023. The most common type are workers of subcontractors and the most frequent types of work include: indirect foundations, civil construction, specialty works, namely, power networks, HVAC systems, fire prevention network, water supply and wastewater drainage system, and the execution of reinforced concrete structures.

Governance

2-9 Governance structure and composition

[Section 3. Economy and governance model](#)

2-10 Nomination and selection of the highest governance body

The Board of Directors, the Statutory Audit Board and the Remuneration Committee are elected at the General Meeting. All members of the Board of Directors developed their entire careers at 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 has the power to approve 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 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.

[Section 3. Economy and governance model](#)

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's 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 [Section 2.1. Conduril stakeholders](#)

Aware of the importance of all its investors, Conduril offers different channels to comply with its communication and transparency commitment, through the use of a website and a specialised support service, under the responsibility of the company’s representative for market relationships.

2-13 Delegation of responsibility for managing impacts

Regarding Sustainability, Conduril has its own governance structure, comprised of the Sustainability Committee and the Sustainability Group, whose 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 Chair of the Board of Directors, the Sustainability Committee is comprised of the Administrators of different areas of operation and regions, and an Administrator responsible for the ESG area.

The Sustainability Committee performs sustainability management duties from a strategical point of view, depending on the Board of Directors, 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 in the 2030 Roadmap for Sustainability
- 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 and region.

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 Chair of the Board of Directors.

2-15 Conflicts of interest

Conduril has implemented a Compliance Program in matters of Prevention and Fight Against Corruption, available on the company's website ([Compliance Program in matters of Prevention and Fight Against Corruption](#)). 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, in the section of the Management Report subscribed by the Board of Directors.

Communication to the stakeholders is carried out according to the Compliance Program in matters of Prevention and Fight Against Corruption, the existing legislation and the Notes to the Financial Statements of the annual Report and Accounts.

[Section 3.1. Anti-corruption and anti-competitive behaviour](#)

2-16 Communication of critical concerns

All critical grievances/concerns are reported to the Administrator of that area, who is responsible for reporting them to the Board of Directors.

During 2023, there was no communication of critical concerns to the Board of Directors.

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.

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

The evaluation is performed 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.

2-19 Remuneration policies

There is a Remuneration Committee of the management bodies, elected at 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. 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 at the General Meeting for periods of three 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 articles of association, increasing the retirement pension of the employee (management bodies and remaining employees) by 22.5%.

2-20 Process to determine remuneration

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

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 12.35%.

The median percentage increase in compensation for the highest-paid individual was 3%, while the median percentage increase in annual total compensation for all employees was 6.77%.

Strategy, policies and practices

2-22 Statement on sustainable development strategy

[Section 1.1. Message from the COB](#) [Section 2.3. 2030 Agenda and Roadmap for Sustainability](#)

2-23 Policy commitments

The Conduril policy commitments can be found in the Corporate Social Responsibility Policy, available at [Corporate Social Responsibility Policy](#), which are also reflected in the 2030 Agenda and Roadmap for Sustainability.

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.

[Section 2.1. Conduril stakeholders](#) [Section 2.3. 2030 Agenda and Roadmap for Sustainability](#)

2-24 Embedding policy commitments

[Section 2.1. Conduril stakeholders](#) [Section 2.3. 2030 Agenda and Roadmap for Sustainability](#) [Section 2.4. Contribute to the SDGs](#)

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 grievances directed to it through the Site Management or the central administrative services. All grievances are analysed by several parties, including the responsible Administrator, in order to evaluate its legitimacy and, in such case, determine the cause and define the correction and/or corrective actions, as well as the person in charge of its implementation.

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

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

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

2-26 Mechanisms for seeking advice and raising concerns

[Section 2.1. Conduril stakeholders](#)

2-27 Compliance with laws and regulations

During 2023, 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 company's normal activity.

2-28 Membership associations

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

- AIA – Associação Industrial de Angola (Angolan Industry Association)
 - AICCOPN – Associação dos Industriais da Construção Civil e Obras Públicas (Association of Civil Construction and Public Works Industrialists)
 - AIMCA – Associação das Indústrias de Materiais de Construção de Angola (Association of Construction Materials Industries of Angola)
 - AP3E – Associação Portuguesa de Estudos e Engenharia de Explosivos (Portuguese Association of Explosive Studies and Engineering)
- ASSICOM – Associação da Indústria, Associação da Construção da Região Autónoma da Madeira (Association of Industry and Construction of the Autonomous Region of Madeira)
 - Buildingsmart Portugal Association
 - Associação Empresarial de Portugal (Portuguese Business Association)
 - Associação Industrial e Empresarial de Valongo (Industry and Business Association of Valongo)
 - The World Association for Waterborne Transport Infrastructure
- Association of Building and Civil Engineering Contractors (Zambia)
 - Portugal-Mozambique Chamber of Commerce
 - Portuguese-Spanish Chamber of Commerce and Industry
 - Portugal-Angola Chamber of Commerce and Industry
 - CATIM – Centro de Apoio Tecnológico à Indústria Metalomecânica (Technological Support Centre for the Metalworking Industry)
- CMM – Associação Portuguesa de Construção Metálica e Mista (Portuguese Steelwork Association)
 - Engineering Institution of Zambia
 - FME – Federação Moçambicana de Empreiteiros (Mozambican Federation of Contractors)
 - National Construction Industry Council of Malawi
 - National Council for Construction (Zambia)

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, 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.

[Section 2.1. Conduril stakeholders](#)

2-30 Collective bargaining agreements

Category	2021	2022	2023
Total no. of workers covered by collective bargaining agreements	1,412	1,422	1,189
Total no. of workers	2,187	2,974	2,431
Percentage of workers covered by collective bargaining agreements	65%	48%	49%

GRI 3: Material Topics 2021

3-1 Process to determine material topics

In 2023, Conduril performed an exercise of analysis of double materiality in order to identify the most relevant sustainability topics and trends for Conduril and its stakeholders. During this exercise, all of Conduril's groups of stakeholders, identified in [Section 2.1. Conduril stakeholders](#), were heard, taking into account their contribution for the evaluation of material topics.

[Section 2.2. Materiality](#)

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. Anti-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

There were no changes to the list of material topics compared to the Sustainability Report 2022.

[Section 2.2. Materiality](#)

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 sections and subsections.

The management of the 13 material topics, grouped in the 4 strategic axes for sustainability, is present in the 2030 Agenda and Roadmap for Sustainability, reflecting Conduril’s commitment and the targets to which the Group proposes itself in each topic, in order to improve its performance in terms of sustainability.

Material topics	Subsections	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	GRI 416: Customer Health and Safety 2016 (416-1, 416-2)
3) Occupational health and safety	5.1	GRI 403: Occupational Health and Safety 2018 (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) Anti-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

	2021	2022	2023
i) Economic value generated (€)	189,019,967	244,588,591	200,286,947
Revenues (€)	189,019,967	244,588,591	200,286,947
ii) Direct economic value distributed (operating costs) (€)	176,545,155	229,632,893	193,290,458
Operating costs (€)	125,869,734	162,012,102	133,958,704
Employee wages and benefits (€)	45,151,408	54,755,385	51,598,342
Payments to providers of capital (€)	5,171,724	6,551,874	5,983,066
Taxes (€)	211,528	6,194,210	1,586,376
Community investments (€)	140,762	119,321	163,970
iii) Economic value retained (i-ii) (€)	12,474,811	14,955,699	6,996,489

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 2023, the Conduril Pension Fund amounted to 11.1 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 2023.

GRI 204: Procurement Practices 2016

204-1 Proportion of spending on local suppliers

	2021	2022	2023
Percentage of the budget spent on local suppliers	91.7%	92.5%	98.6%

Note: Conduril considers local all purchases and supplies from national suppliers in each location.

GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption

There was no need for further verification regarding the risks related to 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 in 2022	Communication of anti-corruption policies in 2022		Total in 2023	Communication of anti-corruption policies in 2023	
			No.	%		No.	%
Board of Directors	Portugal	8	8	100%	7	7	100%
Management/Coordination	Portugal	64	64	100%	47	47	100%
	Angola	7	7	100%	21	21	100%
	Mozambique	4	4	100%	12	12	100%
	Malawi	2	2	100%	5	5	100%
	Zambia	1	1	100%	5	5	100%
	Gabon	0	0	0%	3	3	100%
Technical	Portugal	226	226	100%	178	178	100%
	Angola	27	27	100%	41	41	100%
	Mozambique	28	28	100%	42	42	100%
	Malawi	14	14	100%	28	28	100%
	Zambia	10	10	100%	26	26	100%
	Gabon	4	4	100%	13	13	100%
Operational/Support	Portugal	586	0	0%	490	490	100%
	Angola	657	0	0%	467	467	100%
	Mozambique	794	0	0%	495	495	100%
	Malawi	279	0	0%	243	243	100%
	Zambia	135	0	0%	174	174	100%
	Gabon	128	0	0%	134	134	100%
Total		2,974	395	13%	2,431	2,431	100%

205-3 Confirmed incidents of corruption and actions taken

No incidents of corruption were confirmed during 2023.

This is a relevant topic for Conduril; therefore, it has different instruments regarding this issue, among which the following should be highlighted:

- [Compliance Program in matters of Prevention and Fight Against Corruption](#)
- [Conduril's Code of Conduct \(Ethics and Good Practices\)](#)

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 2023.

This is a relevant topic for Conduril; therefore, it has different instruments regarding this issue, among which the following should be highlighted:

- [Compliance Program in matters of Prevention and Fight Against Corruption](#)
- [Conduril's Code of Conduct \(Ethics and Good Practices\)](#)

GRI 300 Environmental Performance

GRI 301: Materials 2016

301-1 Materials used by weight or volume

Material type	Type	Unit	2021	2022	2023
Renewable materials	-	t	-	-	-
Non-renewable materials	Aggregates	t	1,108,385.0	999,303.4	186,555.2
	Steel		15,373.5	13,584.6	6,295.7
	Concrete		1,161,158.1	743,751.5	300,823.9
	Cement		12,645.6	16,123.6	3,969.2
	Bituminous mixtures		34,482.7	40,358.6	10,390.6
Total			2,332,045	1,813,122	508,035

Note 1: Conversion factor (concrete): 1 m³ = 2400 Kg (Eurocode 1 – NP EN 1991-1-1:2009)

Note 2: The amounts of the “concrete” material, regarding the years 2021 and 2022, were changed compared to the data reported in 2022, due to changes in the calculation methodology.

GRI 302: Energy 2016

302-1 Energy consumption within the organisation

Category	Source	Unit	2021	2022	2023
Non-renewable source	Diesel fuel	GJ	313,930.6	389,256.5	320,777.4
	Gasoline	GJ	1,660.5	2,229.8	5,634.6
	Fuel oil	GJ	66.6	103.5	2,830.5
	Subtotal	GJ	315,657.6	391,589.8	329,242.6
Renewable source	Solar photovoltaic	GJ	281.4	254.0	475.4
	Subtotal	GJ	281.4	254.0	475.4
Acquired	Electricity	GJ	18,747.7	30,615.5	27,994.6
	Subtotal	GJ	18,747.7	30,615.5	27,994.6
Energy sold		GJ	-	-	-
Total		GJ	334,687	422,459	357,713

Note 1: The diesel fuel consumptions presented represent the total consumption of Conduril and the subcontractors on its 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 used were the factors available at DGEG – Direção Geral de Energia e Geologia (Portuguese Directorate-General for Energy and Geology), consulted in December 2023, and technical data sheets of the fuels.

Note 2: Following the collection, analysis and quantification of Conduril’s emissions between 2015 and 2022, Conduril verified the need to update the values reported regarding 2021 and 2022. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.

302-3 Energy intensity

	Unit	2021	2022	2023
Total energy consumption within the organisation	GJ	334,687	422,459	357,713
Turnover	€	156,230,714	218,870,901	183,429,353
Energy intensity	GJ/€	0.0021	0.0019	0.0020

Note 1: The reported values are according to the GRI 302-1 indicator. The Turnover was considered as a specific metric for the denominator.

Note 2: Following the collection, analysis and quantification of Conduril’s emissions between 2015 and 2022, Conduril verified the need to update the values reported regarding 2021 and 2022. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.

GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource

In the several geographical areas where Conduril operates, water is mostly used for construction activities, namely minimisation of dust spread, concrete manufacturing and curing, compaction of several materials, landscaping, among others. Although also present, human consumption has a less extent.

The greatest impact caused is the reduction of this natural resource. Therefore, Conduril believes this resource must be responsibly handled, through the application of environmental policies in the processes, considering more sustainable alternatives, studying construction methods and systems aligned with the efficient use of water resources, and adopting procedures that allow this resource to be used rationally and without waste.

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.

Conduril has a procedure to determine and evaluate environmental aspects and control impacts on the activities that it can control and those that it can influence, as well as the related environmental impacts, considering a life cycle perspective. To identify environmental aspects, the following is considered: air emissions, discharges into the water, discharges into the soil, use of raw materials and natural resources, energy use, energy emission (heat, radiation, vibration, noise, light, etc.), production of waste and/or by-products, and use of space. Periodic monitoring actions are performed after identifying the activities that can impact water quality.

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

[Section 4.2. Water management](#)

303-2 Management of water discharge-related impacts

Conduril ensures compliance with the applicable legal requirements and conditions foreseen in the respective licences/authorisations of discharge to the receiving environment, where applicable, regardless of the region where it operates.

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 water resources monitoring plan 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	2021	2022	2023
Surface water (includes rainwater collection)	Angola	ML	-	-	3.7
	Gabon		-	-	0.0
	Malawi		13.2	17.3	0.1
	Mozambique		2.0	60.8	29.0
	Portugal		177.4	294.1	26.7
	Zambia		-	-	-
	Subtotal		192.6	372.3	59.5
Groundwater	Angola	ML	2.8	3.2	2.8
	Gabon		-	-	0.0
	Malawi		0.5	1.0	0.1
	Mozambique		2.2	0.3	0.0
	Portugal		0.8	1.0	1.3
	Zambia		-	-	-
	Subtotal		6.3	5.5	4.2
Third-party water	Angola	ML	29.7	28.6	16.4
	Gabon		4.4	5.2	0.4
	Malawi		-	-	0.0
	Mozambique		3.1	4.9	39.1
	Portugal		54.1	42.0	121.1
	Zambia		-	-	-
	Subtotal		91.4	80.6	177.0
Total water withdrawal		ML	290	458	241

Note 1: In the reporting period, the data collection regarding Zambia was not possible.

303-4 Water discharge

Type of discharge	Region	Unit	2021	2022	2023
Surface effluent discharge	Angola	ML	-	-	3.4
	Gabon		-	-	-
	Malawi		-	-	0.1
	Mozambique		-	-	26.1
	Portugal		7.9	9.9	5.8
	Zambia		-	-	-
	Subtotal		7.9	9.9	35.3
Underground effluent discharge	Angola	ML	-	-	2.5
	Gabon		-	-	-
	Malawi		-	-	0.1
	Mozambique		-	-	0.0
	Portugal		-	-	1.2
	Zambia		-	-	-
	Subtotal		-	-	3.8
Effluent discharge for third-party treatment	Angola	ML	26.8	25.7	14.8
	Gabon		4.0	4.6	-
	Malawi		-	-	0.0
	Mozambique		2.8	4.4	35.2
	Portugal		48.7	37.8	103.0
	Zambia		-	-	-
	Subtotal		82.2	72.6	152.9
Total discharged effluents		ML	90	82	192

Note 1: In the reporting period, the data collection regarding Zambia and Gabon was not possible.

303-5 Water consumption

Water consumption	Region	Unit	2021	2022	2023
Total water consumption from all areas	Angola	ML	5.7	6.1	2.3
	Gabon		0.4	0.5	0.4
	Malawi		13.7	18.3	0.0
	Mozambique		4.5	61.6	6.8
	Portugal		175.8	289.5	39.3
	Zambia		-	-	-
Total			200	376	49

Note 1: In 2023, there was no water consumption from areas with water stress.

Note 2: In the reporting period, the data collection regarding Zambia was not possible.

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

Emissions	Unit	2021	2022	2023
Diesel fuel	tCO ₂ e	22,810.2	28,009.1	22,970.0
Fuel oil		5.3	8.2	225.1
Gasoline		106.4	143.5	361.9
Gas leaks from refrigeration systems		423.5	592.9	208.8
Total		23,345	28,754	23,766

Note 1: The values presented were calculated based on concepts and guidelines of the GHG – The Greenhouse Gas Protocol, and using the appropriate calculation elements for each region. Conduril prefers the use of actual operating and consumption data, only using estimates whenever there are no data available.

The emission factors (EF) followed the same guidelines, using the reference databases indicated below, only when there is no information regarding a specific EF by the supplier.

Source of the emission factors:

- Portuguese Environment Agency (lower heating value, emission factor, oxidation factor and unit converter of fluorinated gases)
- Fuel suppliers
- DEFRA – Department for Environment, Food and Rural Affairs

Carbon dioxide (CO₂) was the gas considered for the respective calculations.

Note 2: Following the collection, analysis and quantification of Conduril’s emissions between 2015 and 2022, it was verified the need to update the values reported regarding 2021 and 2022. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.

305-2 Energy indirect (Scope 2) GHG emissions

Emissions	Unit	2021	2022	2023
Electricity	tCO ₂ e	1,319.5	2,081.3	1,708.6
Total		1,319	2,081	1,709

Note 1: The values presented were calculated based on concepts and guidelines of the GHG – The Greenhouse Gas Protocol, and using the appropriate calculation elements for each region. Conduril prefers the use of actual operating and consumption data, only using estimates whenever there are no data available.

The emission factors (EF) followed the same guidelines, using the reference databases indicated below, only when there is no information regarding a specific EF by the supplier.

The emission factors used correspond to those indicated in:

- Portuguese Environment Agency (“Emission factor of electricity 2023” report)
- Electricity suppliers
- DEFRA – Department for Environment, Food and Rural Affairs
- IGES – Institute for Global Environmental Strategies

Carbon dioxide (CO₂) was the gas considered for the calculations.

Note 2: Following the collection, analysis and quantification of Conduril’s emissions between 2015 and 2022, it was verified the need to update the values reported regarding 2021 and 2022. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality/quantity of collected data.

305-4 GHG emissions intensity

	Unit	2021	2022	2023
Scope 1 and 2 emissions	tCO ₂ e	24,665	30,835	25,474
Turnover	€	156,230,714	218,870,901	183,429,353
GHG emissions intensity	tCO ₂ e/€	0.00016	0.000141	0.000139

Note 1: The reported values are according to GRI 305-1 and 305-2 indicators. The Turnover was considered as a specific metric for the denominator.

Carbon dioxide (CO₂) was the gas considered for the calculations. Direct and indirect emissions (scope 1 and 2) have been considered.

Note 2: Following the collection, analysis and quantification of Conduril’s emissions between 2015 and 2022, it was verified the need to update the values reported regarding 2021 and 2022. This change concerns the use of the emission factors applicable to each region, as well as the improvement of the quality and/or quantity of collected data.

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts

Depending on the type and dimension of the projects, the construction sector 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.

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 the Group 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 is responsible for carrying out the design phases, from the previous study to the project preparation and execution, being able to influence the selection of raw materials or its production from natural resources, up to the final destination, in the 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

[Section 4.3. Waste management](#)

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 from 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. In each place of intervention, Conduril usually resorts to the municipal services (public entity) to collect and 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 with a suitable waste management.

306-3 Waste generated

Type	Purpose	Units	2021	2022	2023
Hazardous waste	Recovery operations	t	55	211	79
	Disposal operations	t	87	323	21
	Subtotal	t	143	535	99
Non-hazardous waste	Recovery operations	t	11,917	17,215	15,702
	Disposal operations	t	7	359	433
	Subtotal	t	11,923	17,574	16,136
Total		t	12,066	18,108	16,235

Note: In each waste production centre (permanent facilities and work sites), a waste management sheet that gathers all the information is filled in, 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) and, whenever possible, validated after presenting the weighting ticket. In Portugal, only the quantity of waste managed by Conduril was considered (values reported in the scope of MIRR (Integrated Map Waste Registration)). In projects carried out in consortium, whose management responsibility is not Conduril’s, there is no reported information, since Conduril has no influence/decision power over the selection of the disposal sites.

[Section 4.3. Waste management](#)

306-4 Waste diverted from disposal

Type	Purpose	Units	2021	2022	2023
Hazardous waste directed to recovery operations	Reuse	t	0	0	2
	Recycling	t	0	150	0
	Other recovery operations	t	55	61	77
	Subtotal	t	55	211	79
Non-hazardous waste directed to recovery operations	Reuse	t	24	0	839
	Recycling	t	2,426	513	193
	Other recovery operations	t	9,467	16,702	14,671
	Subtotal	t	11,917	17,215	15,702
Total		t	11,972	17,426	15,781

306-5 Waste directed to disposal

Type	Purpose	Units	2021	2022	2023
Hazardous waste directed to disposal operations	Incineration with energy recovery	t	0	0	0
	Incineration without energy recovery	t	0	0	11
	Landfilling	t	0	23	0
	Other disposal operations	t	87	300	10
	Subtotal	t	87	323	21

Type	Purpose	Units	2021	2022	2023
Non-hazardous waste directed to disposal operations	Incineration with energy recovery	t	0	0	0
	Incineration without energy recovery	t	0	0	200
	Landfilling	t	5	93	232
	Other disposal operations	t	2	267	1
	Subtotal	t	7	359	433
Total		t	94	682	454

GRI 400 Social Performance

GRI 401: Employment 2016

401-1 New employee hires and employee turnover

Total number of employees at the end of the reporting period by region, gender and age group		Gender	<30	30-50	>50
Angola	Female		3	47	14
	Male		29	347	89
	Subtotal		32	394	103
Gabon	Female		2	11	0
	Male		11	104	22
	Subtotal		13	115	22

SUSTAINABILITY REPORT 2023		1. Conduril	2. Sustainability at Conduril	3. Economy and governance model	4. Environment	5. Employees and value chain	6. Local community	7. Our Report	GRI table	96	
Total number of employees at the end of the reporting period by region, gender and age group						Gender	<30	30-50	>50		
Malawi						Female	6	12	0		
						Male	42	180	36		
						Subtotal	48	192	36		
Mozambique						Female	8	20	10		
						Male	111	342	58		
						Subtotal	119	362	68		
Portugal						Female	9	43	14		
						Male	81	287	288		
						Subtotal	90	330	302		
Zambia						Female	9	19	1		
						Male	40	117	19		
						Subtotal	49	136	20		
Total number of employees by age group							351	1,529	551		
Total number of employees by age group and gender						Female	37	152	39		
						Male	314	1,377	512		
Total number of employees by region						Angola	529				
						Gabon	150				
						Malawi	276				
						Mozambique	549				
						Portugal	722				
						Zambia	205				
Total number of employees							2,431				

SUSTAINABILITY REPORT 2023		1. Conduril	2. Sustainability at Conduril	3. Economy and governance model	4. Environment	5. Employees and value chain	6. Local community	7. Our Report	GRI table	97
Total number of entries and exits during the reporting period		Gender	Entries			Exits				
			<30	30-50	>50	<30	30-50	>50		
Angola	Female	0	13	1	2	13	1			
	Male	10	90	8	50	216	35			
	Subtotal	10	103	9	52	229	36			
Gabon	Female	1	4	0	0	5	0			
	Male	11	49	10	10	56	14			
	Subtotal	12	53	10	10	61	14			
Malawi	Female	4	1	0	3	5	0			
	Male	22	64	15	20	78	27			
	Subtotal	26	65	15	23	83	27			
Mozambique	Female	7	9	5	5	7	3			
	Male	163	359	38	162	339	45			
	Subtotal	170	368	43	167	346	48			
Portugal	Female	2	4	1	1	3	2			
	Male	54	56	24	35	68	53			
	Subtotal	56	60	25	36	71	55			
Zambia	Female	7	6	0	0	3	0			
	Male	38	93	8	24	70	9			
	Subtotal	45	99	8	24	73	9			
Total number of entries and exits by age group			319	748	110	312	863	189		
Total number of entries and exits by age group and gender		Female	21	37	7	11	36	6		
		Male	298	711	103	301	827	183		
Total number of entries and exits by region		Angola	122			317				
		Gabon	75			85				
		Malawi	106			133				
		Mozambique	581			561				
		Portugal	141			162				
		Zambia	152			106				
Total number of entries and exits			1,177			1,364				

Percentage of employee hiring and turnover during the reporting period	Gender	Entries			Exits		
		<30	30-50	>50	<30	30-50	>50
Angola	Female	0.0%	2.5%	0.2%	0.4%	2.5%	0.2%
	Male	1.9%	17.0%	1.5%	9.5%	40.8%	6.6%
	Subtotal	1.9%	19.5%	1.7%	9.8%	43.3%	6.8%
Gabon	Female	0.7%	2.7%	0.0%	0.0%	3.3%	0.0%
	Male	7.3%	32.7%	6.7%	6.7%	37.3%	9.3%
	Subtotal	8.0%	35.3%	6.7%	6.7%	40.7%	9.3%
Malawi	Female	1.4%	0.4%	0.0%	1.1%	1.8%	0.0%
	Male	8.0%	23.2%	5.4%	7.2%	28.3%	9.8%
	Subtotal	9.4%	23.6%	5.4%	8.3%	30.1%	9.8%
Mozambique	Female	1.3%	1.6%	0.9%	0.9%	1.3%	0.5%
	Male	29.7%	65.4%	6.9%	29.5%	61.7%	8.2%
	Subtotal	31.0%	67.0%	7.8%	30.4%	63.0%	8.7%
Portugal	Female	0.3%	0.6%	0.1%	0.1%	0.4%	0.3%
	Male	7.5%	7.8%	3.3%	4.8%	9.4%	7.3%
	Subtotal	7.8%	8.3%	3.5%	5.0%	9.8%	7.6%

Percentage of employee hiring and turnover during the reporting period	Gender	Entries			Exits		
		<30	30-50	>50	<30	30-50	>50
Zambia	Female	3.4%	2.9%	0.0%	0.0%	1.5%	0.0%
	Male	18.5%	45.4%	3.9%	11.7%	34.1%	4.4%
	Subtotal	22.0%	48.3%	3.9%	11.7%	35.6%	4.4%
Percentage of entries and exits by age group		13%	31%	5%	13%	36%	8%
Percentage of entries and exits by age group and gender	Female	1%	2%	1%	2%	2%	1%
	Male	12%	29%	4%	12%	34%	8%
Percentage of entries and exits by region	Angola	23%			60%		
	Gabon	50%			57%		
	Malawi	38%			48%		
	Mozambique	106%			102%		
	Portugal	20%			22%		
	Zambia	74%			52%		
Percentage of entries and exits		48%			56%		

Note: The percentages have been calculated based on the total number of employees working on 31 December 2023, in each region.

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

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

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

401-3 Parental leave

Parental leave		2021	2022	2023
No. of employees that were entitled to parental leave	Men	2,025	2,753	2,203
	Women	162	221	228
	Total	2,187	2,974	2,431
No. of employees that started parental leave during the reporting period	Men	17	22	29
	Women	8	16	15
	Total	25	38	44
No. of employees that returned to work after parental leave	Men	17	22	29
	Women	8	13	14
	Total	25	35	43
No. of employees that returned to work and that were still employed 12 months after their return	Men	9	17	18
	Women	3	8	11
	Total	12	25	29
Return to work rate	Men	100%	100%	100%
	Women	100%	81%	93%
	Total	100%	92%	98%
Retention rate (12 months)	Men	100%	100%	82%
	Women	100%	100%	85%
	Total	100%	100%	83%

GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system

All 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, and applying the General Safety Principles to all activities through the adoption of measures that allow danger to be eliminated, the assessment and control of unpreventable risks, and the replacement of what is dangerous with circumstances that are free of danger or of reduced danger.

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

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)
- Organisation leadership and culture
- 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 within 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 said measures and ensure the training of workers.

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

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 the definition of improvement actions.

In Portugal, there is a doctor and a nurse specialised in occupational medicine, as well as 80 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.

In Gabon, Conduril has a health post (24h) at the central construction site, with a regular presence of a doctor and outpatient care, with a permanent nurse, in construction sites to provide health services.

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.

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, for example, lack of feedback to suggestions made by workers, language differences, reprisals, etc., making all efforts to eliminate or, at least, minimise them.

403-5 Worker training on occupational health and safety

Every year, the assessment of the identified training needs is performed, aiming to adapt the training offer to the strategic priorities of the development of skills (behaviour and safety).

Moreover, within the scope of the annual performance evaluation process, the complementary and individual training needs of each employee are collected.

Based on these two inputs, the Annual Training Plan is prepared, which ensures full alignment with the company’s strategy and with the development needs of each employee.

The TST/TSST (occupational safety 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 (beginning of their activity)
- Beginning of the project, for all activities getting started
- During the execution of the work, whenever new activities start
- Change of work position or activity

- Introduction to new work equipment or replacement of existing one
- 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, according to the provisions in the QESMS

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 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, Environment and Safety Policy and the Occupational Health and Safety goals
- Contribution to the Safety Management System’s effectiveness, including benefits for 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

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:

- Testing of HIV/AIDS and other sexually transmitted diseases
- Awareness-raising campaigns on cancer, alcohol and drug consumption
- Disease prevention campaigns (musculoskeletal injuries, HIV, cholera, malaria and COVID-19)

In Malawi, Conduril established partnerships with healthcare providers – district hospital.

In Zambia, all workers are registered in NHIMA (National Health Insurance Management Authority), which allows access to medical services in any part of the country.

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

Regarding the prevention and mitigation of occupational health and safety impacts, Conduril implements occupational health and safety plans according to the hazards to which workers are exposed to.

Additionally, Conduril ensures business relationships that do not impact the worker’s health and safety, contractually establishing obligations to implement the defined measures in 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 have been audited or certified by an external party	No.	%
Employees	2,431	-
Other workers	2,897	-
Employees covered by OHSMS	1,800	74%
Other workers covered by OHSMS	2,773	96%
Total number covered by OHSMS	4,573	86%

403-9 Work-related injuries

		2021	2022	2023
Total number of	Fatalities as a result of work-related injury	1	1	1
	High-consequence work-related injuries (excluding fatalities) (1)	0	1	6
	Recordable work-related injuries (TRI) (2)	50	95	74
	Number of hours worked	4,670,287	5,757,148	4,769,448
Rate of	Fatalities as a result of work-related injury	0	0	0
	High-consequence work-related injuries (excluding fatalities)	0	0	1
	Recordable work-related injuries	11	17	16
Main types of work-related injury	Main causes of work-related injuries in 2023: unsafe actions; manual handling of loads.			

Note 1: According to GRI criteria, high-consequence work-related injury is a work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

Note 2: According to GRI criteria, it includes all work-related injuries that result in any of the following: death, leave due to work-related injuries, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, or significant injury diagnosed by a physician or other licenced healthcare professional. It can also be called TRI (recordable work-related injuries).

Note 3: For calculation purposes, the standardisation factor of 1 million hours worked was considered.

403-10 Work-related ill health

No cases of work-related ill health or fatalities as a result 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 creation, 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.

The monitoring of the implementation of the established measures is performed by the TST/TSST (occupational safety technicians) allocated to the project/facilities and by the health services during the periodic visits to these places.

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

GRI 404: Training and Education 2016

404-1 Average hours of training per year per employee

Total no. of employees	Gender	2021	2022	2023
Board of Directors	Men	6	6	5
	Women	2	2	2
	Subtotal	8	8	7
Management/Coordination	Men	65	62	73
	Women	16	16	20
	Subtotal	81	78	93
Technical	Men	234	259	270
	Women	49	50	58
	Subtotal	283	309	328
Operational/Support	Men	1,720	2,426	1,855
	Women	95	153	148
	Subtotal	1,815	2,579	2,003
Total	Men	2,025	2,753	2,203
	Women	162	221	228
	Total	2,187	2,974	2,431

Total no. of training hours	Gender	2021	2022	2023
Board of Directors	Men	7	124	68
	Women	-	24	6
	Subtotal	7	148	74
Management/Coordination	Men	1,061	913	1,315
	Women	140	223	210
	Subtotal	1,201	1,136	1,525
Technical	Men	3,242	3,814	4,489
	Women	569	553	1,164
	Subtotal	3,811	4,367	5,653
Operational/Support	Men	14,899	27,898	14,409
	Women	549	885	1,105
	Subtotal	15,448	28,783	13,369
Total	Men	19,209	32,749	20,281
	Women	1,258	1,685	2,485
	Total	20,467	34,434	22,766

Average hours of training	Gender	2021	2022	2023
Board of Directors	Men	1	21	14
	Women	-	12	3
	Subtotal	1	19	11
Management/Coordination	Men	16	15	18
	Women	9	14	11
	Subtotal	15	15	16
Technical	Men	14	15	17
	Women	12	11	20
	Subtotal	13	14	17
Operational/Support	Men	9	11	8
	Women	6	6	7
	Subtotal	9	11	8
Total	Men	9	12	9
	Women	8	8	11
	Total	9	12	9

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

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

All Conduril employees are covered by the Annual Training Plan in each geographical area. The employees are involved in a lifelong learning process, which aims to improve their skills and adapt them to the company requirements.

In the various regions, different training/improvement courses took place in order to develop the skills of the employees, namely:

- Safety regarding the handling of different equipment (crane trucks, mobile cranes, lifting platforms, forklifts, multifunction, etc.), safety regarding the use and assembly of scaffolding, implementation, maintenance and withdrawal of temporary traffic signs, work at a height, first aid and rescue course.
 - ATEX and SEVESO directives
 - Information Security Management System according to the NP ISO/IEC 27001:2013 standard
- Certification of skills for operating machinery and crane trucks – Licence G
 - Certification for welders according to the ISO 9606-1 standard | SMAW and GMAW processes
 - Contract management workshop from FIDIC
 - Training course on interpreting the ISO 45001:2018 – Occupational Health and Safety Management Systems
 - Training course on prevention of work-related injuries

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

[Section 5.5. Conduril Academy](#)

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

Total no. of employees eligible for performance review	Gender	2021	2022	2023
Board of Directors	Men	0	0	0
	Women	0	0	0
	Subtotal	0	0	0
Management/Coordination	Men	43	44	66
	Women	12	13	18
	Subtotal	55	57	84
Technical	Men	140	180	252
	Women	28	41	54
	Subtotal	168	221	306
Operational/Support	Men	826	1,408	1,187
	Women	88	107	75
	Subtotal	914	1,515	1,262
Total	Men	1,009	1,632	1,505
	Women	128	161	147
	Total	1,137	1,793	1,652

Total no. of employees who received a performance review	Gender	2021	2022	2023
Board of Directors	Men	0	0	0
	Women	0	0	0
	Subtotal	0	0	0
Management/Coordination	Men	41	42	59
	Women	10	11	14
	Subtotal	51	53	73
Technical	Men	124	153	221
	Women	26	37	48
	Subtotal	150	190	269
Operational/Support	Men	634	1,037	1,010
	Women	74	89	71
	Subtotal	195	524	1,081
Total	Men	799	1,232	1,290
	Women	110	137	133
	Total	909	1,369	1,423

Percentage of employees who received a performance review	Gender	2021	2022	2023
Board of Directors	Men	-	-	-
	Women	-	-	-
	Subtotal	-	-	-
Management/Coordination	Men	95%	95%	89%
	Women	83%	85%	78%
	Subtotal	93%	93%	87%
Technical	Men	89%	85%	88%
	Women	93%	90%	89%
	Subtotal	89%	86%	88%
Operational/Support	Men	77%	74%	85%
	Women	84%	83%	95%
	Subtotal	77%	74%	86%
Total	Men	79%	75%	86%
	Women	86%	85%	90%
	Total	80%	76%	86%

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees

Category	Gender	No. of employees	%
Board of Directors	Men	5	71%
	Women	2	29%
	Subtotal	7	100%
Management/Coordination	Men	73	78%
	Women	20	22%
	Subtotal	93	100%
Technical	Men	270	82%
	Women	58	18%
	Subtotal	328	100%
Operational/Support	Men	1,855	93%
	Women	148	7%
	Subtotal	2,003	100%
Total		2,431	100%

Category	Age group	No. of employees	%
Board of Directors	<30	0	0%
	30-50	2	29%
	>50	5	71%
	Subtotal	7	100%
Management/Coordination	<30	3	3%
	30-50	53	57%
	>50	37	40%
	Subtotal	93	100%
Technical	<30	42	13%
	30-50	203	62%
	>50	83	25%
	Subtotal	328	100%
Operational/Support	<30	306	15%
	30-50	1,271	63%
	>50	426	21%
	Subtotal	2,003	100%
Total		2,431	100%

GRI 406: Non-discrimination 2016

406-1 Incidents of discrimination and corrective actions taken

During 2023, no cases of discrimination were registered.

Category	2021	2022	2023
Total no. of incidents of discrimination during the reporting period	2	0	0
No. of incidents reviewed by the organisation	2	0	0
No. of remediation plans being implemented	2	0	0
No. of remediation plans that have been implemented, with results reviewed through routine management review processes	2	0	0
No. of incidents resolved	2	0	0

This is a relevant topic for Conduril; therefore, it has different instruments regarding this issue, among which the following should be highlighted:

- Procedure on “Rules to prevent and combat Workplace Harassment”
- [Compliance Program in matters of Prevention and Fight Against Corruption](#)
- [Conduril's Code of Conduct \(Ethics and Good Practices\)](#)
- Rules of Procedure

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 2023, no cases in which the right to freedom of association and collective bargaining may 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 2023, no cases of significant risk of forced or compulsory labour were identified.

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

GRI 413: Local Communities 2016

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

		2021	2022	2023
Angola	Total no. of operations	12	13	7
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	7	10	7
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	58%	77%	100%
Gabon	Total no. of operations	4	3	1
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	2	1	1
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	50%	33%	100%
Malawi	Total no. of operations	16	12	1
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	16	12	1
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	100%	100%	100%
Mozambique	Total no. of operations	0	2	18
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	0	2	18
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	0	100%	100%
Portugal	Total no. of operations	16	16	26
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	4	4	5
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	25%	25%	19%
Zambia	Total no. of operations	0	3	2
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	0	3	2
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	0	100%	100%
Total	Total no. of operations	48	49	55
	No. of operations with implemented local community engagement, impact assessments, and/or development programmes	29	32	34
	Percentage of operations with implemented local community engagement, impact assessments, and/or development programmes	60%	65%	62%

[Section 6. Local community](#)

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

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

GRI 416: Customer Health and Safety 2016

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

Category	2021	2022	2023
No. of product and service categories provided by the organisation	5	5	6
No. of product and service categories for which health and safety impacts are assessed	5	5	6
Percentage of product and service categories for which health and safety impacts are assessed	100%	100%	100%

Note 1: In every product or service of the Conduril Group an impact assessment on health and safety is performed.

Note 2: In 2022, Conduril had only considered the main product/service “execution of the work”. For this report, the services/products “manufacture of metal structures”, “consultancy and preparation of studies and projects in the area of engineering”, “production and marketing of aggregates”, and “production and marketing of bituminous mixtures”, supplied by the companies belonging to the Group, were also accounted for, therefore changing the data reported in 2021 and 2022.

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

During 2023, no incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services were registered.

Category	2021	2022	2023
No. of incidents of non-compliance with regulations resulting in a fine or penalty by the competent regulatory authority	0	0	0
No. of incidents of non-compliance with regulations resulting in a warning by the competent regulatory authority	0	0	0
No. of incidents of non-compliance with voluntary codes	0	0	0
Total no. of incidents of non-compliance with voluntary codes and regulations	0	0	0



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