



CONSOLIDATED
REPORT &
ACCOUNTS
2010



5. SUSTAINABILITY PUBLICATION

CONTRIBUTE TOWARD A BETTER WORLD

The Mota-Engil Group has made a firm commitment with the future, oriented by a model of ethically, socially and environmentally responsible management.



NOTE

The Mota-Engil Group publishes its 2010 Sustainability Report via its holding Mota-Engil SGPS, SA, Sociedade Aberta.

The Sustainability Publication succeeds the Sustainability Reports prepared in previous years. This year it shall be published together with the 2010 Consolidated Annual Report and shall constitute an integral part of it.

This new reporting strategy which shall be further developed and improved in subsequent years reflects a trend that has gained increasing expression and supporters within the international context where many companies and corporate groups have chosen to prepare one single Report on their economic, social and environmental performance.

This approach features clear advantages allowing the issue of sustainability to ultimately win its place in the corporate communication context, affording greater importance to the environmental and social aspects of corporate performance.

The single Report also allows one to avoid undesirable duplication resulting from the separation of the Annual report and the Sustainability Report which adds no value at all in terms of communication, particularly in issues related to vision and strategy, economic performance and corporate governance which are already largely covered in the actual Annual Report.

The Sustainability Publication follows closely the structure of last year's Sustainability Report, featuring the necessary adjustments resulting in the new reporting strategy maintaining its ties to the Global Reporting Initiative guidelines (GRI version 3.0).

01. SCOPE OF THE REPORT

1.1 REPORT PROFILE

In addition to its economic dimension, expanded on to a great extent in the 2010 Annual Report, communication of the performance attained in the social and environmental areas is a fundamental part of the Group's sustainability strategy.

In line with the current practice of many exceptional companies and organisations at national and international level, this Report has been conceived in accordance with the Global Reporting Initiative (GRI, version 3.0) directives on the preparation of the sustainability report.

The Consolidated Annual Report and the 2010 Sustainability Publication, published in Portuguese and English, is available in digital format and can be consulted at the Mota-Engil Group's Internet site www.mota-engil.pt.

Within the framework of its openness and constant dialogue with its stakeholders, internal and external, the Mota-Engil Group welcomes requests for clarification, comments or suggestions.

Thus, the dialogue established in this way is an essential means to obtain opinions and articulate the concerns and proposals of our stakeholders, namely our customers, suppliers, investors, public entities, non-governmental organisations, and others, a group that also includes, in particular, all employees of the Mota-Engil Group, in the vaster field of an effective policy of internal communication that is both active and participative.

Issues pertaining to this Report and sustainability in general are addressed by the Mota-Engil Group's Social Responsibility, Corporate and Sustainability Division, which can be contacted at:

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1.2 PURPOSES AND CONTENT LIMITATIONS OF THE REPORT

Framework

Within a process of strategic development based on growth, internationalisation and diversification, the Mota-Engil Group now involves a very diversified set of businesses, and it is increasingly asserting itself as a Portuguese-based business Group in a multinational context.

The multi-sectoral nature of the Mota-Engil Group activities, encompassing the areas of Engineering and Construction, Environment and Services and Transport Concessions, and its presence in various geographic contexts, makes the identification of materially relevant sustainability aspects a highly complex and demanding task.

The Group's sustainability strategy is organically supported by its Social Responsibility and Sustainability Division, which reports directly to the Executive Committee of the holding company and to the Sustainability Co-ordination Board (SCB) which comprises members of various functional areas and business units.

This management model aims at promoting the transverse disclosure of the sustainability strategy across the whole organisation, making the Group's commitment clear and enabling an effective liaison with the areas and business units responsible, at operational level, for managing the activities and implementing the objectives that stem from the Group's sustainability strategy.

Strategy and priorities

Thus, outlining its sustainability strategy, determining the priority issues and identifying the main stakeholders for the purposes of implementing the sustainability policy and preparing the Report have been in keeping, as in previous years, with an internal consultation process carried out to the top management of the sub-holding companies and of the Group's business units, with particular emphasis on those addressed in greater detail in this document. This has led to a general consensus and to the provision of multiple contributions essential to the preparation of the Report.

Determining materially relevant aspects is an essential step in the proper use of the guidelines employed and a fundamental requirement to fulfil the strategic plan and the activities depending thereon.

Indicators

The table of indicators established by the reporting guidelines adopted must, in turn, both reflect and be the natural corollary of the targets set up and of the plans of action that will lead to its implementation, based on sustainability's priority issues considered materially relevant.

The response to the Indicators, considered the best barometer for assessing performance, must not therefore be viewed as an isolated act, rather as an integral part of the Group's management architecture, in general, and of its sustainability management model in particular, in which the role of the information systems are of particular importance.

The information gathering, processing and disclosure systems that underpin the model and the management and decision-taking processes are particularly well-developed within the scope of Mota-Engil Engenharia and SUMA. For this reason, similarly to last year, these are the only Group companies that provide and disclose indicators in accordance with the benchmark that has been adopted.

These two companies are, however, the more relevant insofar as their size and market roles are concerned, meaning that, despite the said limitations, this Report is very representative of the whole.

The intention of the reporting entity continues to be the expansion of the table of indicators to the other Group entities and to the operations within international markets in stages and thus, extending the perimeter of the scope of the Sustainability Report.

In a second stage, the intention is to incorporate new indicators into the information systems to reflect in a more accurate manner the specificities of each area and business unit in the light of the sustainability challenges, so as to serve more effectively the process of ongoing improvement and to make their comparability with our counterpart organisations clearer and more perceptible, in keeping with a sectoral benchmarking reasoning providing obvious benefits for the assessment of the reporting entity by the stakeholders as a whole.

The information gathering and processing techniques and the methods of calculation relevant to the production and disclosure of the indicators are made available in the appropriate places and, if applicable, attention is drawn to alterations to declarations made in the previous Report and to the grounds thereof, particularly those in respect of any mergers, splits or similar operations.

Scope

Taking the abovementioned into account and in respect of the disclosure of indicators, the 2010 Sustainability Publication will cover the following entities:

BUSINESS AREA – Engineering and Construction

BUSINESS UNIT – Mota-Engil Engenharia e Construção, SA

GEOGRAPHIC PERIMETER – Business in Portugal

BUSINESS AREA – Environment and Services

BUSINESS UNIT – SUMA, Serviços Urbanos e Meio Ambiente, SA

GEOGRAPHIC PERIMETER – Business in Portugal




On many occasions throughout this Report and in line with the way in which most of the Group's other communications are presented, reference to these two entities is made using their abbreviated names "Mota-Engil Engenharia" and "SUMA".

The names "Mota-Engil Engenharia" and "SUMA" should therefore be understood as comprising the businesses and activities dependent on Mota-Engil Engenharia e Construção, SA (the holding company for the Engineering and Construction business area) and SUMA, Serviços Urbanos e Meio Ambiente, SA (the holding company for the Environment and Services business area involving businesses and activities in the Waste sector).

The Group's involvement in joint ventures and the activities that it outsources are not covered by the Report.

1.3 SELF DECLARATION

The Mota-Engil Group Sustainability Report has been self-declared as Application Level C.

Report Application Level		C
Report Content		
G3 Profile		Answer items: : 1.1; 2.1 to 2.10; 3.1 to 3.8, 3.10 to 3.12; 4.1 to 4.4; 4.14 to 4.15
Information on the G3 management		Not required
G3 Performance Indicators & Sectoral Supplement Indicators		Answer a minimum of ten Performance Indicators, including at least one from each of the following performance areas: social, economic and environmental

2.1 COMMITMENTS WITH EXTERNAL INITIATIVES

2.1.1 Associational activity

Aware of its role in society and to ensure more effective interaction and dialogue with its stakeholders, the Mota-Engil Group plays an active part in many organisations of an industrial and commercial nature.

Involvement in these organisations and associations takes the form of financing their activities through payment of subscriptions by the affiliated companies, and of performing duties as members of their executive bodies.

Due to the strategic importance of these institutions whilst factors of co-operation and of close relations with the business community the Mota-Engil Group, represented by its several companies, integrates 52 Sectoral Associations, three Corporate Associations, eight Chambers of Commerce and a further six bodies. The Group is therefore represented in the sectors and in the chambers of commerce of the geographical markets in which it operates.

2.2 RELATION WITH STAKEHOLDERS

Identification of stakeholders

The Mota-Engil Group considers that focusing its attention on the many stakeholders with which it is related is essential. Due to the dimension and diversified nature of its activities in many parts of the world and to the economic, social and cultural backgrounds, the Mota-Engil Group's relational framework is extending continuously, taking on new outlines on a regular basis.

The identification of and approach to its stakeholders is therefore seen to be a complex task that requires a process of monitoring and ongoing improvement within a framework of openness and of closer relations, involving many institutions and segments of society.

The processes of identification of and approach to the principal stakeholders are therefore largely dependent on the dynamics and characteristics of each of the Group's business areas, about which we shall now provide a little information.

With regard to the Mota-Engil Group in general, for its international nature and diversification and in view of the objectives of its strategic development, the consolidation of and constant search for new business opportunities places particular emphasis on its customers, both national and international, on its business partners and on its personnel as a whole, decisive as an asset and a fundamental vector in meeting its strategic objectives. Also of prime importance are the group's shareholders, the investors, the financial entities and the insurers, the media, the non-governmental organisations, as well as the regulatory entities.

The identification of these stakeholders is therefore of a nature transverse to the entire Group.

In the Engineering and Construction Business Area, the main reference stakeholders are likewise the Group's customers, both institutional (State and other public entities), for their very significant weight in the main segments of activity of this business area, and also the countless customers of the private sector, taking into account the number of specialised skills that the Group has in the engineering and construction area.

The universities, the local communities, for the impact the construction industry has on the social and environmental areas, and the vast range of suppliers of products and services, the dominant note of this activity, characterised by its extensive demand chain, should also be mentioned.

In the Environment & Services Business Area and especially in the activities linked with the Waste and Water sector, the local authorities are particularly relevant as they afford public services operated under concessions, as are the many citizens in their capacity of end-customers of the services provided, while special importance is also given to the bodies responsible for the legal and regulatory framework of these sectors.

02. COMMITMENT TO EXTERNAL INITIATIVES AND RELATIONS WITH STAKEHOLDERS



In the Transport Concessions Area, those that afford public services in the sector of transport infrastructure concessions warrant special attention, as does the public that uses these infrastructures in an area that is particularly sensitive to issues involving safety, quality and service levels provided.

Approach to stakeholders

One of the prime forms used by the Mota-Engil in addressing the stakeholders as a whole consists of the adoption of a number of means of communication, of which its website and publication of its periodic magazine “Sinergia” stand out. These means provide a vast amount of information about the Group. Highlight also goes to the launch in 2010 of Mota-Engil TV (a project that aims at providing all employees images and news on the activities developed by the Group in each country and business area) and the implementation of the Internal Portal ON.ME.

At this level, mention should be made to the newsletters and publications provided by various Group Companies.

The contacts provided via the website simplify access to any of the Group’s areas, allowing a considerable number of interactions with the world outside the Group.

Mention should also be made to the dynamics of the relations with the media, both general and specialised in the economic and financial areas, attested by the large number of articles on the Group’s activities, businesses and initiatives and by the regular presence of its representatives in the media.

As pertains, in particular, the approach to stakeholders in the Engineering and Construction Business Area, the following aspects should be highlighted:

Employees:

- Staff Encounters and Forums for knowledge sharing;
- A biweekly house newsletter with all Company-related news to disclose amongst employees;
- Periodic disclosure of awareness campaigns;
- Several professional training sessions with the aim of developing skills;
- Corporate portal “ON-ME”.

Customers:

- Customer Satisfaction Surveys.

Suppliers:

- Promotion of training sessions for suppliers;
- Surveys on partnership satisfaction and development.

Public entities:

- Disclosure of Annual Report;
- Satisfaction surveys and celebration of protocols.

Universities:

- Celebration of various protocols with Universities;
- Partnerships for the development of studies and specific projects.

Communication:

- Participation in events, building exhibitions, seminars;
- Preparation of articles and news items for newspapers and magazines.

Associations:

- Participation in Working Groups and other initiatives.

SUMA, in the Environment and Services Business Area identified in its Monitoring, Measuring and Analysis process, the activity “Stakeholder Satisfaction”. The intention is to monitor, measure and analyse stakeholder satisfaction so as to establish grounds for ongoing improvement.

As pertains Customers, two main aspects are taken into account:

- The management of the Customer Satisfaction Assessment Survey;
- The management of complaints received by the company.

These surveys are undertaken on an annual basis and are sent to customers in all municipalities in which SUMA renders services. They are directed at monitoring, on a measureable basis, information on each customer’s perception of the organisation and on their requirements and expected service levels. The surveys cover four assessment parameters:

- Assessment of rendered services;
- Assessment of technical skills and company image;
- Overall assessment;
- Field for Opinions and Suggestions.

Regardless of the transmission of these surveys, whenever the Commercial or Production area, during their regular contact with the customers, is informed of relevant information pertaining to the satisfaction level or improvement suggestions, the latter shall be registered and appropriately forwarded.

As pertains Complaints, SUMA has established and documented the processing mechanism from the moment the complaint is received until the moment the claimant receives an answer, so as to ensure that: complaints are duly recorded and analysed and the parties involved are informed; a prompt reply is afforded to the claimant; non-conformities related to the complaints are detected; reliable/relevant data for the improvement of Company performance is obtained;

As pertains the other stakeholders, SUMA has identified the main ones and has analysed the issues which can be of greater interest as regards their relation with SUMA, unfolding them according to perspectives of sustainability.

Satisfaction assessment for all stakeholders is being reinforced by ongoing improvement of existing methodologies and tools (for instance, employee satisfaction survey), or via methodologies and tools to be introduced in the management programmes, given the importance that said assessment has for SUMA’s sustainable performance.

As pertains the Transport Concessions Business Area and in particular Ascendi, as the concessionaire of more than 800 km of highways in Portugal, attention is drawn to the existence of a Customer Support Line available round the clock, to the existence of a space in its website to make suggestions and lodge complaints, while information is also provided on how to obtain reimbursement of tolls paid by users in respect of motorway sections or subsections undergoing works.

There is also a space where doubts can be cleared up and a list of frequent questions and their respective answers and a User Satisfaction assessment Questionnaire is provided.

Lastly, we would point out the creation of the Customer Ombudsman, an entity created to ensure maximum customer satisfaction, closely monitoring and replying to all questions that are raised. The Customer Ombudsman is the Chairman of Ascendi’s Board of Directors himself, thus symbolising the importance given to the customer and end-user of the services provided by the company.

03. SOCIAL RESPONSIBILITY

3.1 SOCIAL RESPONSIBILITY

Introduction

During 2006 the Mota-Engil Group made a start to the implementation of a sustainability and social responsibility strategy that was to culminate, in 2007, with the publication of its first Sustainability Report. Sustainability within the Mota-Engil Group is materialised through the implementation of its Social Responsibility Programme.

3.1.1 Social Responsibility Programme

The Social Responsibility Programme seeks to embody and to give practical response to the Mota-Engil Group's sustainability strategy.

The Programme embraces a number of General Objectives and an Organic Structure to support its execution, which, in turn, is divided into implementing Activities and/or Projects resulting from in-house initiatives and those supporting initiatives that arise from entities external to the Group.

In parallel, and in the field of communication of the performance in the social and environmental areas, the Social Responsibility Programme also involves regular publication of the Group's Sustainability Report, and, also in the field of external communication, the publication and updating of the contents of its institutional site under the heading "Sustainability".

The Programme covers the following strategic axes and General Objectives:

1. CREATION OF VALUE

- To create value from the standpoint of shareholders and of society in general.
- To approach in a preventive and prospective manner risks stemming from the economic, social and environmental impacts of the business, incorporating them into the overall management model.
- To afford a culture based on quality, rigour and customer orientation.
- To increase productivity and process efficiency designed to achieve high operational performance levels in keeping with best international and market practices.

2. ECO-EFFICIENCY AND INNOVATION

- To do more with less, reducing the consumption of resources and increasing efficiency in their use.
- To constantly seek improvement at environmental level that will, in parallel, drive economic benefits.
- To strongly encourage innovation as a factor critical to the increase of competitiveness, stimulating growth, diversification and the creation of new business opportunities.

3. PROTECTION OF ENVIRONMENT

- To minimise the environmental impact of the Group's activities by incorporating the environmental perspective into the management processes and systems.
- To promote and take part in environmental values awareness and preservation initiatives.

4. CORPORATE ETHICS

- To comply with ethical criteria in promoting the Group's values, culture and management model.
- To respect people and their rights.

5. DIALOGUE WITH STAKEHOLDERS

- Transparency and openness in relations with our stakeholders.
- Regular, systematic communication with our stakeholders with a view to listening to their concerns and taking them on board.
- Objective, credible reporting of economic, social and environmental performance.

6. HUMAN CAPITAL MANAGEMENT

- To reflect the human dimension and respect for people in the human resources management strategy and policies.
- To enhance employment and career advancement, encouraging the acquisition of skills through ongoing training and life-long-learning.
- To create of motivating, rewarding working conditions through remuneration and incentives policies that encourage excellence and merit.
- To ensure the highest standards of health and safety at work.
- To adopt non-discriminatory recruiting and selection practices that promote equal opportunities.
- To actively support the transition from school to active life by promoting vocational training.
- To encourage active ageing with a view to the generational balance of its human resources within the framework of a responsible, socially sustainable employment policy.

7. SUPPORT TO SOCIAL DEVELOPMENT

- To support initiatives of a social, educational, cultural and environmental nature organized by the Group or in partnership with external entities.
- To contribute through sponsorship toward the socio-economic development of those communities within which it carries on its business.

3.1.2 Organic Structure

The Social Responsibility Programme is co-ordinated and carried out at corporate level by the Social Responsibility and Sustainability Division (DRSS).

The Social Responsibility and Sustainability Division performs duties of a strategic and corporate nature within the Mota-Engil Group and it is a part of the holding company, reporting directly to the Chairman of the Executive Committee of the Mota-Engil Group.

The Division is therefore responsible for planning, co-ordinating and implementing the Mota-Engil Group's Sustainability Policy and Social Responsibility Programme in keeping with the Sustainability Vision and Strategy approved by its corporate officers, acting transversely across all its business areas and units.

The Sustainability Co-ordinating Board (CCS) is a permanent internal body responsible for monitoring the Mota-Engil Group's Sustainability Policy, assisting the Social Responsibility and Sustainability Division in the co-ordination and execution of the Social Responsibility Programme.

Besides the Social Responsibility and Sustainability Manager, who co-ordinates its activity, the CCS includes the senior staff responsible for Management Control, Human Resources Development and Investor Relations and other staff of the business areas and units having operational responsibilities in the fields of the Environment, Quality and Health and Safety at Work. The CCS may co-opt members from other operational areas or business units in the light of the special nature of the matters forming part of its sphere of responsibilities.

The Sustainability Co-ordinating Board is also charged with controlling and assessing the execution of the Social Responsibility Programme, proposing to its management bodies activities in respect of the Programme's objectives, implementing internal and external diffusion, awareness and training measures, and also providing support in the preparation and publication of the Group's Sustainability Report.

3.1.3 Social Responsibility Programme Activities and Projects

Below you will find a brief synopsis of the activities and projects in which the Mota-Engil Group is involved in complying with its Social Responsibility Programme.

3.1.3.1 MOTA-ENGIL Solidária

The brand Mota-Engil Solidária was created in 2008 to afford a graphic and visual identity to the Group's initiatives and projects within the Social Responsibility Field, specially in the Social Solidarity area.

It endeavours to represent the concepts of care and protection which are so characteristic of social solidarity. The new brand and graphic identity therefore aim at symbolizing, in a striking and appealing manner, a new stage in Mota-Engil's Social Responsibility policy, in the wake of its best tradition and philanthropical spirit, deeply rooted in the Group's long history.

In 2010, the amount spent in group with the support of patronage exceeded €1.1 million

Under the new brand Mota-Engil solidária a set of initiatives to support several causes within the social solidarity sphere was developed and previously elaborated projects were reinforced and consolidated.

SOCIAL SOLIDARITY

Disability

OEIRAS WITHOUT BARRIERS

The Project Oeiras without Barriers which resulted from a protocol entered into by Mota-Engil and the Oeiras Town Council aims at removing architectural barriers of residential buildings of needy families living in the municipality of Oeiras and integrating disabled persons or of impaired mobility.

All the works to be carried out are previously analysed and then carried out to requalify and improve houses and thus recover existing mobility conditions (adaptation of WC's, adaptation of kitchen furniture for people using wheel chairs, adaptation to buildings and to the house itself).

The Mota-Engil Group endeavours to carry out an active and participative citizenship in close co-ordination with the municipality thus contributing toward social inclusion in the municipality which houses one of the Group's main offices.

Co-ordinated by the Architecture and Civil Construction Centre of Mota-Engil Engenharia, the intervention needs to the candidate homes were identified and analysed. In 2010 the rehabilitation works of the home of an elderly lady with a disabled daughter were completed. The other adaptation works to the referred homes have already been scheduled.

ADAPTED WHEEL CHAIRS

In 2010 Mota-Engil offered adapted wheel chairs to two youngsters from the Estarreja and Marco de Canaveses municipalities. The new wheel chairs offered feature greater advantages at functionality and comfort level.

One of the youngsters, severely disabled suffering of cerebral palsy unable is regularly accompanied by the Coimbra Cerebral Palsy Centre and by Cerciستا – Centre for the Education and Rehabilitation of Disabled Children of Estarreja. The youngster from Marco de Canaveses became disabled after a car accident.

Sensitive to the solidarity movement generated in respect of these two cases both from families with poor economic resources, Mota-Engil reinforces its support and solidarity in the field of disability.

APPACDM DE LISBOA

The Portuguese Association of Parents and Friends of Mentally Retarded Citizens of Lisbon (APPACDM de Lisboa) is a private social solidarity institution, founded in 1962 with the aim of supporting and meeting the needs of people with the Down Syndrome.

Throughout the years the institution has devoted its efforts to the area of mental disability as a whole. There are already 28 institutions of the kind located in most districts of the country.

Today it includes a nursery for children with special educational needs, a learning centre, a centre for occupational activities, an integration company, parent support services and professional training, in addition to five residential homes which include the home and occupational activity centre of Alapraia in São João do Estoril.

Endeavouring to meet the needs of mentally retarded citizens and of their families within the Lisbon region, the institution has launched a project for the extension of its facilities in Alapraia. The works are to start in the very near future.

In addition to the funds obtained from the Cascais Town Council, the works also count with the significant financial contribution of Mota-Engil. This demonstrates the company's support to disability, a major cause amongst the many others that have earned our support.

Sports

PARALYMPIC SWIMMERS

Mota-Engil, within the scope of its Social Responsibility area decided to support two paralympic swimmers in 2009. This process led to the celebration of a protocol, on 4th March 2010, at the Belem Cultural Centre in Lisbon, with Diana Guimarães and David Grachat.

This three-year protocol aims at financially supporting the swimmers at national and international swimming events by granting them a fixed annual subsidy of ten thousand euros.

This amount will allow the swimmers to acquire the necessary equipment, to pay accommodation at competitions and to hire coaches and to establish a training plan for their participation at the Paralympic Games in August 2012 in London. If they win a medal at the competition they will receive a prize according to their achievement.

The ceremony for the celebration of the protocol was presided by Maria Manuela Mota, Director of Mota-Engil SGPS and had the presence of Jorge Coelho, Chairman of the Executive Committee of the Mota-Engil Group, Idália Moniz, Deputy Secretary of State of Rehabilitation and the Olympic champion Rosa Mota.

Encouraging sports practice amongst the disabled and boosting participation and success in national and international competitions of top athletes is a fundamental aim of the Mota-Engil Group policy of support to disabled people.

Housing

PORTO AMIGO

On March 17th 2009, Mota-Engil and the Oporto Social Foundation celebrated a protocol designated "Porto Amigo".

The protocol aims to establish ways of co-operation between the Group and the Foundation to carry out works to adapt and improve housing conditions for the elderly of Oporto which live in poverty in homes of their own or rented.

Mota-Engil is therefore joining efforts with the local administration to promote urban social cohesion and decent living conditions for the elderly.

In 2010, we completed the first phase of the pilot-project, within the scope of this protocol, which included interventions in five houses of elderly people, reaching positive results. Those interventions mainly consisted of building and adapting bathrooms, repairing roofs in order to avoid humidity, eliminating obstacles to enable the circulation of elderly people with reduced mobility. In September, visits were made to the homes that have applied to the second phase of the project.

HABITAT HUMANITARIAN ASSOCIATION

The Habitat Humanitarian Association, founded in May 1996, is the first Portuguese associate of the non-profit, non-governmental organisation Habitat for Humanity International, with head office in the USA.

This is a non-governmental organisation whose main aim is to join efforts and promote initiatives within the social solidarity scope, especially by contributing toward less degradation in housing and supporting needy families by helping them obtain appropriate and decent homes, by building or refurbishing them.

Through a protocol entered into with this institution, the Mota-Engil Group seeks to support the association's work, enabling the construction or refurbishing of homes for deprived families, mainly from the municipality of Amarante, which is a territory the Group is connected to by strong social and institutional bonds.

Within the scope of that protocol, in 2010, the reconstruction of the house of a deprived family dwelling in the municipality of Amarante was completed. Mota-Engil was in charge of that construction work and had the support of two teams of volunteers – composed of ME employees – besides other international teams.

Childhood and Youth

INSTITUTO DE APOIO À CRIANÇA

Instituto de Apoio à Criança – IAC (Children Support Institute) was created in 1983 in the quality of a social solidarity private institution especially dedicated to the full development of children, by advocating and promoting their rights.

In 2010, the European Year for Combating Poverty and Social Exclusion, Mota-Engil supported the project “De Viva Voz pela Inclusão” where, through participative processes, IAC intends to give voice to children and youngsters and to promote reflexion and experience sharing among the different social elements.

GIL FOUNDATION

The Gil Foundation, named after the Expo 98 mascot, was founded in 1999 through a protocol entered into by Parque Expo 98, SA and the Ministry for Labour and Solidarity via the Social Development Institute.

The main objectives of the foundation is well-being, personal enhancement and social integration of children and youth and this is attained by supporting in particular children which have been hospitalised for long periods of time for social reasons ensuring the necessary co-ordination with other competent institutions and departments. Casa do Gil is amongst its flagship projects, which was the first home for children in need of intermediate healthcare, as well as the Home Care Mobile Unit.

The Mota-Engil Group entered into a three-year protocol with the foundation, thus becoming one of its “godfather”. This statute will allow the support activities and projects of the foundation, an area which is particularly dear to the Group within the scope of its social responsibility policy.

NOSSA SENHORA DO PERPÉTUO SOCORRO

Over the years, the Nossa Senhora do Perpétuo Socorro Charity Centre in Oporto, founded in 1958, has touched the lives of many children, youngsters and elders.

Nowadays, this social solidarity private institution’s Nursery School and its Professional School are among its main focal points.

Mota-Engil has provided financial support to the centre in the fulfilment of their social mission.

Solidarity

BOOKS FOR TIMOR

On 19 January 2010, the *Sagres* school-boat parted from the Quay of Alcântara, in Lisbon, towards its 3rd circumnavigation trip that lasted approximately one year. It carried the first shipment of books in Portuguese on board destined to Timor.

By invitation of Administração do Porto de Lisboa (APL), Mota-Engil became an associate of this initiative and started a campaign for the collection of books amongst its employees. The campaign, which also had a most important contribution from Universidade Portucalense, resulted in a huge success and 7,753 books were collected and sent.

SOLIDARITY TOWARDS MADEIRA

The tragedy that hit Madeira in February 2010, with the loss of human lives and enormous material damage, has raised a surge of solidarity throughout the country.

The Mota-Engil Group was not indifferent to that dramatic situation and, besides becoming an associate

of the national campaign promoted by the national postal services (by internally disseminating this initiative of collecting essential goods for several social solidarity institutions in Madeira), it has sponsored the musical show “A Madeira em Concerto”, which granted the participation of the most popular national music artists. The proceeds from the show, which took place on 27 March in Teatro da Trindade, in Lisboa, reverted to the AML mission in Madeira.

Mota-Engil also gave a donation to the Portuguese Red Cross in the amount of 81,000 euros, with the purpose of supporting the reconstruction of houses for families whose houses had been destroyed, as well as with the purpose of providing social support of humanitarian nature.

SOLIDARITY TOWARDS MOZAMBIQUEAN CHILDREN

The main goal of the project “AJUDA-ME A SORRIR, MÃE” (“Help me smile, Mother”), an initiative of the Mozambique’s Ambassador in Portugal in partnership with the Bureau of the First Lady of Mozambique, was to raise funding to support deprived children in Mozambique.

The project had the support of well-known Mozambiquean artists who offered their collaboration and it was also sponsored by Portuguese companies. After launching the project on 22 May in Reguengos de Monsaraz, the works of the artists, including painting, sculpture and craftwork, were exhibited at Palácio do Gelo in Viseu between 19 and 30 June.

With the Mota-Engil Group’s sponsorship, the works were exhibited in the Dolce Vita Shopping Centre (Oporto) between 12 and 30 July 2010. The inauguration was granted the presence of the Extraordinary and Plenipotentiary the Ambassador of Mozambique in Portugal and of the CEO of the Mota-Engil Group, among other guests.

Chamartin Imobiliária, owner of the “Dolce Vita” shopping centres, kindly offered the space that was the stage for the exhibition.

FREE-TIME ACTIVITIES CENTRE FOR CHILDREN IN SÃO TOMÉ AND PRÍNCIPE

The religious congregation of Irmãs Franciscanas Missionárias de Nossa Senhora, rooted in São Tomé and Príncipe for a long time, supports children from São Tomé and Príncipe in their integral training, and education is one of the most relevant foundations thereof. Building a free-time activities centre for children is one of their top priorities.

Aware of that project’s importance, in 2010, Mota-Engil gave an important financial contribution to its completion.

MÉDECINS DU MONDE

Due to the violent magnitude 7 earthquake that hit Haiti in the beginning of the year, the International Network Médecins du Monde mobilised health teams to provide assistance to the victims of this disaster.

Vibeiras responded to the Portuguese delegation’s appeal and financially supported their faster and more efficient dislocation to Haiti.

SOLIDARITY IN ASCENDI – BRAZIL

The concessionaire Rodovias do Tietê, of Ascendi – Brazil has promoted some social solidarity initiatives towards the community it is established in, namely:

- Offering of food baskets to a social assistance entity, Casa dos Meninos do Tietê – an institution of public interest that is home to around 80 children from 6 to 16 years of age and that develops activities that complement the school education;
- The campaign “Campanha do Agasalho” was an initiative by the fund Fundo de Solidariedade e Desenvolvimento Social e Cultural of the Brazilian state of S. Paulo, that featured the support of the concessionaire and of the region’s population. Boxes to collect clothes, wraps and blankets were placed in the concession’s nine toll squares, to be delivered to the mentioned solidarity fund.



MOTA-ENGIL 1+1

Every year during the Christmas season the Group promotes the initiative Mota-Engil 1+1. This initiative urges all employees to make a contribution to support a social cause. For each product offered, Mota-Engil Solidária offers an additional one.

In 2010, the challenge set out to all Group employees consisted of a contribution through the acquisition of €1, €5 or €10 vouchers corresponding to different food hampers. All the food collected during this campaign was handed over to the Portuguese Federation of Food Banks Against Hunger which then distributed all the goods to the poor and needy families via the 18 Food Banks across the country.

At the end of this campaign €20194 were collected, of which 10097€ were donated by Group employees and the same amount by Mota-Engil SGPS.

Environment

PROJECT LIMPAR PORTUGAL

The project Limpar Portugal (Cleaning Portugal) started with the initiative of a group of citizens and its objective is to clean the illegal dumpsters that exist in the forests in Portugal, and it has already developed a set of actions in that field. This civic movement is of an entirely voluntary nature, it does not accept financial donations, but only the donation of goods and services, naturally including voluntary work in cleaning actions.

On 20 March 2010, the movement carried out a cleaning action throughout the entire national territory. Dozens of thousands of volunteers participated in this activity, as well as several public and private institutions, besides the high sponsorship by the President of the Republic.

Motivated by this initiative's urgency and relevance, Mota-Engil divulged it amongst its employees. In parallel, TRIU, a waste company that comprises the Group, joined the initiative, supporting the Benavente centre by making waste disposal equipment available, as well as the waste collection and transportation to the appropriate locations.

CANAL OF THE LOWER MONDEGO RIVER

Within the framework of the service rendering agreement/contract of Manvia with INAG IP, in March 2010 we proceeded to the cleaning of the General Canal of the Lower Mondego River. The two main actions connected to the cleaning of the canal were the following:

- Emptying the canal, collecting the fish that lived therein;
- Placing them in the Mondego River in conditions for survival.

For that operation, the employees' constant commitment was fundamental. Using nets, buckets and containers, they were able to transfer 4,000 kg of fish into the Mondego River. This operation involved 26 employees and lasted 4 days, and all expectations were surpassed, thanks to the commitment and dedication of all the contract's effective employees, because they enabled the optimisation of resources, minimising the impacts of this activity on environment (both fauna and flora), as well as protecting the physical integrity of all of them, with a record of zero incidents.



› Moreda Garden.

MOREDA GARDEN

Vibeiras entered into a partnership with the Town Council of Oporto in the requalification of the Moreda Garden, a gardenized space in an urbanized area in the centre of the city, of around 500 m², in the parish of Campanhã.

Vibeiras' works concerned irrigation, draining and paving (paving made in situ, with river pebbles and aggregated with resin and some paving stones). This garden's requalification is a work that had been claimed by the dwelling population for a long time. To have contributed toward a better quality of life of these people is a great source of pride for Vibeiras.

THE PORTUGUESE TRANSPLANTATION SOCIETY

Vibeiras supported Parque Expo and the Portuguese Transplantation Society on the celebration of the Transplant Day on 20 July, in Parque das Nações.

The transplant of a tree was done, a black poplar, in the gardens of Avenida da Boa Esperança, as a symbol of life, in homage to all the organ donors in Portugal. The green ribbons on the tree were placed by those who were present there and that have been submitted to organ transplants. This ceremony was hosted by Dr. Eduardo Barroso and had the participation of around 300 guests.

SPONSORSHIP COUNCIL

Vibeiras entered into a protocol with the Town Council of Setúbal that aims to constitute a Sponsorship Council – a group of companies that, at no cost to the town council or the population, shall develop works in its specific business area.

In what concerns Vibeiras, in a first stage, it will plant trees and bushes in a primary school of neighbourhood in the municipality.



› Cedar Rose Tree – Brazil.

CEDAR ROSE TREE – BRAZIL

Besides being concerned with the safety and infrastructure of the travellers, the concessionaire Rodovias do Tietê (Ascendi – Brazil) also pays attention to environment. Therefore, in order to celebrate the beginning of spring and Tree Day, it distributed 15 thousand seedlings of Cedar Rose trees to the concession users.

One should mention that, additionally to these initiatives, the company designs and sets environmental management plans for works throughout the concession system.

The native trees and vegetation that are eventually eliminated to leave open space for construction works are compensated by the planting of new ones in the quantity and location approved by the responsible environmental entity.

WASTE MANAGEMENT

In the beginning of 2010, considering the appropriate management of the waste generated in the offices, Mota-Engil Engenharia:

- Has established and diffused the procedure of forwarding CDs that are no longer useful towards an appropriate treatment;
- Has distributed reusable mugs to the employees of Mota-Engil Engenharia, aiming at the reduction of waste made of plastic cups used for the consumption of water, thus minimising the impact of that material in the environment.



› Congress of APAP – Lisbon.

Communities and Citizenship

LOURES LOCAL SECURITY CONTRACT

Within the framework of the preventive security policies, the Ministry of Internal Affairs has entered into Local Security Contracts (LSC) with the local municipalities, in the capacity of privileged and multidisciplinary tools of institutional cooperation at a territorial scale, able to mobilise the economic and social agents, as well as the general citizens.

In that context, in 2009 the Civil Government of Lisbon and the Town Council of Loures started an initiative to establish a new paradigm of social living in the parishes of Apelação, Camarate and Sacavém from the municipality of Loures. The Loures LSC has the participation of 48 institutional partners, including associations, social solidarity private institutions and companies. They contribute towards the creation of projects that fight social exclusion, projects of civic training and promotion of the existing abilities, in an integrated and integrating perspective of internal security.

In 2010, Mota-Engil became an associate of this important initiative, by financing its actions.

PORTUGUESE ASSOCIATION OF LANDSCAPE ARCHITECTS

Vibeiras was the exclusive sponsor of the Congress of the Association of Landscape Architects that was held on 4, 5 and 6 November in Museu Fundação Oriente, in Lisbon.

On the theme “Landscape and Territory”, an audience of 350 lecturers debated the main issues of the sector, stressing the current policy regarding the future of the national landscape.



› Plan for Reducing Accidents (Ascendi Brazil).

CAMELLIAS FESTIVAL

Support was given to the municipal company Porto Lazer in the organisation of the 15th edition of the Camellias Festival in March in Oporto, offering gardening services and supplying grass carpet.

PLAN FOR REDUCING ACCIDENTS (ASCENDI – BRAZIL)

The concessionaire Rodovias do Tietê, which is part of Ascendi, has promoted, within the framework of the Plan for Reducing Accidents (PRA), a group of initiatives that aim to reduce accidents and to provide safety and welfare to those who use those highways.

Some of those initiatives, with the participation of the Road Police, were the following:

- Distribution of informative leaflets on the themes “Seatbelt”, “Correct use of the children’s in the car”, “Care when driving motorbikes”, “Dangers of driving under the influence of alcohol”;
- Awareness actions, named “Café na Passarela” (“Coffee on the Runway”), aiming to alert for the importance of using overpasses to safely cross freeways. Specifically, besides receiving educational material and interacting with the concessionaire’s employees and traffic policemen, the pedestrians were offered coffee and a snack.

2nd LITTLE WORLD CUP OF INTEGRATION

In July 2010, the 2nd Little World Cup of Integration was held in Lisbon and Sintra. ICE – Ibérica Comunicação Empresarial, in partnership with the Town Councils of Lisbon and Sintra, organised the event whose objective to “get everybody talking to everybody” aims to promote cultural mingling and exchange among the various communities and ethnicities living in Portugal.

Mota-Engil sponsored this important initiative that promotes the full integration and intercultural dialogue in our country.

ISCPSI/APAV 7th SOLIDARITY RACE

Since 2004, Instituto Superior de Ciências Policiais e Segurança Interna – ISCPSI (Police Science and Internal Security Institute), in partnership with APAV – Associação Portuguesa de Apoio à Vítima (Portuguese Association for the Support of Victims), organises an athletics competition in the city of Lisbon.

Motivating the practice of sports, this joint initiative aims to promote healthy lifestyles, also contributing towards bringing the community police institutions and the organisations that work for the most vulnerable social groups closer together.

On 28 March 2010, the 7th edition of the competition took place, with an increasing number of athletes and sponsors, united by the spirit of social solidarity that heads the organisation of the event. Mota-Engil joined the initiative by sponsoring its organisation and thus seeking to give another example of its involvement in the most varied social causes.

NATIONAL DAY OF PREVENTION AND SAFETY IN THE WORKPLACE

Within the scope of the National Day of Prevention and Safety in the Workplace, a solemn session promoted by the Minister of Labour and Social Solidarity was held. Mota-Engil Engenharia was represented therein by the company's Quality, Environment and Safety Division.

Everyone agreed that there has been a decrease of accidents in the workplace, but the building sector remains the one with higher levels. The President of the Authority of Work Conditions also mentioned the reinforcement of this institution, with 150 additional inspectors and prevention technicians.

Celebrated on 28 April, the National Day of Prevention and Safety in the Workplace aims to pay homage to the victims of work accidents and professional diseases.

DONATION OF PROPERTY UNITS IN MONTIJO

Sedengil has donated to the Town Council of Montijo two units (shops) located in Travessa do Maestro, in Montijo. These property units are aimed to be used for social and solidarity purposes and the respective lease agreement between the Town Council of Montijo and the social solidarity institution Persona – Associação para a Promoção da Saúde Mental (Association for the Promotion of Mental Health), a social solidarity private institution, has already been entered into.

Culture

PORTUGAL-CHINA MEETINGS

Between 11 May and 16 June 2010, the Soares dos Reis National Museum, in Oporto, hosted the Portugal-China Meetings. Besides an art and culture exhibition that integrated the collection of the museum and of Chinese families rooted in Portugal, four conferences took place on the subject of the relations between Portugal and China.

Mota-Engil joined the initiative by sponsoring it.

CENTENARY OF THE REPUBLIC

Within the framework of the celebration of the Centenary of the Republic, CP and REFER held an exhibition and edited a book on the ephemerid.

Aware of the historical importance of that fact, Mota-Engil sponsored the initiative.

AMARANTE MUSIC BAND

Founded on 1 December 1854 with the designation “Filarmónica Amarantina”, it became “Banda dos Bombeiros Voluntários de Amarante” (“Band of the Volunteer Firemen of Amarante”) in 1931. Its definite designation took place in 1983. Acknowledged as an institution of public utility, the Band now comprehends 40 elements and it mainly performs in the North and Centre of Portugal. Boasting a long history and a vast musical repertoire, the Music Band of Amarante is an institution of reference in the

municipality of Amarante, and it contributes towards the promotion of culture and music, in particular. Mota-Engil has regularly supported this prestigious institution, in a municipality that is strongly bonded to the company at an institutional and a symbolic level.

SERRALVES FOUNDATION

The Serralves Foundation is a cultural institution of European scope in the service of the Portuguese community. Its mission is to create public awareness of contemporary art and of the environment through the Museum of Contemporary Art as a multidisciplinary centre, through the Park as venue for environmental education and entertainment, and through the Auditorium as a centre for reflection and debate on contemporary society.

Now recognised as one of Portugal's leading cultural institutions and the most important in Northern Portugal, the Serralves Foundation has made a great effort to project the art of our times both nationally and internationally and to divulge its notable architecture and landscaping

Every year, the Foundation organises and presents a diversified programme of initiatives designed to encourage debate and curiosity in respect of art, nature and landscape, and creative education, and to actively encourage reflection on contemporary society.

The Mota-Engil Group has been a member of the Board of Founders since 1994 and has over the years sponsored several activities of this institution.

In 2010, the Group entered into a protocol with the foundation, becoming an Exclusive Sponsor of Casa de Serralves (House of Serralves) from 2010 until 2012. Originally designed as a private home, the House is a unique model of the art déco architecture classified as a property of public interest.

CASA DA MÚSICA

Casa da Música, in the city of Porto, is a major undertaking at national level and an unquestionable landmark of modern urban architecture. Today, it is an important pole for the dissemination of music and for teaching activities linked to the art of music, involving a high-quality, abundant and diversified programme that seeks to include every musical style and taste.

The Mota-Engil Group is linked as a founder to the Casa da Música Foundation, the entity that manages this cultural facility. Within the context of its connection with Casa da Música, the Group provides its employees with a range of benefits that include free access to shows and discounts on tickets, in addition to other services provided by the institution.

By granting access to Casa da Música's programme the Group demonstrates its commitment to widespread access to culture, in an endeavour to meet the wishes of those who are already music lovers and to awaken in everyone else an interest in music in its most varied forms and expressions.

OPORTO COLISEUM

For over 60 years of existence, the Oporto Coliseum has marked careers, inspired generations, uplifted art and culture. Due to its charisma, architectonic beauty and artistic richness, the Oporto Coliseum has been Oporto's most emblematic showroom. It became the "city's stage" and also the "world's stage" by bringing to Oporto the best national and international artists, bringing life to memorable moments that enhance the Oporto Coliseum and make it eternal.

Within the scope of the protocol "Amigos do Coliseu" (Friends of the Coliseum) with the Oporto Coliseum, the Mota-Engil Group gave its employees the chance of getting discounts in the purchase of tickets. With that protocol, Mota-Engil, besides facilitating its employees the access to the shows at the Coliseum, intends to support and institution of great tradition in the city of Oporto, in order to keep its contribution for the city's cultural development.

PHOTOGRAPHIC COLLECTION OF AMARANTE

The photographic collection of Eduardo Teixeira Pinto, born in Amarante, is composed of an important set of testimonies about the history of the city of Amarante that resulted in a collection with some of their author's most representative photographs.

Due to its connections to the city of Amarante, Mota-Engil has sponsored this edition published in 2010.

ESTORIL FILM FESTIVAL

The Estoril Film Festival is one of the most important cultural events held in Portugal in cinema and a reference festival at an international level.

Mota-Engil sponsored the event, which took place in November 2010 in Estoril.

ART FESTIVAL

Quinta das Lágrimas, in Coimbra, hosted the 2nd Art Festival that took place between 18 July and 8 August 2010. Following “Night” in its 1st edition, the 2nd Festival designated “Water” as its theme for a wide set of cultural works in movies, theatre, music, conferences, exhibitions and gastronomy.

The Art Festival intends to become a reference summer festival in the national cultural horizon and it deserved Mota-Engil’s sponsorship.

CIDADE DE AMMAIA FOUNDATION

The Roman city of Ammaia, located near the town of Marvão, is an important example of Roman cities and a national monument that is historically and archeologically crucial. The main objective of the Cidade de Ammaia Foundation is to study and preserve that city and in 2009 it was awarded the prize Vasco Vilalva by the Calouste Gulbenkian Foundation.

The management of the monument counts with the collaboration of a distinguished group of experts. Mota-Engil joined the works by supporting the study and preservation of the monument.

MUSEUM OF THE PRESIDENCY

The Museum of the Presidency marked the commemorations of the First Centenary of the Republic through a set of cultural activities to recall this important event. The celebrations took place between 30 September and 5 October 2010 with a diversified programme that included exhibitions, concerts and the participation of various groups from all over the country. This event attracted thousands of visitors.

Mota-Engil joined the Museum by sponsoring this important initiative.

UNIVERSIDADE TÉCNICA DE LISBOA

The mission of Universidade Técnica de Lisboa (Technical University of Lisbon), founded in 1930, is to insure the consistent progress of the society of insight, knowledge and wisdom, boosting a sustained human development by producing and transmitting knowledge, diffusing culture, economic, social and cultural valuing of scientific knowledge and rendering other services to the community. It integrates seven schools and a total of 2,000 teachers and 21,500 students.

Aiming to diffuse its vast architectural patrimony to the national and international community, in 2010 UTL edited a book on that subject. In another action to support culture, ME sponsored the book publication.

8TH MEETING OF THE PORTUGUESE-SPEAKING ECONOMISTS

On 11, 12 and 13 November 2010, the national association of economists, in collaboration with AELP – Associação de Economistas de Língua Portuguesa (Association of Portuguese-Speaking Economists) held their 8th Meeting of the Portuguese-Speaking Countries. The meeting was focused on the subject “Partnership and development in geographically discontinued spaces”.

Mota-Engil sponsored this initiative to promote Lusophone relations.

NATIONAL CULTURE CENTRE

The National Culture Centre (NCC) is a cultural association founded in 1945 that seeks to be a meeting point and a space for dialogue between the various political and ideological sectors, advocating a free and multidisciplinary culture. Most of its action has focused on defending the Portuguese cultural patrimony, disseminating the role played by the Portuguese culture in the world and updating its relations with other cultures.



› Virginia Theatre.

The European dimension has gained growing relevance at the NCC, which developed projects in partnership with similar institutions from other European countries. In 2009, the NCC Oporto Centre promoted, for the 4th consecutive year, the Party in Oporto Downtown, in an effort to contribute toward the entertainment of the city's downtown area through a set of multidisciplinary cultural events.

The Mota-Engil Group sponsored the event, and thus associated itself to a prestigious institution in the promotion of culture in Portugal.

VIRGINIA THEATRE

For the 3rd consecutive year, Vibeiras renewed its support to the Virginia Theatre in Torres Vedras, and it is a bronze patron. The Virginia Theatre is a cultural space with rich and diversified programmes that are aimed at all age and social groups.

SOARES DOS REIS NATIONAL MUSEUM

Within the framework of the evocation of the Bicentenary of the French Invasions (1709-2009), the Metropolitan Area of Oporto has organised a wide programme of evocation of the Bicentenary of the French Invasions, and several partnerships with other institutions have been established through that programme.

The Soares dos Reis National Museum, in the quality of a partner institution, has held in the city of Oporto

an exhibition evoking Ponte das Barcas, a name that one of the most memorable episodes of the French Invasions to the city of Oporto was sadly known for. The exhibition shall be complemented by an Itinerary to the Bridges of Oporto, an invitation to discover its importance and meaning by the citizens of Oporto and its metropolitan area.

The Mota-Engil Group has financially supported this initiative, simultaneously connecting its name to the memory of an important landmark of the national history and of the city of Oporto.

SHOW “FADO – HISTÓRIA DE UM POVO”

Within the scope of the programme “Oeiras Solidária”, with the support of the Oeiras Town Council, Mota-Engil offered the elderly population of the municipality the opportunity, in exclusive, of watching the show “Fado – História de um Povo” for free, a production of Filipe La Féria exhibited in Casino Estoril. The show was held on 23 December.

Thus, during Christmas time, Mota-Engil sought to provide the elderly and most deprived population of Oeiras (which is the municipality that houses the company’s head office is) a high-quality moment of culture and entertainment, around a musical genre with deep traditions in our country and dearly appreciated by the Portuguese people.

PLAY “SÍTIO DO PICA-PAU AMARELO”

Within the scope of a sponsoring protocol with the producer “Todos ao Palco” of Filipe La Féria, Mota-Engil gave its employees the opportunity of watching, in exclusive, the play “Sítio do Pica-Pau Amarelo”, which took place on 27 December in Teatro Rivoli (Oporto).

Aimed at the youngest audiences (children and youngsters), this show recreated the famous television show that won so many fans among the Portuguese children and young people.

ENSEMBLE

The Actor Society Ensemble is a theatrical cooperative led by high standard criteria which stages both classical and modern plays and also creates original plays. Additionally, it provides an educational service and an “Actors Studio”, a workplace and meeting point for actors and trainers, where theatre experimentation is promoted.

Mota-Engil has supported this cultural institution, particularly contributing toward the renewal of theatre art in Portugal and to its effort towards the conquering of new audiences.

Sustainable Development

BCSD PORTUGAL

The mission of BCSD Portugal calls for the disclosure of the principles of sustainable development, co-operation and articulation of its efforts with those of governments and of civil society in the promotion of sustainability, besides organising training and awareness courses, providing sustainability management tools for companies, executing projects and the study of cases illustrating sustainability practices.

BCSD Portugal has over 110 affiliated members, including a large number of Portuguese and multinational benchmark companies.

The Mota-Engil Group is a member of BCSD Portugal and is actively engaged in this body through participation in its various initiatives, namely the Annual Meeting of Presidents, the Annual Meeting of Delegates and the Annual Conference, besides the work groups, conferences and seminars in which it has taken part.

Education and Science

SCHOLARSHIPS

The Scholarship Programme which began in the 2006-07 school year is designed to support Group employees in the education of their children, driving a policy of equal opportunities that will contribute to



› Oporto of the Future.

increasing their qualifications and encourage their academic performance.

The scholarships are awarded to higher-education students who are children of Group employees of fewer economic resources and have achieved good academic results.

The Scholarship Programme, which grants a monthly pecuniary provision, is now on its fifth edition and supports 16 university students annually.

OPORTO OF THE FUTURE

Oporto of the Future is an Oporto Town Council initiative having a three-year initial duration. Its aim is to combine the common efforts and interests of the educational community and of the business community through the adoption by the schools of the good practices of the business world's management model.

In April 2007, Mota-Engil, in conjunction with other leading companies of the Oporto Metropolitan Area, signed the protocol that underpins this project, a protocol also subscribed by the Oporto Town Council, the North Region Education Directorate and the Manoel de Oliveira Vertical Schools Group. The latter was designated to benefit from the Group's co-operation and support.

Within the scope of this partnership the Group has provided support to a number of initiatives organised by this group of schools, including sponsorship of the prize for the top-performing students, participation in the costs associated to the rugby team, implementation of the junior achievement entrepreneurship programmes by Mota-Engil employees as volunteers, participation in tenders for the construction of solar-driven vehicles, technical advice of energy efficiency of buildings that comprise the group of schools, and support from the technical department of Mota-Engil Engenharia in the preparation of projects and specifications for the refurbishing works of the group's head building.

EPIS (BUSINESS COMMUNITY FOR SOCIAL INCLUSION)

EPIS is a private, non-profit organisation whose key mission is education, especially the combat against lack of academic success and early school-leaving. In this sense, it has developed an approach, new in Portugal, to fight failure and dropping out from school amongst 7th, 8th and 9th grade students based on a training methodology for youngsters and families developed by a network of professional mediators and published in two manuals in partnership with Texto Editores.



› Prize Young Landscape Architect.

The pilot-project “New good students – Mediators for school success” ended in the summer of 2010. EPIS launched that project in September 2007, in partnership with the Ministry of Education and ten municipalities. It created a network of around 70 mediators that have worked in the 88 schools with a 3rd Cycle:

- In 2007/2008 around 20,000 students were assessed and 5,812 students at school risk were selected and monitored.
- In 2008/2009, the school success rate of the 5,812 EPIS students increased 22%, from 63% to 77%. This resulted in 879 new good EPIS students. By the end of the mentioned school year, 1,583 students successfully finished the 9th grade and 825 were transferred to other schools, thus, the initial pilot-portfolio turned to 3,404 students.
- In 2009/2010, the school success rate of the 3,404 students that EPIS continued to monitor increased 5%, from 73% to 77%. That rate was at 58% in 2008, therefore, there was a 33% increase in two years. In the last year, EPIS helped create 195 new good students that, with the 879 from the previous year, make a total of 1,074 new good students in a period of two years.

During the 1st term of 2010/2011, the passing area had another positive impact of 20.00 per cent, which is equivalent to 205 extra “new good students” that moved into a passing area. During that term, there was also an increase in the quality of the EPIS students’ grades, namely the increase of the 4 and 5 class grades in 4.8% and 0.5%, respectively.

The Mota-Engil Group supports this association every year and is one of its 95 founders together with a vast number of top national companies.

PRIZE YOUNG LANDSCAPE ARCHITECT

Vibeiras is a partner in the organisation of an annual prize that aims to acknowledge the work of students and young landscape architects – the Prize of the Arquitecturas Newspaper/Vibeiras Young Landscape Architect. The prize is now in its 8th national edition and the 2nd Ibero-American edition.

The prize is divided into two categories – Students and Young Professionals (aged up to 35). The works

have a free theme and the ones that are valued are the ones that best promote the following parameters: the coexistence of multifunctional green areas with the built space, valuing the landscape, the sustainability and reduced maintenance.

In the 2011 edition, the two winners will be awarded the participation in the International Congress of Public Parks and Gardens that will be held in May, in Zurich.

PROJECT “CONSTRUIR”

The “Projecto Construir – Associação de Intervenção Social” (Project To Build – Association of Social Intervention) is a non-profit association whose object is social entrepreneurship by providing support to institutionalised people, namely children and youngsters, giving them unique leisure and educational moments through the building of large scale models in LEGO® bricks.

The main targets of this project are hospitalised children and youngsters that come from underprivileged areas and that, in their schooling age, show particular learning and social difficulties.

In line with the various supports that Mota-Engil has given to several institutions that work in that field, ME became an institutional associate of “Projecto Construir”, thus seeking to contribute toward the fulfilment of its socio-educational mission.

EUROSKILLS – 2010 Jobs Championship

Mota-Engil Engenharia sponsored EuroSkills Lisbon 2010, the largest European event promoting professional training, by contributing with the necessary material for the performance of the Road Builder competition – which highlighted the job of Rammer – and the Building Construction competition – where the jobs of Project Manager, Tinker, Carpenter, Tiler and Bricklayer competed. The company was represented by three employees: two contestants in the first competition, who won the bronze medal, and one contestant in the second competition, who performed the role of mediator.

EuroSkills Lisbon 2010 was held at FIL in December and brought to competition six professional categories: Creative Arts and Fashion; Information and Communication Technologies; Engineering and Production Technology; Construction and Buildings; Transportation and Logistics; and Personal Services and Services to the Community. One should note that the Mota-Engil Group has Professional Training Centres, one in Oporto and one in Angola, and is now building another centre in Malawi.

Health

ACREDITAR

Acreditar – The Association of Parents and Friends of Children with Cancer is a private social solidarity institution that aims at helping children with cancer and their families by giving them psychological, emotional and economical support.

The work is divided amongst its regional centres in the North (Oporto), Centre (Coimbra), South (Lisbon) and Madeira (Funchal), which correspond to the urban centres where there are paediatric oncology hospitals.

Currently, Acreditar has three support homes (Lisbon, Funchal and Coimbra), the latter inaugurated in November 2009.

The Coimbra Home is located by new the Coimbra Paediatric Hospital which will soon be inaugurated and has 20 rooms on three floors and is surrounded by vast green gardens.

Mota-Engil was invited to participated in this project and offered Acreditar the outdoor garden and sponsored the operation and maintenance of one of the rooms for one year under the terms of the protocol entered into with the institution, which is a great honour for the Group.

ALZHEIMER PORTUGAL

Alzheimer Portugal is a private institution of social solidarity created in 1988, and it is the only organisation in Portugal with a national scope that has been specifically incorporated to promote the life

quality of both the people that suffer from that disease and their family members and caregivers.

The association's headquarters is in Lisbon, it has around 7,000 associate members and has branches in the North and Centre of Portugal and Madeira. Alzheimer Portugal's objectives for 2010 and for then on includes building a Home and Day Centre for people with Alzheimer that shall be built in Alapraia, in the municipality of Cascais.

Following the support that Mota-Engil has given in the field of health, this project can also count on the Group's solidary availability, which seeks to contribute for a cause of great social relevance.

ERNESTO ROMA FOUNDATION

The Ernesto Roma Foundation was created to support the oldest association in the world in the help to people with diabetes (Diabetic Association of Portugal — APDP), and launched the campaign “100 Mecenass Unidos pela Diabetes”.

The campaign was directed at organisations and companies and the objective to raise their awareness to the problem of diabetes making them patrons of this cause with the specific purpose of helping the APDP in the research to find a cure for this illness and in the feasibility of opening the Ernesto Roma Diabetes School — named after the creator of Social Diabetology and founder of APDP — to teach health practitioners and patients how to deal with the illness and how to treat it.

Diabetes is a chronic disease that afflicts around 900,000 people in Portugal and is the fourth cause of death in developed countries.

Mota-Engil is a patron of this cause and its support is multiannual.

ARIADE

ARIADE — Association of Intensive Rehabilitation and Support to Special Patients is a non-profit association with head office in Oeiras that aims to promote the application of intensive therapy programmes to special patients, victims of accidents and cerebral palsy or similar neurological diseases, in order to regain health and improve the patients' and their families' life quality.

In a field where the response from the national health services proves to be insufficient and where using treatment centres abroad leads to high financial costs and heavy family sacrifices, ARIADE seeks to fulfil that need, favouring the patients and families with lower resources.

Aware of this complex issue, Mota-Engil provides financial support to this institution now in its second year after being founded in 2009.

THE “BEM ESTAR DE GONDAR” SOCIAL SOLIDARITY ASSOCIATION

The “Bem-Estar de Gondar” Social Solidarity Association is a private welfare institution in the municipality of Amarante that mainly supports people with conditioned mobility. One of its priorities is setting a Technical Assistance Resources Centre, and ME provided financial support in 2010 for that purpose.

Thus, the Group stresses its presence in this area of the municipality of Amarante, similarly to what had already taken place with the setting of a technical assistance bank in the parish of Fridão.

OPORTO RED CROSS

The mission of the Portuguese Red Cross, inspired by the fundamental principles of humanity, impartiality, neutrality, independence, voluntary work, unity and universality, consists of the provision of humanitarian and social assistance, especially to the more vulnerable, preventing and repairing suffering and contributing to the preservation of life, health and human dignity.

Mota-Engil has always been ready to support the initiatives of this prestigious centennial organisation, and so it has done for years.

AGUDA VOLUNTEER FIRE BRIGADE

Associação Humanitária dos Bombeiros Voluntários da Aguda was founded in 1925. Fulfilling its humanitarian mission and with the strong support of the local community, this association largely

invested in material and human resources and intends to continue to do so in future years. Mota-Engil Group has joined in this effort that effort by supporting this brigade 2010.

ALIJO VOLUNTEER FIRE BRIGADE

Since 1932, the Alijó volunteer Fire Brigade has been acknowledged for its humanitarian actions, including, as with other fire brigades, aid and emergency actions and transport of the sick.

Its geographical area of intervention comprehends the current freeway IC5 and a portion of the future Douro Interior subconcession venture that Mota-Engil is an integral part of.

Within the framework of the modernisation of its fleet, ME has offered a fully equipped ambulance in 2010 to this firemen corps that shall strongly contribute to the improvement of their assistance rendered to victims and of the transport of the sick.

MANGUALDE VOLUNTEER FIRE BRIGADE

In its 81 years of existence, celebrated in 2010, the Volunteer Fire Brigade of Mangualde is acknowledged for defending people and goods and in keeping with its mission of service for the people.

First-aid and emergency services, as well as the transport of the sick, are an essential part of their work, thus being extremely important the existence of a modern and well equipped ambulance fleet.

Mota-Engil became an associate of this effort by offering an ambulance to the fire brigade, whose work also covers the A25 highway concession.

LEAGUE OF FRIENDS OF THE SANTA CRUZ HOSPITAL

Integrated in the Centro Hospitalar de Lisboa Ocidental, EPE, the Santa Cruz Hospital in Carnaxide (Oeiras) is a public health institution for the treatment of patients with severe cardiac and renal pathologies.

The League of Friends of that health unit, with the collaboration of their managers, designed a group of intervention actions in the Hospital's and in the League's facilities, aiming to provide better comfort and welfare conditions to the patients and their families in the use of those facilities.

In 2009, the Mota-Engil Group had contributed financially for the requalification construction works and for the acquisition of equipment. In 2010, the Group renewed its support to the institution to enable the League to proceed with its effort of qualification and humanisation the medical care for the patients.

DENGUE FEVER – BRAZIL

ASCENDI, through Rodovias do Tietê, has supported a campaign to fight the dissemination of the mosquito that carries Dengue fever. In particular, they sought to bring awareness regarding the necessary care with water storage, in order to avoid the dissemination and reproduction of the mosquito.

4.1 INTRODUCTION

Research, Development and Innovation (RDI) play a central role within the strategy of the Mota-Engil Group are now an indispensable factor of business differentiation and competitiveness.

A large part of the initiatives within this scope show a strong correlation to the sustainability themes, both at an economic level, through the minimising of costs, increase of operating efficiency, improvement of the management systems and the creation of new business opportunities; and at an environmental level, through its influence on minimising the environmental impacts generated by the business activities and processes.

This effort is particularly clear in the field of Engineering and Construction.

The main initiatives are described below.

4.2 ENGINEERING AND CONSTRUCTION

4.2.1 General Comments

In 2010 the Research, Development and Innovation Management System proved to be based on strong foundations, created in 2008 and 2009, and transformed into a boosting methodology that allowed:

- concentrating a larger number of ongoing initiatives at the company;
- focusing on existing projects aligning them with the company's strategic guidelines.

The development of a support platform for the innovation process, InnovCenter, was crucial for this implementation.

In 2010 we continued working on the Strategic Programme Rethinking Construction, created in 2009 in order to promote the understanding of the Company's strategy to help decide which projects may value the company and their financing terms.

Following that programme, a Seminar on Construction Management with biannual editions was created. In 2009 the first edition of the seminar was held and international experts were invited to share the best practices acquired in international companies with the Mota-Engil workers. The Seminar's second edition is scheduled for October 2011.

4.2.2 Organisation

The RDI Management is committed to the Mota-Engil Engenharia Innovation, Technology and Performance Division.

The implementation of the Corporate Model for Functions and Skills integrated in the Skills Mapping Project allowed to reinforce the importance of competence and innovation amongst Mota-Engil Engenharia employees, and the development of the Balance ScoreCard that comprises the Project Score allowed to strengthen the commitment of the several business units as regards Innovation.

AUDITS, RESULT ASSESSMENT AND TRAINING

In 2010, two audits were carried out to the RDI Management System: one internal audit, where a set of actions for the system's improvement were identified, and an external audit by APCER, where all the changes that had been set to the system were assessed and validated. That audit was an audit for the RDI Certification renewal.

COMMUNICATION

At internal communication level there were events promoted (seminars, workshops) on knowledge, technology and Innovation at Mota-Engil Engenharia, with highlight to the following:

- Workshop "Sharing Experiences – Buildings – Directions – Construction Site"
- Workshop "Sharing Experiences – Buildings – Project Managers"
- Technical training on GLASS
- Technical training on Structural Links
- Workshop "White concrete"

04. RESEARCH, DEVELOPMENT AND INNOVATION



- Technical Workshop “Technical solutions for glass”
- Introducing Project SIGABIM – Displaying the objectives
- RDI Management System – Introducing the InnovCenter interface
- Open Day “What Can I Change?” – open day for young engineers
- Presentation of internship projects of young engineers.

4.2.3 RDI Management System

Relationships with external entities

Relationships and interface management with external entities is of major importance for the RDI management system.

Customers, suppliers, distributors, partners, competitors, consultants, corporate associations, knowledge centres/ higher education institutions, the state and regulating bodies as well as specialised technical press and the market in general, comprise a vast collection of interfaces with external entities worth developing.

Within this scope there is still the protocol entered into by the University of Minho with the aim of establishing and developing technical, scientific and innovative co-operation actions in areas of interest to both Mota-Engil and the University of Minho.

Highlight should be given to the following partnerships and initiatives:

Initiatives:

- Inova Gaia – Participation in a business incubator;
- PTPC – Participation in the Technological Platform for Construction;
- Participation in the annual contest promoted by the Nielsen Norman Group for the election of the ten best intranets for 2011, where Mota-Engil Engenharia, SA ranked among the ten winners with the InnovCenter platform.

Partnerships:

- INFOR – Co-operation protocol within the scope of the SIGABIM project;
- Miguel Krippahl – Co-operation protocol within the scope of the SIGABIM project;
- VICO – Co-operation protocol within the scope of the SIGABIM project;
- Mathematical Engineering Laboratory (ISEP) – Co-operation protocol within the scope of the project Determining measurement errors.

Lastly, as has occurred for several years now, highlight goes to the award of a prize to the best student in civil engineering at the Engineering School of the University of Oporto (FEUP).

RDI PROJECTS

Organisational

ON.ME2 – Organisational co-operation platform;

Maturidade IDI 2010 – A programme comprising several initiatives that allow the achievement of a high level of creativity, innovation and entrepreneurship within the company and that generated the support platform for the innovation process – InnovCenter;

Link.ME – A project that aims at designing and implementing a Knowledge Management System;

HiLoTec – Development of a technology for sustainable self-construction for small houses in emerging countries;

Connect People – The use of a web conference platform to bring works that are spread across the territory closer to the central back office.

Construction and Infrastructures

SRG characterisation models – Developing a geotechnics characterisation model adapted to residual soil;

Determining measurement errors – Assessing precision and respective implications in the quantification of the physical and mechanical properties of soil masses based on in situ tests;

GNSS Network – Developing a skills centre and a new business unit within the field of precision positioning that will create innovative and unique solutions in the market;

EcoRoadMap – Carrying out an internal analysis and define an implementation scenario/plan aiming at the introduction of eco-efficient solutions in Mota-Engil Engenharia;

Building Information Model – Using virtual simulations to reduce inherent risk for the construction process;

VIRMEEC – Developing a computer tool to support the decision of defining and optimising the production strategy of road works;

Project managers On-Line – Developing a computer solution with a friendly interface that will facilitate communication between the project manager and the construction manager;

Demolition and construction waste management market – Developing an application which will allow optimising demolition and construction waste management and boost its value;

Compaction Management – Pilot study carried out in real environment with intelligent compaction equipment;

Electricity-producing roads – Study and analysis of the existing technologies in the market;

Study of the Composition and Sizing of Low Traffic Pavements and Urban Pavements – Study of the composition and sizing of pavements applied in parking lots, gardens, etc.;

Road pavements in Africa – Studying solutions that may be applied to the African countries where ME is present and checking how appropriate they are to the countries' intrinsic conditions.

Central Laboratory

Handbook of formulation studies that were carried out in the laboratory – Creating a handbook with the various methodologies used in formulation studies that were carried out in the LABC;

DPI – Deflection measurements using portable impact in monitoring the implementation of landfill;

Complement of the study of ways of improving performance of aggregates used in a sub-ballast layer in what concerns its permeability – Complementary study to the work developed in 2009 on the improvement of the permeability of the a sub-ballast produced in the quarry;

Study of the relation between the diameter compression and the simple compression in soils treated with hydraulic binders – Study of the possibility of defining a correlation for the rupture cargo obtained by diameter compression and uniaxial compression according to the different healing periods;

Contribution for the study of indirect traction in the combined treatment of soils with lime and cement – R&D project aiming to gain awareness on the values obtained in the indirect traction parameter that is critical in determining the final binder percentages to be used in soil treatment;

Contribution for the study of Soil Treatment: Assessment of Deformability – Study and development of technology for the continuous assessment of the progress of the deformability module in soils treated with hydraulic binders (lime and cement).

Electromechanics

TEGG – To implement the Electrical Inspection System TEEG.

Foundations and Geotechnics

Blanketing of bentonite sludge – To study solutions to reuse the bentonite sludge.

Mota-Engil Betões e Pré-Fabricados

SIPAV – Prefabricated innovative solutions for high speed railways;

LEGOUSE – Modular prefabrication of controlled cost building.

4.3 ENVIRONMENT AND SERVICES

SUMA, SERVIÇOS URBANOS E MEIO AMBIENTE, SA

During 2010, SUMA's Innovation, Development & Enhancement Department has developed some projects, namely:

- Structuring Development and suiting of the Fleet Management System

The project was undertaken with the participation of three companies that were selected as potential suppliers of GPS equipment. In a total of 30 devices that were distributed among vehicles with different characteristics and service realities at no cost, the data capture parameters and requirements were defined in order to achieve the established goals, as well as the treatment at planning level imposing that the suppliers provide an integration platform with the geographical treatment systems existing in SUMA.

The most concerning issues were suiting the system to SUMA's activity and service particular features, namely the Solid Urban Waste Collection (SUW) and Mechanical Sweeping, enabling, among other features, the verification of the previously set circuit compliance, as well as checking the number identification and location of circuit-collected containers.

- Development of informative posters for Environmental Education in Angola

We have projected and designed informative posters that may be viewed in 360 degrees. Besides that unusual feature, those posters were designed so that they can be easily installed in any kind of structure, namely street lamps. Other outdoor-style posters were developed, ones that are 6 m² and resistant to wind up to 120 km/h.

05. PERFORMANCE

5.1 ENVIRONMENTAL PERFORMANCE

5.1.1 ENGINEERING AND CONSTRUCTION

MOTA-ENGIL ENGINEERING AND CONSTRUCTION

1. ENVIRONMENTAL MANAGEMENT

1.1 Environmental Management Policy

Mota-Engil Engenharia established the following principles based on the Quality, Safety and Health and Environment Policy:

- Ensure that the Company's activities are developed in the context of Sustainable Development promoted by the Group;
- Guarantee ongoing knowledge and compliance with legal and regulatory requirements applicable to the organization and its activities, as well as internal guidelines of the Group;
- Ensure the company's external recognition (certifications) within the scope of Environmental Management;
- Set goals and establish programmes that allow its monitoring and ensure its review in planned intervals, satisfying needs;
- Develop and consolidate the Process Management System as the basis for continuous improvement of the organization, assuring the evaluation of their performance and competitiveness;
- Ensure the continuous improvement of the effectiveness of the management system, promoting the identification and management of non-conformities, improvement opportunities and best practices so as to implement necessary corrective, preventive and improvement actions;
- Promote a corporate culture of activity with full respect for environment (pollution prevention and rationalization of natural resources);
- Promote and develop the employee skills, including key aspects relating to the environment, through ongoing education programmes;

- Promote a relationship of partnership with suppliers, according to the principle of mutual advantage and competitiveness improvement;
- Ensure the commitment of all managers in the implementation of this Policy and the involvement of all employees and departments, assuming that everyone is responsible for the environment.

1.2 ISO 14001:2004 Environmental Certification

Since May 2005, MOTA-ENGIL, Engenharia e Construção, SA is certified under the NP EN ISO 14001 – Environmental Management standard. Today, it is certified under the Quality, Safety and Environment in all areas of national activities: Design, development and marketing of real estate assets; Development and implementation of civil and public construction contracts; Manufacture and supply of concrete; Special foundations, retaining walls, injections, geotechnical instrumentation and recognition; Quarrying and aggregates production; Laboratory tests to building materials and formulation studies of bituminous and hydraulic mixtures; Implementation and maintenance of electrical and mechanical assemblies, and implementation of technical management and automation systems.

The integration of environmental considerations into Mota-Engil strategic decisions demonstrates the importance given to continuous improvement of our environmental performance. The respect for the environment results from the integration of good environmental practices in all activities, becoming themselves part of their management programs.

1.3 Center for Organization, Quality and Environment

The Center for Organization, Quality and Environment (NOQA) – ENVIRONMENT Functional Area – assumes the following functions at the level of the Ensure the Environmental Management Process:

- Process management;
- Support to all process owners in developing and implementing the environmental management system;
- Support to the Project Management and Organizational Technicians (Technicians that ensure the implementation of the System during the project, both in terms of Environment and Quality) in adapting the System to each contract;
- Development of management and control methodologies that enable the application of rules and appropriate environmental practices;
- Carrying out environment technical audits and monitoring visits to the various Cost Centers;
- Following the progress and compliance of the legal requirements and others;
- Monitoring of environmental aspects, collection and processing of Performance Indicators;
- Conducting Training and Awareness Courses that promote a culture of respect and internalization of environmental practices in the conduct of the company employees.

2. ENVIRONMENTAL MANAGEMENT SYSTEM

The prevailing Environmental Management System at the Mota-Engil, Engenharia e Construção, SA is shaped using processes, becoming a repository of functional and organizational knowledge targeted to its various businesses.

This allows an integrated and systematic approach of the management, on which the compliance of the objectives and reference standards for certification is based, as well as the innovation and performance improvement.

The environmental aspects are identified for each activity, where the identification process complies with a methodology described in a particular procedure applied to all activities undertaken by the organization.

The environmental aspects considered significant are then integrated into an Environmental Management Plan to be monitored through a requirements management programme, with application of operational control procedures, definition of measures to be met by subcontractors, establishment of corrective and preventive actions, measures of environmental training and awareness of workers and information among the population about the impacts arising from the project.

The training and awareness of workers represents a central aspect of the Environmental Management

Plan, through a series of measures to disseminate the essential aspects of the Environmental Management System, environmental procedures to implement and information on relevant environmental issues. These measures are extended to subcontractors and their employees.

The levels of responsibility, the definition of roles and the interdependencies involving all employees within the environmental management system are defined on the system's modeling being Mota-Engil Engenharia & Construção Board of Directors responsible for the environmental policy.

Those in charge of the areas and Project Management have the mission of developing their activities in accordance with what is provided in the system, having also the responsibility of its update accordingly to the practices effectively implemented, in order to have continuous improvement.

In the absence of these employees, their temporary replacement is ensured through explicit identification of a substitute to perform such tasks.

Regarding the business of Construction, Infrastructure and Engineering, which is the main thread of activity, some of the projects are subject to Environmental Impact Assessment, with relevance to the principles and environmental requirements to be met in each contract as defined by the respective owner of the work .

2.1 Hiring Subcontractors

So as to ensure compliance of company policy by subcontractors training and receptions to employees are carried out, the Environmental Management Plan and the applicable procedures are communicated, including the one on Waste Management and Environmental Emergencies.

2.2 Construction Sites

As pertains environmental management on construction sites, there are specific procedures for assembling the site, permits and environmental licenses, waste management, use of chemicals and environmental emergencies. The construction sites and the different project areas are equipped with materials and methods required to respond to any environmental accidents, especially when accidental spills of pollutants take place.

2.3 Waste

Within the sector of activity of Mota-Engil, Engenharia e Construção SA, waste management is particularly relevant. Waste Management is implemented at all company facilities and works where lines of action are set for the operations of selective collection, temporary storage, packing, transportation and forward to an appropriate final destination.

2.4 Environmental Emergencies

The potential environmental emergencies are identified in environmental emergency scenarios with the appropriate procedure of actions in accordance with the extension of the emergency.

2.5 Internal Audits

The Environmental Management System also involves conducting internal audits to assess compliance with the system. Its planning is conducted every six months and auditing teams are not associated to the areas audited to ensure their impartiality and independence.

To promote continuous improvement in environmental performance of Mota-Engil Engenharia Processes, thus contributing to reducing the environmental impacts of the various activities of Mota-Engil Engenharia, both Environmental Performance Indicators remained – whose assessment levels vary between 1 and 5, namely:

- Level of Compliance on Audit – enhances the compliance with standard requirements, and therefore, indirectly demonstrates the degree of implementation of the Environmental Management System;
- Level of Legal Compliance – enhances the compliance with legal requirements and others applicable to the activities.

These indicators are presented every six months and by each process.

3. STUDIES AND INITIATIVES OF ENVIRONMENTAL PROMOTION

3.1 Environmental Accounting Project

With the Environmental Accounting Project the aim is:

- To understand the impacts arising from environmental management in the company's financial performance;
- To direct the information system of traditional accounting to measure and disclose environmental impact in the accounts of MEEC and of the company conduct regarding environment;
- To implement the Accounting and Financial Reporting Standard No. 26 (NCRF26) - Environmental Matters;
- To propose the eco efficient component of the accounting strand, which will promote competitive advantages in cost reduction.

3.2 Project Strategic Vision – EcoRoad Map

The VEEME EcoRoad Map results from one of the proposals submitted by the Laboratory of Physics and Construction Technology to the first edition of "CONTEST FOR RDI PROJECTS" in 2009, resulting from a protocol established between Mota-Engil and the Department of Civil Engineering of the University of Minho. The study had a close relationship with the Centers of Quality and Environment Organization and Center for Innovation of Mota-Engil Engenharia e Construção.

The project aimed at the following objectives:

- To recognize the cultural, scientific and legal lines that are most relevant;
- To draw up a guiding strategic plan and substantiate the procedures deemed fittest;
- To outline an implementation RoadMap so that Mota-Engil Engenharia and its main areas of activity meet the eco-efficiency.

3.3 Environmental awareness campaigns

Awareness actions were carried out through direct mailing, allusive to the celebration of the following days:

Arbor Day

World Water Day

International Day for Biological Diversity

World Environment Day

World Day for Nature Conservation

World Day for the Preservation of the Ozone Layer

European Car Free Day

National Water Day

International Mountain Day

International Year of Biodiversity

The accession to the International Year of Biodiversity aimed at Disclosing Species within the vicinities of the activities.

Since early 2010, and considering the International Year of Biodiversity, the Concession of Douro Interior promoted the campaign "12 months, 12 species of Wild Fauna", an awareness initiative that consisted of monthly alert to the preservation of an animal species.

European Car Free Day

Disclosure of practices of Eco-Driving by the Company through films and presentations.

Encouragement of employees by raffling two bicycles to join a car-free day devoted to carbon-free travel.

International Mountain Day

Young trees distributed by the departments which should be cared for until their planting, planned to occur on Arbor Day. This initiative aimed to promote and raise awareness about the importance of forests and biodiversity in the environment.

Accession to the 2nd National Public Collection for Batteries

The collection allowed to join approximately 100 kg of batteries that have contributed to the donation of a diagnostic device for the Portuguese Institute of Oncology.

Quantification of greenhouse gases

Study of quantification of greenhouse gases carried out with the Greenhouse Gas Protocol methodology for the Oporto and Linda-a-Velha buildings in order to understand the impacts caused.

Quantification of the emissions from the company's automotive fleet

In collaboration with the Porto Alto Construction Site, the emissions from the automotive fleet were accounted for, in order to understand the impacts caused.

4. INDICATOR SYSTEM

The information management on environmental performance indicators of Mota-Engil Engenharia was again supported by the transaction in SAP (ZGIA – Management of Environmental Indicators), which allowed: the collection of indicators in time, in their own workplaces (cost centers) and immediate processing of information; greater reliability; viewing and / or processing of data with a variety of filters, as many as the possibility of selection of data and existing fields in the application; viewing and / or data processing by time intervals set by the operator; the compilation of the waste produced by the company for further exposure to the Portuguese Environmental Agency.

For the calculation of indicators, within the GRI Report Guideline, were aggregated the results of Mota-Engil Engineering. The consumption of materials is provided by the area of supply as well as training is provided by Mota-Engil Serviços Partilhados. The consumption of electricity and water are aggregated according to the invoices issued by the respective suppliers or drawn from the readings on the counters. As pertains water captation, meters are installed. Waste quantification per cost center is carried out through the reception of the GAR copy and / or certificate of receipt of the RCD.

It should also be noted that the analysis of environment indicators of Mota-Engil Engenharia always varies according to the nature of activities performed, the type of project, the number of employees assigned and the existing equipment.

The indicators for each environmental descriptor are presented in the tables below. They were calculated by using the following densities and conversion and emission factors:

Typical densities

- Diesel 890 kg/m³.

Conversion factors:

- Diesel 43.31 Gj/ton – Source: Institute for the Environment;
- Electricity 0.0036 Gj/kwh – Source: EDP.

CO₂ Emission Factors:

- Diesel 74.0 kg/Gj – Source: Institute for the Environment;
- Electricity 0.47 kg/kwh net – Source: EDP.

I. Materials

The following table presents the main materials consumed in 2010, during the activity of Mota-Engil Engenharia, and the amounts. The highest consumption of materials relate to construction works and extraction of minerals.

MATERIALS USED (EN1)	
DESIGNATION	Total (ton)
Accumulators (batteries)	4
Steel	11,609
Adjuvant	639
Aggregates (sand, gravel...)	297,601
Tiles	194
Concrete	411,282
Cement	37,191
Crowns	1
Iron	405
Geotextile	105
Wood	1,311
Lubricants	16
Oils	30,517
Paper	44
Paints	16
Ink cartridges	0.6
Toners	5.5
PVC pipes	273

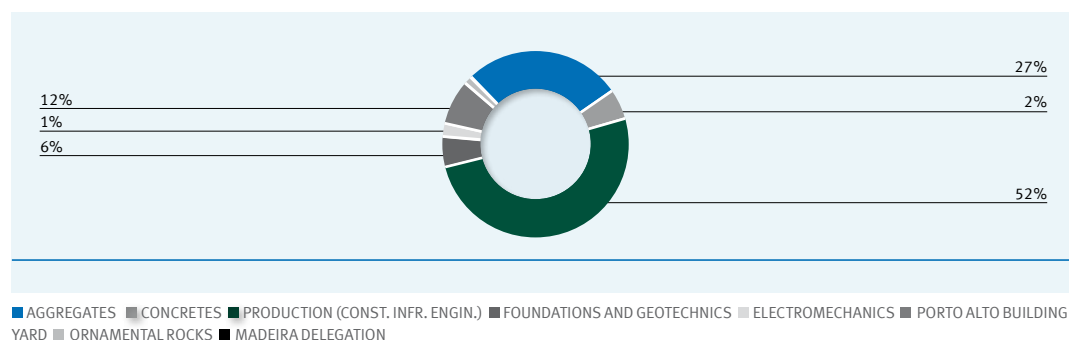
II. Energy

This is an essential resource for the activity of Mota-Engil Engineering – whether for transportation or for the productive sector – being diesel the main form of consumed energy associated with the operation of machinery, equipment and other vehicles.

In tables and graphs below it is possible to analyze the direct energy consumptions, targeted by primary source and activity.

DIRECT ENERGY CONSUMPTION, TARGETED PER PRIMARY SOURCE (EN3)										
Business Areas	Aggregates	Concretes	Production (Const.Infr. Engin.)	Foundations and Geotechnics	Electromechanics	Porto Alto Building Yard	Central Laboratory	Ornamental Rocks	Madeira Deleg.	TOTAL
Diesel Consumption (Litres)	3,709,125	273,487	7,164,970	897,396	167,564	1,631,866	20,593	38,837	8,592	13,912,430

DIRECT ENERGY CONSUMPTION PER ACTIVITY

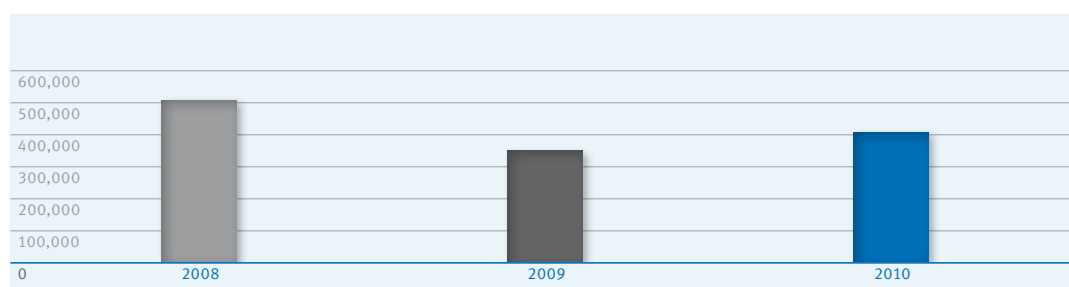


During 2010, the business areas that recorded a higher consumption of this resource were the area of Production (Construction, Infrastructure and Engineering) and the Aggregate area, representing respectively 52% and 27% of total consumption.

EVOLUTION OF DIRECT ENERGY CONSUMPTION PER PRIMARY SOURCE (GJ / YEAR)

Year	2008	2009	2010
Diesel Consumption (Gj)	511,170.0	334,655.0	410,348.0

EVOLUTION OF DIRECT ENERGY CONSUMPTION (GJ)



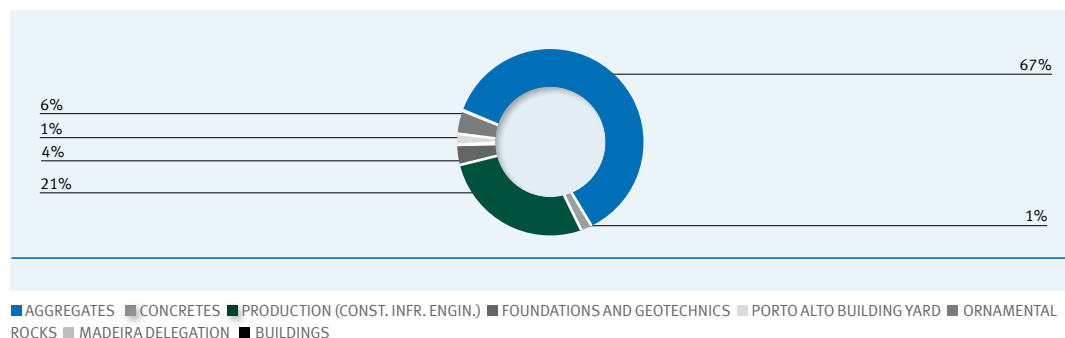
Analyzing the evolution of diesel consumption of Mota-Engil Engenharia over the past three years, it shows that after a decline in 2009, the consumption of this resource increased again in 2010.

The consumption of electricity, considered here as a component of indirect energy total consumption, can be analyzed in the tables below:

INDIRECT ENERGY CONSUMPTION, PER PRIMARY SOURCE (EN4)

Business Areas	Aggregates	Concretes	Production (Const. Infr. Engin.)	Foundations and Geotechnics	Porto Alto Building Yard	Central Laboratory	Ornamental Rocks	Madeira Deleg.	Buildings	TOTAL
Electricity consumption (kWh)	10,894,938	96,235	3,395,093	50,704	631,148	19,801	232,009	31,034	1,045,266	16,396,228

INDIRECT ENERGY CONSUMPTION PER ACTIVITY

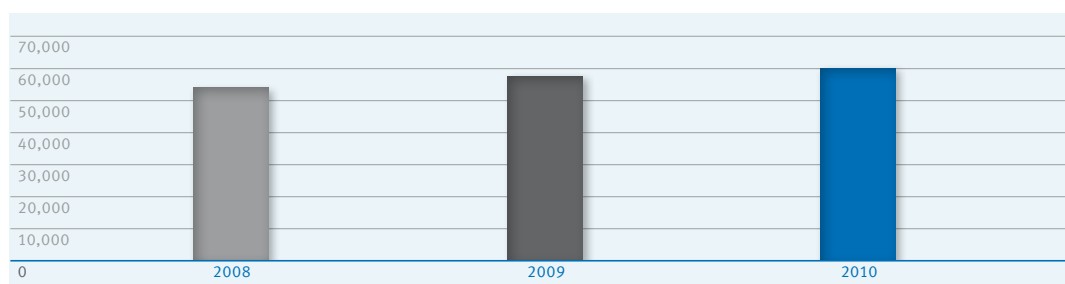


The business areas where higher consumptions of energy were recorded in 2010 were the Aggregates and Production, with respectively 67% and 21% of total electricity consumption.

EVOLUTION OF INDIRECT ENERGY CONSUMPTION PER PRIMARY SOURCE (GJ / YEAR)

Year	2008	2009	2010
Electric Energy Consumption (Gj)	53,802.0	55,890.0	59,026.0

EVOLUTION OF INDIRECT ENERGY CONSUMPTION (GJ/YEAR)



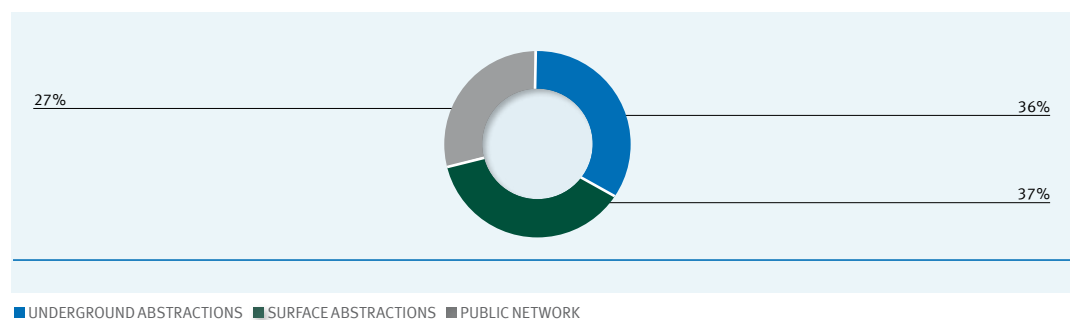
The electricity consumption in Mota-Engil Engenharia has remained fairly constant over the past three years, registering a slight increase (5.3%) in 2010 compared to 2009 consumption.

Among some measures to promote energy efficiency in Mota-Engil Engenharia, an Energy Audit was conducted to the Penafiel Center for Aggregates Production.

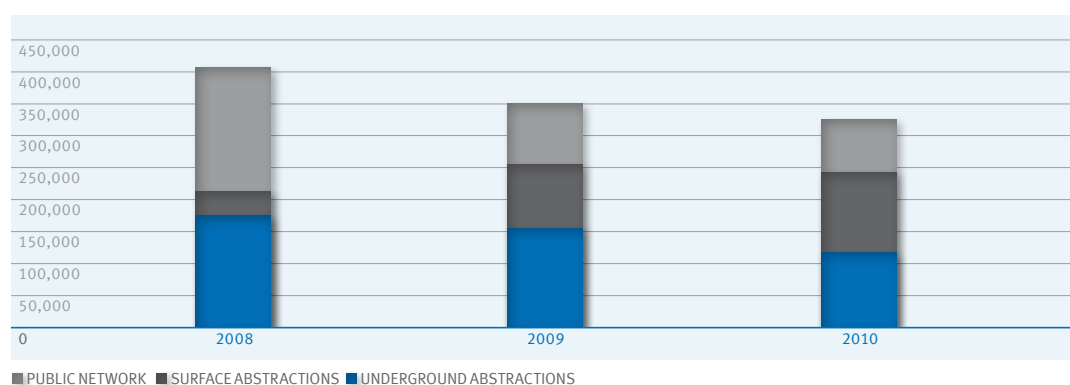
III. Water

In 2010, the water consumption of Mota-Engil Engenharia was about 322,000 m³, representing a decrease of 5% compared to 2009 – it should be noted that in 2009, a decrease of 17% had already been registered when compared to consumption in the previous year.

The water used in the different activities has the purpose of the domestic use, industrial use, washing wheels and public roads and washing access paths in order to decrease the release of dust into the atmosphere. Note that it was recycled and reused about 136 m³ of water.

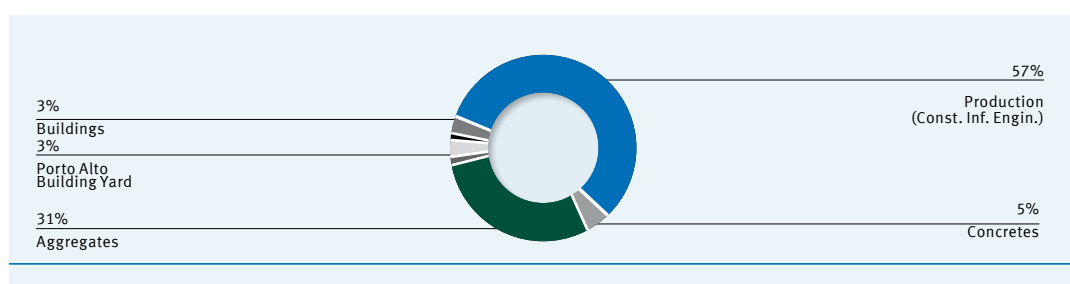
WATER CONSUMPTION PER SOURCE (M³)

About 73% of water consumed in the activity of Mota-Engil Engenharia in 2010 came from underground and surface abstractions where the total number of recorded abstractions was 45.

EVOLUTION OF WATER CONSUMPTION TARGETED BY SOURCE (m³)

As reflected in the chart above, the water consumption has been declining over the past three years. In 2010, this decline was milder, where a significant increase in the consumption of water from surface abstractions was recorded rather than the consumption of underground abstractions.

The following graph illustrates the water consumption made by the various activities performed in Mota-Engil Engenharia during 2010.

TOTAL CONSUMPTION BY ACTIVITY (M³)

As was the case for the previous consumptions, the main water consumptions are associated with areas of Production and Aggregates, representing these two areas 88% of total consumption.

It should be noted that, with the exception of Production, all other business areas recorded a decrease in water consumption.

IV. Biodiversity

Mota-Engil Engenharia does not have facilities located in classified or protected areas.

However, for all areas of business, possible environmental impacts are identified and assessed, including the impacts on biodiversity.

In the case of projects subject to preparation of Environmental Impact Studies and Report of Environmental Compliance of Execution Project (RECAPE), as for the preparation of Environmental Impact Studies for the quarrying, biodiversity is also considered.

Within the scope of the International Year of Biodiversity, the disclosure of the following species was made through direct mailing: Stone Pine, Water Mole, Cricket, Blackbird, Bustard and species of flora and fauna of Mozambique.

The International Mountain Day was marked with the offer of an Arbutus to every area of Mota-Engil Engenharia.

V. Emissions, Effluents, Waste Emissions

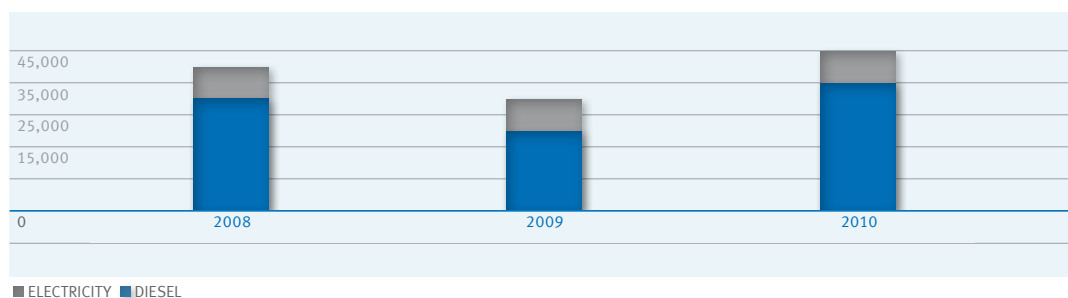
Emissions

Generally speaking, the civil construction industry's emissions are gaseous emissions caused by transportation and by the use of machinery and vehicles.

The most relevant gaseous emission produced by Mota-Engil Engenharia is CO₂, both in terms of quantity or impact. CO₂ emissions were estimated in relation to the consumption of direct energy – related to production – and indirect energy – from the vehicle fleet.

TOTAL DIRECT AND INDIRECT EMISSIONS OF GREENHOUSE GASES (EN16)		
	Emissions in 2010 (ton. CO ₂ /ano)	
Diesel	36,783.0	83%
Electricity	7,706.0	17%
Total	44,489.0	100%

EVOLUTION OF DIRECT AND INDIRECT EMISSIONS OF GREENHOUSE GASES (tons / year)

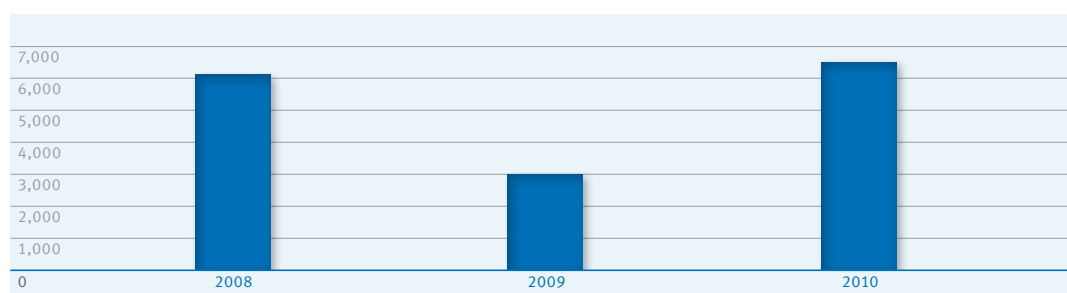


In 2010 there was a significant increase in greenhouse gas emissions, compared with the values recorded in 2009. Diesel was the energy source responsible for most CO₂ emissions (83%) in Mota-Engil Engenharia. The increase in emissions was due to the fact that electricity consumption has risen, as well as the consumption of productive diesel.

Regarding Mota-Engil Engenharia activities, the business areas of Construction, Infrastructure and Engineering and Aggregates remain the highest contributors to such emissions, representing respectively 50% and 37% of the total.

OTHER INDIRECT EMISSIONS OF GREENHOUSE GASES (ton CO ₂ /year) (EN17)	
Other indirect GHG emissions (ton / year)	2010
Diesel - car fleet	6,415

EVOLUTION OF OTHER INDIRECT EMISSIONS OF GREENHOUSE GASES (ton CO₂/year)



The activities related to the Porto Alto Building Yard and the Construction, Infrastructure and Engineering contribute the most to such emissions, representing respectively 40% and 26% of total emissions. The increase in these emissions was due to the increase in diesel consumption of the vehicle fleet.

• Ozone layer

The Mota-Engil Engenharia activity does not cause the emission of substances that destroy the ozone layer.

• Dust emission

With regard to the production of dust caused by the movement of machinery and vehicles, the control measures usually imposed include dampening the ground, covering earth during transport, encapsulated silos and use of equipment to remove earth from and to wash the wheels of vehicles.

• Gaseous effluents

Mota-Engil Engenharia also carries out regular monitoring of gaseous effluents and, whenever necessary, proceeds with the installation of particle removal filters.

• Liquid effluents

With regard to liquid effluent production, the activities carried on by the Mota-Engil Engenharia business areas produce relatively small quantities.

The activities that contribute most to this total are sand-washing run-off (the Aggregates business area) and washing and maintenance of equipment and of the fuelling stations, and wheel-washing. In these situations, with the exception of sand washing, the effluent passes through a hydrocarbon separator before final disposal. In the course of its business in 2010, Mota-Engil Engenharia produced a total of 2,235 m³ of effluents, 69% originated in the area of Production and 31% in Aggregates. These effluents are normally discharged into municipal sewage, into treatment plants, into water streams and into the soil.

• Waste

It should be noted that Mota-Engil is developing several projects for waste recovery:

Enhancement of quarry fines

Under a Protocol of Technical and Scientific Cooperation between the National Laboratory of Civil Engineering and Mota-Engil, Engenharia e Construção, SA aiming at the sustainability of the construction of civil engineering projects and the preservation of natural resources, a study was conducted with the aim of evaluating the technical feasibility of using sludge (fine) produced in quarries operated by Mota-Engil, with the prospect of application of said sludge as construction material.

Having already performed a test at the Cervães Quarry where it was concluded that the fine meets the requirements for its use in construction of road infrastructure landfill layers, a real landfill with this fine material from the Vila Flor Quarry (CAPSFIL). This work, undertaken in the project of the Douro Interior Sub concession, began on August 26, 2010 and was completed on September 21 of that year. It contemplated the use of about 5,000 m³ of fine materials in the landfill core, subject to rigorous quality control by two laboratory technical analysts following the work. Upon completion of the landfill, ten reading points (three pairs of markers and two pairs of plates) were placed. Their purpose is to monitor the behaviour of the landfill when it starts operating, performing readings of possible deformation / displacement.

It was concluded that these materials, by-products of the operation of quarries, are technically feasible for application in the core of road infrastructure structural landfills, fulfilling all the technical parameters required for quality control, thus minimizing the environmental problem arising from storage of large volumes of this type of waste in temporary or definitive dumps.

Recovery of materials from excavations

The materials from the excavations carried out in road works are considered a waste typically deposited in a waste dump. It is possible to recover it through treatment techniques of hydraulically bound materials (lime and cement). This recovery allows a reduction in consumption of mineral resources as well as reducing costs and energy consumption.

Recycling of hot bituminous mixtures

The rehabilitation of road pavements generate vast amounts of material from the milling of pavement and whose final destination is largely the waste dump. By recycling the hot bituminous mixtures, the aim is a more sustainable consumption of noble materials in the execution of road pavements.

Recycling of bituminous mixtures with rubber bitumen

Used tires are a highly polluting waste and with few alternatives in terms of recovery. Mota-Engil has developed studies on the use of ground rubber from used tires to modify the properties of bitumen used in the manufacture of bituminous mixtures.

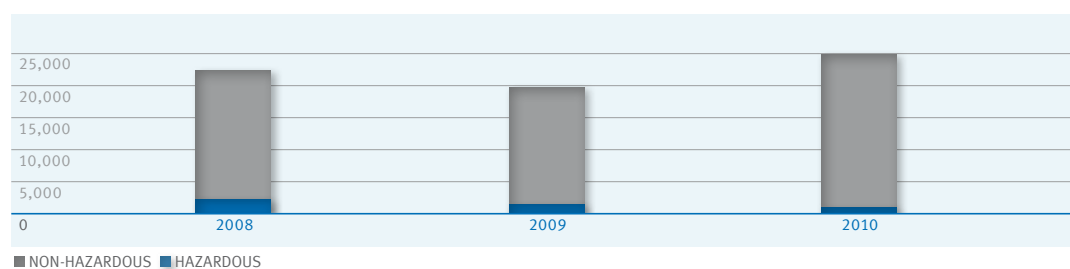
The table below shows waste produced by Mota-Engil Engenharia during 2010.

TOTAL AMOUNT OF WASTE PER TYPE AND TREATMENT METHOD (ton/year) (EN22)		
Type of Waste	Ton/year	%
Total Hazardous Waste	500.0	2.2%
Total Non-Hazardous Waste	21,900.0	97.8%

As shown, from the waste generated during the activities of Mota-Engil Engenharia, 97.8% belongs to the typology of Non-Hazardous Waste where 95% of it is generated in the activities of Construction, Infrastructure and Engineering.

As an example, non-hazardous waste is the mixture of concrete, tiles, fabrics and ceramics, mixture of construction and demolition waste, concrete and ferrous metals.

EVOLUTION OF HAZARDOUS AND NON-HAZARDOUS WASTE (Ton./year)

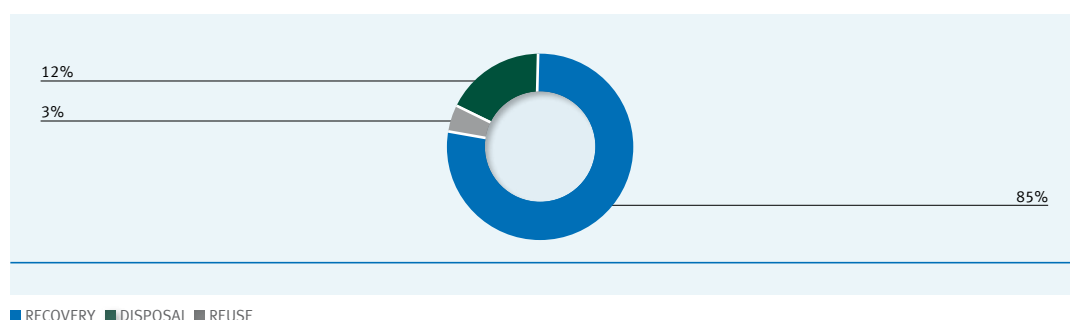


Regarding hazardous waste, it appears that it has been declining over recent years. This waste is generated essentially in activities in the area of Production (42%) and at the Porto Alto Building Yard (37%).

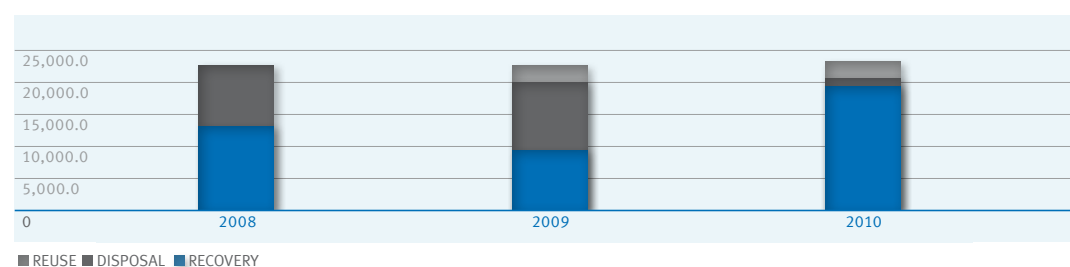
In the table below it is possible to analyse the method of waste treatment performed by Mota-Engil Engenharia.

TOTAL AMOUNT OF WASTE PER TYPE AND TREATMENT METHOD	Ton/year	%
Recovery	19,041.0	84.9%
Disposal	713.0	3.2%
Reuse	2,676.0	11.9%

TOTAL AMOUNT OF WASTE PER TYPE AND METHOD OF TREATMENT



EVOLUTION OF WASTE TREATMENT



As reflected in the previous chart, waste production has remained relatively constant since 2008. However, waste recovery became in 2010 more significant (85%) than elimination, where reuse assumed also some expression.

The project started last year on the development of a SAP transaction for Waste Management, facing the market developments in waste management at national level, but it is still on stand by. Although it was not possible to implement it, this project enabled an important knowledge for the Organization on CDW (Construction and Demolition Waste) management. It allowed monitoring the CDW management developments and identifying the potential and possible developments for the Organization.

In another context, a market study for the CDW was developed, which included the different waste management operations and treatment-related costs.

During 2010, 33 significant spills in the activities of Mota-Engil Engenharia were recorded, which corresponded to 6.48 m³ of spillage volume, without external intervention. These spills were recorded in the development of activities related to the Aggregate and Production areas and have been properly controlled, collected and the waste was sent to a proper licensed operator. The environmental emergency reports allowed to identify the causes and to draw conclusions for continuous improvement to be applied preventively. (EN23)

VI. Products and Services

The Environmental Management Nucleus developed a specific procedure to define a methodology to identify and evaluate the environmental aspects of the activities and/or services provided by Mota-Engil Engenharia.

The methodology established in this procedure consists of determining and assessing the impacts and aspects related with a given activity, product or service, integrating those aspects considered significant into the Management system and ensuring their control.

In this way, an Environmental Management Plan is implemented at Mota-Engil Engenharia jobs, the aim of which is to ensure compliance with the requirements of the law, the customers and the system, thus contributing to a minimisation of the impacts generated by its business (such as the production of CDW, noise or spillages).

Every one of Mota-Engil Engenharia areas is responsible for meeting legal and other requirements applicable to it and, for the purpose, there are internal procedures that ensure that they are known and applied.

The Environmental Management Nucleus is responsible for appraising legal and other requirements applicable to the organisation's various areas, for their disclosure and for seeing that they are complied with.

Where non-conformities are detected, corrective measures are implemented to resolve the situation and prevent future occurrence.

VII. Conformity

In the course of activities undertaken by Mota-Engil Engenharia in 2010, there was a situation of non-conformity with environmental laws or regulations relating to the improper disposal of undifferentiated waste from civil construction, which resulted in the imposition of a fine of 10,000 euros. (EN28)

VIII. Transportation

The Mota-Engil Engenharia fleet is composed of light and heavy vehicles and machinery that have a low average age of around five years, meaning lower fuel consumption and lower emissions. (EN29)

In order to mitigate the environmental impacts of transporting goods and other materials used in the operations of the organization, as well as transporting workers, some measures have been implemented such as:

- renewal of the fleet, ensuring the highest number of vehicles that meet the highest European emissions and fuel consumption standards;
- the decision to purchase equipment integrates the analysis of a standard that measures the emission of pollutants;
- training in eco-driving;
- monitoring of diesel consumption and carbon emissions indicators.

5.1.2. ENVIRONMENT AND SERVICES

SUMA, URBAN AND ENVIRONMENT SERVICES, SA

1. ENVIRONMENTAL MANAGEMENT

SUMA has established and documented the following objectives in the context of environmental management:

- To comply with existing legal requirements on Environment and on Health and Safety at Work and plan operations that are associated with environmental issues and hazards and environmental impacts and risks related, consistent with its Management Policy and with its objectives and goals, ensuring that these operations are performed under specified conditions;
- To establish methods to monitor not only the situations related to environmental aspects and risks, but also situations where the absence of these methodologies could lead to deviations from the Policies of the Organization and its objectives.

Annually, a Monitoring Programme is defined in order to rule the performance monitoring of the Organization at the level of Quality / Conformity, Environment, Safety and Health at Work, which includes the following aspects:

- Monitoring the achievement of Objectives and their Targets associated to the SUMA Management Policy;
- Monitoring and measurement of the various processes / activities through the results obtained on indicators established for each of them;
- Proactive performance measurements that monitor compliance with the SUMA Management Programme, with operational criteria and legal and regulatory requirements;
- Reactive performance measurements to monitor non-conformities (including near accidents).

Note that methodologies are defined and documented to:

- Avoid drinking alcohol during work hours;
- The organization and maintenance of Occupational Medicine services, for encouraging and monitoring the health of workers;
- Ensure that any potential emergency situations are avoided in the Company and that when they occur, defined operational control measures are implemented, attempting to limit their consequences for Human Health and the Environment.

2. ORGANISATION OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

The function of the Department of Quality, Environment and Safety (QAS) is based mainly on the management of legal and regulatory requirements and the requirements set by the organization for the maintenance, monitoring, control and continuous improvement of the Integrated Quality, Environment, Safety and Health at Work Management System, implemented in the SUMA Group.

The following actions stand out for 2010:

- Change of the functional organisation chart. The QAS service will start operating independently, no longer associated to the Sustainability Coordination and reporting directly to SUMA Group Management, namely to the Management – Production area;
- At the head office and Aveiro Service Center, for the activities of design, development, planning, marketing and implementation of Urban Cleaning services, Collection and Transportation of Non-Hazardous Waste, Containerization Management and Environmental Awareness and Education, the Certification of the Quality Management System was renewed, with transition to the new reference standard NP EN ISO 9001:2008, and the certification of Environmental Management Systems (NP EN ISO 14001:2004) and Safety and Health at Work remained, involving the transition to the new reference standard OHSAS 18001:2007 / NP 4397:2008;
- The evaluation of the SUMA Group Customer Satisfaction was conducted, where the assessment results were made by contract;

- The review of methods of operation, recording and reporting (internal and external) of accidents was performed;
- Diagnostic Audits for Services Centers started. The aim of these audits is to: assess the degree of knowledge and implementation of internal procedures; check if the processes / activities are implemented according to the requirements (legal, regulatory, from the client and others) within the scope of Quality, Environment, Safety and Health at Work; evaluate the performance of the Centers in order to contribute to the Continuous Improvement of the Organization with the collection of best practices implemented by the Service Center and improvement suggestions proposed.

During 2011 the Diagnostic Audit to the Services Centers will continue. The aim is to carry out an exhaustive survey on the reality of each Center, in order to define and plan the work required for compliance with legal requirements and standards and those set by the Organization with regard to the Integrated System of Quality, Environment, Safety and Health at Work Management. According to the results of the Diagnostic Audits, the procedures set by the Organization will be reviewed and documented so that they reflect the best practices and enable the implementation of these procedures in all Centers of all the SUMA Group companies. Compliance with the latter will continue to be monitored.

It is foreseen the introduction of new tools to improve / simplify the monitoring of processes / activities, the communication of results and the resulting preventive, corrective and other improvement actions.

A primary objective is to maintain the triple certification of the head office and the Aveiro Service Center on Quality Management System (NP EN ISO 9001:2008), Environmental Management System (NP EN ISO 14001:2004) and Health and Safety Management System (OHSAS 18001:2007 / NP 4397:2008).

3. SYSTEM OF INDICATORS

Similar to the analysis for Mota-Engil Engenharia, the system of indicators adopted in the framework of SUMA's environmental management policy looks for an answer to the information requested within the scope of the GRI 3.0 reporting guideline.

The tables below present the indicators for each environmental descriptor and the following densities and conversion and emission factors were used:

Typical densities:

- Diesel 835 Kg/m³
- Gasoline 720 Kg/m³
- LPG 1,000 Kg/m³

Source: Ordinance N.º 228/90

Conversion factors:

- Diesel 43.3 Gj/ton
- Gasoline 45 Gj/ton
- LPG 46 Gj/ton
- Electricity 0.0036 Gj/kWh

Source: Order N.º 17313/2008

CO₂ Emission Factors:

- Diesel 74 Kg/Gj
- Gasoline 69.2 Kg/Gj
- LPG 63 Kg/Gj
- Electricity 470 g/kWh net

Source: Order N.º 17313/2008

I. Materials

The main materials consumed in the operation of specific SUMA activities relate to waste packaging, urban cleaning operations and maintenance of vehicles and equipment of the company fleet.

In the following table details the main materials used in the SUMA activity during 2010:

MATERIALS CONSUMED (EN1)		
Designation	Units	Total
Accumulators	ton.	5.8
Plastic bags	ton.	147.4
New tires (heavy and light)	ton.	93.5
Retread tires (heavy and light)	ton.	90.0
Lubricants	l	158,912.0
Diesel	l	6,632,258.0
Gasoline	l	73,377.0
Total Production Chemicals (herbicides, disinfectants, detergents, bleach)	l	72,037.0
Paints / lacquers / enamels / thinners	l	3,860.0
(Others) Automotive Maintenance Chemicals	l	1,297.0
Paper	ton.	9.7
Cartridges / Ink (ink jet)	un.	257.0
Toners (laser)	un.	226.0

Monitoring and optimizing the consumption of raw materials and resources plays a key role in the company's management policy and these actions are the aim of Research and Development activities.

Whenever possible, SUMA encourages the use of reusable or recycled materials. The most significant recycled materials used are the retread tires – in 2010, from the total number of tires consumed, 47% were retreads. (EN2)

In the manufacturing process of plastic bags, used in production for the completion of the services, approximately 30% of recycled materials are incorporated.

II. Energy

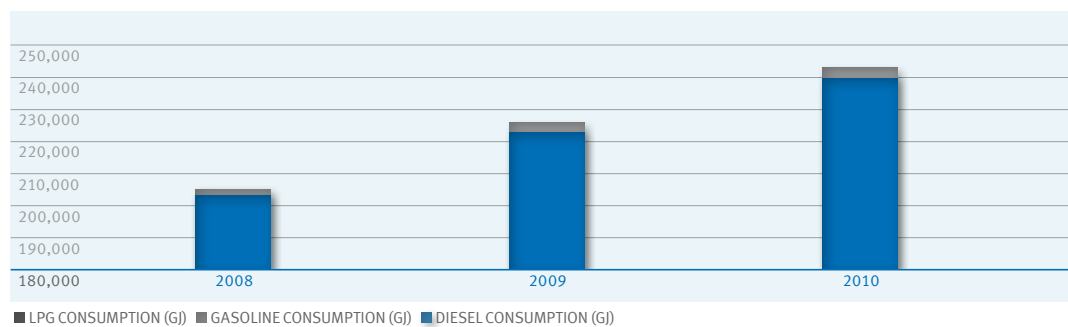
The primary energy consumption of SUMA arises from the activities of their Service Centers, such as waste transportation and equipment operation.

Note that the International energy consumptions (Vista Waste Management - Angola) are included in the energy consumption of the SUMA Group.

In the following table it is possible to see that the direct energy consumption is mostly done in the form of diesel (99%).

DIRECT ENERGY CONSUMPTION, TARGETED PER PRIMARY SOURCE (EN3)		
Designation	Consumption (l, kg)	Consumption (Gj)
Diesel (litres)	6,632,258	239,793
Gasoline (litres)	75,377	2,442
LPG (Kg)	855	39
Total Consumption	--	242,274

EVOLUTION OF THE DIRECT ENERGY CONSUMPTION (Gj)

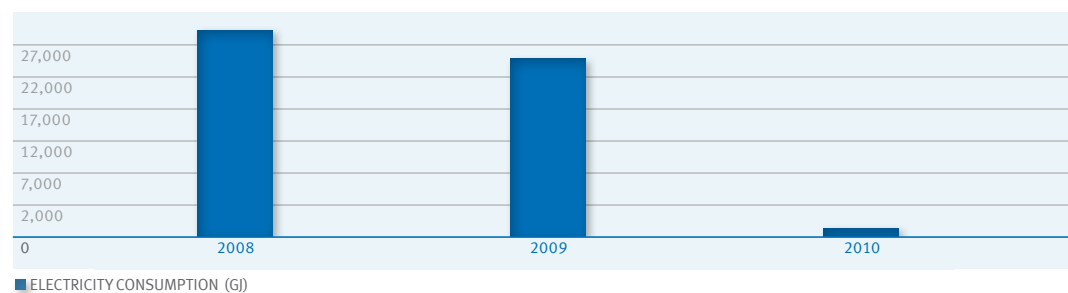


The direct energy consumption has increased over the past three years – in 2010 the growth rate was 7.2%. Throughout this period, the diesel consumption remained predominant.

The following table reflects the electricity consumption, considered as indirect energy consumption.

INDIRECT ENERGY CONSUMPTION, TARGETED PER PRIMARY SOURCE (EN4)		
Designation	Consumption (kWh)	Consumption (Gj)
Electricity	745,897	2,685

EVOLUTION OF INDIRECT ENERGY CONSUMPTION (Gj)



Analyzing the electricity consumption over the past three years, 2010 registers a drastic fall, representing a decrease of about 90% compared to 2009. This decrease is due to the fact that a large part of SUMA electricity consumption was in the Association of Municipalities of Vale do Ave (AMAVE) and this contract ended in late 2009.

Besides Collection of Urban Solid Waste and Urban Sanitation, AMAVE's contract included a Triage Station and a Composting Station that were intensive energy consumption activities. The center was defined as an intensive energy consuming installation in accordance with Decree-Law N.º 71/2008 which required registration in the System of Intensive Energy Consumption Management (SGCIE) from ADENE and the development of an Energy Consumption Rationalization Plan (PREn) developed in 2008.

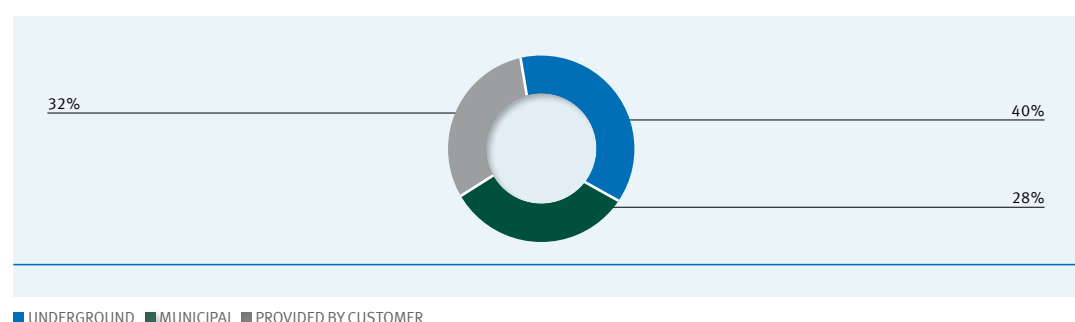
III. Water

Water consumption in SUMA during the year 2010 amounted to 88 000 m³.

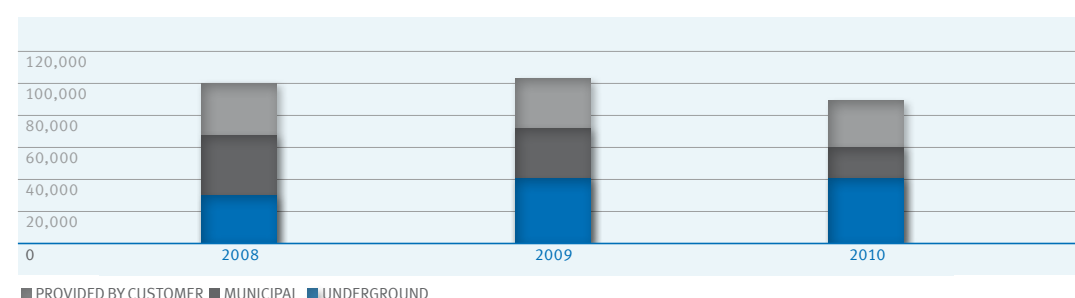
This resource has three main uses – Production, Workshops and Domestic Use - being in production activities, particularly in street wash, equipment, containers and collection vehicles, where the consumption is more expressive.

WATER CONSUMPTION PER SOURCE (EN8)	
Water Consumption targeted per source	Consumption in 2010 (m ³ /year)
Underground	35,568
Municipal	24,702
Provided by Customer	27,960
TOTAL	88,230

WATER CONSUMPTION PER SOURCE



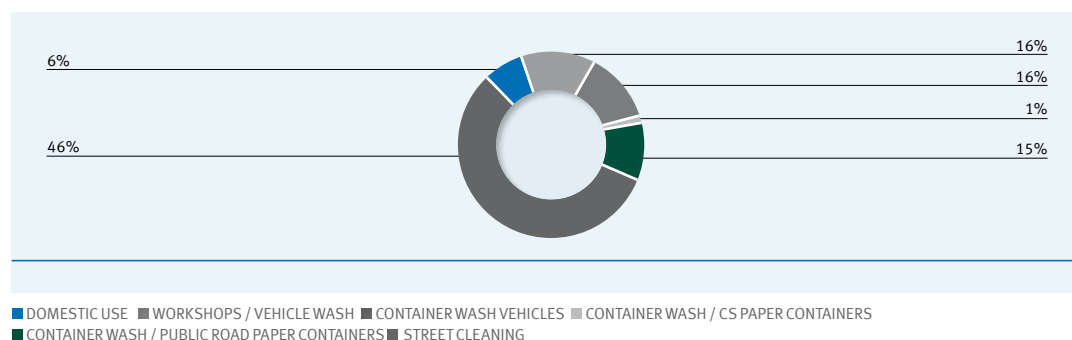
EVOLUTION OF WATER CONSUMPTION PER SOURCE



In 2010 there was a 16%-decrease in water consumption compared with consumption in 2009. As the chart reflects, it was the Municipal water consumption that contributed to this fall – around 38% – while the consumption of Underground and of water provided by customer suffered slight declines.

Water consumption targeted per use	2010 Consumption (m ³ /year)
Domestic Use	7,352
Workshops / Vehicle Wash	20,457
Container Wash Vehicles	19,544
Container Wash / CS paper containers	1,507
Container Wash / Public road paper containers	18,125
Street Cleaning	57,206
Total	124,191

WATER CONSUMPTION PER USE



Analyzing the water consumption per use, it appears that the most significant consumptions are associated with street cleaning and workshops / vehicle wash, representing respectively 46% and 16% of total consumption.

IV. Biodiversity

SUMA has no permanent premises in classified or protected areas. Upon completion of construction of the new Alcobaça Service Center (opened in February 2010), the only temporary building yard was dismantled, with an area of about 2,000 m², installed in an National Agricultural Reserve area. (EN11)

No significant biodiversity impacts caused by company operations were identified.

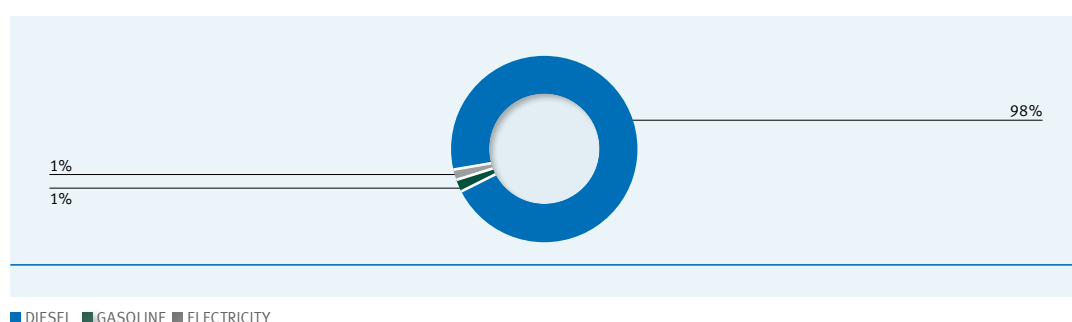
V. Emissions, Effluents, Waste

The SUMA activity that has larger environmental impacts at the level of gaseous emissions – being CO₂ the most important – is the waste collection and transportation.

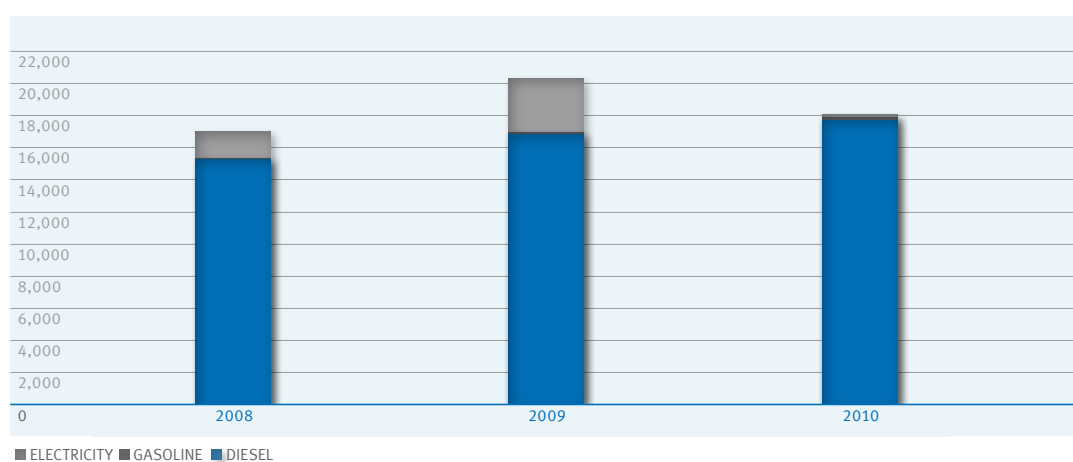
In this sense, CO₂ emissions were estimated regarding direct and indirect energy consumption (related to production, travelling, business travel of employees and people transportation).

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS (GHG) (EN16+EN17)

	CO ₂ emissions (ton/year)
Diesel	17,745
Gasoline	169
Electricity	230
Total	18,144



EVOLUTION OF DIRECT AND INDIRECT GHG EMISSIONS (ton/year)



Diesel is the energy source responsible for most (98%) CO₂ emissions in SUMA. However, in 2010 there was a decrease of around 90% in the electricity contribution for this type of emission for the reasons previously stated.

Note that the activity of the organization does not cause the emission of substances that destroy the ozone layer.

It does not produce any significant emissions, particularly those regulated by environmental permits.

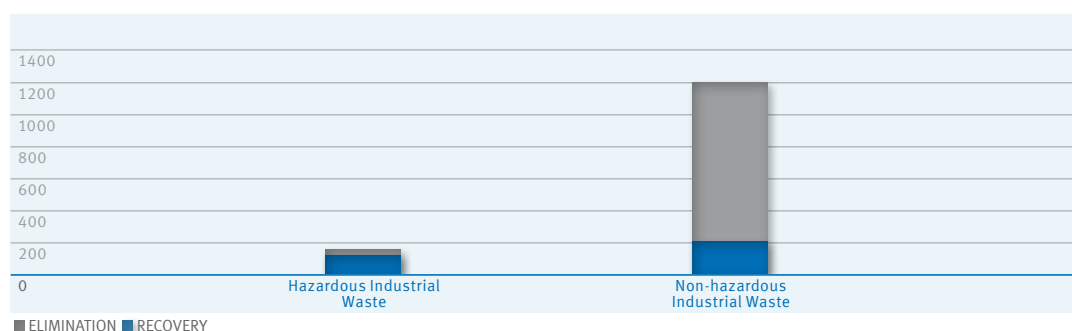
Regarding the effluents resulting from the SUMA activity, these are all discharged into municipal sewers of waste water and its volume amounted to 51 000 m³ during 2010, representing a decrease of 7% over 2009. Internally a pre-treatment is done consisting of decantation and hydrocarbon removal. (EN21)

The measures for the management of liquid effluents produced include treatment prior to discharge of wastewater from vehicle washing and regular monitoring of these installed treatment systems using laboratory tests performed in a certified laboratory.

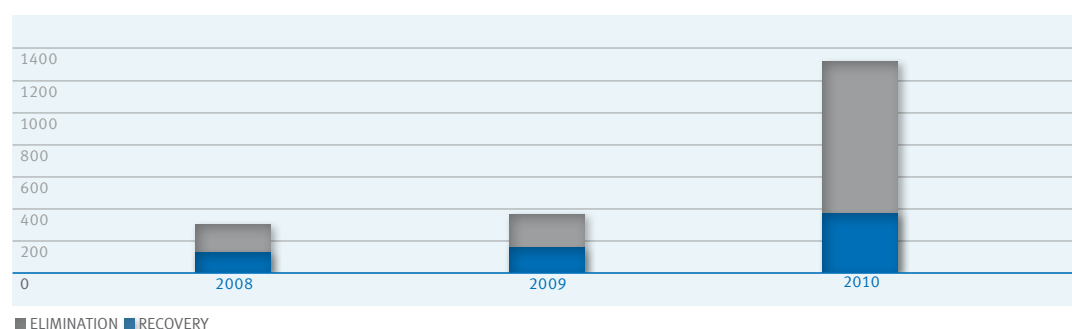
In applying herbicides SUMA uses only products approved by the Agriculture Ministry, following the recommended instructions which, in addition to optimising the quantities employed, minimises the negative impacts stemming from this activity. It should be pointed out that massive use of these products is avoided and, for the purpose, SUMA adopts a preventive attitude, making full use of mechanical cutting and localised application. As pertains waste produced during SUMA's activities, it is mainly non-hazardous industrial waste, such as oils, tires, ferrous metals, and sludge and mixtures of residues generated by sand-removal systems and oil/water separators.

TOTAL AMOUNT OF WASTE PER TYPE AND TREATMENT METHOD (EN22)	Ton./year	%
Total Industrial Hazardous Waste	154.6	11.7%
Recovery	112.3	
Elimination	42.3	
Total Industrial Non-Hazardous Waste	1,166.6	88.3%
Recovery	199.7	
Elimination	966.9	

As pertains waste produced in 2010, SUMA substantially increased the amount of waste resulting from its activity, although there was a decrease in the amount of hazardous waste.



EVOLUTION OF THE TREATMENT CARRIED OUT ON WASTE (Disposal / Recovery)



In terms of the destination of this waste, we can conclude that the percentage of waste for disposal was 76%, representing a significant increase over the previous year (49%).

There were no episodes of significant spills in the Organization during 2010. (EN23)

VI. Products and Services

From the planning and development of its actions, SUMA has these environmental and social concerns, as described previously, which aim at minimizing the impacts associated with their activity. (EN26)

VII. Conformity

In 2010, there were no fines at SUMA for breach of environmental legal requirements.

VIII. Transportation

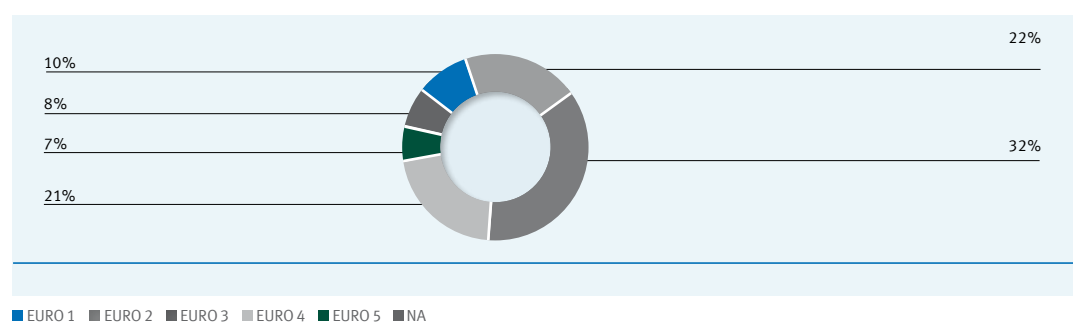
Regarding the transport of goods and products used in the SUMA activity, the chart below shows the classification of these vehicles, depending on their class of emission, according to the European Emission Standard which regulates the emissions of vehicles sold in the European Union. Note that in 2010 a new class of emissions was introduced: Euro 5.

CLASS OF EMISSIONS	Nº. EQUIPMENTS USED IN SERVICES			TOTAL
	SWC	SCI	CMM	
Euro 1	27	3	0	30
Euro 2	63	0	7	70
Euro 3	59	35	4	98
Euro 4	48	11	6	65
Euro 5	10	3	8	21
NA	5	6	14	25

TABLE:

Solid Waste Collection	SWC
Selective Collection of Industrial Waste	SCI
Collection of Junk	CMM

TRANSPORT (SWC,SCI,CMM) – CLASS OF EMISSION (2010)

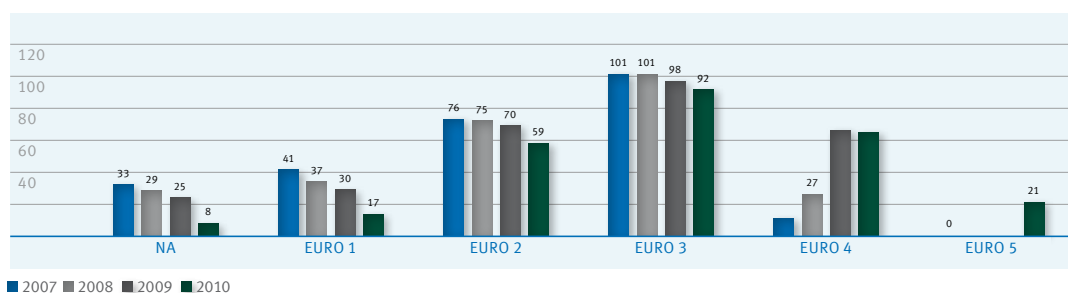


About 54% of SUMA vehicles are integrated in the Euro 2 and 3 classes.

In evolutionary terms, there is a clear focus by SUMA on the vehicles with Euro 5 class and there was a decrease

in other classifications – the fall was particularly impressive in the Euro 1 and Euro 2 class.

SUMA FLEET 2007-2010



5.2 SOCIAL PERFORMANCE

5.2.1 ENGINEERING AND CONSTRUCTION

MOTA-ENGIL, ENGENHARIA E CONSTRUÇÃO, SA

1. HUMAN RESOURCES MANAGEMENT

INTRODUCTION

Human Resources Management at Mota-Engil Engenharia seeks to reflect the group's strategy and human resources policy, which is adopted at corporate level, adapting it to our reality and sector of activity.

In the strategic plan, Mota-Engil Engenharia recognizes human resources as a critical success factor for achieving its defined objectives, and its most valuable asset for promoting competitiveness and creating lasting value.

The main person responsible for Mota-Engil Engenharia's human resources policy is the member of the Board of Directors who is assigned these attributions, who is supported by the Department of Human Resources, as well as the Corporate Department of Human Resources and Mota-Engil Serviços Partilhados, which provides a range of support functions.

The main initiatives in the area of Human Resources Management are:

- to attract and retain the best human resources, in an integrated way, guaranteeing their effective integration and adaptation to the company's culture and values;
- do develop competencies that add value to the business, through an ongoing search for knowledge and best practices;
- to generate performance, stimulating and rewarding behaviours that ensure the objectives are reached, in line with the business strategy.

Through the One project, a gradual implementation of the Company's various corporate policies is planned up to 2013. A notable highlight of 2010 was the implementation of the Corporate Performance Management Model.

Corporate Performance Management Model

The Roll-Out of the Corporate Model for Functions and Competencies involved all the Divisions of Mota-Engil Engineering in Portugal, with employees whose job function is classified within the Corporate Model of Functions and Competencies. Through this implementation, which was strategic for the Company, it was possible to achieve the following key objectives:

- Promoting a sharing and alignment of the Company's strategic objectives with the performance of the teams and employees;
- Reinforcing a culture of meritocracy, through a focus on the key results and rewarding outstanding performance;
- Implementing a process of performance management based on transparent, clear, objective criteria;
- Encouraging the development of competencies of excellence aligned with the needs and culture of the Company;
- Stimulating continual improvement, through permanent follow-up of the key targets and behaviours to be demonstrated.

The issues related to this area, in terms of training and raising awareness among employees in the scope of human resources, are exemplified in the initiatives described elsewhere of this Report.

Monitoring, the adoption of preventive and corrective measures, auditing and verification in the area of human resources are expressed, in matters relating to hygiene and safety at work, in the management system that covers these subjects, certified according to OHSAS Standard 18001:2007.

Social protection

In matters of social welfare, Mota-Engil Engenharia made compulsory contributions under the general regime of the Portuguese Social Security system, which totalled € 12,955,203 in 2010. (EC3)

1.1 LABOR PRACTICES AND LABOR RELATIONS

Employment

On 31 December 2010, the number of employees at Mota-Engil Engenharia totalled to 3,028, compared to 3,478 on the same date of the previous year, representing a reduction in jobs of around 13%. It is noted that despite the cycle of decline that the sector has suffered in recent years, this was the first time a decrease in the number of jobs has been registered at Mota-Engil Engenharia in the last five years.

The number of employees, by Professional Group, Gender and Age Group is structured as follows:

Nr. OF EMPLOYEES BY PROFESSIONAL GROUP, GENDER AND AGE GROUP (LA13)										
Professional Group	<30 YEARS		30 TO 50 YEARS		>50 YEARS.		TOTAL MEN	TOTAL WOMEN	OVERALL TOTAL 2010	OVERALL TOTAL 2009
	Men	Women	Men	Women	Men	Women				
Managers	0	0	4	0	7	0	11	0	11	11
Juniors/Apprentices	16	5	5	1	0	0	21	6	27	65
Highly qualified and qualified professionals	158	11	962	81	441	13	1,561	105	1,666	1,905
Non-qualified professionals	44	1	81	2	31	1	156	4	160	266
Semi-qualified professionals	24	2	23	7	15	6	62	15	77	76
Intermediary staff (inc. boatswains and team leaders)	3	0	221	1	159	0	383	1	384	440
Middle management	9	2	110	12	56	1	175	15	190	200
Upper management	77	30	252	86	65	3	394	119	513	515
Total by Gender	331	51	1,658	190	774	24	2,763	265	3,028	3,478

The table above shows a prevalence of male workers at Mota-Engil Engenharia – around 91% of the total workforce – a situation that reflects the specific characteristics of the Civil Construction sector.

The professional group with the highest number of employees is Highly qualified and qualified professionals, representing 55% of the total workforce. In terms of distribution by gender, it is also in the group of Highly qualified and qualified professionals that we see the highest number of male workers. The number of women is also highest in this group and in the Upper management group, the overall total of these groups accounting for 84.5% of the total female workforce.

It is also noted that in 2010, around 61% of the workforce of Mota-Engil Engenharia was in the 30 to 50 year age group, 26% were over 50 years of age, and the remaining 13% were under 30 years of age.

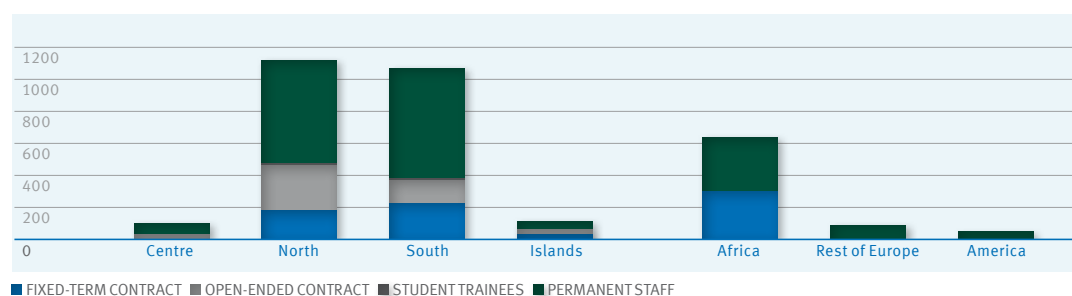
In terms of the structure of the resources, it was in the group Juniors/Apprentices that the highest decrease in number of employees was seen (58.5%) compared with 2009.

The following table shows the structure of resources by type of contract and region.

In 2010, 60% of the workforce belonged to the Permanent Staff, while outsourced workers on fixed-term contracts made up 39%.

Nr. OF WORKERS BY TYPE OF CONTRACT AND REGION (LA1)

	PORTUGAL				ABROAD			TOTAL
	North	Center	Luanda	Islands	Africa	Rest of Europe	America	
Permanent Staff	664	47	712	32	327	31	16	1829
Fixed-term Contract	174	7	214	18	314	0	3	730
Open-ended Contract	278	16	151	13	1	1	0	460
Student trainees	6	0	3	0	0	0	0	9

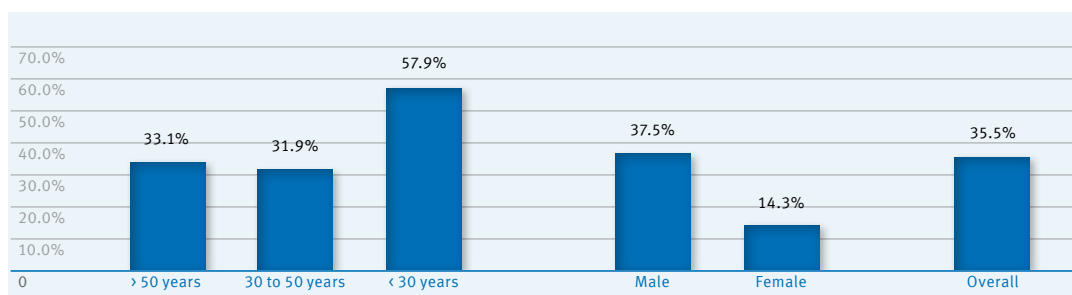


It was seen that the majority of Mota-Engil Engenharia's workforce (77%) is based in Portugal. Of these, 48% are based in the North region, with 59% belonging to the Permanent Staff.

At an international level, the highest number of international workers (92.6%) are located in Africa, due to the growth of the markets there. Compared with 2009, it was in the Rest of Europe that the decrease in the number of employees was most significant (68%).

The graph below shows the staff turnover rate at Mota-Engil Engenharia in 2010.

TURNOVER RATE BY GENDER AND AGE GROUP (LA2)



The overall staff turnover rate at Mota-Engil Engenharia for 2010 is still considered high (35.5%), as is occurring in the sector as a whole, despite a decrease of two percentage points compared with 2009.

It can also be seen that at Mota-Engil, like the economy in general, the staff turnover among women was lower than among men, and higher for the younger age group (<30 years).

Benefits

Mota-Engil Engenharia guarantees a range of benefits for its workers, including:

- Personal Accident Insurance for middle and upper management, those of the technical/administrative structure and heads of production, as well as Health Insurance for a more restricted number of employees;
- This is complemented by sickness and occupational accidents benefit for members of the permanent staff, up to a limit of 30 days per year, for periods of temporary inability to work lasting more than eight days, and in exceptional cases of severe sickness, the concession period has been extended;
- Christmas Party;
- Awards for Length of Service;
- Safety Awards to those responsible for Autonomous Projects and Centers (Aggregates/Quarries);
- Bus transport for employees;
- Agreement with Banco Espírito Santo, enabling employees of Mota-Engil Engenharia to benefit from more advantageous credit conditions when purchasing housing;
- Agreements with various gyms and Spas, giving employees special discounts, exemption from registration fees, and use of the facilities in any part of the Country;
- Special conditions for the use of the services of Casa da Calçada, a luxury hotel in Amarante;
- “Amigo de Serralves” cards, giving employees access to cultural venues and events of the Serralves Foundation (Fundação de Serralves), as well as associated benefits;
- Employees receive tickets for the Casa da Música concert hall in Porto;
- Discounts on the purchase of medicines, as part of an agreement established with a Pharmacist.

1.2. LABOUR RELATIONS

Labour relations at Mota-Engil Engenharia are regulated by the Collective Bargaining Agreement (CCT) for the civil construction and public works sector, and supplemented by the Portuguese general labour law. These two regulations establish the periods of notice to be observed in the event of any organizational change impacting the labour relations.

All the employees are covered by this collective bargaining agreement, and the union rate is 12.5%, in a sector where these levels are traditionally low. (LA4)

There is no payment of commission to employees within the organization.

1.3. OCCUPATIONAL HEALTH AND SAFETY

1.3.1 Occupational Safety

Occupational safety consists of addressing priority issues and concerns in the areas of activity of Mota-Engil Engenharia, in a sector that is traditionally associated with notable levels of occupational accidents, despite the significant progress made in recent years.

The company has an Occupational Health and Safety Management System, implemented and certified according to NP EN 4397 / OHSAS 18001:2007.

The Occupational Safety Policy seeks to promote ongoing knowledge and compliance with the legal and regulatory requirements applicable to the organization and its activities, and with the internal guidelines of the Group. The aim is to promote a behavioural culture of responsibility for health and safety at work and prevention of risks in the exercise of the activity. The policy involves defining methods, and drafting documents and planning instruments that form part of the applicable requirements promoted by the organization.

The needs are identified, and actions are promoted to develop competencies among the employees, through continuing education programs and participation in related events, and other actions to inform and raise awareness.

Another area of action is the planning and implementation of technical safety audits and inspection visits to assess the levels of compliance, define corrective actions, and identify actions to promote continual improvement of the occupational health and safety management system.

Organizational model

The Safety Management Centre, which is part of the Department of Health, Safety and Environment, is structured as follows:

- Responsible for the Safety Management Centre (NGS);
- NGS officers are appointed in the offices (four in the Lisbon offices and three in the Porto offices) – their main responsibilities are to develop methods and techniques – analyze and draft documents and instruments for the prevention, identification and support of the implementation and assess levels of compliance with the requirements – carry out inspection and follow-up visits of the technical safety audits, analyze competitive bidding programs and prepare employees (in the scope of HSE) to form part of the commercial response to competitive bidding, and to ensure the operation of the health and safety management system.
- NGS local support officers (28 support officers for projects and other areas) – their main functions are to implement the system in their projects, carry out technical safety audits and inspection visits, and draft prevention documents and instruments.

The main functions of the Safety Management Center are to carry out a detailed analysis of the projects to be executed, recommending integrated prevention measures and ways of introducing, in the way projects are executed, actions to promote maximum safety of personnel and equipment, evaluating and minimizing the risks inherent to the execution of the work.

This Centre also carries out consultancy and training activities and has, for this purpose, appropriate training support for the actions to be undertaken.

The Safety Committees – independent structures comprised of representatives of the main hierarchical levels, focusing on issues of occupational health and safety – are structured as follows:

- General Safety Committee – a consultative and informative body of the Board of Administration, and a privileged forum for reflection and creation of a safety culture in the company. Its mission is essentially to promote, harmonize and implement actions to prevent professional risks, and to promote policies, objectives and guidance aimed at materializing the objectives agreed on by the Board of Administrators;
- Work Safety Committees – their responsibility is to implement the company's policy and guidelines in their respective projects, according to an operating method established in a specific regulation. These Committees should not only seek to ensure compliance with the legal requirements; they should also act as an appropriate forum for planning occupational safety in the shipyard, check the adaptation of the Health and Safety Plan for their projects, and assess the levels of prevention or protection implemented;
- Exploration Centre Safety Committees – the exploration center safety committees have the same objectives as the work safety committees, except that the scope of their activity is the exploration units.

Training, informing and communication

When employees start on a project, they receive instruction in the area of occupational health, safety and hygiene, and specific worker training for the activities they will perform. In 2010, these actions totalled 3,126 hours.

A total of 2,324 hours were spent on external training, which includes scientific and technical updating, participation in events on the theme, and validation skills.

The safety issues involve the implementation of a range of actions, including:

- Induction sessions – normally brief (around 30 minutes), for all shipyard workers, addressing the general safety rules applicable to all the activities, and the specific rules for the shipyard in question;
- Actions to raise awareness – also brief, aimed at alerting the different work groups to the risks of a new activity (e.g.: Immediately before the start of a new excavation);
- Specific training actions – with duration appropriate for theme in question, aimed at small groups, discussing activities involving risk, innovative work processes, or procedures human resources have little knowledge of,

new equipment, and particular conditions of the location and surrounding area, among others;

- Specialist Training Actions – targeted at specific groups, to train workers in specific activities (e.g.: first aid course, training for crane operators, handling of explosive substance, etc);
- General training activities – systematic inclusion of a module on occupational health and safety;
- Employees' participation in safety committees and divulgation actions, particularly through posters and booklets, and distribution of the “Manual de Normas Básicas de Segurança e Ambiente” (Manual of Basic Rules on Health, Safety and Environment) to all employees.

General labour law and collective bargaining agreement

Matters relating to occupational safety are covered by various laws, in particular, Decree-Law 441/91 of 14 November, and Law 99/2004 of 27 August.

Besides these generic laws, there is also a specific law for the construction sector (Decree-Law 273/2003 of 29 October) and another for the Aggregates/Quarries Divisions (Decree-Law 324/95 of 29 October) and related regulations.

Collective outsourcing is regulated by the Collective Bargaining Agreement for the Civil Construction and Public Works Industry. This legislation establishes a set of rules governing the organization of occupational health, safety and hygiene services, the employee's obligations, general obligations of workers, safety and protection measures, worker representation, and control of alcoholism.

Also worth mentioning is the company's collaboration with the STCMMPMCNV – The Union for Workers in Construction, Woods, Marbles, Stone, Ceramic and Construction Materials of the North and Viseu, an entity that carries out actions to inform/raise awareness on matters of occupational health and safety in the company's main shipyards in Portugal.

Occupational safety indicators

In 2010, 773 meetings of the safety committee were held, with an average of six employees at each one. 670 meetings of the Work Safety Committees were held, at various cost centres, with an average of six participants in each meeting.

The Safety Committee for Aggregates met five times, with an average of eight participants in each meeting (plus 62 regular safety meetings held in the 16 Aggregate Production Centres, with an average of ten participants). In the Department of Foundations and Geotechnical Engineering, ten meetings were held, with an average of seven employees per meeting. In the Departments of equipment, six meetings were held with an average of ten employees in each. In Electromechanics and Ornamental rocks, six meetings were held in each department, with an average of six employees in each. In the Central Laboratory, four meetings were held, with an average of five participants in each.

1.3.2 Occupational Health

In the area of occupational health, and in accordance with the law, all employees are obliged to take medical exams to determine their physical and mental fitness to perform their activities. The company therefore organizes these medical exams, including exams on admission, regular exams and occasional exams. The latter are carried out whenever an employee is absent for more than 30 days, due to sickness or injury.

The occupational health services are available in all Mota-Engil Engenharia operating sites.

Mota-Engil Engenharia also provides a medical service at the Oporto and Linda-a-Velha offices, whereby a doctor is on site once a week. The regular service of this doctor is part of an agreement with the Regional Health Administrations of Oporto and Lisbon, which allows prescriptions and referrals for complementary diagnostic means, under the National Health Service.

Within this area, the following activities are carried out:

- Preventative diagnoses;
- Anti-flu vaccine;
- Blood donor campaigns.

Every six months, an accredited outside organization carries out analyses of exposure to occupational hazards at the Oporto and Linda-a-Velha offices, focusing on the following parameters: particles in suspension, carbon dioxide, carbon monoxide, temperature and relative humidity, noise, lighting, electromagnetic fields, and microorganisms in suspension in the air.

In the area of control of alcoholism and to prevent accidents/incidents caused by alcohol consumption during working hours, Mota-Engil Engenharia has specific procedures for prevention and control of alcoholism, which applies to all employees of Mota-Engil Engenharia and subcontracted entities.

In the chapter on prevention and response to emergencies, the method for response to emergency situations are defined, through the implementation of emergency plans in the area of occupational health and safety. Preventative medicine is also promoted by registering any professional diseases, regular visits by doctors to the work sites, investigating the risks for worker's health, and implementing preventative and/or corrective actions.

In terms of occupational diseases, there were no cases that required reporting, prevention being included among the above-mentioned principles. In July 2010, a severe accident was recorded that resulted in the death of a worker at Mota-Engil Engenharia.

Also in this area, in relation to programs of education, training, advice, prevention and control of risk for employees, Mota-Engil Engenharia has developed a Specific Guidance Plan for Expatriates. All expatriates, before their departure, are advised to carry out a "Traveler's Consultation" with their respective Health Service, and are regularly advised to prevent and treat specific diseases at their destinations (e.g. Malaria, Prophylaxis). (LA8)

The ratios figures relating to Occupational Health and Safety at Mota-Engil Engenharia are shown below, calculated according to the GRI (Global Reporting Initiative) guidelines.

FIGURES FOR ACCIDENTS, DAYS OFF WORK, AND ABSENTEEISM RELATED TO WORK (LA7)

	AGGREGATES	CONCRE- TES	PRODUC- TION	ELECTROMECC.	EQUIPMENT	FOUNDATIONS AND GEOTECH- NICAL ENG.	REAL ESTATE	CENTRAL LAB.	ORNAMENTAL ROCKS	ADMIN. STRUCTURE
Total nr. of Employees	183	70	1,894	63	195	152	19	28	22	402
Injuries	4.60	4.98	4.87	9.35	10.32	7.14	0.00	0.00	15.05	0.27
Days off Work	54.37	111.14	695.35	0.00	215.75	380.07	0.00	0.00	252.01	0.00
Absenteeism Rate	707.13	4271.00	665.03	516.57	125.66	750.90	110.80	397.87	686.96	564.98
Attendance Rate	22.98	24.88	24.33	46.77	51.58	35.72	0.00	0.00	75.23	1.34
Severity Rate	0.27	0.55	3.48	0.00	0.92	1.90	0.00	0.00	1.25	0.00

1.4. EDUCATION AND TRAINING

The training plan for engineers of Mota-Engil Engenharia seeks to reflect the diagnostic needs of each business area, and adopts the following guidelines:

Technical Training

Promotes specific training to reinforce and widen the knowledge base and technical and management valances of all employees, particularly those that are more critical for the company's objectives in its various areas;

Behavioural Training

Promoting continuing training projects in the area of behaviour, particularly in relation to leadership, management of change, team spirit and communication, enabling the different levels of the organization to improve their behaviours and attitudes, reinforce management competencies of the teams, and ensure they are results focused;

Prevention and Safety

Developing an articulated set of actions, such as raising awareness and qualification, covering a wider range of employees at different levels, to reinforce and expand their knowledge of this subject, in order to ensure permanent compliance with the legal requirements, and consolidate the standards of excellence achieved thus far;

Information Technology

Expanding and consolidating user skills in the company's various computer applications, particularly those used by Customer Services, in the various areas of use, in order to improve flows and consolidate management information, and optimize the production cycle of this information;

Knowledge and Innovation

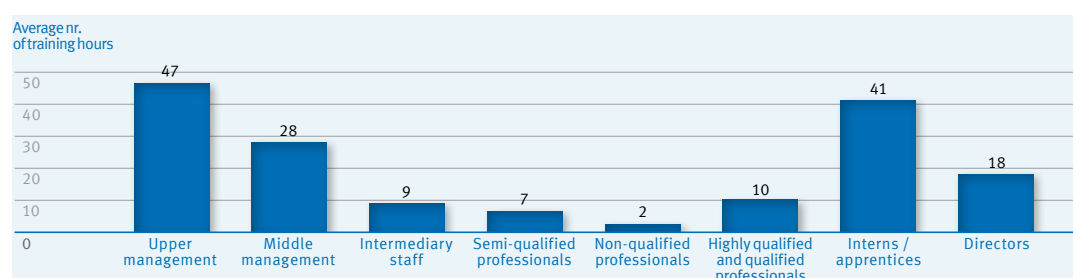
Developing actions to train and raise awareness, seeking to promote an attitude of vigilance and management of the knowledge held within the company and external bodies, and create an environment that is open to creativity and change, for the identification and development of innovative ideas.

In 2010, Mota-Engil Engenharia engineers received a total of 51,797 hours of training, which is approximately 17 training hours per employee – three more hours than in 2009.

Nr. OF TRAINING HOURS BY PROFESSIONAL GROUP (LA10)

PROFESSIONAL GROUP	Nr. of training hours	Average no. of training hours per employee
Directors	195	18
Juniors/apprentices	1,117	41
Highly qualified and qualified professionals	17,008	10
Non-qualified professionals	274	2
Semi-qualified professionals	507	7
Intermediary staff (inc. boatswains and team leaders)	3,525	9
Middle management	5,240	28
Upper management	23,930	47
Total	51,797	17

OVERAGE Nr. OF TRAINING HOURS BY PROFESSIONAL GROUP



As the graphs above show, it the Upper management group that received the most training hours per employee (47 hours), while in contrast, the Non-qualified Professionals group received the least training hours, with an average of two hours per employee.

1.5 DIVERSITY AND EQUAL OPPORTUNITIES

Mota-Engil Engenharia adheres to a strict equal opportunities policy, and its workforce is made up of men and women, of various nationalities and ethnic groups.

This policy extends to all aspects of life in the workplace, and involves an attitude of egalitarian, non-discriminatory treatment in matters such as recruitment and selection of human resources, salary policy, career progression and all the other aspects relating to the work.

Due to the nature of the company's activities, there is, however, a clear prevalence of male workers, with the exception of the upper management, where this difference is less marked.

In relation to the salary policy, and bearing in mind the lower numbers of female workers in some of the professional groups, it is observed that there are no significant differences between men and women in the salary levels practiced.

5.2.2 ENVIRONMENT AND SERVICES

SUMA, SERVIÇOS URBANOS E MEIO AMBIENTE, SA

1. HUMAN RESOURCES MANAGEMENT

Introduction

The Vice-Chairman of the Board of Directors is the person with ultimate responsibility for human resources management at SUMA.

The human resources strategy that has been defined includes a set of commitments based on adding the commitments set out in the Organisation Management Strategy and Policy to inputs canvassed from stakeholders. This strategy is put into operation from a perspective of continuous improvement, to respond to the needs that have been defined. In the year 2010, the human resources strategy was geared towards increasing investment in employee qualifications. As part of this, an emphasis should be placed on the 2,858 people who attended training events on the themes of Occupational Health and Safety (OHS), more detailed aspects of the Placement and Refresher Programme, the integration of production managers into the continuous training process, the presentation of the POPH (Human Potential Operational Programme), and the internal development of an IT tool to support the performance evaluation process.

Human Resources corporate projects are an element that enriches the HR strategy that has been defined, as well as the business connection between SUMA and Mota Engil holding. This process has contributed to the acquisition of best practices in several areas. An evaluation was begun in 2010 for the integration of the recruitment and selection process into the corporate environment, which resulted in the Corporate Recruitment and Integration Model. The aim of this corporate project is to capitalise on the diversity of the business areas of the Mota-Engil Group and their existing resources, with a view to encouraging internal mobility and staff turnover, strengthening the group's culture as a result.

Involvement of employees and their representatives in management processes provides added value, confirmed by experiences every year. Statements and feedback from all employees are collected by a variety of different means including, among others, the network of trainers (who have direct contact with employees during training activities), meetings with managers and worker representatives to discuss occupational health and safety (though the OHS committees) and six-monthly surveys of workers. This information is incorporated into the management of labour relations and has a direct influence of decisions taken in this area, leading to a high level of cohesion in the workforce.

SUMA's employment policy aims to guarantee the sustainability of jobs and of the organisation. Investments made in the development of human resources and professional qualifications are aimed at guaranteeing operational results while at the same time boosting the internal and external employability level of our employees. In terms of growth, the relevance of this ambition is directly proportional to the number of employees with lower socio-economic profiles, as these people tend to be excluded from the jobs market.

The fringe benefits policy that has been implemented includes all of the operational groups and is a result of the alignment of the situation of the jobs market, attracting and retaining the best workers, and the need for stability in the organisation's workforce. Health and life insurance cover all employees.

The aim of occupational medicine and safety in the workplace is to prevent occupational illnesses and to promote employee well-being. The internal management process for this process ensures compliance with the formal obligations that are established (such as medical examinations upon admission and periodically), as well as providing an incentive for the prevention of illnesses and health promotion, among other projects, such as cross-company hearing tests and vaccinations.

Information about human resources processes is provided continuously, either through the internal portal or specific training or ongoing support activities, such as the provision of help desk services that are aimed at the whole organization.

The incorporation of quality management tools and compliance with the requirements of the Training Organisation Accreditation System have encouraged the adoption of methodologies for the permanent monitoring of Human Resources processes and objectives. The databases of non-conformities, planning and performance indicators are the instruments that provide continuous support to the decision making processes.

Social protection

As regards social protection, in 2010 SUMA made obligatory contributions to social security to the tune of €6,810,514 under the general regime (34.75%) (EC3).

It does not receive any subsidies.

1.1 WORKING PRACTICES AND LABOUR RELATIONS

Employment

For SUMA, the year 2010 represented a period of an increase in business, leading to a 13% increase in staff numbers.

Thus, the number of workers on the 31st of December 2010 had increased to 2,956 when compared to 2,612 on the same date in 2009.

NUMBER OF EMPLOYEES BY PROFESSIONAL GROUP, GENDER AND AGE RANGE (LA13)										
Professional Group	< 30 YEARS		30 TO 50 YEARS		> 50 YEARS		TOTAL MALES	TOTAL FEMS	OVERALL TOTAL 2010	OVERALL TOTAL 2009
	Females	Males	Females	Males	Females	Males				
Interns/Apprentices	1	1	0	0	0	0	1	1	2	3
Highly qualified and qualified professionals	2	10	8	17	2	2	29	12	41	31
Unqualified professionals	116	292	326	857	85	223	1,372	527	1,899	1,787
Semi-qualified professionals	22	194	25	442	2	126	762	49	811	609
Intermediate level staff (including middle managers and team leaders)	0	0	0	39	0	24	63	0	63	66
Middle level staff	20	18	33	26	0	4	48	53	101	82
Upper level staff	0	4	9	23	0	3	30	9	39	34
Overall total	161	519	401	1,404	89	382	2,305	651	2,956	2,612

As can be seen, there is a predominance of male workers at SUMA – around 78% of the total number of staff members. This situation is a result of the specific characteristics of the sector.

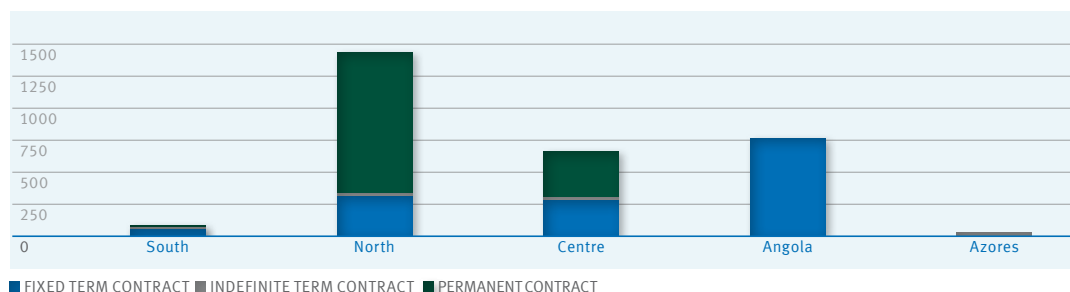
As in previous years, the professional group with the largest number of workers is the group of unqualified professionals, accounting for 64% of the total staff.

In terms of gender, the highest percentage of male workers is also found in the group of unqualified professionals, and the same applies to female workers.

It can also be seen that around 61% of SUMA staff were in the age range of 30 to 50 years in 2010.

The resource structure for each type of contract and region can be analysed on the table below.

TOTAL WORKFORCE BY EMPLOYMENT TYPE, EMPLOYMENT CONTRACT AND REGION (LA1)				
REGION	FIXED TERM CONTRACT	INDEFINITE TERM CONTRACT	PERMANENT CONTRACT	OVERALL TOTAL
Azores	3	10	2	15
Angola	762	0	0	762
Centre	275	17	377	669
North	327	196	939	1,462
South	37	6	5	48
Overall total	1,404	229	1,323	2,956

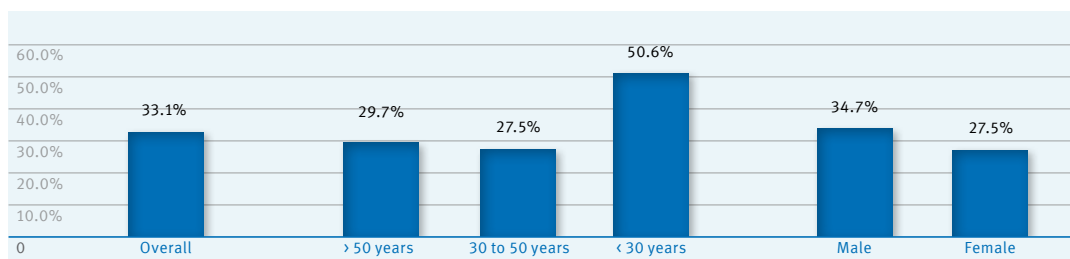


In 2010, workers on a fixed term contract represented 55% of the staff, a value higher than that recorded in 2009.

As can be seen on the above graph, the greatest number of SUMA workers (around 50%) are found in the northern region, followed by Angola and the central region. It should be mentioned that in 2010 an increase of 48% was seen in the number of workers hired in Angola, when compared to 2009.

Due to the fact that SUMA's business is based on time-limited contracts, generally entered into with Municipal Governments and/or Associations of Municipalities, new workers are, as a rule, generally hired on fixed term contracts.

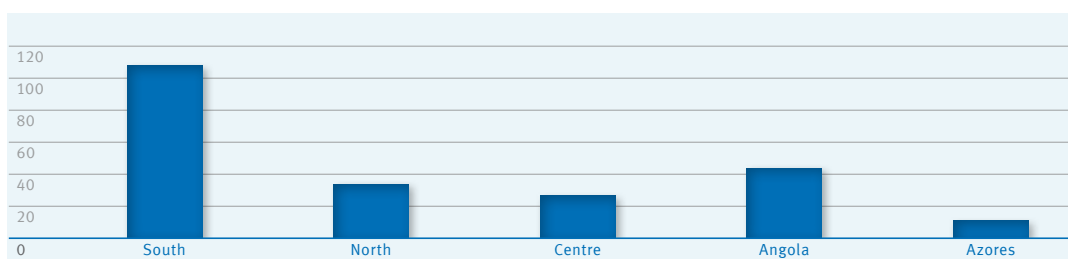
RATE OF TURNOVER BY GENDER AND AGE RANGE (LA2)



Due to the nature of the activity carried out by SUMA, it can be seen that there is a high level of turnover, specifically among workers who are younger than 30 years. This can be explained by the fact that they can get jobs in other types of businesses more easily.

In terms of gender, in 2010 there was a higher turnover among males than females.

RATE OF TURNOVER BY REGION (LA2)



In terms of regions, turnover continues to be higher in the southern region. This behaviour can be partly explained by the fact that the centres in the Algarve are subject to a high seasonal variability in the number of workers cleaning beaches during the summer.

Benefits

SUMA provides its workers with a series of benefits, among which should be highlighted:

- The distribution of Christmas presents to the children of employees;
- Protocols of agreement with financial entities like the Banco Português de Investimento (BPI) and Millenium BCP, allowing SUMA workers to enjoy more advantageous mortgage loan conditions;
- Protocols of agreement with Gyms and Spas, specifically with the Holmes Place Gym, Clube FIT and SPA GES, allowing workers to obtain more advantageous access conditions. These agreements also waive enrolment fees and allow workers to enjoy the facilities of related organisations all over the country;
- Protocols of agreement with travel agencies, allowing SUMA workers access to tours and holiday packages with discounts of up to 5%, with payment conditions identical to those of the Organisation;
- The provision of personal accident insurance to all employees working with the company for more than seven months, and health insurance for employees who have been with the company for longer than 36 months.

1.2 LABOUR RELATIONS

Labour relations at SUMA are not regulated by any labour related collective bargaining agreement, and the General Labour Code Law applies. No worker committees exist in the company.

The general law fixes the periods of notice to be observed in the case of any changes to the organisation that affect labour relations, particularly in the case of changes to working hours or location, the closure of the facilities, or other processes leading to the alteration or termination of labour relations.

1.3 OCCUPATIONAL HEALTH AND SAFETY

1.3.1 Safety in the Workplace

In accordance with the existing regulatory framework, employers have the obligation to organise Safety, Hygiene and Health at Work (SHHW), so as to cover all of the workers that work for the organisation, obviously including the employers themselves when they carry out any activities.

There is an internal service for Safety and Hygiene at work, managed by SUMA with their own resources (Higher Level SHHW technicians). This service provides coverage for everyone working for the company and anyone visiting the facilities. The service, which is mainly aimed at preventing and reducing occupational risk and promoting the Health, Hygiene and Safety of workers, carries out the following activities:

- Finding out about SHHW legislation and ensuring compliance with legal requirements that apply to the organisation;
- Identifying hazards, evaluating risks and defining actions to prevent and control the risks that are identified;
- Inform and train employees about the identified risks and their respective measures for prevention and control;
- To apply and ensure compliance with the Health and Safety policy, programs and procedures defined by the organisation;
- To work together with the organisation's establishments to promote the creation of emergency plans and to periodically hold the respective simulations;
- To analyse all incidents and define the respective corrective actions;
- To compile and organise any statistical elements related to worker safety, so as to make it possible to draw conclusions to permit preventative and organisational steps to be taken and to draw up a study of potential occupational risks;
- To suspend the execution of any work if there is an impending risk to the integrity and health of workers;
- To inform the administration of any situations that place the integrity or health of workers at risk;

- To act on the recommendations of competent authorities/entities in the area of SHHW;
- To provide any collective and individual personal protective equipment defined as obligatory or necessary;
- To ensure that safety and emergency signage and instructions are followed;
- To draw up an annual report on the activities of each SUMA establishment and send it to the competent authorities/entities in the area of SHHW;
- To participate in the meetings of various local SHHW committees.

An emphasis should be placed on the following actions taken in 2010:

- The measures necessary for compliance with the new legal regime for Fire Safety in buildings were defined and implemented;
- The methods used for the constitution and operation of the Local Committees for Safety, Health and Hygiene at Work (LC-SHHW) were reviewed for the various service centres and the headquarters of the organisation. The LC-SHHWs are committees that exist in the organisation's various service centres and its headquarters to promote the surveying and analysis/evaluation of matters relating to Safety, Hygiene and Health and Work, to achieve improvements related to working conditions;
- The methods used to survey employees were reviewed to guarantee that all employees are involved in matters that could affect Safety, Hygiene and Health at Work. Worker participation is a fundamental component in the organisation's success. This participation forms part of a strategy that allows worker knowledge and experience to be evaluated, as well as stimulating knowledge and promoting internal change, in the sense of the continuous improvement of the organisation.

1.3.2 Occupational health

Occupational health services at SUMA are external and provided by a SHHW service provision company. The main objectives of health monitoring are the prevention of occupational illness and work related injuries. The well-being of workers should also be encouraged as a productivity factor, specifically:

- Finding out about the workstations, establishing which risk factors should be taken into account for each of them, and adjusting the medical examinations of the employees to the risk factors characterised for their workstations;
- Performing medical examinations upon admission and return to work, as well as periodic check-ups, and analysing any complementary diagnostic tests necessary to evaluate the health of employees, taking the characteristics of their workstations into account;
- To participate in selecting the personal protective equipment that is most suitable for the worker;
- To provide incentives for employees to adopt good working practices (vaccinations and health, nutrition and rehabilitation education).

SUMA promotes health checks aimed at verifying that employees have the physical and mental aptitude to do their jobs, and to assess the repercussions of jobs and the conditions in which they are done on employee health.

SHHW services at SUMA are managed by two coordination departments:

- Health and Safety at Work: Quality, Environment and Safety (QES) services, forming part of the Sustainability Coordination Department (which reports to the directors);
- Occupational Health: Human Resources Management Coordination Department (which reports to the directors).

The coordination departments in question each manage and operate their areas and work teams based on objectives and goals. They communicate with each other periodically, specifically when it is necessary to pass information between the two teams, or between the teams and the occupational health service provision company, specifically in the following situations:

- SHHW commitment management policy;
- SHHW goals to be met and achieved;
- Program to manage SHHW actions;
- SHHW hazard identification and risk assessment;

- Specific SHHW evaluations: noise, vibrations, biological agents, ergonomics, etc.;
- Performance monitoring and measurement;
- Documentation and logs related to SHHW.

Organisational model

The SUMA occupational health and safety at work structure is based on the following organisational model:

- General Committee for Safety, Health and Hygiene at Work (GCSHHW) – Internal organisation responsible for the coordination and execution of the Safety, Health and Hygiene at Work management program, which operates under the Managing Director of SUMA and a member of its board of directors.

The main powers of this committee include the planning, coordination and control of the program, the design and management of the system for reporting performance indicators, as well as proposing activities, implementing internal disclosure, awareness and training activities and drawing up the report on its activities.

This body holds an ordinary meeting once a month and an extraordinary meeting whenever it is convened for this purpose.

- Local Committees for Safety, Health and Hygiene at Work (LC-SHHW) – these committees can be found at each of SUMA's service centres, and their mission is to implement the program at a local level. Each of these committees is made up of the management of the respective services and a group of employees representing each centre. The committees hold an ordinary meeting once a month and an extraordinary meeting whenever convened for this purpose.

Training, awareness and communication

As part of its general training plan, SUMA runs a series of occupational health and safety training activities for its employees.

General law and collective bargaining regulatory instruments

Occupational safety matters fall within the framework of several pieces of legislation, specifically Decree-Law n. 441/91 of 14 November, and Law n. 99/2004 of 27 August, as already mentioned for Mota-Engil Engenharia.

There are no collective bargaining regulatory instruments that have an effect on SUMA's area of business; the company is governed by the general law in this area.

Some indicators related to Occupational Health and Safety at SUMA are shown below, calculated in accordance with GRI guideline:

RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS AND WORK-RELATED ABSENTEEISM (LA7)								
NUMBER OF WORKERS	HOURS WORKED	NUMBER OF ACCIDENTS IN THE WORKPLACE	NUMBER OF LOST DAYS	INJURY RATE	OCCUPATIONAL DISEASE RATE	LOST DAY RATE	FREQUENCY RATE (FR)*	SEVERITY RATE (SR)*
2,956	3,817,441	313	4,197	16.4	16.4	219.9	82.0	1.1

* Rates calculated in accordance with OIT formulae

1.4 TRAINING AND EDUCATION

The year 2010 was marked by a strong impetus in all of the training methods. When the number of training activities held in 2010 is compared to the number held in 2009, an increase of 49% is seen. 1,052 training activities were held in 2010, with a total of 4057 attendees (a 48% increase in attendance when compared to the year 2009). This increase can mainly be explained by an increase in classroom training methods, with 215 training events held, and by the implementation of recycling activities using the workplace training method. These activities were run by tutors. The year 2010 was the first year in which training objectives were set to be implemented by production managers (the professional group that is most active in putting this project into operation).

With close monitoring by the training department, it was possible to carry out follow-up and monitoring activities and to provide support so that the objectives that were set could be achieved across the board. The direct involvement of an extended team of 86 service managers, administrators, technicians and production management (at the centres where this project was started) was decisive for the results that were obtained. The amount of training hours increased exponentially, reaching a number around 65,000 hours.

Overall, the increased amount of internal training in 2010 was aimed at running training events on the subject of occupational health and safety. Out of 213 training activities held in classrooms, OHS was the main subject of 198, with 1,946 attendees. The training program aimed at tutors/production managers was exclusively dedicated to the subject of combating accidents and promoting good practices for the prevention of work-

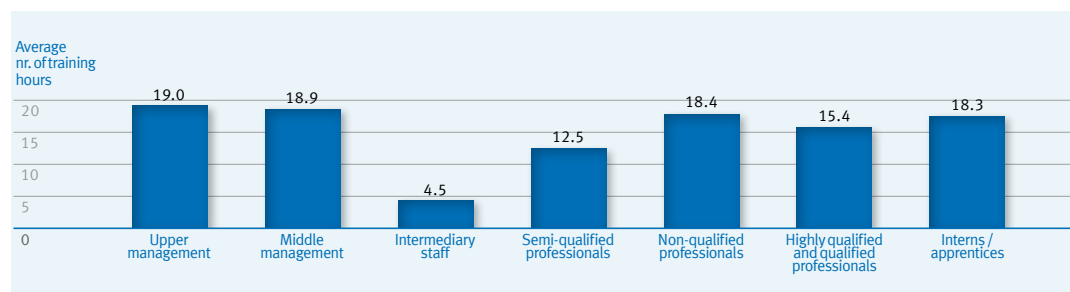
related accidents. However, the main objective of this project was to position tutors and production managers as the principle actors for the promotion of the safety culture.

As part of the Placement and Refresher Programme, tutors held 68 refresher training events on subjects associated with the prevention of accidents in collection and sweeping operations. 594 production employees attended these events. Professional training campaigns dedicated to promoting safety involved a total of 2858 participants.

TOTAL Nr. OF TRAINING HOURS PER PROFESSIONAL GROUP (LA10)

PROFESSIONAL GROUP	Nr. of hours of training	Average hours training/employee
Interns/Apprentices	220	18.3
Highly qualified and qualified professionals	860	15.4
Unqualified professionals	45,186.5	18.4
Semi-qualified professionals	13,233	12.5
Intermediate level staff	669.5	4.5
Middle level staff	2,755	18.9
Upper level staff	1,269.5	19.0
Overall total	64,193.5	21.7

AVERAGE Nr. OF TRAINING HOURS PER PROFESSIONAL GROUP



As can be seen in the above graph, the group of upper level staff logged the highest average number of hours of training per employee (19.0), followed by the middle level staff (18.9). In contrast, the intermediate level staff had the least number of hours of training (4.5).

At SUMA, various training events were held during the year 2010 on the subject of occupational safety, health and hygiene, leading to a greater awareness among employees on specific topics like, for example Hygiene and Safety when Operating a Manual Sweeper and Collection Operations for Solid Urban Waste – Risks/Prevention. (LA8)

1.5 Diversity and equality of opportunities

SUMA practices a rigorous policy when it comes to defending the principles of equality and non-discrimination. Men and women of several nationalities and ethnic backgrounds make up its ranks.

This policy extends to all aspects of working life and involves an attitude of egalitarian and non-discriminatory treatment for matters like recruitment and selection of human resources, salary policy, career progression and all other aspects pertaining to labour relations.

Information related to the rights and obligations of employees in relation to equality and non-discrimination is available to all employees for consultation, specifically the Internal Human Resources Regulations – NI_RH_021 – The Non-Discrimination Principle, article 22 onwards of the Labour Code; article 33 and onwards of the Labour code; article 66 and onwards of Law no. 35/2004, of 29 July, and Decree-Law no. 143/99 of 30 April.

5.3.1 MOTA-ENGIL GROUP

1. HUMAN RIGHTS

The Mota-Engil Group has due regard for and promotes Human Rights in every cultural, socio-economic and geographic context in which it operates (HR1).

This conduct naturally applies to the Group's practices both in the matter of investment policy and in the management of the supply chain, seeking to implement the principles by which it is governed in the activities that it undertakes directly, particularly in the matter of health and safety at work (HR2).

There is no discrimination in any Group company. Similarly, the rights of association in the field of labour are fully safeguarded, particularly with regard to freedom of association and collective bargaining, which, moreover, are an imperative of a constitutional and legal nature (HR4).

There is no child or forced labour within the Group (HR6).

Workers or subcontractors involved in issues related to the security of facilities and safeguarding property (no Group workers or subcontractors are involved in personal security missions) have due regard in their personal interactions for the legally enshrined rights in each country in which they perform their duties.

Lastly, it should be mentioned that the Mota-Engil Group does not habitually do business in any countries where the rights of people or indigenous populations may be in question.

2. SOCIETY

The Mota-Engil Group pays very special attention to its relations with local communities, regularly assessing the environmental and social impacts caused by its activities (SO1).

The Mota-Engil Group respects the very highest standards of ethics, especially those relating to the promotion of fair competition, prohibition of bribery, illicit payments and corruption. There are no situations to be reported in this regard, nor have any penalties or fines been imposed as a result of any illicit conduct in this area (SO2, SO8).

In terms of public policies, the group does not habitually assume any direct positions. Similarly, it does not make any contributions whatsoever to political organisations (SO5).

3. PRODUCT RESPONSIBILITY

Assessing impacts on the health and safety of Mota-Engil Group clients is incorporated into current management systems, particularly those run by Mota-Engil Engenharia and SUMA, whose performance is detailed in this report.

There are not many cases that require the labelling of our products and services, due to the nature of the business run by the Group in general, and in particular the entities whose performance is reported herein. However, all information regarding labelling is provided when required (PR3).

In 2010 there were no cases of non-conformities related to product responsibility, and there were no penalties of a pecuniary or any other nature were applied (PR9).

Information about targets for this matter and practices related to client satisfaction are shown in another chapter of this report.

In its marketing communication policy the Mota-Engil Group fully complies with legal determinations in force and there are no cases of non-conformity or application of sanctions to be reported (PR6).

Lastly, this can also be said for the personal rights of Mota-Engil Group customers, particularly in matters regarding the defence and safeguard of their right to privacy in the management of relations with them. To date there have not been any complaints to report in this section.

