



Grupo  
**Graña y  
Montero**



# Corporate Sustainability Policy

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# Corporate Sustainability Policy

We are an Engineering and Infrastructure Group committed to the sustainable development of the countries we operate in. Through our businesses, we seek to generate value in the long term for our different stakeholders and we firmly believe that this will be possible only if we guarantee viable economic results that are at the same time socially beneficial and environmentally safe<sup>1</sup>.

Accordingly, our sustainability strategy rests upon two mainstays: the responsible management of our operations and sharing well-being with society through education and the development of citizenship behaviors.

We are convinced that the formula proposed will enable us to continue generating trust and to transcend as an organization, promoting a virtuous development circle, a win-win situation for both the company and the society.

In line with this strategy, the Board of Directors of Grupo Graña y Montero approved this Policy that embodies the following already existing policies: Corporate Environmental Policy (1998) Risk Prevention (1999) and Corporate Social Responsibility (2005) and which together with our Ethics Charter (1995) constitute our foundations.

Based on the following principles, each company of the Group will define its own policies, plans and goals according to the particularities and risks of its business:

## **ETHICAL BEHAVIOR**

“To do the right thing” is an essential part of our Graña y Montero Style. All the Group’s collaborators and companies uphold the principles of our Ethics Charter, Code of Conduct and Anticorruption Policy. Furthermore, we respect the rights of our shareholders, we promote fair treatment and apply the highest corporate governance standards.

**We pledge to exhibit a responsible, honest and transparent behavior across our entire organization.**

## **HUMAN DEVELOPMENT**

Our collaborators are the basis of our success and our main stakeholder. Accordingly, we seek their comprehensive growth as professionals and as individuals, building the necessary skills to reach their maximum potential, always within the framework of our corporate values, respecting human rights and rejecting any and all kinds of discrimination.

**We pledge to develop the best human talent and to strengthen our work teams and their leaders to generate trust.**

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<sup>1</sup> We uphold the sustainability definitions of the Dow Jones Sustainability Index and John Elkington (1997).

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## **HEALTH AND SAFETY**

We safeguard the safety and health of our collaborators and of all the persons present in our operations and services. To that end, we provide safe work conditions, we manage risks in a timely manner and we promote a culture of prevention, starting from the leadership and commitment of our senior management.

We transfer to and demand from our suppliers and contractors these same behavior standards, considering safety risks as a relevant factor in selecting and evaluating them.

**We pledge to reach the zero accidents goal.**

## **THE ENVIRONMENT**

We respect and protect our environment using a preventive approach. Hence, we implement the best management practices to reduce the environmental impact of our operations and services, we promote a responsible culture towards our environment and we generate engineering solutions that improve the environmental performance of our clients and of our society.

**We pledge to disclose our environmental performance and to invest in designs, projects and technologies that generate environmental benefits for our society.**

## **OPERATIONAL EXCELLENCE**

Operational excellence enables us to offer high quality, compliance and efficiency standards and profitable businesses. This is achieved through sound management systems, the best talent to implement them and outstanding discipline.

**We pledge to make of our projects examples of compliance, productiveness and efficiency.**

## **COMMUNICATION AND DIALOGUE**

We keep positive relations with our different stakeholders, generating trust. To that end, we ensure the transparency of the information we convey to the market and foster spaces for dialogue with those we relate with, listening and responding to their concerns in a clear and timely manner.

**We pledge to share accurate and transparent information and to pay attention to our stakeholders to involve them in the development of our businesses.**

## **WE SHARE WELL-BEING WITH THE SOCIETY**

We seek to transcend our businesses, promoting the growth of our different stakeholders through the generation of capacities and citizenship behaviors in our society.

**We pledge to share our knowledge and experience, especially with our suppliers, users and communities, to generate employment and development opportunities for everyone.**

**Luis Díaz O.**  
Corporate General Manager

**Mónica Miloslavich H.**  
Corporate Finance and  
Administration Manager

**Claudia Drago M.**  
Legal and Corporate  
Affairs Manager

**Jorge Luis Izquierdo R.**  
Corporate Human Resources  
Manager

**Antonio Rodríguez C.**  
Corporate Investments  
Manager

**Gonzalo Ferraro R.**  
Corporate Business  
Development Manager

**Juan Manuel Lambarri H.**  
Manager of the Engineering  
and Construction Division

**Renato Rojas B.**  
General Manager of  
GyM

**Steve Dixon**  
General Manager of  
STRACON GyM

**Eduardo Villa Corta L.**  
General Manager of GMI

**Pablo Ruiz P.**  
General Manager of Vial  
y Vives-DSD

**Arturo Serna H.**  
General Manager of  
Morelco

**Antonio Cueto S.**  
Infrastructure Division  
Manager

**Luis Fukunaga M.**  
Road Concessions Manager

**Reynaldo Llosa M.**  
General Manager of GMP

**Manuel Wu Rocha**  
General Manager of GyM  
Ferrovias

**Gonzalo Ferraro R.**  
Chairman of the Board of  
Concesionario La Chira S.A.

**Rolando Ponce V.**  
Manager of the Real  
Estate Division

**Jaime Dasso B.**  
Manager of the  
Services Division

**Hugo Gonzáles C.**  
General Manager of GMD

**Oscar Pando M.**  
General Manager of  
CONCAR

**Klaus Winkler S.**  
Corporate Manager of  
CAM

**Gonzalo Mardones P.**  
General Manager of CAM  
Chile

**Pedro Chavez-Cabello C.**  
General Manager of CAM  
Peru

**Fernando Foix I.**  
General Manager of  
CAM Colombia

**Sergio Morales.**  
General Manager of  
Adexus

