



MOTAENGIL  
SGPS, S.A.

EXPOSIÇÃO  
**ERGUER  
O FUTURO  
COM ORGULHO  
NO PASSADO**  
HOMENAGEM A MANUEL ANTÓNIO DA MOTA

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***Sustainability  
Report  
2014***

*A World of Inspiration*



**5** YEARS

Manuel António da Mota Award

**50,000€**

Manuel António da Mota Award

**20,000**

**VISITORS**

Exhibition  
“Erguer o Futuro,  
com Orgulho no  
Passado” (Raising  
the Future Feeling  
Proud of the Past)

**45,000€**

Honourable  
Mentions  
MAM Award

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## *A culture of solidarity*

Our growth comes with the willingness to support those around us. Through the Foundation, we perpetuate the philanthropic legacy of Manuel António da Mota, contributing towards the integrated development of communities at social, cultural, environmental, and training level, both in Portugal and abroad.

***Mota-Engil. We share a vision with a future.***

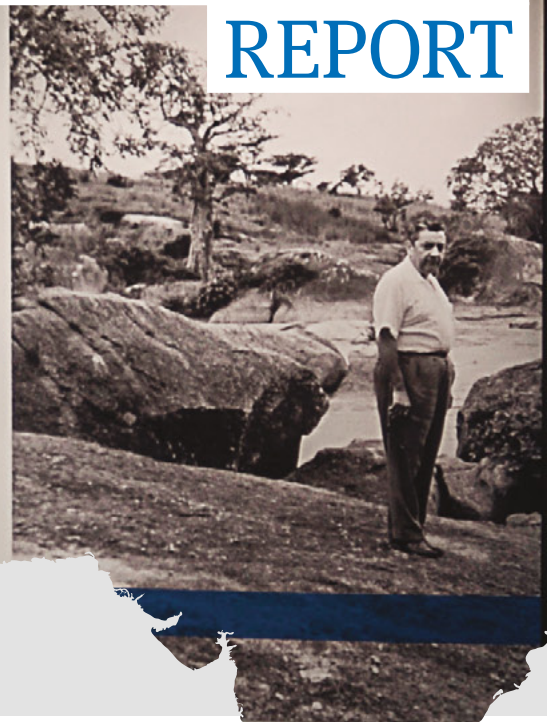




MOTAENGIL  
SGPS, S.A.

# SUSTAINABILITY REPORT

EXPOSIÇÃO  
**ERGUER  
O FUTURO  
COM ORGULHO  
NO PASSADO**  
MANUEL ANTÓNIO DA MOTA



**MANUEL ANTÓNIO DA MOTA FOUNDATION**  
EXHIBITION "ERGUER O FUTURO, COM ORGULHO NO PASSADO"  
(RAISING THE FUTURE FEELING PROUD OF THE PAST)

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## Sustainability Report

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The Mota-Engil Group, through its holding company Mota-Engil SGPS, SA, Public Company, hereby publishes its 2014 Sustainability Report.

## 1.1 REPORT PROFILE

To communicate the Group's performance on social and environmental matters, as well as its economic dimension thoroughly developed in the Annual Report for 2014, is a key element of the Group's sustainability strategy.

The Consolidated Report and Accounts and the Sustainability Report for 2014, published in Portuguese, English and Spanish, are available in digital format and can be found in the Group's website: [www.mota-engil.pt](http://www.mota-engil.pt).

Within the scope of its position of openness and permanent systematic dialogue with its stakeholders, both internal and external, the Mota-Engil Group welcomes any requests for clarification, comments or suggestions it may be addressed.

Such well-established dialogue is a key instrument of consultation and integration of concerns and proposals from stakeholders, namely, customers, suppliers, investors, public entities and non-governmental organizations, among others, which includes, in a privileged way, the universe of employees of the Mota-Engil Group, within the wider scope of an effective, active, and participatory internal communications policy.

Matters relating to the Sustainability field in general may be addressed to the HR and Sustainability Strategy Corporate Centre of the Mota-Engil Group through the following contacts:

### **Mota-Engil, SGPS, SA, Sociedade Aberta**

HR Strategy and Sustainability Corporate Center

#### **Address**

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# 01

**Scope of  
the report**



## 1.2 GOALS AND LIMITATIONS OF THE REPORT

### *Framework*

In its strategic development process, based on growth, internationalization and diversification, the Mota-Engil Group presently gathers a very diversified set of businesses, increasingly asserting itself as a Portuguese business Group within a multinational context.

The multisectoral nature of the activities of the Mota-Engil Group, encompassing the areas of Engineering and Construction, Environment & Services, and Transport Concessions, along with its presence in different geographical contexts, makes the identification of materially relevant sustainable issues a demanding task, with a high level of complexity.

The Group's sustainability strategy is organically supported by its HR and Sustainability Strategy Corporate Centre, directly under the Holding's Executive Committee, which is responsible for the Group's definition and approach to Sustainability, its promotion and the development of initiatives, in conjunction with the Manuel António da Mota Foundation on the social side, and on the remaining strands with the business areas in the various countries where the Group is present.

This management model aims to foster cross-dissemination of the sustainability strategy throughout the organization, make clear the commitment of the Group towards sustainability, and enable an effective connection to the business areas and units responsible for conducting the activities at operational level, and for the implementation of objectives arising from the Group's sustainability strategy.

### *Strategy and Priorities*

Thus, the design of its sustainability strategy, as well as the determination of priority issues, and the identification of key stakeholders for implementation of the sustainability policy and for the preparation of the Report, as in previous years, followed a process of internal consultation among the main leaders of the Group's sub-holdings and business units, with greater emphasis on those that are described in greater detail in this document, resulting in a broad consensus and a set of multiple contributions, essential for preparing the Report.

The determination of materially relevant matters is an essential stage in the correct use of the adopted guidelines, and an essential precondition for the fulfilment of the strategic plan, and of its subordinate activities.

### *Indicators*

The Indicators framework established by the reporting guidelines adopted should, in turn, reflect and be the natural corollary of the planned objectives and of the action plans leading to their implementation, based on the priority sustainability topics considered as materially relevant.

Therefore, the response to Indicators should not be seen as an isolated act, but rather as an integral part of the Group's management architecture, in general, and of its sustainability management model, in particular, and where the role of information systems acquires great relevance.

Mota-Engil Engenharia e Construção - Portugal and Suma, Serviços Urbanos e Meio Ambiente are the only entities that provide and disseminate indicators in accordance with the framework adopted, as they are the Group's organizations where systems for collecting, processing and disseminating information associated with the existing model are particularly developed.

## Scope

With regard to the disclosure of performance indicators, the 2014 Sustainability Report shall cover the following entities:

*Business Area* – Engenharia e Construção

*Business Unit* – Mota-Engil Engenharia e Construção, SA

*Geographic Perimeter* – Portugal

*Business Area* – Ambiente e Serviços

*Business Unit* – Suma, SA

*Geographic Perimeter* – Portugal

Throughout this Report, and in line with the way it is usually presented in most of the Group's communication media, the reference to these two entities is made by using the abbreviated designation as "Mota-Engil Engineering" and "SUMA".

Regarding the presence of joint arrangements or outsourced activities, they will not be reported.

## 02

## Commitments with external initiatives and relationships with stakeholders

### 2.1 COMMITMENTS WITH EXTERNAL INITIATIVES

#### *Associational Activities*

Aware of its role in society, and in order to ensure a more effective interaction and dialogue with its stakeholders, the Mota-Engil Group actively participates in numerous industrial and commercial organizations.

The Group's presence in these associational bodies is materialised through funding to their activities, through the contributions made by affiliated companies, and by holding positions in their executive bodies.

Considering the strategic importance of these institutions as cooperation factors, and with close relationship with the business community, the Mota-Engil Group is present, through its various companies, in industry associations, business associations, chambers of commerce, and other organizations. The Group is thus represented in the sectors in which it operates, and in the chambers of commerce of the geographic markets in which it operates.

### 2.2 RELATIONSHIP WITH STAKEHOLDERS

#### *Identification of Stakeholders*

The Mota-Engil Group considers it essential to focus its attention on the many stakeholders with which it interacts. Due to the size and diverse nature of its activities in multiple geographies and economic, social and cultural contexts of reference, the relational framework of the Mota-Engil Group is significantly expanded, while regularly taking up new contours.

Identifying and addressing its stakeholders is thus a complex task, requiring constant monitoring and continuous improvement, within a framework of openness and close relationships, involving multiple institutions and segments of society.

Therefore, the key stakeholders identification and approach procedures depend, to a great extent, on the specific dynamics and characteristics of each of the Group's regions, as summarized below.

With regard to the Mota-Engil Group in general, due to its international and diversified nature, and considering its strategic development goals, the consolidation and constant search for new business opportunities places particular emphasis on its customers, both national and international; on its business partners; and on the universe of its employees. Likewise, the shareholders of the Group, investors, financial institutions and the insurance industry, the media, and non-governmental organizations, as well as regulators, are also of prime importance.

The identification of these stakeholders has thus a crosscutting nature to the entire Group.

For Mota-Engil Engineering, the Group's customers are also seen as stakeholders of reference, whether institutional customers (State and other public entities) - for their very significant weight on the main segments of activity -, or the countless customers in the private sector, given the number of specialized skills in the Engineering and Construction field held by the Group. Universities and local communities should also be mentioned due to the impact of the construction sector in the social and environmental fields; as well as the wide range of



suppliers of products and services, a striking note of this activity characterized by its extensive demand chain.

### *Stakeholder Approach*

The stakeholder approach by the Mota-Engil Group, as a whole, consists in the adoption of a set of communication means, among which stand out its website and the periodical Sinergia, offering a wide range of information on the Group's activities. It is also worth highlighting the Mota-Engil TV, a project that aims to bring to all employees images and news on the activities undertaken by the Group in each country and business area, and the implementation of the internal portal ON.ME.

There are also newsletters and publications provided by various Group companies.

Through the contacts made available via the website, the dialogue with any of the Group's areas is made easier, thus enabling a considerable number of interactions with the outside of the Group.

The relationship dynamics with the media should also be highlighted, whether the general media or the specialized press, in the economic and financial field, as confirmed by the large number of articles on activities, businesses, and initiatives of the Group, and by the regular presence of the Group's representatives in the media.

Regarding the stakeholders approach in the Engineering and Construction Business Area, the following points should be noted:

#### **Employees:**

- Permanent staff meetings, and knowledge sharing events.
- Periodic dissemination of awareness campaigns.
- Conduction of various training activities for skills development.
- Corporate portal ON.ME.

#### **Customers:**

- Customer satisfaction surveys.

#### **Suppliers:**

- Promotion of supplier training sessions.
- Conduction of satisfaction surveys and development of partnerships.

#### **Public Entities:**

- Disclosure of the Annual Report.
- Conduction of satisfaction surveys, and conclusion of agreements.

#### **Universities:**

- Conclusion of various agreements with universities.
- Partnerships for the development of specific studies and projects.

#### **Media:**

- Participation in events, construction trade-fairs, seminars.
- Preparation of articles and news for magazines and newspapers.

#### **Associations:**

- Participation in working groups and other initiatives.

## 03

Social  
responsibility

## INTRODUCTION

The Mota-Engil Group initiated the implementation of a sustainability and social responsibility strategy in 2006, which culminated in 2007 with the publication of its first Sustainability Report.

Sustainability, in the Mota-Engil Group, is materialized through the implementation of a set of strategic goals, which seek to embody and provide a practical response to the sustainability strategy of the Mota-Engil Group.

In parallel, and in communicating its performance in the Social and Environmental field, the sustainability strategy also includes the regular publication of the Group's Sustainability Report.

## STRATEGIC GOALS

*1. Creation of value*

- Create value from the perspective of the shareholders and of society in general.
- Preventive and prospective approach, regarding risks arising from economic, social and environmental impacts of the business, integrating them into the overall management model.
- A culture based on quality, accuracy, and customer orientation.
- Increasing productivity and efficiency of processes, in order to achieve high levels of operational performance in accordance with the best international and market practices.

*2. Eco-efficiency and innovation*

- Do more with less, reducing resource consumption, and increasing efficiency in their use.
- Constant search for improvements at environmental level, which simultaneously leverage economic benefits.
- Strong incentive to innovation as a critical factor for increasing competitiveness, stimulating growth, diversification, and for the creation of new business opportunities.

*3. Environmental protection*

- Minimize the environmental impact of the Group's activities, integrating the environmental perspective into management processes and systems.
- Promote and participate in awareness-raising initiatives and preservation of environmental values.

*4. Business ethics*

- Observance of ethical criteria in promoting the Group's values, culture and management model.
- Respect for people and their rights.

*5. Dialogue with stakeholders*

- Transparency and openness in the relationships with stakeholders.
- Regular and systematic communication with all stakeholders in order to gather and integrate their concerns.
- Objective and credible account of economic, social and environmental performance.

*6. Human capital management*

- Translate the human dimension and respect for people into the HR management strategy and policies.
- Enhance employment and career advancement by stimulating the acquisition of skills through continuous training and learning throughout life.

- Create motivating and rewarding work conditions through remuneration policies and incentives that encourage excellence and merit.
- Ensure the highest standards regarding health and safety at work.
- Adopt non-discriminatory recruitment and selection practices, and that promote equal opportunities.
- Actively support the transition from school to working life, by promoting skills training.
- Encourage an active aging targeting the generational balance of its human resources, as part of a responsible and socially sustainable employment policy.

### *7. Support to social development*

- Support socially-, educational-, cultural-, and environmental-oriented initiatives promoted by the Group or in partnership with external entities.
- Contribute, through patronage initiatives, to the social and economic development of the communities where it develops its activities.

## MANUEL ANTÓNIO DA MOTA FOUNDATION

### *Introduction*

In 2014 the Foundation completed four years of operation at the service of the community.

By Order of the Minister of the Presidency and Parliamentary Affairs published in the 2nd series of the Portuguese Official Gazette of October 10, 2014, the Foundation has been declared of public interest due to the outstanding work developed since the beginning of 2011.

This is undoubtedly one of the most significant events in 2014 for the Foundation, being a cause of great rejoice for its founders, corporate bodies, employees, and all those who dedicate their daily work and their willingness to take on this collective project.

Crowning the centennial of the birth of Manuel António da Mota in 2013, an evocative exhibition of the anniversary was inaugurated on January 7, 2014 at the Foundation's Exhibition Hall, entitled "Raising the Future Feeling Proud of the Past".

The exhibition unfolded through an evolutionary, dynamic and engaging path, in which the story of Manuel António da Mota was presented, using different languages (photography, video, text and sound), along with the evolution and great achievements of the Mota-Engil Group throughout its history.

Asserting itself from the outset as the instrument par excellence of the Group's social responsibility strategy and policy, the Foundation pursued its faithful labour towards the strategic objectives and the performance of the mission it has set itself as part of its statutory purposes.

The year of 2014 was marked at national level, by the end of the economic and financial assistance program, and by the return, though shyly, to economic growth.

However, within an environment still very much marked by the economic crisis and where, despite some signs of recovery, serious social problems, such as unemployment and poverty still remain, thus calling for a renewed effort on the part of the state and civil society in protecting the most vulnerable and disadvantaged social groups.

In this context, the Foundation kept supporting institutions in the social economy sector, helping them fund projects and mitigate the financial difficulties that many face in carrying out their mission.

In the chapter of social development, the Foundation focused its support on helping institutions working in the various segments and activities of a social nature, such as in the fields of children and youth at risk, disability, sports, support to inmates, social innovation, and health.

The projects Porto Amigo [Friendly Harbour] and Habitat in the housing field, kept receiving the Foundation's involvement in 2014 in this area, in partnership with the Social Porto Foundation (of the Porto City Council), and the association Habitat for Humanity International.

In the chapter of initiatives directed to employees of the Mota-Engil Group, alongside the Scholarship Program and the Social Support Fund, carried over from previous years, the Foundation has created a new program called "Financial Advice".

It is a service provided by the Foundation to employees of the Mota-Engil Group, in partnership with a company specialized in matters of personal and household indebtedness, aimed at providing support to people in debt distress or at risk of getting into financial unbalance.

The contest "Mota-Engil Families Throughout the World" has also been launched, aimed at children of employees of the Mota-Engil Group in international mobility, with the purpose of rewarding works that tackle history, geography, economics or culture, activities of the Mota-Engil Group or the employee's work, or related to the country they are in, thus promoting gathering and sharing of experiences among the large Mota-Engil family spread throughout the world.

The family was the topic chosen for the 5th edition of the Manuel António da Mota Award.

The Award was widely reported in the TSF radio channel, through the partnership once again held with this radio station, having been received with great enthusiasm from the competing institutions.

At the ceremony held on December 14 at the Palácio da Bolsa (Porto), the MDV – Movimento de Defesa da Vida was crowned the winner for its "Family" project, which it develops within the scope of the follow-up of children and youth at risk, in a logic of proximity, and while favouring interventions in the natural living environment. In its strategic axis education and training, the Foundation continued with the partnerships established under the project "Greater Arch", and with the Second Chance School of Matosinhos, developing relevant work in leveraging new opportunities for young people without qualifications, with a view to their social and professional reintegration, besides several other types of support.

The "CulturaViva" [Living Culture] program marks, at cultural level, the creation of an own brand, to work as a reference for cultural events that will take place in the Foundation's facilities, particularly in its Auditorium.

In 2014 the "CulturaViva" program began with a Music Series, which took place from May to December, with an eclectic high quality classical music programming.

The continuation of the ARTES program, already in its 3rd edition, held at the Pavilion dedicated to this initiative, should also be noted.

## *Presentation - Manuel António da Mota*

Manuel António da Mota was born on June 8, 1913, in Codeçoso, municipality of Celorico de Basto.

Coming from a family of medium-sized farmers, he completed his primary education, after which, due to his father's illness, he began to work on the family's farms.

Showing a strong entrepreneurial spirit from a very early age, he soon sought to become the master of his fate, basing his actions on a solid will, determination, and courage - striking attributes of his character.

In 1930 he started to work as a menial worker in a construction company, of which he would later on become the foreman and general manager.

Along with Joaquim Fonseca and Joaquim Pereira da Silva, he established the company *Indústrias Reunidas do Tâmega*, which acquired a timber sawmill company in Amarante, while also devoting themselves to the extraction of pomace oil.

With Joaquim Fonseca, his brother-in-law plus the brothers of both, he founded a new construction company in 1946 - the *Construtora do Tâmega*.

On June 29, 1946, *Mota & Company* was incorporated, with Manuel António da Mota as the majority shareholder, and Joaquim Fonseca and Virgílio Martins Ribeiro as partners, dedicated to forestry and farming in Angola.

In 1948 Manuel António da Mota married Maria Amália Guedes Queiroz de Vasconcelos, from which union four children were born, Maria Manuela, Maria Teresa, António, and Maria Paula, current reference shareholders of the Mota-Engil Group.

Pursuing an intense activity in Angola since its founding until 1974, *Mota & Company* concluded important works in the territory, of which stand out the expansion of the Luanda airport, and the Luso-Henrique de Carvalho road.

While keeping its presence in Angola, *Mota & Company* established the core of its activities in Portugal in 1976.

In 1977, when Manuel António da Mota and his children acquired almost all of the capital of *Mota & Company*, the company won an important tender for settling the Lower Mondego.

In 1982 Manuel António da Mota was bestowed the Agricultural and Industrial Order of Merit, in a fair recognition to his dedicated entrepreneurial work for the development of Portugal.

In 1987 *Mota & Company* become a public limited company, in which year it launched a public offer for selling part of its capital.

In 1995, crowning a growth path in Portugal, and in the creation of several subsidiaries in Angola, *Mota & Company* embarked on an ambitious strategic development plan, aimed at consolidating, internationalizing and diversifying its business, thus becoming a large business group and opening the way to what is now the Mota-Engil Group.

Manuel António da Mota passed away in August 21, 1995.

The man of character, the successful businessman, and the philanthropist with a generous spirit that Manuel António da Mota was, bequeathed to posterity a life example and testimony that are perpetuated in his heirs, and in all those who were touched by his presence.

The Manuel António da Mota Foundation, by adopting his name, thus pays tribute to his inspirational memory.

### *General Background*

The Manuel António da Mota Foundation is the contemporary and natural corollary of the philanthropic matrix and tradition of the Mota-Engil Group, in the wake of the legacy of its founder, Manuel António da Mota.

The Foundation is an important instrument for the social responsibility policy of the Mota-Engil Group, as an organized and systematic expression of an ethical and socially committed management, in the name of an active and participatory corporate citizenship.

Present in the business landscape for 68 years already, the Mota-Engil Group is the market leader in Portugal in the civil construction sector and public works, and one of the 30 main European groups in the industry.

Through a strategy of growth, internationalization and diversification of its activities, the Mota-Engil Group currently comprises a broad set of businesses, encompassing the areas of Engineering and Construction, Ports and Logistics, Waste Management, Water Concession, Multi-services, Concessions of Transport Infrastructures, and Mining.

Present in 21 countries through its subsidiaries and affiliated companies worldwide, its turnover amounts to more than 2.2 billion Euros, counting in its ranks with about 28,000 employees.

Mota-Engil SGPS, the Group's holding company, is listed on the PSI-20, the main index of the Lisbon Stock Exchange.

Established by the Mota-Engil Group and the Mota family, its major shareholder, the Foundation, in view of its business matrix, seeks to meet a long-term value generating strategic vision, based on the broader principles of sustainable development, achieved through a coherent structured policy of social responsibility, of which the Foundation is the privileged vehicle.

The Foundation, based in the city of Porto, is dedicated to promoting, developing and supporting initiatives with a social nature in the fields of charity and social solidarity; and of a cultural nature in the fields of education, health, environment, organization and support to artistic activities, carrying out initiatives throughout the entire national territory, and in the countries where the Mota-Engil Group has a presence.

Every year it also awards the "Manuel António da Mota Award".

The Foundation has the appropriate material and financial resources to ensure its full future sustainability in the fulfilment of its statutory purposes.

The Foundation is managed by a Board of Directors and by an Executive Committee, further including in its statutory bodies the Board of Trustees, the Supervisory Board, and the Advisory Board.



## Mission

The mission of the Manuel António da Mota Foundation is to contribute to the integrated development of the communities where the Mota-Engil Group carries out its activities in Portugal and abroad, particularly in the social, cultural, educational, training and environmental fields.

## Vision

The Manuel António da Mota Foundation aspires to become a reference entity among its national and international counterparts, honouring the inspiring memory of Manuel António da Mota, the spirit of its founders, of the collective persons of the Mota-Engil business world, and of the Mota Family, while decisively contributing towards strengthening and consolidating the social responsibility strategy of the Mota-Engil Group.

## Values

In fulfilling its statutory purposes, strategy, objectives, activities, policies and management systems, the Manuel António da Mota Foundation is governed by the preservation and defence of the following values:

### ■ Legality

Strict observance of legality in all management decisions and acts, and respect for the rights and guarantees of individual and legal entities with which it relates.

### ■ Impartiality

Fair and non-discriminatory treatment in processing all cases concerning requests for support or financing emanating from external entities, taking into account the statutory purposes, objectives, and business plans.

### ■ Transparency

Respect for ethical principles in all its management practices and systems, and transparency in the field of procedures that are likely to affect the rights or interests of third parties.

### ■ Commitment and Accountability

Adoption of a culture of commitment and accountability in complying with its statutory purposes, in the pursuit of agreed goals and other aspects relating to its activities.

### ■ Accuracy and Efficiency

Accuracy and efficiency in the management of all human, financial and material resources allocated to the activity, and adoption of practices that promote quality and continuous improvement of methods and management systems.

### ■ Creativity and Innovation

Create an environment conducive to creativity and innovation in the design and implementation of internal initiatives, and in the support to external initiatives.

### ■ Sustainability

Incorporation of social and environmental sustainability principles and practices in the management systems, decision-making processes, and in the analysis and support to third party initiatives.

### ■ Participation

Consideration of the needs, expectations and aspirations of the recipients of its assistance, ensuring dialogue and a regular and continuous participation in the definition of its strategic objectives, projects and activities.

### *Strategic goals*

In fulfilling its statutory purposes, the Foundation has chosen a set of strategic goals to which its areas of intervention are subordinated, and which are, as a whole, the main guidelines of its activity.

#### **1. Social development**

Contribute to the social development of national and international communities in which it carries out its activities, in the following areas:

- Social solidarity.
- Social and family support to employees of the Mota-Engil Group.
- Volunteer service.
- International solidarity.

#### **2. The Manuel António da Mota Award**

To annually establish the “Manuel António da Mota Award”, distinguishing organizations and personalities that stand out in the various fields of activities of the Foundation.

#### **3. Education and Training**

To support education, training and qualification of young people and adults, particularly among the most disadvantaged groups, enhancing the human potential, promoting social and professional integration, and encouraging merit and educational success through:

- The Manuel António da Mota Vocational Training Centre
- Protocols and partnerships for education

#### **4. Culture**

To promote culture, and value and access the enjoyment of cultural assets in the fields of visual arts, performing arts, music, humanities, science and technology through the following:

- Cultural programming.
- Support to cultural agents.

## Activities in 2014

### 1. Social development

#### 1.1 SOCIAL SOLIDARITY

##### 1.1.1. Community

###### Support

###### ■ **ADENORMA - Associação Para o Desenvolvimento da Costa Norte da Madeira [Association for the Development of the North Coast of Madeira]**

ADENORMA is a private social solidarity institution established in 1994, headquartered in the municipality of São Vicente (Madeira Island), whose mission is to promote personal and community development of the resident population in the municipalities of the north coast of Madeira, through individual, family and social training, as well as to fight isolation, especially of the elderly, through their inclusion in community initiatives.

Among the various projects in 2014 it developed the so-called “Sow Health / Reap Smiles”, through which it aims to create and develop economic activities for inactive elders in rural areas, deprived of social benefits.

The project is based on the use of sprouts obtained from the germination of endemic plants of Madeira, whose seeds, from which the sprouts are grown, are cultivated in sprouters.

The project has several partners, such as the University of Madeira, experts in organic farming, schools with green gardens (Madeira Eco-Schools), dieticians and nutritionists, Madeira catering chefs and hotels, as well as the Regional Directorate of Agriculture and Rural Development of Madeira, and the Institute of Employment.

The Foundation, seeking to step up its initiatives throughout the national territory, and being attentive to new and innovative forms of social entrepreneurship, funded this project in 2014.

###### ■ **Associação Portuguesa de Apoio à Vítima**

The Foundation has been sponsoring the ISCP/SPSI Solidarity Race every year, which in 2014 held its 11th edition, and which was sponsored by the Foundation, as in previous editions.

The main goal of this event is to raise revenues that accrue entirely in favour of the Associação Portuguesa de Apoio à Vítima (APAV, Portuguese Association for Victim Support).

The Associação Portuguesa de Apoio à Vítima (APAV), being a private institution of social solidarity and an organization dedicated to promoting volunteer service, provides protection and support to citizens who were victims of criminal offenses.

###### ■ **Banco Alimentar Contra a Fome**

Based on the principles of giving and sharing, and in free contributions, which are values associated with the fight against food waste, and its distribution to the most deprived persons, the Banco Alimentar Contra a Fome [Food Bank Against Hunger] was established in 1990 in Lisbon, then giving rise to the establishment of other Food Banks across the country.

Through charitable organizations, and by mobilizing people and companies who voluntarily join this cause, the Food Banks annually distribute tons of food, helping to mitigate the needs of many people and families in a situation of economic frailty.

The Foundation once again supported this cause, seeking to contribute to help the institution to continue to strengthen its action in the community.

■ **C.A.S.A - Centro de Apoio ao Sem-Abrigo**

The Centro de Apoio ao Sem-Abrigo [Support Centre for the Homeless] is a private social solidarity institution established in 2002, based in Lisbon, and with branches in various cities across the country.

The institution aims to carry out social solidarity initiatives, especially support, food and lodging for the homeless, children, adolescents, and socially disadvantaged elderly, victims of violence or abuse, whatever their nationality, religious creed, or ethnicity.

It carries out various activities, namely, distribution of hot and packed meals, distribution of blankets, sleeping bags and hygiene products, in conjunction with local authorities during all days of the year.

The Foundation supported the institution's activities, which has a widely recognized work in supporting the most vulnerable and disadvantaged.

■ **Centro de Solidariedade Social de Valdozende**

The Centro de Solidariedade Social de Valdozende [Social Solidarity Centre of Valdozende] is a private social solidarity institution, established in 1982 by the Portuguese Evangelical Methodist Church. In the municipality of Terras de Bouro, the Centre carries out its activities based on the principles of solidarity, equality, justice and cooperation, providing services and developing projects within the social and educational field, supporting people of all ages.

Headquartered in Valdozende, and with a centre in Braga, called the "Noah's Ark", the aim of this institution is to contribute to promote the full development of individuals and their dignity, covering several scopes, namely nursery, kindergarten, preschool, day care, nursing home, and home care service at its headquarters in Valdozende, while also having a nursery, kindergarten, preschool, free-time activities, home support service, and a residence for students in the Braga centre.

The Foundation supported the institution in building a retaining wall on the outside of its headquarters in Valdozende, to ensure the full restoration of the building's safety conditions.

■ **Comunidade Vida e Paz**

The Comunidade Vida e Paz [Life and Peace Community] is a private social solidarity institution established in 1989, under the auspices of the Patriarchate of Lisbon. Especially devoted to providing monitoring, and family, social, educational and professional reintegration of the homeless in Lisbon, seeking to provide them with an experience of life within a community, a therapeutic program, plus technical and vocational training.

The Foundation has annually renewed its support to the Christmas party with the homeless of Lisbon, held in the canteen of the University of Lisbon.

This Christmas party usually brings together a group of about 1,000 volunteers to make a difference in the lives of more than 3,000 guests, serving them kind words and smiles with hot meals.

■ **Vicentian Conference "Divine Saviour" of Fânzeres - Gondomar**

The Society of Saint Vincent de Paul is an international Catholic lay organization, founded in Paris in 1833, by Frederic Ozanam and his companions.

Placed under the patronage of St. Vincent de Paul, it draws on his thought and work, striving to relieve those suffering, with a spirit of justice and charity, and through a personal commitment.

Vincentians are organized in groups traditionally called “Conferences”, joined together by Councils at local, regional, national, and global level. These Conferences have a strong connection to parishes, and the Church carries out part of its social and charitable activities through them.

Throughout its 75 years of existence, the Fânzeres Divine Saviour Conference, of the Society of St. Vincent de Paul, has been at the service of the poor and needy, promoting various activities, including assistance to the sick and the elderly, support to needy families, Christian and Vincentian training, and fundraising activities.

The Foundation has renewed its support to the institution, for the purchase of Christmas baskets to be delivered to needy families, supported by the Conference of Fânzeres.

#### ■ **Vicentian Conference of Saint Gonçalo - Amarante**

The Vincentian Conference of Saint Gonçalo of Amarante, at the service of the poorest of this parish, is an institution that has supported dozens of families, seeking to fulfil their basic needs.

It also provides technical assistance / support products, in the form of loans, such as wheelchairs and adjustable beds for citizens with mobility issues.

The Foundation, recognizing the merit of their work, renewed its financial support in 2014 to support the activities of the institution.

#### ■ **Foundation “Lo Que De Verdad Importa”**

The Foundation “Lo Que De Verdad Importa” is a non-profit organization based in Spain, whose purpose is to promote and spread human and universal values. The Foundation bases its activities mainly on educational initiatives on universal values, such as resilience, social responsibility, respect, solidarity, and peace.

This Foundation was inspired by the testimony of Nicholas Fortsmann, a multimillionaire who, sick with cancer, wrote his last thoughts on the things that really mattered to him in life, which he entitled “What really matters” (in Spanish, “Lo Que De Verdad Importa”).

The Foundation organizes the Conference “Lo Que De Verdad Importa” since 2007 in eight major cities in Spain.

These Conferences are actually meetings, free of charge, open to the entire community, especially to young people, aimed at providing hearing of testimonies from several personalities that impress by their experiences and life trajectories, making the audience reflect on its priorities, and question itself on “what really matters”.

In 2014, the Foundation “Lo Que De Verdad Importa” held its first conference in Portugal, on March 14th at the Campo Pequeno in Lisbon, with testimonies of Bento Amaral, quadriplegic and world champion of adapted sailing; Jaume Sallorente, founder of the NGO “Sonrisas de Bombay”; Johnson Semedo, former inmate and current futsal coach; and María Belón, a 2004 tsunami survivor.

The Foundation supported the organisation of this first Conference in Portugal.

#### ■ **Instituto do Bom Pastor Haurietis Aquas**

The Congregation of Our Lady of Charity of the Good Shepherd, better known as the Congregation of the Good Shepherd, exists in the Church since 1835. It was founded by St. Mary Euphrasia Pelletier, Religious of the Order of Our Lady of Charity of the Refuge, where she entered on October 20 1814.

The Congregation's mission is to welcome young people and women with or without children, excluded or at risk, and reach out to people and families in similar situations, as collaborators of the Redeemer Mission of the Church.

Its childhood and youth home in Ermesinde (Valongo) hosts dozens of young women, deprived of their family environment, and that seek to resume their life journey with confidence and renewed hope, with the help of the institution.

The Foundation supported the institution in carrying out rehabilitation works at the Home, providing it with the necessary safety and comfort, which are essential for the proper fulfilment of its mission.

### 1.1.2. Children and Youth

#### **Support**

#### ■ **Nazaré Grouping of Schools**

The Nazaré Grouping of Schools encompasses all public schools in the municipality of Nazaré, from pre-schools up to high schools (3rd cycle of basic education), in a total of seven schools and 1,269 students.

The Foundation has granted support to the Board of the School Grouping, to fund the acquisition of a magnifying glass for textbooks and notebooks that allows a student - who lost 96% of her vision as a result of a serious illness -, to read and write in normal conditions.

#### ■ **Ajudaris**

Ajudaris is a private institution of social solidarity that daily fights against hunger, poverty, and social exclusion by promoting empowering.

With its head office located in some facilities provided by the City Council of Porto, in the city of Porto, Ajudaris emerged from a group of volunteers led by a psychologist, with the goal of working complementarily with the existing authorities for the support provided to be effective and long lasting.

Its sustainability is ensured by a fundraising strategy conducted with the companies and individuals, and a careful management of the funds collected.

Much of the revenue is collected by selling books "Stories of Ajudaris", through the annual events organized by Ajudaris, or coming from partners who generously join the initiatives, and also through income tax allocation.

The project "Stories of Ajudaris" is a collective work with stories created by children from dozens of schools of the joint system, both public and private, which are then coloured by dozens of renowned artists.

The Foundation sponsored the 2014 edition of the "Stories of Ajudaris".



**■ Association “A Casa do Caminho”**

The Association “A Casa do Caminho” is a private institution of social solidarity, founded in 1988, which operates 24 hours a day throughout the year to accommodate children at risk, victims of abuse, neglect or in any other way that may endanger their development or violate their rights.

The roots of the institution are based on a deep sense of solidarity with the most disadvantaged children, shared by a group of friends involved in volunteer services, which pledged to build “a house on the path” as a symbol of a place to recover the energies of the body and the soul for the long path each little one has to walk.

The Foundation supported the institution in helping it carry out its mission.

**■ Association Bagos D’Ouro**

Founded in 2010, the mission of the Association Bagos D’Ouro is to support disadvantaged children and youngsters of the Douro - a region listed among the poorest in the country -, through monitoring their educational path, and by creating opportunities for the development of successful life projects, promoting education and fighting social exclusion.

The Association’s main focus of intervention are children and youngsters, for which it works at different levels - in the Family, School, and Community - developing activities that respond to their main issues, through a multidisciplinary approach, establishing partnerships with institutions and companies, and in close cooperation with the local community.

The Foundation supported the institution, thus joining the list of entities that have contributed to its successful initiatives.

**■ Associação Protetora da Criança**

The Associação Protetora da Criança Contra a Crueldade e Abandono [Children Protection Association Against Cruelty and Neglect], founded in 1953 by Dr. Leonardo Coimbra, is a private social solidarity institution whose mission focuses on specialized interventions with children and youngsters at immediate risk.

Under the scope of a home for children and youth at risk, it seeks to develop a living and socializing environment that resembles - within possible -, the family model, while also seeking to build life projects for the progressive empowerment of the hosted youngsters themselves.

The Foundation supported the institution in the remodelling works of the home building, thus improving its living conditions.

**■ Gil Foundation**

The Gil Foundation - whose name was inspired by the Expo ‘98 mascot -, was established in 1999 with the main goal of fostering the well-being, personal development, and full social integration of children and youngsters, in particular by supporting children at risk in terms of solving situations of hospitalized children for extended periods for social reasons, ensuring the necessary coordination with other relevant institutions and services.

In 2012 the Foundation signed a 3-year agreement with the Gil Foundation, thus acquiring the status of “Godfather of the Gil Foundation”.

In its third year of implementation, in 2014, the support provided under this agreement was fully allocated to the various projects in which the Gil Foundation is involved.

In this regard, namely the following projects of “Gil’s House” stand out: temporary accommodation centre for children and youngsters, which although having received clinical discharge, are admitted to hospitals for reasons of a social nature; “Mobile Home Support Units”, medical support units for children dependent on on-going medical care; and other initiatives as exemplified by the “Gil Day”.

### 1.1.3. Disability

#### **Programs**

##### ■ **Integrated Mobility**

Under the cooperation agreement between the Foundation and the company Mobilidade Positiva, specialized in the design and study of solutions for people with disability and limited mobility, various situations of disabled citizens or with temporary disability, and in a situation of economic hardship, have been identified and supported.

Through this protocol, the Foundation aims to respond to the requests for support it regularly receives from citizens in such conditions, helping to fully or partially fund the acquisition of technical assistance / support products, including interventions at housing level for the beneficiaries, to thus ensure the necessary mobility conditions.

In September 2013, the Foundation Montepio joined this cooperation agreement, a situation which remained throughout 2014, thereby extending the response capacity to a greater number of requests by people with special needs

#### **Support**

##### ■ **ASTA - Associação Sócio-Terapêutica de Almeida**

ASTA – Associação Sócio-Terapêutica de Almeida [Socio-Therapeutic Association of Almeida] is a private institution of social solidarity of the municipality of Almeida that actually won the 1st Manuel António da Mota Award.

Part of its mission is to offer people in need of special care - mainly young people aged 15-16 years with mental illness and multiple disabilities -, a valid and meaningful alternative life, contributing to the social, human and economic integration of these people, while endeavouring to create with them decent living conditions.

Besides the built facilities that encompass occupational workshops, a residential unit, a playground, and a therapy pool, ASTA rebuilt several houses in the village of Cabreira, in the municipality of Almeida, aimed at offering autonomy and independence to the people it hosts and to their families, while contributing to revitalizing the countryside.

In 2014 the Foundation supported the initiative “European Landscape Week” promoted by this Association.

##### ■ **Associação de Surdos do Porto**

The Associação de Surdos do Porto [Deaf Association of Porto] is a private social solidarity institution whose main activities are representation and advocacy of the deaf population, vocational education and training, and social support to the deaf community.

The Foundation supported the institution in the purchase of sports equipment for participation in the Cup of Deaf Club Champions in Austria, and to assist in the travelling expenses of the team to a Futsal tournament held in Fátima.

■ **Raríssimas - Associação Nacional de Deficiências Mentais e Raras**

Raríssimas, Associação Nacional de Deficiências Mentais e Raras [National Association for Mental and Rare Diseases] is a private institution of social solidarity established in April 2002 in order to support patients, families, and all those who live closely with rare diseases.

It is the first institution in Portugal to devote itself to this issue that affects a significant number of Portuguese families.

In 2013 Raríssimas inaugurated the “House of Marcos” in the municipality of Moita.

More than a rehabilitation centre, this House is a real home for 68 “rare children”, under boarding and semi-boarding regimen.

Being one of Europe’s largest facilities of its kind, the House covers various aspects in a single space that provides clinical and rehabilitation services, a leisure centre, a skills training centre, a continued care unit, a day centre, and several other activities.

The Foundation renewed its support to this Association, therefore continuing to support the treatment of a child from the Madeira Island, with a rare disease and that has improved significantly thanks to the treatments received. This child is being monitored in the northern delegation of Raríssimas located in the town of Maia.

#### 1.1.4. Sports

##### **Support**

■ **Amazing Record**

Sports in situations of disability has received renewed attention by the Foundation, which joined this sports organization in funding its adapted swimming team that welcomes children and youngsters with disabilities in the promotion of their well-being and full social integration.

In 2013 the swimmers team, Diana Torres and Telmo Dias, were the European vice-champions of adapted swimming in two of the events in which they competed, while several of its athletes keep achieving national titles in various categories.

The athlete Diana Torres, carrier of Trisomy 21, was also elected the Most Promising Junior of the Year during the Gala of the Portugal Sports Confederation held in November 2013 at the Estoril Casino.

The Foundation kept its support to the institution, thus enabling its renewed sports success again materialized in 2014, and its participation in various national and international competitions.

■ **Associação Académica de Coimbra - Rugby School**

The Associação Académica de Coimbra (AAC) promotes the development of this sport among children and youth of the city, and of the Coimbra region, through its Rugby department.

The AAC seeks to provide its athletes a healthy and fun sports environment where they can maximize their athletic and personal skills in a sport where it has strong traditions.

The School has a total of 120 active athletes, across four levels of training, from 5 to 14 years of age.

The Foundation, keeping its focus on promoting youth sports, renewed its sponsorship to the School, helping to support its operating costs.

■ ***Associação Cultura e Recreio de Gulpilhares***

The Associação Cultura e Recreio de Gulpilhares, in the parish of the same name in the municipality of Vila Nova de Gaia, was founded in 1944, dedicated to various sports among which stand out football and cycling.

In the late 80s of last century it opened the roller hockey section, a sports in which the association would excel in the following years, and presently is its main sports. It currently has teams at all levels, including at youth level.

The Foundation supported the institution to ensure the continuity of its meritorious training and sports activities among young people.

■ ***Associação Cultural Desportiva e Recreativa de Codessos***

The Associação Cultural e Recreativa de Codessos is a non-profit association, founded in 1980 in the parish of Codessos, municipality of Celorico de Basto, and has contributed to the integration of the entire population through the various events it organizes in the cultural, recreational and sports domains.

For its dynamics and contribution towards the promotion of sports and recreation in the parish, the Foundation supported the institution in carrying out its activities.

■ ***Aventura Marão Clube***

The Aventura Marão Clube is a non-profit organization established in 1993, with the mission of promoting healthy lifestyle practices among the population of the municipality of Amarante, especially among the youngsters. It currently has over 240 members, and has three sections in operation: Canoeing, through which it is responsible for the training and competition of about 25 young athletes; Mountain biking, through which it organizes nation-wide competitions and promotes regular tours in the Amarante region; and Fair Trade, ensuring the sale of fair trade products in Amarante and developing training activities in schools, and visits to promote its principles.

The AMC also manages the Youth House of Amarante, developing initiatives that promote inclusion and leverage the active participation of youngsters - particularly of those with less opportunities, including young people with disabilities -, in the existing policies and youth programs in Portugal and Europe.

The Foundation supported this institution by sponsoring the 9th Mountain Biking tour "Routes of the Marão" in the year when the Aventura Marão Clube celebrated its 20th anniversary.

■ ***Centro Cultural e Desportivo Desportalegre***

The Centro Cultural e Desportivo Desportalegre [Desportalegre Cultural and Sports Centre] is a small association in the town of Portalegre dedicated to supportive sports activities, and social and recreational entertainment, with institutions engaged in support to those with disability and caring for the elderly.

The Foundation provided financial support to the institution for the purchase of recreational and educational materials required for carrying out the initiatives that it regularly performs.

### ■ **Cycling**

The Foundation sponsored the visit to Fátima of the employees of the Mota-Engil Group, in what was its 6th edition, supporting all the related expenses.

This initiative is intended to be a moment of leisure and socialization among colleagues, while also promoting sports activities through cycling, associated with the religious symbolism of the visit.

### ■ **Kairós Club**

Kairós Club is a sports association in the island of Sao Miguel, in the Azores, that develops its activities in the parish of Rabo de Peixe, namely Basketball, Volleyball and Adventure Sports (surfing and mountain biking).

The club was born on the initiative of Kairós – Cooperativa de Incubação de Iniciativas de Economia Solidária [Cooperative for the Incubation of Solidarity Economy Initiatives] that develops all its work in the social field, supporting drug addicts, inmates, repatriates, and people in situations of social exclusion arising from social neighbourhoods.

The work developed by the Kairós Club, whose athletes from the youth teams are almost entirely from the parish of Rabo de Peixe, has increased and strengthened sports practices in these areas, improving the social work that takes place there, and conveying a more positive image of these locations, very much marked by poverty and social exclusion.

The Foundation joined the work of Kairos by sponsoring, for the fourth consecutive year, the activities developed by the club in its youth ranks.

### ■ **Escola do Movimento Associação Juvenil**

The Escola do Movimento [Movement School] is a youth organization that promotes the education and practice of Athletics. Based in Porto, it develops its activity on the premises of the Sports School of the University of Porto (FADEUP).

The Association has a qualified technical team specialized in athletics, with higher education, and has the support and collaboration of the Special Physical Education and Athletics Offices of FADEUP.

It currently directs its activities towards recreation and maintenance of well-being, adapted sports, and competition at regional, national, and international level.

The Foundation supported the displacements of the association's athletes to numerous events in which they took part during the sports season.

### ■ **Futebol Clube de Gaia**

The Futebol Clube de Gaia, founded 106 years ago, has a recognized track record in several amateur sports, including Handball.

Presently, with about 500 athletes, mostly at youth level, it keeps providing sports for youngsters, while offering with it the values associated with sports.

In recent years it has been developing, through Handball, the foundations of a project mainly based on the youth levels of training, aimed at providing the young people of the county with a place of excellence for practicing this sport, but also to train athletes who may, in the near future, represent the club and the city in the top national Handball ranking.

The Foundation, betting on the promotion of youth sports, supported the acquisition of uniforms, and associated its name to the Handball beginners of this sports association in Vila Nova de Gaia.

■ **Grupo Desportivo Airão-Curviã**

The Grupo Desportivo Airão / Curviã, headquartered in the town of Santa Maria de Airão, municipality of Guimarães, is a sports group founded in 1995, with athletics as its main sports activity.

Integrated into the competition schedule of the Athletics Association of Braga, the sports group has organized since 2010 the Cross of Airão, a cross-country athletics race that annually brings together an average of 200 to 300 athletes.

Aware of the importance of sports practices and knowing the financial difficulties of this small sports association, the Foundation financially supported the 4th edition of the race.

■ **Grupo Desportivo e Recreativo Joanita**

The Grupo Desportivo e Recreativo Joanita [Sports and Recreation Group] is a charitable non-profit organization of public interest aimed at promoting the social integration of people with disabilities through the practice of wheelchair basketball.

The “Joanita” was founded in 1979, being the first sports group with a sports section for people with disabilities in Portugal. This group was created at a time when adapted sports was seen as a mere form of rehabilitation or entertainment.

Nowadays, “Joanita” focuses on competition, and promotes the participation of disabled people in sports, by participating in several official events of this sport.

The Foundation supported the institution to acquire a wheelchair intended for its adapted basketball team.

### 1.1.5. Housing

**Programs**

■ **Habitat for Humanity International**

The Humanitarian Association “Habitat for Humanity Portugal”, founded in May 1996, is an NGO based on the fundamental principle of join forces and promote initiatives in the field of social solidarity, especially aimed at helping to eliminate housing degradation and to support needy families in having adequate decent housing, through their construction or recovery.

The Foundation, through an agreement signed with this institution, seeks to join its work with a view to enable the construction or rehabilitation of housing for needy families, especially in the municipality of Amarante, a territory to which Mota-Engil is linked by strong symbolic and institutional ties.

The commitment of the Foundation through this agreement shall primarily include an annual grant intended to support the cost structure of the institution in the municipality of Amarante, also financing, in some cases, the cost of reconstruction of houses. The mobilization of volunteers from the Mota-Engil Group to take part in the work of reconstruction, and the supply of building materials, have also been included in the support provided.





Under this Agreement, the Foundation has contributed in 2014 to rebuild three more houses - which did not present the minimum conditions in terms of comfort, safety and health -, of poor families in the municipality of Amarante, from the parishes of Gião, Várzea and Fregim, totalling eleven dwellings recovered under the partnership.

#### ■ **Porto Amigo**

Aimed at urban social cohesion and the promotion of decent housing conditions for the elderly, the Foundation and the Porto Social Foundation, from the Porto City Council, signed an agreement called “Porto Amigo” [Friendly Porto] establishing forms of cooperation in carrying out adaptation and improvement works in the living conditions of the dependent elderly population of the city of Porto, living in poverty, and residing in owned or rented housing.

In 2012, with the inclusion of the Grupo de Ação Social do Porto [Porto Social Action Group] (G.A.S. Porto) in this partnership, the area of intervention of this project was extended.

G.A.S. Porto, through voluntary initiatives, has taken on an on-going monitoring of the project beneficiaries, providing them with support in the psychosocial domain, in addition to the interventions in the housing sphere.

Under this agreement, twenty-two houses of seniors have already received interventions that helped improve their living conditions, and restore dignity to their living space.

#### **Support**

##### ■ **Filos Foundation**

The Filos Foundation is a private social solidarity institution that aims to promote social response initiatives, through intervention projects for individuals, families and groups experiencing poverty or exclusion - particularly within the context of care and social support -, networking with other social promoters, either natural or legal persons.

The Filos Foundation has been supporting the construction project of the “Casa da Ritinha” [House of Little Rita], for which it received donations from various entities which it then channels to the construction of the house.

Little Rita is a child with multiple disabilities, living with her mother and a brother in poor housing conditions, inadequate to their condition.

The Foundation was one of the organizations that contributed to the completion of this work.

### **1.1.6. Elderly**

#### **Support**

##### ■ **Associação de Cultura, Recreio e Solidariedade Social de Vila da Rua**

The Associação de Cultura Recreio e Solidariedade Social de Vila da Rua [Culture, Recreation and Social Solidarity Association of Vila da Rua] is a private institution of social solidarity located in the Rua parish, municipality of Moimenta da Beira.

The organization supports 30 seniors in terms of home support service; 30 children in terms of family support; and 40 families in need by donating food, and yet it manages a social canteen.

Seeking to provide the elderly a cosy space for socialization, the association proposed to create a social room, for which purpose it sought the assistance of other institutions.

The Foundation provided financial support to the institution, thus helping to make possible the materialization of its project.

### **1.1.7. Social Innovation**

#### ***Programs***

##### **■ *Plataforma Operacional do BIS no Porto***

The Foundation, under the Prelada Commitment signed in November 2013, has joined the Plataforma Operacional do Banco de Inovação Social (BIS) do Porto [Operational Platform of the Social Innovation Bank in Porto]. This Operational Platform is the result of a partnership between the Misericórdias of Lisbon and Porto, plus 14 other leading institutions in the metropolitan area of Porto - representatives of the local government, of the academic and cultural sector, of the third sector, and of the economic sector - and aims to encourage initiatives that promote entrepreneurship and social innovation, strengthening the involvement of local society.

In this sense, the partners of the Porto Operational Platform are developing a Citizenship Program, whose purpose is to promote the recognition and appreciation of citizen participation in initiatives identified as socially relevant, and with an impact on society. Recognition of citizen participation becomes effective by assigning Social Credits that are then recorded in their Social Citizenship Passport.

Under the operation of the Citizenship Program, three socially relevant initiatives were identified: Promotion of Reading Habits, Civic Democracy and Rehabilitation, and Valuing Cultural, Urban and Artistic Heritage.

The Foundation is part of the working group that coordinates the pilot project on Rehabilitation and Valuing Cultural, Urban and Artistic Heritage, aimed at rehabilitating, through small works, the built heritage of social non-profit institutions, devoid of resources for such task.

#### ***Support***

##### **■ *Centro de Inovação Social (CIS Porto) – Pontes para o Futuro***

The Centro de Inovação Social – CIS Porto [Social Innovation Centre - CIS Porto] launched the competition “Pontes para o Futuro” [Bridges to the Future].

It is an initiative of the Porto City Council, through the Porto Social Foundation, in partnership with ESLider - Portugal, an organization that aims to actively contribute to the recognition of the third sector, by promoting transparency, professionalization and modernization.

“Bridges to the Future” aims to mobilize citizens to solve specific problems identified by third sector organizations, bringing together social entrepreneurs and non-profit institutions, to find solutions to ensure the efficiency and sustainability of the work of the latter.

The Foundation supported this initiative, through funding and by collaborating in the selection and evaluation of the best projects.

### 1.1.8. Inmates

#### **Support**

##### ■ **Associação Foste Visitar-me**

The Association Foste Visitar-me [You Went To Visit Me] is an association of volunteers who visit inmates in the prison houses of Santa Cruz do Bispo, in the prison house of Custóias in Porto, and in the prison house attached to the Criminal Investigation Police of Porto.

The prison houses they visit are all struggling with overcrowding, and with a huge lack of solutions to be able to engage prisoners.

On the other hand, the percentage of inmates with a low level of school education is very large, so one of the projects of the Porto Prison Management Board in Custóias, which houses nearly 1,200 inmates, is to increase the capacity of its school.

The Foundation, believing this is a very generous project that reaches out to a very disadvantaged population, decided to support this cause, having contributed to the construction of more classrooms, and to the rehabilitation of the existing ones, which increased the school attendance capacity by about 30%.

##### ■ **Associação Projeto Reklusa**

This association, founded in June 9, 2010, by the hands of two volunteers of the prison house of Tires, is, since November 2012, a private institution of social solidarity.

Intending to become a reference institution in social action within the imprisoned population, basing its intervention on respect for the condition of all those it supports, within an environment of mutual trust, it is committed to the sustainable development of society in which the human factor comes first.

The Reklusa Project markets a wide range of leather products (bags and purses) produced by female inmates of the prison house of Tires, with the support of designers working in their design.

The work performed allows female inmates to thus have a source of income, and the marketing of products is designed to financially support all the activities of the association.

In 2013, the Foundation helped bear the refurbishing costs of the new office and store, located in a space provided by the Lisbon City Council, thus enabling the Association to benefit from a street shop and a sewing workshop that can significantly contribute to make it visible, and its activities sustainable.

The Foundation renewed its support to this Association in 2014 for the acquisition of more equipment, allowing, on the one hand, the creation of new jobs at its headquarters in Lisbon, and on the other hand, the expansion of this project to the prison house of Santa Cruz do Bispo, in Matosinhos.

### 1.1.9. Health

#### *Programs*

##### ■ **Manuel António da Mota Foundation / Portuguese League Against Cancer - Northern Regional Centre / Portuguese Institute of Oncology of Porto Agreement**

The agreement signed in 2011 between the Foundation, the Portuguese Institute of Oncology (IPO) in Porto, and the Northern Regional Centre of the Portuguese League Against Cancer, created a social support service for cancer patients hospitalized in the palliative care unit and their families.

By remaining in force in 2014, this agreement allows the palliative care department of the Porto oncology hospital (IPO) - which provides care to more than a thousand patients per year -, to continue to rely on a financial grant from the Foundation, providing support in various forms to patients and their families that are in a serious economic and financial situation of need, and / or in a psychosocial situation, susceptible of harming their well-being and quality of life, jeopardizing the efficiency of the clinical care provided, or contributing directly or indirectly to their isolation and social exclusion.

#### *Support*

##### ■ **Acreditar - Associação de Pais e Amigos de Crianças com Cancro**

Acreditar – Associação de Pais e Amigos de Crianças com Cancro [Association of Parents and Friends of Children with Cancer] is a private social solidarity institution that aims to help children diagnosed with cancer and their respective families, supporting them in the psychological, emotional, and economic fields.

The work of the institution is split between its various regional centres, namely in the North (Porto), Centre (Coimbra), South (Lisbon) and Madeira (Funchal), which correspond to the urban centres with paediatric oncology hospitals.

Located next to the new Children’s Hospital of Coimbra, the Acreditar house of Coimbra has 20 rooms spread over 3 floors, and an outdoor surrounding area with large gardened spaces.

This “Home far from Home” freely welcomes children and young people being treated in the hospitals of Coimbra, accompanied by their families, thus allowing them to reorganize their life in a similar way to what they would do in their own home. It hosts not only children and young people with cancer, but also with other diseases.

The Foundation has been renewing, year after year, the aid provided to support the running costs of the House of Coimbra.

##### ■ **APELA - Associação Portuguesa de Esclerose Lateral Amiotrófica**

APELA is a non-governmental non-profit private organization, with the status of a private social solidarity institution, founded in 1997 by the initiative of Prof. Mamede Carvalho, PhD, and with the support of Prof. Sales Louis, PhD.

This association aims to promote the dissemination of the nature of amyotrophic lateral sclerosis within civil society, patients, families, doctors, and all the technical staff involved in health care, as well as to support patients and their families, and to educate them, and help them resolve their various issues.

Following the challenge launched by Mota-Engil Central Europe, the Foundation participated in the Ice Bucket Challenge, and made a donation to the institution, thus joining its efforts on helping the Portuguese who suffer from this disease.

■ **ASPORI - Associação Portuguesa dos Portadores de Ictiose**

ASPORI – Associação Portuguesa dos Portadores de Ictiose [Portuguese Association of Ichthyosis Carriers] represents and engages in advocacy for patients suffering from this disease.

Ichthyosis (fish skin, in its etymological sense), is a non-contagious genetic disorder of the skin, whose main characteristics are dryness and flaking of the skin.

It is a chronic incurable disease, whose effects can only be relieved by constant treatments with moisturizing creams.

In Portugal, there are about 250 known carriers of this disease, and because it is a rare disease that affects only a few people, the treatments based on moisturizing creams have no reimbursement by the National Health Service.

The Foundation, which has been standing out by supporting initiatives in health care, funded this institution in the acquisition of moisturizing creams, essential to the welfare of these patients, many of them in social and economic distress.

■ **Associação dos Amigos do Hospital Santa Maria**

The Associação de Amigos do Hospital de Santa Maria [Association of Friends of the Santa Maria Hospital], in Lisbon, a private social solidarity institution established in 1996, organizes the volunteer service at the Santa Maria Hospital, and its main mission is to serve as a link between patients, their families, and the hospital, contributing to the humanization of the hospital, and helping to improve the reception and admission conditions.

The Foundation supported the institution in carrying out its activities.

■ **Associação Oncológica do Alentejo**

The mission of the Associação Oncológica do Alentejo [Oncology Association of Alentejo] is to support cancer patients and their families and care providers, with the goal of promoting their well-being and quality of life.

Established on July 22, 2009, this private institution of social solidarity intends to become a reference entity in the Alentejo region, in promoting and protecting the rights, health, education and social support of cancer patients.

It bases its activity in the promotion of meetings for health with cancer patients, families and caregivers; cancer patient diet during chemotherapy and radiotherapy; and the rights of cancer patients.

The Manuel António da Mota Foundation supported this Association for its meritorious work in the Alentejo.

■ **ENCONTRAR+SE – Associação para a Promoção da Saúde Mental**

ENCONTRAR+SE [Association for the Promotion of Mental Health] is a private social solidarity institution based in Porto, founded in 2006, which arose from the need to develop solutions for the difficulties encountered in the development, implementation, evaluation, and search for appropriate responses to the particular demands of psychosocial rehabilitation of people with severe mental illness.

It has an Integrated Service Centre (ISC), which provides personalized services that meet the needs of each person, in order to overcome their difficulties, and thus contribute to the acquisition of skills and promotion of independence and social inclusion. The ISC includes a Learning Centre, offering cognitive remediation programs; an Academic, Vocational and Occupational Integration Office (GIAPO); and it also develops various occupational activities.

ENCONTRAR+SE is actively involved in the fight against stigma and discrimination of people affected by mental illness through the development and implementation of the Anti-stigma / Pro-Mental Health Campaign called UPA Movement - United To Help, whose motto is "Stand up against discrimination of mental illness".

On the occasion of its 8th anniversary, the institution joined the celebration of the World Mental Health Day, by conducting a series of conferences and workshops, culminating in a charity dinner in favour of the association.

The Foundation supported the institution in this event, thus stressing its interest and appreciation for this cause.

#### ■ **Ernesto Roma Foundation**

The Ernesto Roma Foundation, an entity created to support the oldest association in the world in the support to people with diabetes (APDP – Associação Protetora dos Diabéticos de Portugal), launched the "100 Patrons United for Diabetes" campaign.

This campaign - aimed at organizations and companies -, aims to raise their awareness to the diabetes issue, making them patrons of this cause, with the specific purpose of helping the APDP in researching the cure of this disease, and enabling the viability of the Ernesto Roma Diabetes School aimed at training health professionals and patients in dealing with the disease and its treatment.

Diabetes is a chronic disease that affects about 1 million people in Portugal, being the fourth leading cause of death in developed countries.

Following the renewal of the agreement made with that institution, the Foundation kept its Blue Maecenas status within the scope of that campaign, renewing its support to the institution.

#### ■ **IPATIMUP**

IPATIMUP - Instituto de Patologia e Imunologia Molecular da Universidade do Porto [Institute of Molecular Pathology and Immunology of the University of Porto] is a private non-profit association of public interest, established in 1989 under the auspices of the University of Porto. Its affective members are the Porto City Council, the Commission for the Coordination and Regional Development of the Northern Region, the Portuguese Red Cross, the Luso-American Development Foundation, the National Institute of Health Dr. Ricardo Jorge, the Portuguese League Against Cancer, the Bial Foundation, the Misericórdia of Porto, the State University of Rio de Janeiro, and the University of Porto, while also counting on several institutions linked to medical education as associate members.

IPATIMUP was one of the first four Associated Laboratories of the Ministry of Science created in Portugal, and is housed in a building with approximately 4,000m<sup>2</sup> in Cluster 2, of the University of Porto. Its fundamental vocation is to carry out translational and post graduate research in Oncobiology, Molecular and Genetic Medicine. Other key activities of the IPATIMUP are scientific dissemination with an emphasis on prevention of cancer and other diseases, and the provision of services to the community in the following areas: pathological diagnosis and therapeutic



selection of cancerous and precancerous diseases, molecular diagnostics, genetic counselling of family and environmental cancer, and population and forensic genetics.

These activities are carried out by research groups made up of teachers from different Departments of the University of Porto, hired and post-doctorate researchers, PhD students, research fellows and interns.

The Foundation supported this institution in 2014, the year that celebrated the 25th anniversary of IPATIMUP.

#### ■ **Liga Amigos Hospital S. Francisco Xavier**

The Liga dos Amigos do Hospital de São Francisco Xavier [League of Friends of the S. Francisco Xavier Hospital] provides support to patients of this hospital, contributing to the humanization of health care, and to the well-being and quality of life of those whom it serves in its daily work.

Given the lack of this type of equipment, the Foundation made a donation to the League for the purchase of wheelchairs for hospitalized patients in need of this kind of support.

#### ■ **Portuguese League Against Cancer - Northern Regional Centre**

The Portuguese League Against Cancer is a private cultural and social work association, declared of public interest, which promotes primary and secondary cancer prevention, social support, and the humanization of care to cancer patients, as well as training and research in oncology.

The Foundation, in line with what had happened in previous years, made a donation to its Northern Regional Centre to fund its activities.

#### ■ **Mundo a Sorrir - Associação de Médicos Dentistas Solidários Portugueses**

The Mundo a Sorrir – Associação de Médicos Dentistas Solidários Portugueses [Smiling World - Portuguese Solidary Dentists Association], is a non-profit association, pioneer in assistance in oral health care, with the main goals of promoting the right to oral health in Portugal and in the world.

Whereas the development of partnership activities in the field of oral health will contribute to the resolution of situations of need in health matters and social reintegration of the Portuguese population, the Foundation established an agreement with the Smiling World association, aiming to strengthening the access of the most disadvantaged Portuguese population to health care under the objectives of the National Oral Health Plan, through its project CASO - Oral Health Support Centre, which aims to provide oral health care to the most disadvantaged people in the Porto district, through the collaboration of a wide range of volunteer medical dentists.

In 2014, the Foundation renewed its support to this institution, which now aims to expand its project to the city of Braga.

## 1.2. SOCIAL AND FAMILY SUPPORT TO EMPLOYEES OF THE MOTA-ENGIL GROUP

### Programs



#### ■ Scholarships

The Scholarship Program was first introduced in the academic year of 2006-2007 within Mota-Engil, and subsequently its management was transferred to the Foundation in 2011.

The scholarships, worth 3,000 Euros per year per beneficiary, are awarded to higher education students, children of employees of the Group with less economic resources, and that have achieved good academic performance.

To date, nearly two hundred students were supported.

This program aims to promote an equal opportunities policy, which may contribute to raise the levels of qualification of youngsters, and to stimulate their academic performance.

Following an agreement made with a young Cape Verdean student in a situation of high economic vulnerability, which assigned a scholarship to subsidize the completion of his higher education studies and his stay in Portugal, the Foundation renewed its support thus allowing the student to complete a post-graduate degree in June 2014.

The same happened to a Mozambican student in the same situation, who again benefited from the Foundation's support in 2014.

#### ■ Financial Advice

The Financial Advice program is a service provided by the Foundation to the employees of the Mota-Engil Group, in collaboration with a company specializing in matters of personal and household indebtedness.

This program aims to provide support to people in over-indebtedness distress or at risk of financial unbalance through financial assessment or support their financial recovery.

The service provided includes the modalities of financial diagnosis, with an analysis of the household budget; evaluation of the financial profile, and setting up a recovery plan of the monthly responsibilities and expenses; and financial and social recovery, comprising financial rehabilitation with a view to a responsible use of credit, drawing up a payment plan and renegotiation with creditors, including the State; and the balanced management of the family budget.

This service, provided by the Foundation, is completely free of charge for employees in both modalities mentioned, whatever their degree of complexity and length. However, it does not include legal representation.

In 2014, a number of Group employees resorted to the Foundation's support in this area, and were thus able to reorganize their financial situation.

#### ■ Social Support Fund

The Foundation has established a Social Support Fund, which aims to be a permanent financial support instrument for employees of the Mota-Engil Group, and for members of their household.

The Fund is intended especially for helping out in contingencies that may arise to employees, at personal or family level, which may result in the unexpected withdrawal of income or increased expenses, susceptible of jeopardizing the security and economic stability of the employee or his/her family.

Situations that could be supported include accidents or diseases that result in the total or partial inability to work, temporarily or permanently; the death of the employee; the spouse's illness; disability of any member of the household, among other situations encompassed within the purpose of the Fund.

The financial support granted by the Fund may take up an occasional or continuous nature, depending on the characteristics of the event giving rise to the application, reserved for employees of the Mota-Engil Group with more than 5 years of service.

The management of the Fund is subject to specific regulation, based on a budget set annually.

In 2014, the Fund once again supported several employees, which well demonstrates the importance and the purposes for which it was created.

### **Initiatives**

#### ■ **The “Mota-Engil Families Throughout the World” Contest**

The Competition was intended for the children of employees of the Mota-Engil Group in international mobility, aimed at rewarding works under the topics of history, geography, economics or culture, activities of the Mota-Engil Group, or the employee's job, related to the country in which the employee is working.

The Competition aimed to raise awareness on the part of children about the reality of the country, the company or the parents' job, and Mota-Engil employees in international mobility, thus sharing their vision with the wider Mota-Engil family throughout the world.

Involving employees' children up to 18 years of age, divided into three age groups, the works under competition in the 1st edition focused on drawings.

The Foundation awarded to each winner of the 1st prize of the three age groups, two trips to Disneyland Paris or to the country where their father / mother is working, for a week stay, and the 2nd and 3rd prizes comprised sets of drawing materials.

## **1.3. VOLUNTEER SERVICE**

### **Programs**

#### ■ **Porto de Futuro**

Under the “Porto de Futuro” [Porto with a Future] project, and within the scope of the development of a partnership with the Vertical School Grouping Manoel de Oliveira (Porto), the following voluntary service initiatives involving employees of Mota-Engil were undertaken:

- Aprender a Empreender - Junior Achievement Portugal: participation of 5 volunteers from various Group companies, in implementing the Aprender a Empreender [Entrepreneurship Learning] programs (A Família [Family], A Comunidade [Community], É o meu negócio [This is my business]) in the schools of that grouping;



- Management Consultancy - participation of the Foundation's Executive Committee Chairman in the 3rd edition of the Management Consultancy Program "In2excellence", promoted by the Porto Business School, with a presentation on "The Mission of Schools" aimed at the principals and heads of the School Groupings involved in this partnership.

- **Habitat for Humanity International**

Under the agreement established with Habitat for Humanity Portugal, the Foundation - similarly to what has happened in previous years -, launched a challenge to the Mota-Engil employees to get involved in this project.

In 2014, this project once again relied on the participation of volunteers from the Mota-Engil Group. In the end, all those involved expressed great satisfaction for having participated in a volunteering activity so humanly rich and rewarding, reiterating their willingness to participate again in new initiatives.

#### 1.4. INTERNATIONAL SOLIDARITY

##### **Cape Verde**

- **The Lomba Tantum-lift, and the port of Ferreiros**

The village of Lomba-Tantum hosts one of the most important fishing communities in the Brava Island. The access to the closest port to the village, the port of Ferreiros, is made down a path with about 1,000 metres long and a height difference of 156 metres.

These terrain features make it difficult to carry the fresh fish from the port of Ferreiros all the way to Lomba-Tantum, and supplying the boats in the other direction.

With the mission of contributing towards the integrated development of the communities where the Mota-Engil Group carries out its activities in Portugal and in other countries where it is present, such as the Republic of Cape Verde, the Foundation and Mota-Engil Engenharia e Construção signed a partnership agreement with the Ministry of Rural Development, the Ministry of Infrastructure and Maritime Economy, and the Ministry of Environment, Housing and Territory Planning of Cape Verde, to facilitate the transportation of loads between the village of Lomba-Tantum and the port of Ferreiros.

This agreement between the partner institutions consisted, on the one hand, in the construction of a transport cable line between these two points, through a constructive solution named "Double cable cable-ca, and shuttle system", and, on the other hand, in the improvement of the footpath over a length of about 340 metres, consisting on the execution of the sidewalk or stone staircase.

Thus, the Foundation, under its social responsibility policy, sought to contribute to the economic and social development of the community of the Brava Island.

##### **Malawi**

- **Chauncy Maples**

The "Chauncy Maples" ship was built in 1898 in Glasgow, as ordered by the British universities for their project "Mission to Central Africa." In 1901 it was officially launched on the Niassa Lake to work as a missionary school, as an emergency shelter for victims of the slave trade, and as a hospital ship, thus having a triple mission.

It drew its name from the Bishop of the same name, an Anglican missionary that from 1876 established clinics and schools in Zanzibar for freed slaves. In 1895, after 20 years of missionary work, Chauncy Maples was consecrated as the sixth Bishop of Nyasaland in the St. Paul's Cathedral in London. After returning to Malawi, the Bishop died in an accident with the ship.

During World War I, the ship was used to carry troops, and in 1953 it was sold to the State of Malawi, being used as a fishing boat until 1967, when it was converted into a passenger and cargo vessel.

The ship, 38.4 m long, 6.1 m wide, and 250 T in tonnage, is currently inactive and has been acquired by the Malawi Shipping Company (MSC), a company of the Mota-Engil universe present in this African country.

Some time ago, the Government of Malawi expressed interest in the rehabilitation of the ship with the purpose of reconverting it to one of its primitive hospital- / medical clinic-ship functions. Once reconverted, the "Chauncy Maples" will provide medical care to the coastal communities along the Malawi Lake faced with enormous needs at health level.

The ship recovery project comprises three stages; the collection of funds for the reconstruction, the renovation works and, finally, its entry into operation as a hospital- / medical clinic-ship.

The project follows from the establishment of a Memorandum of Understanding between the Chauncy Maples Malawi Trust (CMMT) - a non-profit organization registered in England whose purpose is the relief of disease and promotion of health of the population of the Malawi Lake, with the main aim of managing the project by raising funds for this purpose -, the company Thomas Miller Holdings Ltd., based in London - specializing in the field of maritime services and insurance, and in the maritime industry and that, in the celebration of its 125 years and in order to embody its social responsibility policy, emerged as the main sponsor of the project, funding and raising funds for its materialization, which it entrusted to CMMT -, the Ministry of Health of Malawi in which it - or an NGO in its place-, undertakes to provide health services, and finally, the ship's operation which shall be put under the charge of the Mota-Engil Shipping Company (MSC), which will count on the cooperation of the Manuel António da Mota Foundation for this purpose.

This project, being assisted by the Foundation, due to the huge impact it will have on the lives of people who will be served by the activity of "Chauncy Maples"-, also represents the Foundation's effort in the internationalization of its activities in the countries in which the Mota-Engil brand has a significant presence, and where it aims to assert its social responsibility policy, being attentive to the problems of the local communities.

## **Mozambique**

### ■ **Tete Community Centre**

In the province of Tete, in Mozambique, and propelled by the provincial government, a Community Centre was built in the city of Tete that will support the segments of poor people of the city and its surroundings, by carrying out occupational and vocational training initiatives, as well as other initiatives to promote the social and professional integration of its users.

The Foundation is committed to follow up on this project, whose facilities will be inaugurated during the year of 2015.

#### ■ **Casa do Gaiato Maputo – Obra do Padre Américo**

The Obra da Rua [Street Work], was established by the Catholic Priest Father Américo Monteiro de Aguiar, who became known as Father Américo. Ordained priest in 1929, Father Américo was put in charge of the Soup of the Poor in Coimbra, in 1932. In 1940 he established the Obra da Rua [Street Work] by opening the first Casa do Gaiato [Boys Home] in Miranda do Corvo.

The Boys Homes - four in Portugal, two in Angola, and one in Mozambique in the city of Maputo -, have as their mission the support to young boys at risk, trying to provide for their development and acquisition of personal and professional skills, with a view to their full empowerment as future adults.

The Maputo Boys Home hosts 156 young boys in boarding schools, while supporting 52 other youngsters, and providing vocational training initiatives to both groups.

In 2013, the Foundation supported this cause, and again renewed its support in 2014, in order to provide continuity and sustainability to this meritorious project for children and youngsters in Mozambique.

#### ■ **Health4MOZ - Health for Mozambican Children and Families**

The Health4MOZ is a private, non-profit organization, created by a group of professionals, particularly medical doctors and medical professors, responding to an appeal for social and civic responsibility and solidarity towards others. Its key partners are the Medical School of the University of Porto, and the University of Lúrio (UNILÚRIO) in Nampula - Mozambique.

The motto of the Health4MOZ is teaching and training in medicine and in all paramedical areas, in order to convey knowledge in a consistent manner, a testimony to the lasting improvement of health care of excellence, and consequently, of the trans generational improvement of the populations' health.

Its areas of intervention are: cooperation in the undergraduate teaching of medicine, nutrition and nursing with UNILÚRIO; providing post-graduate training in the fields of medicine, nutrition and nursing in collaboration with UNILÚRIO, with the Health Centre 25th of September, and with the Nampula Central Hospital; promoting scientific exchange through short-term internships either of Portuguese professionals in Mozambique or of Mozambican professionals in Portugal; carrying out, along with local elements, a health survey in general to the paediatric population (0- 18 years) in the district of Nampula; intervening at social level in promoting health through partnerships with schools and direct interventions in the community. For this purpose, it counts on specialist doctors in different areas, as well as nurses who, in a totally voluntary basis, develop their work in Mozambique.

The Foundation, aware of the importance of the institution's mission, and within the scope of the progressive expansion of its assistance to Mozambique and other countries where the Mota-Engil brand has a significant presence, supported the Health4MOZ in carrying out its mission.

## **2. The Manuel António da Mota award**

The annual awarding of the Manuel António da Mota Award is a statutory requirement of the Foundation.

The Award seeks to honour and pay tribute to the memory of Mota-Engil's founder, by distinguishing, every year, the organizations and personalities that stand out in the various fields of activity of the Foundation.

In its 1st edition in 2010, the Award was directed to private institutions of social solidarity that stood out in the fight against poverty and social exclusion, during that European Year for Combating Poverty and Social Exclusion.

The winner of the award was ASTA – Associação Sócio-terapêutica de Almeida [Social Therapeutic Association of Almeida], an institution that develops a remarkable work of social, human and economic integration of disabled citizens in the municipality of Almeida, by providing them with decent living conditions in a very close context to that of the family environment.

In the European Year of Volunteering, held in 2011, the 2nd edition of the Manuel António da Mota Award aimed to reward Portuguese-based organizations that promote volunteer service with activities in the country, and that have distinguished themselves in the development of activities and projects within volunteering programs, especially within the field of vicinity volunteering.

The prize was awarded to Leque – Associação Transmontana de Pais e Amigos das Crianças com Necessidades Educativas Especiais [Trás-os-Montes Association of Parents and Friends of Children with Special Educational Needs].

Headquartered in Alfândega da Fé, Leque manages a Service and Entertainment Centre for Persons with Disabilities (CAAPAD), namely by informing, guiding and supporting people with disabilities, and promoting the development of skills required to solve typical disability issues, in addition to a set of social and cultural entertainment activities.

The European Year of Active Ageing and Solidarity between Generations served as the motto for the 3rd edition of the Manuel António da Mota Award, in 2012. The fundamental aim of the European Year was to draw attention to the importance of the contribution of older people to society, create the conditions for active aging, and strengthen solidarity between generations.

The winner of the Award was Alzheimer Portugal, for its work at the service of social integration and improved quality of life of individuals with dementia and their carers, asserting itself as the only organization in Portugal specifically dedicated to this cause.

The European Year of Citizens was the inspiring theme for the 4th edition of the Manuel António da Mota Award that took place in 2013. In this edition, the Manuel António da Mota Award joined the efforts of the European Year of Citizens in fostering the debate on European citizenship, and in informing people on their rights as European citizens, while also seeking to enhance the dissemination and implementation of projects within the strategy Europe 2020, focusing on the drivers of smart, sustainable and inclusive growth, in the promotion of the European social model and of the fundamental rights enshrined in the founding texts of the European Union, as an area of freedom, security and justice.

The winner of the 4th edition of the Manuel António da Mota Award was the Mata do Buçaco Foundation. It deserved the preference of the jury of the Manuel António da Mota Award for the projects developed within the scope of integrated and co-responsible re-socialization of inmates, under a protocol signed with the General Directorate of Rehabilitation and Prison Services, which provides for the social and professional integration of inmate citizens from the prison house of Coimbra.



The Mata do Buçaco Foundation, whose purpose is the management of all the natural and built heritage of the Buçaco National Forest, has stood out in recent years in the conservation and preservation of biodiversity of the natural heritage under its management, and by its social responsibility policy, involving various audiences (schools, private social security institutions, associations, and other non-profit entities), and promoting volunteer service in the conservation and awareness activities for the importance of its heritage in the regional and national context.

In 2014, in its 5th edition, the Manuel António da Mota Award, while joining the 20th anniversary of the International Year of the Family, decided to distinguish the institutions that act in enhancing the value, protection, and support to the family in various areas, in an era of fast changes in which families are faced with enormous challenges and difficulties, and at a time that could not therefore be more conducive to the discussion and constant search for answers to the issues families are faced with in Portuguese society.

Projects in the field of enhancing the value, protection, and support to the family in many different areas were submitted to the competition, exceeding 300 applications received from non-profit institutions, including private social security institutions, foundations, associations, non-governmental organizations and public bodies, namely local municipalities.

The selection process followed a set of social, technical, institutional and economic criteria set out in the Regulation of the Award, applicable to the analysis of the application forms, which was followed by a series of visits to the finalist institutions by the jury members, in order to analyse on site the activities developed, and to determine the winning candidate.

The selection Jury included two members of the Board of Directors of the Foundation, and personalities of recognized merit:

- Prof. Daniel Serrão - Invited Professor of the Bioethics Institute of the UCP
- Dr. Maria Joaquina Madeira – National Coordinator of the European Year for Active Ageing and Solidarity between Generations
- Father Lino Maia - President of the National Confederation of Solidarity Institutions (CNIS)
- Dr. Maria Manuela Eanes – Chairlady of the Board of Trustees of the Manuel António da Mota Foundation, and Chairlady of the Board of the Instituto de Apoio à Criança [Child Support Institute]
- Dr. Maria Manuela Mota – Member of the Board of Directors of Mota-Engil SGPS, and Chairlady of the Board of Directors of the Manuel António da Mota Foundation
- Mrs. Rosa Maria Mota - Member of the Board of Directors of the Manuel António da Mota Foundation

In a communication partnership, established between the Foundation and TSF – Rádio Notícias, for the fifth consecutive year, the program “Portugal Família” [Portugal Family] brought to the radio several stories of institutions that have excelled in enhancing the value, protection, and support to the family in many different areas, besides a set of news reports on each of the finalist institutions.

December 14th was marked by the Conference “Portugal Família”, and by the announcement of the winner of the Manuel António da Mota Award, which was delivered by the Deputy-Prime Minister, Paulo Portas.

The award giving ceremony took place at the Palácio da Bolsa, in Porto, having also counted on the participation of the Chairman of the Board of Directors of Mota-Engil, António Mota, of the Full Professor of Universidade Católica Portuguesa, Joaquim Azevedo, and of the Chairlady of the Council of Trustees of the Manuel António da Mota Foundation, Manuela Ramalho Eanes.



The MDV - Movimento de Defesa da Vida [Life Protection Movement] deserved the jury's preference in the 5th edition of the Manuel António da Mota Award for the project "Family", which it develops within the scope of follow-up of families with children and youth at risk, in a logic of proximity, and by giving preference to interventions within the natural living environment, enhancing collaboration and the active participation of the family as a whole in solving family issues, and in the prevention and mitigation of risks.

MDV is a private social solidarity institution founded in 1977, active throughout the entire country, fighting for human rights and for the affirmation of fundamental ethical values, promoting human dignity in all its dimensions, and protecting family unity.

The Foundation feels proud for the prestige and public notoriety that the Manuel António da Mota Award has achieved after its five editions.

### 3. Education and training

#### ■ Manuel António da Mota Vocational Training Centre

In 2014 the training activity of the Training Centre was developed in accordance with the areas defined in the certification obtained from the General Directorate of Employment and Labour Relations (DGERT), and in the Agreement signed with the Institute of Employment and Vocational Training (IEFP), namely: Civil Construction and Civil Engineering, Electricity and Energy, Secretariat and Administrative Work, and Integration into the Organization.

The courses developed were fully included under the training model Learning in Alternation, framed under measure 1.1 of the Human Potential Operating Programme, aimed at the initial qualification of young people.

This training model is aimed at youngsters under the age of 25 who have completed the 3rd cycle of basic education, enabling double certification - academic and professional -, while at the same time focusing on integration in the labour market, and on the continuation of studies.

In this training model, the theoretical preparation involving social, cultural, scientific and technological components, is complemented with practical training in a real work environment, alternating between each other the respective training contexts.

Within a framework of diversification of its training offer, the Training Centre - in constant dialogue with schools, public authorities and economic agents -, is particularly attentive to the need for vocationally guiding youngsters according to the dynamics of the labour market, seeking to privilege high employability courses.

As a complementary measure, with a view to achieving greater educational success, the Manuel António da Mota Foundation continued providing free breakfast to all students of the Training Centre, while also pursuing its social and economic support to many students and families through the Trainees Support Fund, and while also maintaining its health care policy, whether in the field of general and family medicine, or in terms of dentistry, by offering free oral health consultations to trainees, under an agreement signed with Mundo a Sorrir – Associação de Médicos Dentistas Solidários Portugueses [Smiling World - Portuguese Solidary Dentists Association].

In 2014, the Training Centre had 7 training courses in operation in the areas of On-Site Technician (1 course), Electrical Installations Technician (2 courses), Refrigeration and Acclimatization Technician (3 courses), and Quality Technician (1 course), with a volume of 75,552 hours of training, covering 153 trainees.

The meagre job prospects offered by classical secondary education, along with the adverse context in the labour market, the guidelines for educational policies that consider the growth of vocational education, make this model of education more attractive for young people, which, in the particular case of the Training Centre, is associated with the prestige and experience accumulated over 17 years of steady operation, based on the quality of trainers, of materials and teaching resources available to the trainees, along with the social support to students in situations of greater financial and family fragility, in order to prevent school dropout and foster academic success.

Two important events also marked the life of the Training Centre in 2014.

In March 2014 the IEFP (Employment and Vocational Training Institute) defined a new regulation for this training model, resulting in a substantial reduction in available funding, which is nonetheless a cause for concern and has led to the adoption of cost-cutting measures, without however putting into question the usual training standards.

In 2014, through the technical staff of the Regional Delegation of the North of the IEFP, an audit was conducted to the educational and financial processes of the Training Centre, and it was reported that the operating model would be a good example to other training providers.

This is undoubtedly a cause for rejoicing, fully attesting the quality of the training provided over the years, and that should be maintained and consolidated, despite existing financial constraints.

Thus, in conclusion, the Training Centre will remain focused in its fundamental mission.

Maintaining and enhancing its attractiveness to young people, providing quality training in high employment areas, supporting youngsters in accessing the labour market, thus fulfilling one of the most relevant functions and serving the purpose of increasing the skills of young people as an essential vehicle for their full social inclusion.

### **Programs**

#### **■ Arco Maior**

Children and youngsters in situations of school absenteeism or dropout are one of the main concerns of those who deal with this phenomenon.

In the particular case of the city of Porto, the situation of school dropout seems quite concerning.

The fact that these children and youngsters do not find an appropriate educational response has called for an urgent solution. The issues of absenteeism and school dropout are not strictly connected to school, they configure more complex social realities that also call for more elaborate social responses.

In this context, the Arco Maior [Major Arch] project has appeared, aimed at integrating youngsters in an actual process of school dropout, consisting in the promotion of education and certification, and in educational and social integration of young people that do not find an answer in the existing education and training offers.

The Arco Maior, promoted by the Universidade Católica do Porto and the Misericórdia of Porto (SCMP), and also in partnership with the Ministry of Education, the Institute of Employment and Vocational Training (IEFP), and several other partners, plans to assert itself as a transition social and educational dynamics between the risk of exclusion and marginalization, and citizenship and social inclusion.

The Foundation, aware of the social and educational relevance of this project, and in line with its concerns in this area, joined its beginning in the school year of 2013/2014, and has been providing financial support to its activities, which take place in the city of Porto, in facilities provided by the Misericórdia of Porto (SCMP).

#### ■ **Associação para a Educação de Segunda Oportunidade**

The Associação para a Educação de Segunda Oportunidade [Association for Second Chance Education] - AE2O is a non-profit association, based in the municipality of Matosinhos, whose main objective is to promote second chance education, especially working with disadvantaged youngsters with low educational and professional qualifications, and at risk of social exclusion.

This school, a pioneer in Portugal, is the only Portuguese entity to join the European network of Second Chance Schools.

The Second Chance School of Matosinhos is a social and educational answer for young people who leave school without having obtained the necessary minimum qualifications for accessing a job or new training courses, and, in most cases, without having basic social skills to enable them an adequate social and occupational integration.

Recognizing the social importance and the pioneering nature of this project, in 2014 the Foundation maintained its support to the operation of the School.

#### ■ **Cantinho do Estudo**

In October 2014, an agreement was signed called the “Cantinho do Estudo” [Study Corner] between the Foundation; the Municipality of Vila Nova de Gaia; Gaiurb – Urbanismo e Habitação, EM; the Parish Council of Canidelo; and the Grouping of Schools D. Pedro I, to promote social equity, educational success, prevention of school dropout, and the creation of conditions for the implementation of an equal opportunities policy for all.

“The Study Corner”, with an initial four-year term and an annual budget of 30,000 Euros equally divided between the Foundation, the Municipality of Gaia, and the Parish Council of Canidelo, has as its main purpose the performance of the works required to create or improve the studying conditions of children and students from families with lower social and economic resources attending pre-school or primary and secondary education, by intervening in the housing of children and families benefiting from the program.

#### ■ **Centro Cultural de Amarante**

The Centro Cultural de Amarante - Maria Amelia Laranjeira (Cultural Centre of Amarante) is a cultural and recreational association founded in 1981 and declared as a legal person of public interest.

It carries out its activity mainly in the fields of music and dance, also appearing as a school of reference for specialized art education.

Through its project “Dance / Integration” it intends to promote the inclusion of children and young people at risk of exclusion and with high dropout rates and school failure, through dance education, namely by promoting the adoption of values such as discipline, punctuality, persistence, and teamwork.

Due to the relevance it recognized in this project, namely in the social and educational field, and as a privileged vehicle for social inclusion, the Foundation has supported this project since its inception, and is its main sponsor.

#### ■ **Jovens Empreendedores – Construir o Futuro**

The 3rd edition of an entrepreneurial initiative for the school community was launched in 2014 in the municipality of Amarante, entitled “Jovens Empreendedores – Construir o Futuro” [Young Entrepreneurs - Building the Future], organized by the Business Association of Amarante (AEA).

This project aims to foster entrepreneurial potential among students, teachers, and in the general community of the municipality of Amarante, leading to a change of attitude, to direct contact with entrepreneurial concepts, and to the development of new social and personal skills.

With a time horizon of three years, this project aims to disseminate entrepreneurship and good entrepreneurial practices within the junior school public between the 10th and 12th grade of the participating schools.

In addition to the Associação Empresarial de Amarante (AEA, Business Association of Amarante), as the promoter, and to the Manuel António da Mota Foundation, which renewed its status as main supporter in this 3rd edition, the project also counts on the support of the bank Caixa Geral de Depósitos, of the Instituto Empresarial do Tâmega, of the Associação de Trabalho Humanitário e Organização Social (ATHOS), of the Aventura Marão Clube – Casa da Juventude de Amarante, while also including all secondary schools in the municipality of Amarante, namely the High School of Amarante, the Saint Gonçalo College, the Vocational School António do Lago Cerqueira, and the Externato of Vila Meã, as well as the Vocational Training Centre of the Metal-processing and Metalworking Industry (CENFIM), through its centre in Amarante.

#### ■ **Música para todos**

The Porto Social Foundation was established in 1995, on the initiative of the Porto City Council, in order to embody the social projects in the municipality of Porto, with the mission of promoting inclusion and social cohesion in the city of Porto.

The Porto Social Foundation promotes the project “Música para Todos” [Music for All] since 2010; a project of articulated teaching of music for students of Basic Education with the School Groupings of Cerco do Porto and Viso, involving 150 children and youngsters, developed in partnership with the Music School “Curso de Música Silva Monteiro.”

The project aims to facilitate the access to learning music to a group of children and young people with few financial resources, providing their participation in a common, continued project, that contributes towards their personal development as citizens and towards their integration in the community and society, while helping to raise their level of self-esteem and motivation, promoting educational success and combating early school dropout.

At the end of the training process, the student should be able to play an instrument solo or in a group, using differentiated instrumental and interpretive techniques, improvise melodies, variations and accompaniments with the use of instruments, and make public presentations.

The success achieved allowed the creation of the Youth Orchestra of Bonjóia, and has been expanding the number of young participants.

#### ■ **Porto de Futuro**

In April 2007, Mota-Engil, together with other leading companies in the metropolitan area of Porto, signed an agreement supporting this project, which has also been subscribed by the Porto City Council, the Regional Education Directorate of the North, and the Vertical School Grouping Manoel de Oliveira, partner institution of Mota-Engil.

The partnership aimed at joining efforts and common interests in the education system and in the business community, through the adoption, by schools, of best practices from the management model of the business community.

In 2013, and due to the extinction of the Regional Education Directorates, the protocol has been reworked to include the Directorate General for Schools, representing the Ministry of Education, while the Porto City Council, the Foundation, and the Vertical School Grouping Manoel de Oliveira remain as the other subscribing entities.

In 2014, under this project, the following activities with the Vertical School Grouping Manoel de Oliveira in Porto stand out:

• ***Programs of Aprender a Empreender - Junior Achievement: "Family", "Community" and "This is my business"***

Aprender a Empreender - Junior Achievement Portugal is an organization in the field of education for entrepreneurship, whose mission is to inspire and prepare young people aged between 6 and 25 years to succeed in the world of the global economy.

The Aprender a Empreender [Entrepreneurship Learning] programs are implemented in schools throughout the school year, by volunteers from the companies, with the support of teachers. The volunteer conveys his/her professional life and personal experience to students through an own method.

The goal is to make young people aware of the importance of "Entrepreneurship Learning", an enriching attitude to pursue permanently throughout life, addressing dimensions / areas such as citizenship, active awareness, ethics, financial literacy, and development of working life.

As in previous years, in 2014 the Foundation contributed to the implementation of these programs through the participation of five volunteers from the Mota-Engil Group.

• ***Management consultancy***

Under the Cooperation Agreement signed between the Municipality of Porto and the Porto Business School in 2014, the management consultancy program "In 2 Excellence", which covers topics such as the definition of strategic plans, motivation of teams, organization, project financing and execution, cost control, marketing, sustainability, managing change and risk, communication and leadership, aimed at the Porto de Futuro community was continued.

Under the scientific coordination of the Porto Business School (PBS), this program consisted of several "meetings", from February to June 2014, attended by the 18 partnerships. The topics identified by each of the employees of the partner companies were presented at these meetings, both in a practical and testimonial perspective, in order to facilitate the transfer of best practices from the business world to schools.

The Foundation presented the topic "The Mission of Schools", and to this end it counted on the participation of the Chairman of its Executive Committee.

• ***"Braço Direito"***

It is an initiative in which students follow a professional for a full day within his/her work environment. Throughout this day, the professional shares experiences and knowledge with the student that accompanies him/her, allowing the student to come in contact with, and participate in everyday activities of that volunteer.

Through this experience, the intention is that young people get to know the organizational structure of a company, the culture, the work ethics, and the various career options available, and discover the requirements and opportunities related to a specific professional area.

The Foundation again participated in this initiative through professionals from within the organization accompanying the youth.

• **School Merit Awards**

Since the beginning of the partnership that the best students of the Grouping comprising its Board of Excellence and Honour have been awarded prizes.

As has become customary, in 2014 the awards were delivered at the School Grouping Christmas party, rewarding each student with a gift voucher for his/her school performance in the previous school year.

**Support**

■ **Parents Association of the Ponte School**

The Ponte School is a school of the 1st cycle of integrated basic education of the Vertical School Grouping Manoel de Oliveira, in the city of Porto.

The school building is quite old, consisting of two floors, a basement, plus a classroom in an attached covered building; it also has a playground area and a canteen.

Given the poor soundproofing condition of the canteen, and at their request, the Foundation supported the Parents Association in placing an isolating coating on the cafeteria ceiling to improve its acoustics, and thereby to promote the comfort of its use by students and other users of this space.

■ **Parents Association of the Prozela School**

The Prozela School is a primary school and kindergarten located next to the Francisco Sá Carneiro Airport, in the municipality of Maia. It has 122 students, most of which from families with economic difficulties.

In 2014, the Foundation renewed its support to this school, helping to fund the acquisition of a new deck for one of its recreational and sporting venues.

■ **Parents Association of the High School of Amarante**

In order to allow a student of the High School of Amarante to attend classes remotely, in order to enhance her academic achievements, the Foundation - at the request of the Parents Association of that school, and taking into account the fact that the student belonged to a family of low economic resources -, funded the purchase of a computer with a camcorder.

The student, suffering from an oncological disease, had found herself barred from attending classes until the end of the school year 2014/2015.

■ **“Escola Académica de Futebol” Sports Club**

The “Escola Académica de Futebol” Sports Club was founded in 1999 in Caldas da Rainha, developing its activities both in terms of training youth in this sport, and as part of physical education in kindergartens of the profitable and supportive network.

With regard to public education, the institution is the main partner of the Municipality of Caldas da Rainha in the field of physical education for curriculum enrichment (basic education), teaching football classes to 30 classes throughout the municipality.

The project in public kindergartens is supported by the City Council, being however limited to the transport of children and to providing facilities.

Considering its clear public interest, within the perspective of implementing a healthy lifestyle among the youth community, the Foundation has supported this project since 2012, helping to fund the payment of the technical staff in awareness initiatives and in development activities in the field of physical-motor expression, and education for pre-school children in public schools, in the municipality of Caldas da Rainha.

#### ■ **Torrance Center – Olympics of Creativity**

Torrance Centre is a non-profit scientific and educational organization that aims to promote the development of creativity and emotional intelligence.

In this context, it promotes the Olympics of Creativity, an annual initiative for youth from 4th to 12th grade, integrated in the international competition Future Problem Solving Program International, a global event of Creative Problem Solving applied to the educational context.

These Olympics focus on a cross-cutting theme very up-to-date, and of recognized relevance in an educational context: promoting creative problem solving skills, aimed at preparing citizens to be able to respond to current and future challenges, both at personal and at professional level.

Having given its support to the first two editions of the Olympics of Creativity, the Foundation renewed its support for the materialization of the 3rd edition in the academic year 2014/2015.

## 4. Culture

### Programs

#### ■ ARTES – Cultural Program (3rd Edition)



#### Introduction

The ARTES program of the Manuel António da Mota Foundation was created in 2012, to reflect new forms of artistic production, and is dedicated to promoting access to visual arts through an exhibitions program, with a commitment to integration and connection with the community.

The 3rd edition of the ARTES program was held in 2014 in line with the originally defined goals. The overall mission of the ARTES program is to include all age groups and reach out to an audience of diverse backgrounds and experiences, whose knowledge of contemporary art widely varies, in order to promote an understanding of art as a tool for social integration.

The program sought to present, for the very first time in Portugal, internationally recognized artists, while also promoting young Portuguese artists and female artists, giving them the opportunity to create new works specifically prepared to be displayed within the scope of ARTES. Thus, the program sought to live up to the commitment of making interesting artists known to the public, and of stimulating cultural life in Porto, developing projects in accordance with the vision of each artist, and seeking to attract public participation.

The dynamics of the housing project called Mota-Galiza (in Porto) is also one of the program's concerns, also taking advantage of the proximity and confluence with the Miguel Bombarda Street and adjacent areas, where art galleries and other spaces of cultural and artistic production and promotion of the city of Porto are spread.

#### Programming

##### **"FOLK IN HER MACHINE" - Rosalind Fowler**

Following an by ARTES, the artist Rosalind Fowler presented her movie "Folk in her Machine" in Porto, in the ARTES space, followed by a conversation with the artist.

The film "Folk in her Machine", which begins and ends in London, is a visit of Rosalind Fowler to seasonal folk traditions in England through her filming archive, collected over the years during her frequent visits to Haxey Hood, in northern Lincolnshire, and May Day, in Padstow. The film was premiered at the festival PLACE, in Aldeburgh, in February 2014, curated by Gareth Evans.

In "Folk In her Machine" Rosalind Fowler keeps investigating the poetic and political relationships between people and places, filtered by her own direct experiences. This work presents some influences of the essay-movies by Patrick Keiller, from which she however departs through her distinctive and dynamic use of her voice and her camera. The result is a unique and fascinating story, of the unique experiences of a woman in the English countryside. This piece was completed as part of a practical based doctoral thesis at the London College of Communication, funded by the AHRC.

Rosalind Fowler is an artist-filmmaker with a background in cinema, cultural geography, and visual anthropology.

##### **"P.D. 929" - Catarina Oliveira, Felícia Teixeira, João Brojo, Ricardo Bueno**

In 2014, between March 10 and April 25, ARTES launched an open call to all domestic and foreign artists residing in Portugal, to submit proposals on contemporary artistic manifestations, with an



emphasis on sculpture, objects, installations, photography, video, performance, among others, and to be site-specific.

“P.D. 929” was based on the premise of resorting to objects that would a priori be hidden from the viewer’s eye. The raw materials for this creative work were thus focused on the materials found in the ARTES warehouse. The place is understood as a raw field, supporting constant experiments, making it a production space which dates from before and goes beyond ordinary exhibition spaces.

Announcing itself as a continuous detached practice, the project dismissed an inauguration moment, developing itself, on the contrary, in successive transformations corresponding to the days of activity in the space and the respective presentation to the public. The interventions were divided into 5 stages: Prologue, Parode, Episode, Stasimon, and Exodus.

### **“SEGUIR AS LUZES VERDES” [Following the Green Lights]- Isabel Carvalho**

At the invitation of ARTES, Isabel Carvalho developed a project on the Porto artist Aurélia de Sousa in 2013/2014.

In the words of the artist, this exhibition was “a tribute of an artist to another artist, without any purpose of forcing closeness / affinities, but to take up a meeting space - the work.” Based on the lecture “Dreams” of Henri Bergson (1901), Isabel Carvalho presented a new creation at the ARTES space, that departed from a constellation of elements that are poetically interrelated: colours, spaces and time, represented in the paintings “In the Studio” and “Saint Antonio” of Aurélia de Sousa, and the lights of the open space of the city in our times.

The exhibition was opened to the public on October 30 with a reading, and with the launching of the publication “Femme qui passe”. On the exhibition closing, on December 6, there was a new reading and a conversation with the participation of researcher António Preto.

### **“UMA ONDA POLIFÓNICA DE ELEMENTOS CONCRETOS QUE FLUEM PELO AR” [A POLYPHONIC WAVE OF CONCRETE ELEMENTS THAT FLOW THROUGH THE AIR] - João Laia**

At the invitation of ARTES, João Laia scheduled a day of presentations in the old space called Gallery, which featured the participation of the following artists: MERIS ANGIOLETTI = VON CALHAU! = HENNING LUNDKVIST = NUNO DA LUZ = RAIMUNDAS MALAŠAUSKAS = MATTIN = JACOPO MILIANI = SHANA MOULTON = LAURE PROUVOST.

A polyphonic wave of concrete elements that flow through the air proposed a series of encounters, where the exhibition format was explored as a performative situation. Questioning the central role that the body has in the history of performance, the program presents works where the centrality of the performer’s body is fragmented and transferred to intangible elements such as sound, text, or image.

## ■ **“CulturaViva” Program**

### **Introduction**

The “CulturaViva” [Living Culture] program was created in 2014 to work as a brand and as a reference for cultural events to be held in the spaces of the Foundation, particularly in its Auditorium.

With an own image and graphic identity, the program aims to host all kinds of cultural initiatives directly promoted by the Foundation, in partnership with national cultural agents of recognized credibility and competence in their fields.

The program aims to attract a diverse audience, particularly people less familiar with culture in its various forms, thus promoting access to culture and to cultural goods.

The program is also intended to meet two important objectives:

- To integrate the Foundation as an entity and a venue of reference in the cultural offering in the city of Porto, through a type of programming that stands out for its quality and originality, complementing the existing offer;
- To provide young artists and performers an opportunity to perform in public, and of leveraging the development of their artistic careers.

In 2014 the “CulturaViva” program began with a Music Series which took place from May to December, with the following schedule:

- Anonymous Choir: “Cantar e Contar o Amor” [Sing and Talk Love]; Pedro Lamares: Commemoration of the International Children’s Day, and Entre Nós e as Palavras [Between Us and Words] (Recital); Pedro Rodrigues: Solo guitar concert; Lusitanae Ensemble: Chamber Music Concert - Fado Revisited, and Commemoration of the World Music Day with “The Seasons by Vivaldi and Piazzolla” (comments by the conductor Eugénio Amorim); Tríssono: A journey with the Portuguese guitar; Lusitanae Ensemble and Isabel Alcobia: Chamber Music Concert and Singing.

#### ■ **Senior Choir of the Manuel António da Mota Foundation**

The establishment of the Senior Choir in 2012 sought to meet the spirit that presided over European Year of Active Ageing and Solidarity between Generations. In 2013 and 2014 this project remained as an activity developed and supported by the Foundation.

Music, in its universality, has been a huge success in the integration of individuals in the community, for the importance that artistic practices have in the discovery of new languages, providing communication opportunities between members of different communities. In addition to its playful side, it is a powerful sensory and cognitive stimulation, helping people of all generations to remain active and participatory, which is particularly relevant in older generations.

Under the baton of conductor Jorge Queijo and inspired by the North American Choir Young@Heart, the Choir bets on a dysfunctional repertoire, where rock, pop and Portuguese popular music blend, in a mixture of songs belonging to the national reference circle.

The Senior Choir is composed of people that attend Day Centres and Conviviality centres in Porto, and by relatives of employees of Mota-Engil. It starred in the following activities in 2014:

- Casa da Música ; Participation in the Ephemeral Gardens Festival - Viseu; Map, The Game of Cartography - Monastery of S. Bento da Vitoria (Porto); FNAC Auditorium – Norteshopping – Matosinhos Participation in the Choirs Meeting, Inter-generation Meeting; Participation in the awarding ceremony of the Manuel António da Mota Award; FNAC Auditorium – Santa Catarina – Porto; National Museum of the Press - Porto.

#### ■ **Successful Corporate Social Responsibility - 1st Edition**

The Foundation is a member of GRACE since 2013, actively collaborating in achieving the association’s objectives. In March 2014, the Foundation, in collaboration with the association GRACE, held an exhibition on corporate social responsibility in the Bom Sucesso Market, and in the Auditorium of the Foundation.

In the morning, a group of Portuguese companies, installed in stands mounted in the Bom Sucesso Market, presented to the general public their projects and promotional materials in the field of corporate social responsibility.

The morning presentation was followed by a round table presentation in the afternoon, focusing on examples of best practices of corporate social responsibility on the part of the invited companies.

### **Support**

#### **■ Associação Recreativa e Juvenil Fábrica de Som**

Frameproductions is an audio-visual producer that started its activity in 2012, devoting itself both to the production of advertising, institutional and promotional videos, and to projects in the field of television and cinema (long and short films).

“Deus Providenciará” [God Will Provide] is a short film under the seal of Frameproductions; the action takes place in 1985 and tells the story of a woman of deep religious convictions, who lives alone in a secluded village in the inner countryside in Portugal. The actress Isabel Abreu is the protagonist of the film.

Shot in Sernancelhe, and counting on the institutional support of the respective Municipality, the production also had the support of the Foundation, through the Associação Recreativa e Juvenil Fábrica de Som [Recreational and Youth Association], along with other sponsors.

#### **■ Municipality of Trofa**

The Municipality of Trofa organized in 2014 the 10th “Lusophone Meeting of Children and Youth Literature”, which took place in the Casa da Cultura da Trofa. This project, integrated in the field of promotion of books and reading, aims to promote cultural exchanges between Portuguese-speaking countries, and foster the appreciation of Lusophone cultures.

The event counts on different activities, such as literary meetings, training sessions, performances, art exhibitions, and a Book Fair.

As in previous years, the Foundation has once again sponsored this event, thus contributing to the achievement of its underlying objectives.

#### **■ Saint Cecilia International Competition - 16th Edition**

The Curso de Música Silva Monteiro, a prestigious educational institution that for 85 years has trained musicians in the city of Porto, in partnership with the Eng. António de Almeida Foundation, organized for the 16th consecutive year the Saint Cecilia International Competition that aims to provide young competitors aged between 6 and 21 years, the opportunity to publicly show their work, exchange experiences, and have social and cultural interaction, encouraging candidates to evolve artistically, while making new interpreters known to the public.

Spread over various age groups, and with instruments such as the piano and the violin, in addition to singing, the competition has counted on a large number of participants, with the initial concert and the laureates concert been attended by a large audience, besides the undeniable quality of the performance of most of the awarded young musicians.

The Foundation has sponsored this prestigious initiative in Porto and in the national music scene, through the awarding of the “Manuel António da Mota Foundation Award” for the 1st position in category A of the guitar contest in 2014.

#### **■ Church Preservation Body of the Parish of Cepelos**

The Foundation supported the social activities of the Parish Church of Cepelos through its Church Preservation Trust, which support was especially aimed at the improvement works of its space dedicated to religious functions.

#### ■ **Faculty of Humanities of the University of Lisbon**

The Comparative Studies Centre (CEC), integrated in the Faculty of Humanities of the University of Lisbon, was founded in 1998, and is dedicated to the comparative analysis of literature, arts and culture, by resorting to multidisciplinary and intercultural approaches. Its research lines include comparative literature, world-literature, post-colonial studies, intermedial studies, translation studies, and memory, among others, without neglecting philological approaches.

In 2002 the CEC created the literary magazine “Textos e Pretextos”, where each issue contains a wide range of articles that focus on topics of immediate interest to an intellectual community of readers worldwide. The journal seeks to stimulate and develop a serious debate based on post-graduate contributions, and from reputed writers in academic and professional life.

To mark the 40th anniversary of the Republic of Angola, and in a publication made in partnership with the Angolan Writers Union, the magazine “Texts and Pretexts” will publish an anthology edition that will bring together about 40 writers and essayists, which, through essays, testimonies or interviews, will reflect on the Angolan literature over the past four decades. The volume will also be accompanied by the reproduction of some works of Angolan plastic artists, thus also making it into an object of great aesthetic value.

The Manuel António da Mota Foundation joined the event by supporting this issue of the magazine evoking the “40 years of Angolan literature.”

#### ■ **Trade Fair of Conventual Sweets of Amarante - 10th Edition**

The Associação Empresarial de Amarante [Business Association of Amarante] promoted the 10th Trade Fair of Conventual Sweets of Amarante, in the Cloisters of the Monastery of S. Gonçalo, as part of the cultural activities program of the city.

The Foundation, due to the special connection of the Mota-Engil Group to the municipality of Amarante, made a donation to support this Trade Fair, which has been growing over the years in importance and in number of participants and visitors.

#### ■ **Parishes of Amarante**

The Foundation, attentive to the preservation of the religious architectural heritage of the municipality of Amarante, made a major donation towards funding the repair works of the roofs and other interventions in the Churches of St. Verissimo and St. Pedro.

These two temples were in need of urgent works, namely the Church of St. Pedro, being classified heritage, was in very poor condition, endangering its integrity and artistic contents.

#### ■ **PRACENA – Cooperativa de Produções Teatrais**

PRACENA – Companhia de Produções Teatrais, C.R.L. is an entity engaged in the production of theatre performances, and training in performing arts. For several years now it has developed the Ensemble – Sociedade dos Atores project, which, through its collaborative curriculum program “Caracol”, offers elementary school students a unique experience of theatre construction, involving more than 500 students from the schools of Porto and neighbouring municipalities.

In 2014 the Foundation renewed its support to the cooperative, for its important cultural work in the field of performing arts.

## 5. Foundation spaces

### **The Foundation and its new headquarters**

The Foundation has its headquarters in Praça do Bom Sucesso, No. 74-90, inside the renovated Bom Sucesso Market, in the city of Porto, next to the Boavista roundabout, where it settled as of June 2013.

The Bom Sucesso Market - designed in 1949 by architects Fortuna Leal Cunha Leão and Morais Soares -, is a property classified as of heritage interest, and as a monument of public interest. Its façade was fully preserved, and the interior was the object of deep renovation works, giving back to the city a space of great tradition and quality.

The Boavista area is one of the main centres of the city of Porto, served by a wide range of means of transport, trade and services.

The Foundation takes up an area of about 1,100m<sup>2</sup> consisting of a work area, where the administrative and management services operate; a large multipurpose exhibition area; the reception, and an auditorium with 136 seats, fully equipped with the most modern sound and image technology. Thus, the Foundation spaces are geared for a variety of uses, and can accommodate all kinds of expressions in the field of visual and performing arts, and cultural events, such as conferences, seminars, debates, and other events.

### **A Foundation open to the community**

The Foundation pursues a policy of use of its spaces characterized by a spirit of service and openness to the community. In addition to the activities it develops for pursuing its strategic objectives, it also understands that there are other ways of serving the community. A significant number of organizations from the non-profit sector, for lack of material or financial resources, lack appropriate conditions for carrying out some of their activities.

Thus, the Foundation regularly welcomes to its premises, organizations from civil society and from the third sector wishing to hold their meetings, workshops, training sessions or other activities there, and they may do so free of charge, with all the privacy and comfort.

### **Exhibition Hall**

#### **■ Exhibition “Erguer o Futuro com Orgulho no Passado”**

The exhibition, evoking the centennial of Manuel António da Mota, “Erguer o Futuro com Orgulho no Passado” [Raising the Future Feeling Proud of the Past], was inaugurated in January 2014 at the Foundation’s Exhibition Hall.

The exhibition unfolded through an evolutionary, dynamic and engaging path, as it presented the story of Manuel António da Mota, through the use of different languages (photography, video, text and sound), along with the evolution and great achievements of the Mota-Engil Group throughout its history.

The evolutionary path that was followed comprised six stages: “The Cradle”, giving an account of the roots of Manuel António da Mota, and his first businesses; “The Journey”, which marks the beginning and the expansion of Mota & Companhia in Angola; “Re-Starting in Portugal”, with the company’s return to Portugal, and its first achievements; The “Construction of a Large Group”, marking the expansion, diversification and internationalization of the activities; The “Global Company” that Mota-Engil became, by being transformed into a multinational and multi-service

Group; The “Group’s Social Consciousness”, materialized in its social responsibility policy, and in the establishment of the Manuel António da Mota Foundation.

In short, an exhibition on the Group’s foundation, and the story of an exceptional entrepreneur, aware of his abilities and unwavering desire to build a project with vision and dimension, which has endured for nearly 70 years.

#### **Auditorium - Events organized in 2014**

In 2014 the Foundation hosted the following events:

##### ■ **Mota-Engil Group**

From January to December, in addition to the weekly rehearsals of the Senior Choir of the Manuel António da Mota Foundation, the following events were held within the scope of the companies of the Mota-Engil Group:

- Mota-Engil Engenharia e Construção - Training on the Code of Public Procurement; Training on the Labour Code; Fulfilment of Safety Rules: the various types of liability; Final Finishing Works in Civil Construction (paints and varnishes); First Aid - Training for Obtaining the Rescuer Card; 13th Meeting of the Strategic Council of the Portuguese Technological Construction Platform; Training on Monthly Work Reports; Training Action in AutoCAD; Meeting of partners and members of the working groups of the Portuguese Technological Construction Platform;
- INDAQUA - Motivational speech on service culture;
- MANVIA - Regime of Goods in Circulation - Compliance with the legislation in force;
- Mota-Engil SGPS - Corporate hosting of a group of trainees; General Shareholder Meeting; Start@ME Program (3rd Edition) - Follow-up Session of the trainees group;
- Mota-Engil Serviços Partilhados, Administrative and Management Services – Global Meeting.

##### ■ **Community**

The free of charge events held by private social solidarity institutions and other external entities to the Mota-Engil universe were as follows:

- Conference “A Cidade de Godot” [The City of Godot] - Critical analysis of the representation of urban space in its contemporary features - Ensemble, Sociedade de Atores
- Fundraising session on Digital Marketing for Casa da Ritinha
- International Seminar “A Imprensa de Língua Portuguesa no Mundo! [The Portuguese Language Press in the World] - Centro de Estudos da População, Economia e Sociedade [Population, Economy and Society Studies Centre] (CEPESE) and Regulatory Authority for the Media (ERC)
- Conference “O Terceiro Setor – A Economia Social” [The Third Sector - The Social Economy] - Manuel António da Mota Foundation, PricewaterhouseCoopers (PwC), Misericórdia of Porto, and SRS Advogados [Law Firm]
- ENTRAJUDA: Training initiative “How to Prepare a Training Plan”
- Training initiatives on “Project Management” and “Nutrition and Preparing Menus”
- Training initiatives on “Financial Management”
- Training initiative on “Food Hygiene and Safety”
- “Meetings on Philosophy and Literature”
- Dissemination session of the “EPIS Atlas of Education” - EPIS, Empresários pela inclusão social
- Regional evaluation of the Start Up Programme - Junior Achievement Portugal
- Meeting “A story, a Life” - Ages with History
- Working session “European Food Aid Programs - Assessment and Future Prospects” - Porto District Centre of the Social Security Institute
- Session celebrating the 25th anniversary of the National Institute of Biomedical Engineering (INEB)

- Presentation Session of the book “José Eduardo Pinto da Costa – Um percurso” - Ages with History
- Conference “Food, Health and Sustainability” - IPATIMUP
- Public presentation session “Future problem solving” - Olympics of Creativity 2015 “- Torrance Centre
- Creative writing workshop “Once upon a time... Once again” - AJUDARIS
- Plenary meeting within the scope of the program “Social Network” - Porto District Centre of the Social Security Institute
- Seminar on Poverty - EAPN Portugal
- Reflection days “Gender Violence - Educating for Citizenship” - FISOOT
- Extraordinary meeting of the supra-municipal platforms of Porto and Tâmega - Applications to ON2 “ - Porto District Centre of the Social Security Institute
- Seminar “Cidades e Vilas de Excelência” [Towns and Villages of Excellence] – Instituto de Cidades e Vilas com Mobilidade.

## 6. Institutional representation

### ■ **Associação de Amigos do Coliseu do Porto**

For more than sixty years of existence, the Porto Coliseum has marked careers, inspired generations, and raised art and culture. For its charisma, architectural beauty, and artistic wealth, the Porto Coliseum has always been the most iconic performance hall of the city. It became the “stage of the city”, and also a “world stage”, by bringing to the city of Porto the best national and international artists, giving life to memorable moments that enhance and perpetuate the Porto Coliseum.

In 2014 the Foundation kept its status of associate member and “Friend of the Coliseum.”

### ■ **Centro Nacional de Cultura**

The Centro Nacional de Cultura (CNC, National Centre for Culture) is a cultural association founded in 1945, seeking to be a place of encounter and dialogue between the various political and ideological sectors, for the protection of a free and multidisciplinary culture. Its mission is the promotion, protection and dissemination of Portuguese cultural heritage, including its systematic registration; the promotion of “cultural tourism”, based on an integrated understanding of tourism, environment, heritage and cultural itineraries; along with the training of the younger generation towards a sense of global citizenship. The European dimension has gained increasing importance in the CNC, namely through the development of projects in partnership with counterparts in other European countries.

The Foundation has been keeping its meritorious status of benefactor and Silver Sponsor, with which it seeks to make its contribution towards the development of the activities of this prestigious institution.

### ■ **Centro Português de Fundações**

The Centro Português de Fundações (CPF, Portuguese Foundations Centre) is the representative institution of the foundational sector in Portugal. It is a private association, recognized of public interest, which presently gathers more than a hundred Portuguese foundations from all over the country, characterized by different origins, dimensions, purposes and areas of activity.

The Foundation became an associate member of the CPF in March 2011, a status it held in 2014.

**■ CEPESE**

CEPESE – Centro de Estudos da População, Economia e Sociedade [Population, Economy and Society Studies Centre] is a researchers institution based in Porto, devoted to developing research in history and social sciences through the publication and dissemination of the results obtained, in books, accredited national and international journals, and by promoting and disseminating scientific culture in the Portuguese society, thus contributing to the development of the information and communication society.

The Foundation, which became an associate member of the institution in 2012, has retained that status in 2014.

**■ EPIS**

EPIS – Empresários pela Inclusão Social [Entrepreneurs for Social Inclusion] is a non-profit private association whose primary mission is education, in particular the fight against school failure and school dropout.

In this sense, it developed an unprecedented approach in Portugal for fighting school dropout and school failure in the 2nd and 3rd cycles of basic education, based on an empowering methodology of young people and their families, worked and developed by a national network of professional mediators.

This network consists of municipal teams of skilled and experienced technical persons in these matters, and includes in its methodology a youth signalling system with risk factors in terms of educational achievement, and a portfolio of specific training methods for each of these categories, that enable the construction of individual close monitoring on-going plans.

Since 2007, EPIS has already followed more than 15,000 students across the country, who actually recovered their academic success or resumed education or training courses.

The Foundation took over the ownership of this associative relationship, succeeding Mota-Engil who joined the group of founders of EPIS, along with a wide range of leading companies on the national scene.

Since 2013, the Foundation is part of the governing bodies of EPIS, being represented in the institution's Managing Board.

**■ GRACE**

GRACE – Grupo de Reflexão e Apoio à Cidadania Empresarial [Group of Reflection and Support to Corporate Citizenship] was established on February 25th, 2000 by a group of companies, mostly multinationals, which have as a common denominator their interest in deepening the role of the business sector in social development. GRACE was a pioneer as a Portuguese non-profit association dedicated to the issue of Corporate Social Responsibility.

GRACE's mission is to reflect on, promote and develop Corporate Social Responsibility initiatives, seeking to encourage the participation of companies in the social context in which they operate, by establishing partnerships to enhance visible concrete impacts of the Association's activity, in conjunction with other entities of Civil Society, such as Universities, NGOs, Business Associations, Local Authorities, among others.

The Foundation is a member of GRACE since 2013, and since 2014 it is part of the institution's governing bodies, being represented in its Managing Board.



### ■ Events

The Foundation was represented as a speaker at various events throughout the year, at the invitation of the organizers, having taken part in the following initiatives:

- “A Missão das Escolas” [The Mission of Schools] – Porto Business School, within the scope of the project Porto de Futuro [Porto with a Future]
- Start Up Programme - Junior Achievement Portugal
- “Pontes para o Futuro” [Bridges to the Future] – Centro de Inovação Social (CIS) - Porto Social Foundation
- Seminar (Pa)REDES - Multidisciplinary Synergies - School Grouping of Paredes
- Scaling4Impact – Instituto de Empreendedorismo Social (IES)
- CHEARS Seminar - Networking Seminar, International Conference - European Association for Cities, Institutions and Second Chance Schools
- National Congress on Oncology Prevention and Second National Congress on Patients’ Rights - Portuguese League Against Cancer - Northern Regional Centre
- “O Voluntariado na formação académica e profissional” [Voluntary Service in Academic and Vocational Training] – Rectorate of the University of Porto.

## SOCIAL RESPONSIBILITY - OTHER INITIATIVES

Following are other social responsibility initiatives carried out under the auspices of the Mota-Engil Group.

### 1. Social solidarity

#### MANVIA

#### ■ “Super Heróis Manvia” [Manvia Superheroes] helped children in need

With the mission of offering comfort, quality of life and joy, employees of Manvia, from the North and the South of the country, have teamed up to help disadvantaged children aged between 6 and 18, from one of the oldest Social Solidarity Institutions of Barreiro, in Setúbal.

The Instituto dos Ferroviários was the selected institution, under the scope of the Social Responsibility activities of the “Manvia Superheroes”.



#### ■ GISA - Gestión e Innovación en Servicios Ambientales (Mexico)

We implement the social responsibility plan to support our employees from the time they were hired.

#### ■ Academic Adjustment - Literacy Classes, Primary and Secondary Education

With the support of the Instituto Nacional de Alfabetização e Educação Básica [National Institute for Adult Literacy and Basic Education], the following classes were held at the GISA facilities:



literacy (7 students), primary school (6 students), and secondary school (11 students). From a total of 24 enrolled, six students have undergone examinations, one has completed primary education, and one has completed secondary education.

The aim for next year is to have literacy classes for 17 employees; completion of primary education by 51, and of secondary education by 21 more employees.

This support to literacy and basic education is extended to the spouses of our employees.



### **Social and Family Support**

At this level, the following are worth being highlighted:

- Distribution of textbooks to 26 students, children of employees;
- Awards to employees in the form of food;
- Realization, on a monthly basis, of children's activities for the children of our employees, promoting a sense of belonging to the company, within the family.



### **Healthcare**

In addition to the support provided by the IMSS – Instituto Mexicano del Seguro Social [Mexican Social Security Institute], which in some circumstances is too minimalist, we provided additional support in health care, benefiting a total of 97 employees, and which was materialised in the following:

- 67 medical consultations in general practice and specialty;
- Purchase of various medications;
- 10 additional diagnostic tests.

## **2. Children and youth**



### **INDAQUA IN SCHOOLS**

The project "Uma aventura em estado líquido" [An adventure in liquid state], beginning on November 20, 2013 and ending on June 30, 2014.

This Environmental Education and Education for Health project is promoted by INDAQUA, and has an educational / pedagogical nature. It was designed for 5th grade, and was periodically extended to students of the 1st cycle (1st to 4th grade), and to 7th to 11th grade students with initiatives / activities prepared for this purpose. The purpose of this program is to raise awareness among children towards the sustainable use of water, and to the water cycle.

For this purpose, a caravan has been set up, to travel through the municipalities where INDAQUA is present. In the caravan, students participate in the interactive water game contest with 17 questions, including through the use of a filming device that broadcasts the competition in real time onto a plasma screen facing the outside. There are also computers available for students to interact in this healthy competition.

Questions can range from topics such as water in nature and the states of water, to the hydrologic cycle, the composition of water for human consumption, the prevention of health risks by untreated water, and the operation of a WTP and a WWTP.

A total of 48 schools were involved in six municipalities, and nearly 6,000 students of various ages.

### 3. Environment

#### **MANVIA**

In order to minimize the environmental impacts of the activity, Manvia has the following management programs underway, among others:

- Optimizing the use of company cars in order to reduce CO2 emissions and fuel consumption ( $\leq 2.5\%$  compared to 2012), following up on a set of initiatives started in 2013, comprising the introduction of electric vehicles in Manvia's fleet, and training in eco-driving.
- Power management optimization of Manvia's facilities (Warehouse and Offices) in order to reduce consumption, and by integrating a set of actions including energy study / diagnosis, awareness / training initiatives, changing the lighting, and adequacy of work stations.



#### **ENVIRONMENTAL INITIATIVES - INDAQUA**

INDAQUA aims to be a leading figure at environmental and social level, promoting sustainable development in the surrounding community. To this end, a series of initiatives have already been identified and implemented, guided by the integrated policy outlined below:

#### **Quality, Environment, and Occupational Health and Safety Policy Certifications (including Environmental Certification ISO 14001: 2004)**

In 2014, INDAQUA had seven group companies certified by ISO 14001 - INDAQUA S.A. (since 2007), INDAQUA Matosinhos, S.A. (since 2012), INDAQUA Santo Tirso / Trofa, S.A., INDAQUA Vila do Conde, S.A., and AQUALLEVEL, Lda. since 2013, and INDAQUA Fafe, S.A. and INDAQUA Feira, S.A. since 2014, while all of them are also certified by ISO 9001 (Quality) and OHSAS 18001 / NP 4397 (Occupational Safety and Health).

Presently the scope of the Quality, Environment and Safety Management System of INDAQUA Oliveira de Azeméis, S.A., whose activity started in March 1, 2014, is being extended, with the aim of achieving certification, which is scheduled for the 1st quarter of 2016.

#### **Featured initiatives**

##### **EFFICIENT USE OF WATER AND ENERGY:**

As part of the activities carried out by the INDAQUA Concession holders, the water loss issue has been a constant concern for several years. High volumes of water losses often highlight management inefficiencies, so INDAQUA faces the reduction of water losses as an opportunity for performance improvement and optimization of operating results of its Concession holders.

INDAQUA annually sets the Water Loss Reduction Plan, which is based on three main vectors: an accurate diagnosis of the condition of each of the companies regarding the issue; definition of the strategy; and planning of the activities to be undertaken, as well as the strict implementation of the latter.

The efforts made by the water loss monitoring team of the various Concession holders resulted in a significant reduction in the volume of water purchased from multi-municipal companies. Despite the decrease that has been observed in water consumption, the percentages of losses have been falling quite sharply.

In the INDAQUA Group (without INDAQUA Oliveira de Azeméis), losses dropped from 20.0% (December 2013) to 18.4% (December 2014), translating into a reduction of more than 200,000 m<sup>3</sup> of lost water.

In 2014, no penalties or fines related to the environmental component were applied to INDAQUA.

**ENVIRONMENTAL EDUCATION AND AWARENESS – SUMA**

SUMA, as an entity operating in the environmental field, annually develops a broad social responsibility program, promoting individual and collective citizenship of its employees and of the surrounding community.

Taking up a policy of investing in civic education of the population, especially of the younger generation, this program operates qualitatively in the conveyance of knowledge specific to the prevention of waste generation - through waste reduction at the source, recycling the valuable component, and reuse, for the same or new purposes - with self-assessment (respect for public spaces and facilities), and hetero-supervision among peers (behavioural accountability of others), as well as associated cross-cutting themes. Risk prevention, basic and food health, road safety, among others, are some of the contents explored in more than four hundred environmental awareness campaigns implemented in the field, aimed at generating critical consciousness, acting in a perspective of change and development, in order to build more environmentally responsible generations.

The commitment to achieving collective nationwide civic accountability, is associated with the promotion of the acquisition and maintenance of individual and social skills of urbanity, by adopting behaviours and routines related to conditioning and disposal of waste, sorting at source, and application of eco consumption codes - themes intended to safeguard natural, financial and human resources.

Contradicting the goals of the company as a private operator - despite its interest for higher turnover, from a greater amount of tons of collected waste -, as a whole, the awareness campaigns are aimed at making citizens generate less waste, either through its channelling for recycling (a collection system that in most contracts is not under the responsibility of SUMA), or through the reduction at source, leading the targets to perceive the individual advantages of such procedures.

In addition to environmental education and awareness with customer partners and the municipal citizens - from Alcobaça, Aveiro, Batalha, Caminha, Celorico de Basto, Condeixa-a-Nova, Constância, Felgueiras, Figueira da Foz, Ílhavo, Lousada, Oliveira do Bairro, Ourém, Paços de Ferreira, Palmela, Porto de Mós, Rio Maior, Terras de Bouro, Valença, Vila Nova de Cerveira, Vila Nova de Gaia and Sintra -, streamlined, directly or indirectly, in schools - to teachers and students of preschool, first and second cycle of basic education, and to the school community of secondary education in the public or private network of the ministry of education -, in supermarkets - to consumers, managers, and shop owners in markets, fairs, bakeries, catering businesses, large and small shopping centres, and service stations -, in institutions of public interest and social support - to officers, employees and users of parish councils, municipal departments, day centres, among others -, in festive events - to trade fair and exhibition visitors, and participants of celebrations days or weeks of various topics -, and in places of recreation - to users of bathing and garden areas -, there were a set of actions, which, by their nature, exceeded by far our usual areas and targets of influence.

The daily presence in projects launched throughout the year of 2014 on television - in the MEO Kids platform - with the AmbiSUMA Jr. project (a project detailed in the section on environmental education, of the 2013 Annual Report) -, on the Internet - in the SUMA Youtube channel -, and in social networks - in the company's specific Facebook page on environmental education -, significantly enlarged the number of targets covered, and made the municipal barriers or for the provision of services be overcome. To the 4 million television viewers / annual visitors, on average, of the MEO Kids platform, are added the thousands of views, plus the already hundreds of "likes" on the environmental education page on social networks - the page was launched at

the end of the year. To these data we must also add the media projection of some campaigns / projects that, for their solidarity and sustainable nature, were highly publicized: for example, the television coverage of REUTILÂNDIA [Re-useland] that in some cases usually account for average audiences of 1,000,000 television viewers.

All these parallel media for external educational communication have an internal reflection: SUMA workers and their children have been involved in awareness campaigns, as targets or agents. I.e. they were actors, hands, voices and / or faces of the 32 awareness videos, designed and produced for the project "AmbiSUMA Jr." receiving support under the disclosure / internal awareness heading "Environment on Friday", and were the target of specific campaigns in local service centres. The remaining employees of the Mota-Engil Group were also covered by the dissemination in the corporate TV, of thematic ads and educational videos on citizenship and the environment.

Due to the diversity of media and circuits it is difficult to count the total number of Portuguese people - only in the year under review -, which were touched by SUMA - by proactive, passive, television channels or Web contact, or by internal circuits -, to adopt routines to build a better environment, but, in summary, a decade and a half of investment in the field of raising awareness for proper waste management and maintenance of urban sanitation add up to, in estimated figures, 11 million nationals covered.

If 2014 can be characterized by a great media dynamics, and their impact on the coverage achieved, the role that the partnerships and partners had in creating a network of influence to achieve the desired behavioural change should also be highlighted. Portugal Telecom (MEO Kids) and the LIGA [LEAGUE] are partners that have become customary for, respectively, disseminating contents, streamlining pastimes / thematic parties, and making creations, pieces or increasing the number of actors in the "AmbiSUMA Jr." videos. There are also occasional partners, which, for their willingness and interest in the environmental and civic fields, gave a greater impact to the initiatives - for example, vocational schools, secondary schools, and 2nd cycle of basic education schools, that transformed students and teachers into demonstrators in peaceful demonstrations; the school community that installed and truly energized, referral or recycling systems for paper and used cooking oils in their schools, achieving very high levels of collection; and the service stations, and highway and beach concession holders, as well as shopping centres, which enabled awareness raising campaigns in their spaces. On the other hand, the environmental education and outreach department of SUMA has responded positively to many requests for partnerships - from municipalities and parish councils -, namely by providing Mobile Awareness Units, organizing thematic training sessions, workshops and educational stands, and by creating specific campaigns and supports to celebrate, together with the customer, the European Mobility and Waste Reduction Week, the European Car Free Day, the Children's Festival Day, the official raising of Blue Flags on beaches, local festival events or enriching municipal websites by offering infantile and juvenile materials to appear in their children's virtual space.

These initiatives result in efficiency, economic, certification or qualitative measures, representing the achievement of the goals that SUMA's environmental education aims - education for citizenship, building a better environment -, of which we highlight a few:

- Savings of EUR 5.9 million for the public treasury, in costs associated with the technical treatment and confinement of waste (without accounting for VAT rates, waste management and aggravation fees, obtained during an average period of eight years), as a result of a greater awareness of local populations for the individual and community benefits of the use of sustainable consumption codes, waste reduction, and reuse of raw materials contained in what is commonly called "junk" (this type of savings occurs in 95% of municipalities with active environmental education by SUMA, versus 33% of municipalities without such active service).

- Assignment of very high quality levels - “Very Satisfied Customer” - in parameters on the level of importance of the “effectiveness of campaigns”, “ability to engage the target audience”, “theme of the campaign” and “contribution to the creation and maintenance of routines”, in the Customer Satisfaction Survey on the Environmental Education services of SUMA (survey offered to all customers of the SUMA universe, which includes the evaluation of all services provided by the company).
- Achievement of a mode of 4, on a scale of 4 points, on 12 of 13 items in a questionnaire to assess the level of satisfaction with the Mobile Awareness Unit - ECOSCOPY, a questionnaire offered to youngsters and teachers, in a sample of 103 Aveiro visitors.
- Increase of over 30% in the amount of used cooking oil (UCO) collected by appointment, quantitatively in litres; and of 76% in the UCO collected, in general after a specific campaign on forwarding of such waste, with the school community of Condeixa-a-Nova.
- Landfill diversion of 15,000 utilities / a year, through reuse and forwarding routines of useful goods, under the REUTILÂNDIA project, with the population of Vila Nova de Gaia.
- Dissemination and publication of over two hundred articles and pieces of news on environmental education (especially on the Solidarity Mobile Unit - REUTILÂNDIA with television broadcasting in different operators).
- Preservation, in 2014, of the certification awarded by APCER - according to quality, environment and safety standards -, to the education and environmental awareness department of SUMA.

Given the success rates presented, for 2015, among other strategies, the following is expected:

- Continuity in the supply of materials that combine their informative to their utility nature - aprons, water bottles, T-shirts, flashlights, individual meal bases, reusable shopping bags, shopping planning lists, scarves for head, plastic bags, canine gifts, windshield sun shades for cars, and flower vases, were the set of materials most chosen by customers as environmentally friendly vehicles in 2014 -, and / or recreational, educational and didactical - hobbies and activities books, hand books, board and table games, temporary tattoos box, school rules, football balls, masks, interactive books and CDs were the second most distributed media.
- Design of new awareness and educational media campaigns to integrate in the strategic plan of intervention made available to domestic customers, which already has more than 80 campaigns and 600 incentive media on the correct conditioning and disposal of household waste, on the prevention of waste production through resource recovery and reduction at the source, on the promotion of urban sanitation, and on urbanity recording (with possible follow-up campaigns, using icons to convey pro-environmental and civic routines as in the campaign “Respecting Signs is a Sign of Civility” and “Willing to Tolerate that Others Litter on What is Also Yours? ”, the two campaigns most executed in the year under review).
- Production of 8 new video contents to feed multiple external and internal communication channels, in various locations throughout the country, with different actors and film aesthetics (mainly to increase contents and partnership consolidation within the “AmbiSUMA Jr.”, a project with PT - KIDS MEO).
- Strengthen strategic partnerships - with widely circulated media, entertainment venues with large numbers of visitors, shopping centres, waste managers, among others -, for dissemination of contents, joint promotion of events and / or launching of innovative infrastructure, and that respond to the issue of urban sanitation.
- Intensification of internal campaigns and awareness initiatives with SUMA employees, in direct actions in local service centres, horizontally involving all workers, and under the heading “Environment on Fridays” or also, by further internal lines of a similarly nature, to be created.
- Provision of new outreach projects / strategies at “zero cost” for customers, i.e. with no costs deducted from the amount available in PEI (projects near completion in the last quarter of 2014, and which are planned to be launched in the first quarter of 2015).
- Mobile structure “Eco Kiosko” - a mountable kiosk, free of charge, without need for permanent human resources, with a television audience area for viewing informative and entertainment

videos, creative workshops, music videos and exploring area with 5 rotation, matching and fitting games, activities on the environment and citizenship - to be enjoyed by consumers of large commercial spaces and, in partnership with a large shopping mall management network. The structure will be accessible to all who wish to visit the shopping centre near or in the customer municipalities.

- Interactive virtual platform called "SUMAkids" - with videos, downloadable contents to fill, build or operate, and animated stories - hosted in the SUMA website, with the possibility of the customer adding this infantile and juvenile area on the topics of citizenship, in particular on the environment, to its own institutional page, without additional costs, through access to a shared zone in the cloud. In this virtual space one can learn more about conditioning and disposal of household waste, small waste, canine waste, recovery of recyclable waste, and prevention of waste production by reduction at the source or via recovery.
- Decorative awareness applications in waste collection and transportation vehicles and containers, in the equipment for provision of new domestic services, with iconic and simple contents, referring to the cost of waste management and disposal, the individual, social and environmental impact of the lack of maintenance in urban cleaning, and to the perception of waste as a resource, identifying the respective individual advantages.
- Marketing of initiatives and products to municipalities that are not usual customers of the urban collection and cleaning of SUMA, through the provision of specific services provided by Mobile Units or through the sale of educational pro-environmental materials.

Crossing of strategies that combine traditional media and ways with others, more avant-garde, to try to reach out to all types of waste producers, regardless of their location, interests or age (some examples: the grandfather, when he goes to the bakery will receive a traditional paper bag with messages about reducing waste generation; the young man when "surfing" the Internet accesses educational contents in the environmental education webpage in the social networks; the child at school hears the story of the "cleaning heroes" and later on, explores the interactive platform "SUMAkids" in the SUMA or in his local authority website; the adult receives an SMS with relevant information on waste, and road and primary prevention; the mayor or town councillor receives a link to access a new awareness film, which was shot in the municipality that he chairs or manages).



## 4. Communities and citizenship



### Health

#### *MANVIA PROMOTES PHYSICAL THERAPY CONSULTATIONS IN LINDA-A-VELHA*

Under the agreement with the Escola Superior de Tecnologias da Saúde de Lisboa [Lisbon Higher School of Health Technology], for the development of initiatives aimed at health promotion, students of the Higher Physical Therapy Course developed a diagnostic and ergonomic analysis initiative, among Manvia employees with a fixed work station in the Linda-a-Velha offices.

The project, developed by the students, aimed to assist in developing strategies to prevent / reduce / eliminate any discomfort due to awkward postures throughout the working day, which can be crucial in preventing the development of chronic injuries of a musculoskeletal nature.

### Safety

#### *MANVIA PRESENT IN THE 21ST APSEI FORUM*

“Workers Safety in Construction” was the theme of the 21st APSEI Forum held on May 7, as part of one of the most important construction and public works trade fairs in Portugal - Tektónica 2014.

This initiative of APSEI, Associação Portuguesa de Segurança [Portuguese Safety and Security Association], was sponsored by Manvia, and was attended by Maria Inês Pires from Environment and Safety Quality Management, who made a presentation on the topic “Workers protection in maintenance activities”.



Work safety is an on-going concern of Manvia, which identifies itself with the activity undertaken by APSEI, and with which it has collaborated regularly in recent years.

#### *MOTA-ENGIL CENTRAL EUROPE - POLAND*

Preparation of the road safety campaign - “Safely to the Destination!”, aiming to raise awareness among young drivers on traffic accidents and their consequences.

In 2014, the company has been involved in numerous educational meetings with drivers, carrying out all over Poland - and with the support of the police force, fire-fighters and other emergency authorities -, an educational program called “Road Show”.

### Training

#### *MANVIA CONDUCTED TRAINING ON “PREVENTIVE METHODS FOR FIGHTING LEGIONELLA”*

Manvia promoted a training initiative in the Passos Manuel School, to raise awareness among Technical Staff and Customers towards the importance of preventive maintenance, reinforcing existing knowledge to inform and reassure Schools on the methods used in each installation made by Manvia.

#### **CONTRIBUTION TO THE COMMUNITY - INDAQUA**

The INDAQUA group identifies the following parties as stakeholders of its activities: Employees, Customers, Suppliers, Public Entities (including grantor Municipalities) and Society (Associations, Schools and Universities, the Media).



The interaction of INDAQUA, of its Environment & Services Business Area, with these stakeholders takes place in several ways, of which we highlight the following:

#### **EMPLOYEES:**

Ind@qua Enews publication - communication in digital format, or displayed in strategic areas for employees who do not have access to email, disseminating information on environmental and social activities.

#### **CUSTOMERS:**

ERSAR – Entidade Reguladora dos Serviços de Águas e Resíduos [Water and Waste Services Regulatory Authority] awarded in 2014 for the second year, exemplary Quality stamps to water for human consumption management entities of public water supply services. These “Exemplary Quality of Water for Human Consumption” stamps intend to highlight the providers of public water supply services that, over the last year of regulatory evaluation, have ensured an exemplary quality of water for human consumption. The following entities were honoured in 2014 with the mentioned stamp:

- Indaqua Fafe • Indaqua Matosinhos
- Indaqua Feira
- Indaqua Santo Tirso/Trofa
- Indaqua Vila do Conde

#### **SOCIETY IN GENERAL:**

Availability on the corporate website – [www.indaqua.pt](http://www.indaqua.pt) – of several information, with a Consumption Simulator, and thematic interactive games on environmental education, among which the following are worth highlighting: “Children Story - Indy, The droplet that needed to bathe”, “Water Play in 13 Questions” and “Water Cycle”.

Awareness towards tap water consumption, held by INDAQUA FAFE, within the scope of the World Civil Protection Day celebration, organized by the Municipality of Fafe;

Awareness towards tap water consumption, held by INDAQUA FAFE, as part of the Heart Month Celebrations, organized by the Health Department of Fafe.

## **5. Culture**

### **Manvia supported another edition of the Containers Project, at the Electricity Museum**

Manvia, along with Liscont and the EDP Foundation was a partner of yet another edition of the project CONTENTORES [Containers], already in its fifth year of existence, which intends to play a leading role, by adopting an unconventional format in contemporary public art, which is then replicated in demonstrations of renowned artists in the Portuguese and international artistic environment.

## 04

**Research,  
development and  
innovation**

## 4.1. MOTA-ENGIL, ENGENHARIA E CONSTRUÇÃO

### 4.1.1. Introduction

Each year that goes by, the greater the challenges that come to us. Competition is becoming bigger and more diverse, forcing us to be continually aware of the market, and in the constant search for new, more innovative, and more effective solutions, with less risk.

Since its inception, Mota-Engil Engenharia faces innovation as a lever for success. We count on seventy years of experience in developing ambitious projects, based on pioneering construction techniques, and on a very qualified and demanding HR team.

Mota-Engil Engenharia has its RD&I (Research, Development and Innovation) Management System certified under Standard 4457:2007, since 2007. Currently, its scope is “Research, development and innovation in the field of engineering and construction, intelligent transportation systems, and fixed and rail infrastructure in Portugal.”

The RD&I Management System is supported by a collaborative Innovation Management platform, accessible to all employees, regardless of their geographical location, which allows the creation of innovation dynamics and the discussion of technical knowledge through collaborative tools (blogs, forums, and wikis).

### 4.1.2. Organization

The operationalization of management activities of the RD&I Management System of Mota-Engil Engenharia is centred in the Technology, Innovation, Brand and Communication fields; and the study and development activities follow from the work of the technical, business, and production areas.

Information and knowledge management following from the RD&I activities is ensured through the collaborative platform OpenCenter for the ideas, projects and working groups, and by the siTEC platform for management of technological construction and civil engineering information.

### 4.1.3. Interface management and knowledge production

Relation and interface management is seen as an important input of the knowledge production and management process.

The results of our contacts with external entities, be they customers, suppliers, partners, competitors, consultants, business associations, SCT institutions, public authorities and regulatory bodies, as well as with the specialized technical press and the market in general, are a strong contribution to our RD&I management system. The knowledge thus generated, systematized, and shared, reflects the knowledge management cycle.

In this context, it is worth pointing out the agreements signed with the University of Minho, and with the School of Engineering of the University of Porto, with the purpose of maintaining close contact with these knowledge centres. Together, we produce more and better knowledge, and apply it with the purpose of bringing added value to society.

In 2014, the participation of Mota-Engil in PTPC – Plataforma Tecnológica Portuguesa da Construção [Portuguese Construction Technology Platform] was reinforced. PTPC is a business group in which Mota-Engil is heavily involved because it believes that exploring opportunities and developing RD&I projects - in cooperation with other organizations and companies -, will enable a higher return and better results.

One of the aspects of this association is the definition of critical knowledge areas for construction, on which, by creating inter-companies and inter-entities working groups, technological development needs are diagnosed and opportunities for RD&I are identified. In 2014, among the various groups that were set up, Mota-Engil Engenharia was represented in the following: Building Information Model, Roadway Pavements, Rehabilitation, Information Systems in Construction, Maritime and Port Geotechnical Engineering and Infrastructures.

Another interface of reference is COTEC – Associação Empresarial para a Inovação [Business Association for Innovation], where a network of cooperation on innovation activities has been developing.

In terms of knowledge management, siTEC - a technical knowledge management tool -, has proven to be an important tool as a repository of technical memory for the organization, and for technological information, as well as a search engine for several objects of technical knowledge, such as final work reports, technical studies, new technologies, technical press, rules, regulations, books, scientific papers, and work experiences, among others.

#### **4.1.4. Project management and system evaluation**

This year was very similar to the previous one in terms of RD&I projects. However, combined with the organization's intrinsic culture of innovation, Mota-Engil Engenharia remained in a competitive position against its competitors. Opportunities for new projects were identified, and the development of the projects already underway was continued.

Management of RD&I projects is done according to regulatory requirements, and the system itself is audited twice a year to ensure it complies with the Standard requirements, and with those established by the Organization, and that it is maintained effectively.

In 2014, the following RD&I projects were under development:

##### *As part of Engineering and Construction:*

- ME Curriculum platform, for curricular information management of works and HR;
- TropicalPav, study of bituminous mixtures for use in tropical countries (in partnership with other companies and funded by the NSRF);
- ECOSOLO, aimed at treatment of soils without the use of Portland cement or hydrated lime, while incorporating inert waste from burning coal in thermoelectric plants (in partnership with a SCT entity, and funded by the NSRF);
- ME webmobile Registry and Control.

##### *Within the scope of Intelligent Transportation Systems:*

- Emergency Phones System;
- Height detector;
- Traffic lights controllers.

##### *Within the scope of Fixed and Railway Structures:*

- Railway infrastructure measuring and monitoring vehicle;
- PowerRail, railways power generator system

In addition to the above described projects, others were under development, which, by their size and duration, are named as RD&I initiatives. Their degree of importance, in some cases is even higher than actual RD&I projects, because most of them appear from very specific situations in urgent need of response.

It is also important to note that, throughout the year, situations arise, to which Mota-Engil always seeks to give an answer, including the national survey on R&D and Innovation for companies - Survey to the National Scientific and Technological Potential (IPCTN), and the European survey - Community Innovation Survey (CIS).

In addition to these, and given the close link between the company and the country's largest colleges, there are requests from college students to answer surveys prepared by themselves in order to collect information on RD&I activities in companies, for preparation of master's and PhD dissertations.

## 5.1 ENVIRONMENTAL PERFORMANCE

### 5.1.1. Mota-Engil, Engenharia e Construção

#### 1. ENVIRONMENTAL MANAGEMENT SYSTEM

Mota-Engil Engenharia defines in its Management Policy the continuous improvement of its environmental performance, in particular in preventing pollution and minimizing its impacts, while meeting the requirements of the environmental legislation that applies to the different activities of the company, as well as other voluntary commitments.

An environmental management system in accordance with NP EN ISO 14001: 2012 has been implemented and certified since 2005, whose scope covers the following:

- Design and implementation of civil construction and public work contracts;
- Special foundations, containments, injections, geotechnical instrumentation and recognition;
- Execution and maintenance of electrical and mechanical installations, and implementation of technical management and automation systems;
- Quarrying, and production of aggregates;
- Laboratory tests on building materials, and studies of bituminous mixtures and hydraulic formulations;
- Design and implementation of Marine and River Work contracts, construction of dams and hydroelectric developments in the country;
- Design and Development, Construction, Renovation and Conservation of Fixed and Railway Infrastructures (Tracks, Catenary, Earthworks, and Civil Construction), except for Telecommunications and Electrical Signalling;
- Design, Manufacture and Assembly of precast concrete products;
- Design, Manufacture, Supply and Sale of ready-mixed concrete;
- Application of After-voltage on site, supply and application of expansion joints, and marketing of support equipment.

Of paramount importance in the company's sustainability strategy, environmental management is cross-cutting to all activities, aimed at implementation of best environmental practices, and the continuous improvement thereof.

Once all environmental requirements have been identified - determined by national and Community legislation, as well as those stated in the Specifications -, the necessary conditions for effective control are set up, along with the identification and evaluation of environmental aspects and impacts.

The significant environmental aspects are monitored by Specific Instructions to be applied, monitoring and measurement, as well as by the definition of objectives, which are monitored regularly.

In 2014, some updates were made to the Management System supporting documentation, of which are worth highlighting the Environmental Legislation Base in the OnMe portal, organized by Descriptor, and description of the applicability to each business area of the company, available to any Employee.

Certification of the Management System already represents a long path of responsibilities and commitments, regularly reviewed and audited.

In 2014, 27 environmental technical audits were carried out to all business areas of Mota-Engil Engenharia. The consolidated result of these audits is reflected in a Management Indicator - the

Audit Compliance Index -, which highlights compliance with regulatory requirements. The figure recorded in 2014 was 4.75 (on a scale from 1 to 5), corresponding to 95% of compliance.

## 2. ENVIRONMENTAL PERFORMANCE

The management of information on operational indicators is supported by the SAP ZGIA transaction - Environment Indicators Management, aiming to collect and process information on operational indicators in each area of activity of the Organization, in a timely manner.

For the overall calculation of Indicators within the scope of the Guideline of the GRI Report, the results of the various business areas and operating units of Mota-Engil Engenharia were added.

In all operating Indicators there is a decrease, compared to previous years, as a result, in general, of the decrease in the volume of Works.

There are sharp decreases in fuel consumption (direct energy consumption) and in water consumption, a synonymous of the drop in road works, whose contribution to the variation of these indicators is quite relevant. As a result, the activities in Quarries also suffered significant reductions, followed by a decrease in the consumption of electricity (mostly influenced by this business).

The company's activities originate a wide range of waste, of which waste from construction and demolition is particularly relevant. Sorting and selective collection is promoted in all installations, taking into account the recovery options, in order to ensure the correct conditioning, and referral to appropriate destinations.

In 2014, about 15,392.4 tons were produced and sent to properly licensed Management Operators, of which 92% underwent recovery operations.

In 2014, it is worth highlighting the company's participation in the Paper for Food Campaign, promoted by the Federação Portuguesa dos Bancos Alimentares [Portuguese Food Banks Federation], with both solidarity and environmental contours, for which Mota-Engil Engenharia contributed with 8,137 kg of paper.

### EN 1 – Consumption of Materials

|                       |                 |
|-----------------------|-----------------|
| Steel                 | 3,796.84 tons   |
| Concrete              | 47,147.93 tons  |
| Aggregates            | 592,028.85 tons |
| Bitumen and emulsions | 32,169.48 tons  |
| Cement                | 37,375.45 tons  |
| Paint and varnishes   | 18,134.75 tons  |

### EN 3 – Direct energy consumption, segmented by primary source

|         | 2012    | 2013    | 2014    |
|---------|---------|---------|---------|
| Gj/year | 395,867 | 164,586 | 150,051 |

### EN 4 – Indirect energy consumption, segmented by primary source

|         | 2012   | 2013   | 2014   |
|---------|--------|--------|--------|
| Gj/year | 39,389 | 37,923 | 28,636 |

| <b>EN 8 – Total water consumption, segmented by source</b> | <b>m<sup>3</sup></b> | <b>No. of water abstractions</b> |
|--|----------------------|----------------------------------|
| Underground abstraction                                    | 38,909               | 30                               |
| Surface abstraction  | 47,345               | 8                                |
| Public network   | 63,225               |                                  |
| <b>Total</b>   | <b>149,479</b>       |                                  |

|                         | <b>2012</b> | <b>2013</b> | <b>2014</b> |
|-------------------------|-------------|-------------|-------------|
| Total water consumption | 368,387     | 198,345     | 149,479     |

| <b>EN 16 – EN 16 - Emission of greenhouse gases, both direct and indirect</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> |
|---|-------------|-------------|-------------|
| ton CO <sub>2</sub> /year   | 34,508      | 17,130      | 14,842      |

| <b>EN 17 – Other indirect emissions of greenhouse gases</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> |
|---|-------------|-------------|-------------|
| ton CO <sub>2</sub> /year                                   | 16,736      | 5,164       | 4,490       |

| <b>EN 22 – Total amount of waste, by type and treatment method</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> |
|--|-------------|-------------|-------------|
| Hazardous waste (ton)  | 72,427.0    | 3,413.7     | 212.1       |
| Non-hazardous waste (ton)  | 22,030.0    | 24,303.0    | 15,180.3    |
| Waste sent for recovery (ton)                                      | 63,283.0    | 22,316.0    | 14,161.7    |
| Waste sent for disposal (ton)                                      | 26,520.0    | 1,441.5     | 615.0       |

### 5.1.2. Suma, serviços urbanos e meio ambiente

#### 1. ENVIRONMENTAL MANAGEMENT SYSTEM

As an Organization operating in the Environment market, and as a leader among private Waste Collection and Urban Cleaning operators, pioneer and driving force of developments in this sector, SUMA takes up its environmental performance with renewed responsibility and a sense of mission.

In this sense, the Organization has defined and documented the following objectives, within the scope of environmental management:

- Comply with existing legal provisions on Environment, and Occupational Health and Safety, and plan the operations that are associated with significant environmental aspects consistent with its Management Policy and with its objectives and goals, in order to ensure that these operations are carried out under specified conditions;
- Establish methodologies to monitor, not only the situations related to the environmental aspects and significant risks, but also situations where the lack of these methodologies may lead to deviations from the Organization's Policies and from its objectives.

A Monitoring Program is set out every year, in order to regulate how the Organization's performance is monitored in terms of Quality / Compliance, Environment, Occupational Safety and Health, which includes the following aspects:

- Monitoring the extent of compliance with the objectives and goals associated with SUMA's Management Policy;
- Monitoring and measurement of the various processes / activities through the results achieved in defined indicators for each of them;

- Proactive measures of performance that monitor compliance with SUMA's Management Program, with operational criteria, and legal and regulatory requirements;
- Reactive performance measurements for monitoring non-compliance (including near misses).

The role of the Quality, Environment and Safety Department (QES) is mainly based on the management of legal and regulatory requirements, and of the requirements defined by the Organization itself for the maintenance, monitoring, control and continuous improvement of the Integrated Quality, Environment, Occupational Safety and Health Management System, implemented in the companies under SUMA's direct management.

In 2014, the Quality, Environment and Safety Department (QES) developed the necessary steps to ensure that the integrated quality, environment, occupational safety and health management system (QES-IMS) implemented at SUMA, remains appropriate, useful and effective, according to the outlined management policy, objectives and goals, while promoting the improvement of the activities developed and services provided.

#### **Certification**

In May 2014, an external audit was carried out to SUMA's headquarters and to the Aveiro service centre. It was an integrated follow-up audit related to the quality management system (NP EN ISO 9001: 2008) and for renewing the Environmental Management Systems (NP EN ISO 14001: 2012) and the Occupational Safety and Health system (OHSAS 18001: 2007 / NP 4397: 2008).

APCER considered that the necessary conditions for SUMA to keep / renew its certification of the integrated quality, environment, occupational health and safety management system are present for the following aspects: design, development, planning and marketing of urban cleaning activities, collection and transportation of non-hazardous waste, management of containerization, management of recycling centres, environmental education and awareness in the head-office building, and implementation and operationalization of the activities mentioned in the Aveiro service centre.

#### **Environment and safety awareness**

In 2014, the QES maintained the project started in 2010, of awareness campaigns on the topics of environment and safety, hygiene and health at work, aimed at all employees in the organization. Working independently from the actions included in the annual training plan, this project has seen various stages of internal awareness campaigns, supported by posters, leaflets and electronic messages that warned towards and systematized the rules of good professional conduct in terms of health and safety, and in saving resources in a business environment.

In 2014, particular attention was given to the issue of energy consumption, and an energy rationalization plan has been prepared. The report for the first year of implementation of the fleet rationalization plan was submitted to the Energy and Geology Directorate-General (DGEG), which highlights some points worth being noted.

SUMA continues on the path towards achieving greater reduction in consumption, and subsequent rationalization of costs.

Implementation of the Fleet Control and Optimization (COF) system developed by SUMA, receiving data from three sources - from a GPS installed in vehicles, from the internal application in the Production DB, and from Planning Department data (PLC) -, which has the main purposes of graphical and analytical verification of itineraries made and respective quantification of deviations from the plan, also allowing for the monitoring of various events in the equipment, such as excess speed, accelerations, sudden decelerations, and rotation excesses. This system thus provides a better control, analysis and optimization of the different services performed.



Thus, the implementation was extended in 2014 to the Sintra and Loures service centres, and started in the Porto service centre. The plan for 2015 includes its extension to the Matosinhos, Vila do Conde, and Leiria service centres. With this consumption rationalization system, and more suitable routes, the intention is to be equipped with solutions to reduce fuel and maintenance costs, thus maximizing the available resources.

For 2015, in addition to maintaining the existing certification, the following actions have also been planned:

- Maintain the existing Environment, Safety, Occupational Hygiene and Health Audits/ Inspections in various service centres.
- Maintain the existing Internal Awareness Campaign on Domestic Claims, with the introduction of new themes.
- Resume the project to simplify the document structure related to the Integrated Quality, Environment and Safety Management System, prioritizing the documentation relating to the Production area.
- Review the Quality Management System implemented in SUMA's Laboratory in Matosinhos, within the scope of Accreditation according to Standard NP EN ISO / IEC 17025, in order to standardize the implemented procedures with those already defined and implemented at SUMA, under the Integrated Quality, Environment, Occupational Safety and Health Management System.

## 2. ENVIRONMENTAL PERFORMANCE

Similarly to the analysis carried out for Mota-Engil Engenharia, SUMA's indicator system, adopted within the framework of the environmental management policy, seeks to respond to the information requested under the GRI 3.0 reporting guidelines.

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

### **Typical densities:**

- Diesel 835 Kg/m<sup>3</sup>
- Gasoline 720 Kg/m<sup>3</sup>
- LPG 1000 Kg/m<sup>3</sup>

Source: Ordinance No. 228/90

### **Conversion factors:**

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

Source: Order No. 17313/2008

### **CO<sub>2</sub> Emission Factors:**

- Diesel 74 kg/Gj
- Gasoline 69,2 kg/Gj
- LPG 63 kg/Gj
- Electricity 470 g/kwh líquido

Source: Order No. 17313/2008

### I. Materials

The main materials consumed in the development of SUMA's specific activities relate to waste conditioning, urban cleaning activities, and maintenance of vehicles and equipment of the company's fleet.

The following table details the main materials consumed by SUMA's activities in 2014:

#### Materials consumed (EN 1)

| Designation  | Units | Total     |
|--|-------|-----------|
| Accumulators   | ton   | 4.59      |
| Plastic bags   | ton   | 126.67    |
| New tires (heavy and light)  | ton   | 63.66     |
| Rethreaded tires (heavy and light)   | ton   | 86.61     |
| Lubricants / greases   | l     | 163,967   |
| Diesel   | l     | 5,226,510 |
| Total Chemicals Production (herbicides, disinfectants, detergents, bleach) | l     | 32,076    |
| Paints / varnishes / enamels / thinners                                    | l     | 4,378     |
| (Other) Chemicals for Automotive Maintenance                               | l     | 3,566     |
| Paper  | ton   | 9.31      |
| Cartridges / inkjet cartridges   | un    | 246       |
| Toners (laser)   | un    | 123       |

Monitoring and optimizing the consumption of raw materials and resources is a critical aspect of the company's Management Policy, and these actions are an actual target of Research & Development activities.

Whenever possible, SUMA resorts to the use of reusable or recycled materials. As for the latter, the most significant consumption concerns rethreaded tires. In 2014, of the total tires consumed, 58% were rethreaded. SUMA, in partnership with Continental® and with the rethreading companies it works with, has been carrying out regular surveys to the condition of the tires installed on its vehicles. These surveys give rise to reports that assist in maintaining the ideal conditions of tires, thus positively influencing vehicle safety, fuel economy, and tire profitability. Methodologies for an effective control of tire pressure are under review, which include items such as: definition - with the support of Continental® -, of the most appropriate pressures for each vehicle; introduction of tire pressure by vehicle in the ERP-SAP computer system; tagging the vehicles with their respective tire pressures; creating conditions for tire pressures to be checked and corrected if necessary, without resorting to workshops.

### II. Energy

SUMA's main energy consumption stems from activities assigned to its Service Centres, such as waste transportation, and equipment operation.

It should be noted that the energy consumption of the SUMA Group also includes the energy consumption of the Vista Waste Management company, operating in the Angolan market.

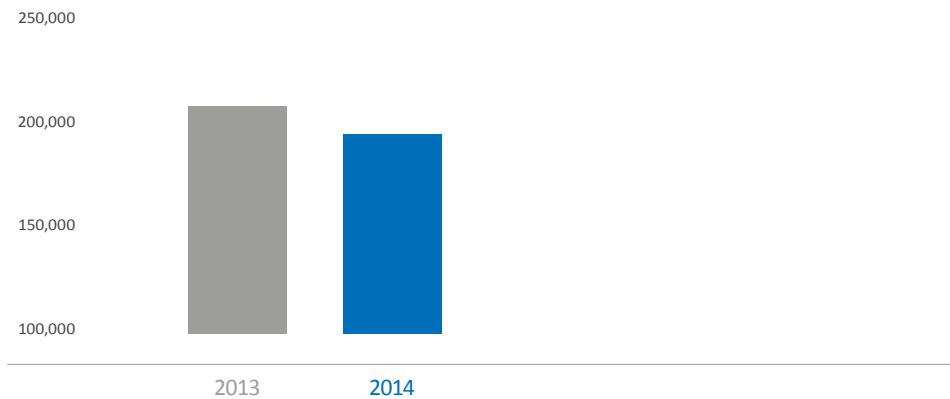
The following table shows that direct power consumption is mostly made in the form of diesel fuel (99%).

### Direct Energy Consumption, segmented by primary source (EN3)

| Fuel         | Litres    | Gj             |
|--------------|-----------|----------------|
| Diesel       | 5,226,510 | 188,967        |
| Gasoline     | 51,278    | 1,661          |
| <b>Total</b> |           | <b>190,628</b> |

### EVOLUTION OF DIRECT ENERGY CONSUMPTION (GJ)

ENERGY  
CONSUMPTION (GJ)



Comparing to 2013, in the same period of 2014 it appears that: global energy consumption decreased by 10.8%; the amount of specific energy consumption for passenger cars decreased by 10.9%; as far as heavy duty vehicles, the amount of specific energy consumption decreased by 3.3%.

These results show actual efficiency improvements, and translate the on-going control measures that are underway, namely:

- Optimization of the less efficient vehicles;
- Training in Eco Driving;
- Improved fleet management system;
- Analysis and control of tires.

SUMA continues on the path towards achieving greater reduction in consumption, and subsequent rationalization of costs.

### III. Biodiversity

SUMA has no permanent premises in classified areas or protected areas.

No significant impacts on biodiversity have been identified, caused by the organization's operations.

### IV. Emissions, Effluents, Waste

Among SUMA's activities, the one that originates the biggest environmental impacts in terms of gas emissions - of which CO<sub>2</sub> is the most important - is the collection and transportation of waste.

In this sense, the CO<sub>2</sub> emissions corresponding to direct and indirect energy consumption (related to production, travelling, travelling of employees on duty, and transportation of persons) were estimated.

#### Direct and Indirect Greenhouse Gases (GHG) Emissions (EN16+EN17)

| CO <sub>2</sub> Emissions | (ton/year) |
|---------------------------|------------|
| Diesel                    | 13,984     |

#### **Evolution of Direct and Indirect GHG Emissions (tons / year)**

Diesel fuel is the energy source responsible for most of SUMA's CO<sub>2</sub> emissions (99%).

It should be noted that the activity of the organization does not cause the emission of substances that destroy the ozone layer, and has no significant emissions, including those regulated by environmental permits.

As far as herbicide application activities, SUMA only uses products approved by the Ministry of Agriculture, following the recommended instructions, which, in addition to optimizing the quantities used, minimizes the negative impacts of this activity. It should be noted that the massive use of these products is avoided, and to this end, SUMA adopts a preventive attitude, promoting mechanical cutting and localized application.

As far as the waste produced during SUMA's activities is concerned, it is mostly non-hazardous industrial waste, such as oil, tires, ferrous metals and sludge, and waste mixtures from grit chambers and oil / water separators.

#### **V. Products and Services**

From the planning and development stages of its actions, SUMA has environmental and social concerns always present, as described above, with the aim of minimizing the impacts associated to its activities (EN26).

#### **VI. Compliance**

In 2014, no fines were recorded by SUMA for non-compliance with environmental legal requirements.

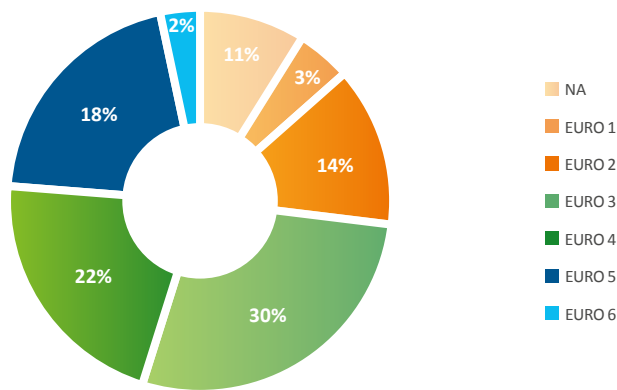
#### **VII. Transport**

As regards the transportation of goods and products used in SUMA's activities, the following graph shows the classification of vehicles according to their emission class, as per the European Standard of Emissions, which regulates the emissions of vehicles sold in the Union European.

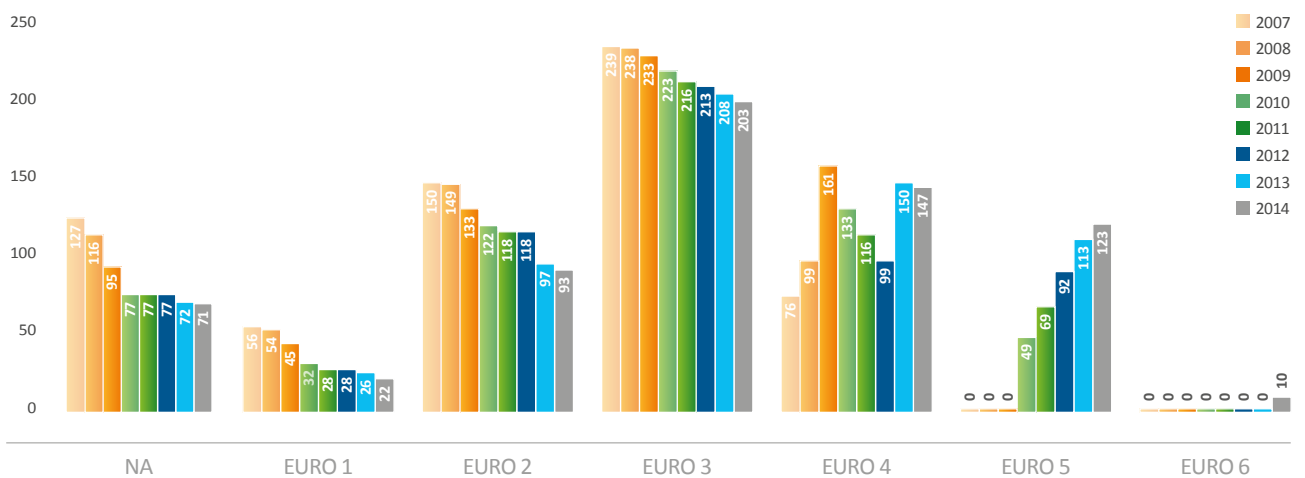
| Classes of emissions | 1          | 2         | 3        | 4         | 5         | 6         | 7         | 8          |
|----------------------|------------|-----------|----------|-----------|-----------|-----------|-----------|------------|
| NA                   | 0          | 3         | 0        | 17        | 6         | 33        | 12        | 0          |
| Euro 1               | 20         | 1         | 0        | 1         | 0         | 0         | 0         | 0          |
| Euro 2               | 42         | 12        | 3        | 2         | 0         | 0         | 0         | 34         |
| Euro 3               | 50         | 18        | 0        | 16        | 35        | 0         | 0         | 84         |
| Euro 4               | 94         | 9         | 4        | 25        | 10        | 0         | 0         | 5          |
| Euro 5               | 9          | 2         | 0        | 5         | 3         | 0         | 0         | 104        |
| Euro 6               | 3          | 0         | 0        | 0         | 0         | 0         | 0         | 7          |
| <b>Total</b>         | <b>218</b> | <b>45</b> | <b>7</b> | <b>66</b> | <b>54</b> | <b>33</b> | <b>12</b> | <b>234</b> |

Class: 1 - Compactor waste collection vehicles; 2 - Container Washers, Street Washers, Septic-tank Cleaning Trucks; 3 - Washers, Street Washers; 4 - Sweeper Trucks, Vacuum Cleaner Trucks; 5 - Heavy-duty Multi-purpose Vehicles; 6 - Tractors, Loaders, Forklift-trucks, Cylinders; 7 - Light Production Machines; 8 - Light Multi-purpose Vehicles

### TRANSPORT BY CLASS OF EMISSIONS



### SUMA FLEET 2007-2014



In evolutionary terms, there is a clear commitment by SUMA towards Euro 5 vehicles, while there is a continued decrease in other classifications.

## 5.2 SOCIAL PERFORMANCE

### 5.2.1. Mota-Engil Engenharia e Construção

#### 1. HUMAN RESOURCES MANAGEMENT

##### **Introduction**

The Human Resources Management policy at Mota-Engil seeks to reflect the Group's HR Strategy and Policy, adopted at corporate level, adapting it to its own reality, and to the activity sector in which it operates.

Strategically, Mota-Engil Engenharia recognizes human resources as a critical success factor for achieving the defined goals, and as its most valuable asset to ensure its competitiveness and the creation of lasting value.

The HR policy of Mota-Engil Engenharia is supported by the Head of the Region and by the internal HR teams, as well as by the Corporate HR Department and by Mota-Engil Serviços Partilhados, responsible for a set of support functions.

Within the scope of HR Management practices, the following main initiatives stand out:

- Attract and retain the best resources in an integrated manner, ensuring their effective integration and adaptation to the culture and values of the company;
- Develop skills that add value to the business through a permanent search for knowledge and best practices;
- Manage performance, stimulating and rewarding behaviours that ensure achieving the goals that are in line with the business strategy;

The initiatives developed within the training area are shown further below in a separate chapter.

The same applies to the topics related to monitoring, adoption of preventive and corrective measures, auditing and verifications in the field of human resources.

#### 1.1 LABOUR PRACTICES AND LABOUR RELATIONS

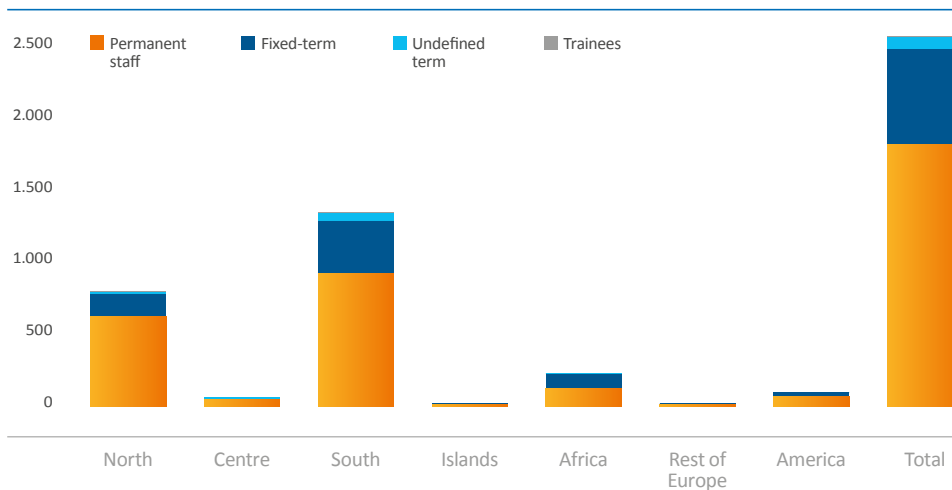
##### **Employment**

Although the construction sector is under a down cycle, in 2014 Mota-Engil Engenharia contributed to the employability of 2,153 employees (in Portugal and abroad). This figure is slightly lower than that of 2013.

The table below shows the structure of employees by type of labour contract and region:

#### Number of employees acc. to the type of contract and region (LA1)

| Type of contract        | Portugal   |           |             |           | Abroad     |                |           | Total       |
|-------------------------|------------|-----------|-------------|-----------|------------|----------------|-----------|-------------|
|                         | North      | Centre    | South       | Islands   | África     | Rest of Europa | América   |             |
| Permanent staff         | 521        | 40        | 772         | 13        | 103        | 12             | 59        | 1520        |
| Fixed-term              | 131        | 3         | 308         | 2         | 87         | 5              | 20        | 556         |
| Undefined term          | 13         | 7         | 45          | 2         | 3          | 0              | 0         | 70          |
| Trainees                | 4          | 0         | 3           | 0         | 0          | 0              | 0         | 7           |
| <b>Total per Region</b> | <b>669</b> | <b>50</b> | <b>1128</b> | <b>17</b> | <b>193</b> | <b>17</b>      | <b>79</b> | <b>2153</b> |



From the analysis of the tables, it appears that in 2014, 70.6% of the personnel belonged to the permanent staff, while fixed-term employees accounted for 25.8%, undefined term employees accounted for 3.25%, and trainees accounted for 0.32%.

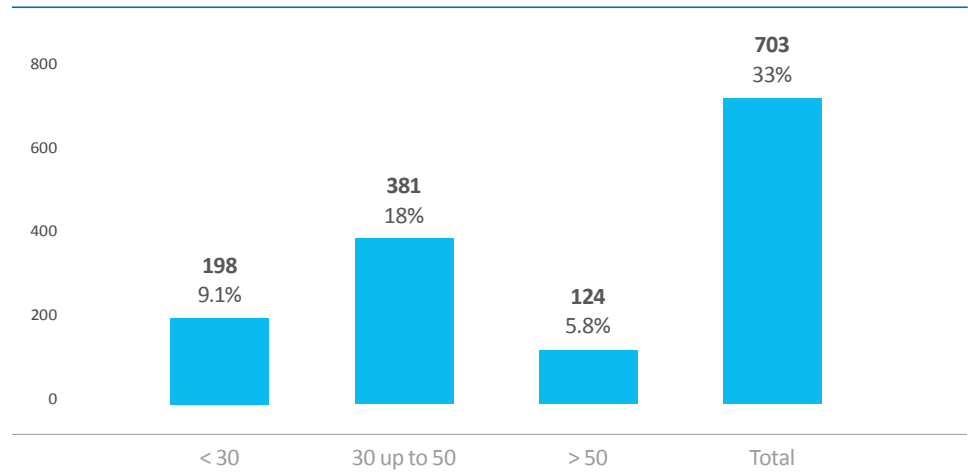
The data shows that, just like last year, it is in Portugal where most employees of Mota-Engil Engenharia work (85.6%).

Staff outside Portugal accounts for a total of 289 employees (13.4%), distributed through the European, African and American territories; while it is in Africa where there is the greatest number of employees abroad (66.8%).

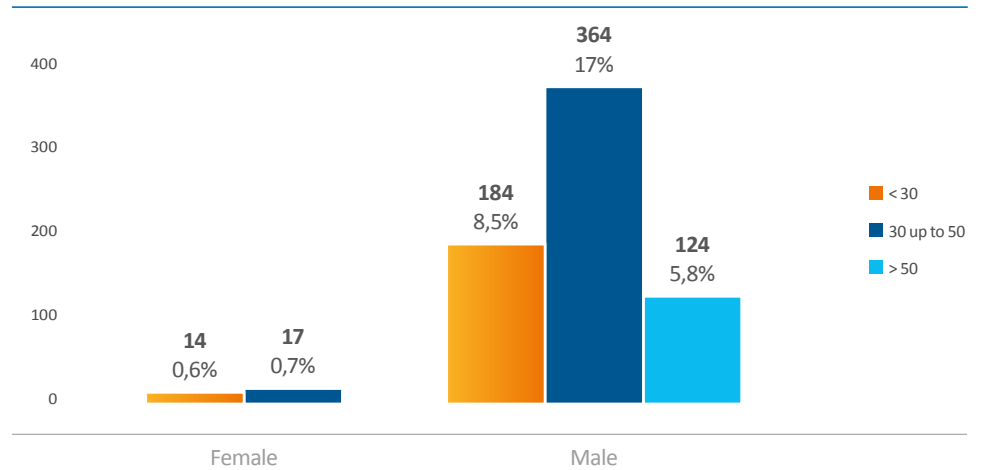
**Employee turnover by age group, gender and region (LA2)**

The chart below shows the turnover rate observed in 2014 in Mota-Engil Engenharia:

**GLOBAL TURNOVER RATE AND BY AGE GROUP (LA2)**



**TURNOVER RATE PER GENDER**



The overall turnover rate of Mota-Engil Engenharia in 2014 was 33%, while it can be seen that it is in the age group 30-50 years that there is the greatest employee turnover rate (18%), related to 381 entries.

It also appears that, at Mota-Engil Engenharia, as for the economy in general, women’s turnover rate (1.3%) is lower than male’s turnover rate (31.3%).

**1.2 LABOUR RELATIONS**

**Relations between workers and governance**

Labour relations at Mota-Engil Engenharia are regulated by the Collective Agreement for the civil construction and public works sector, and, additionally, by the general law. These are two



instruments that set the notice periods to be observed in case of any organizational change with an impact on labour relations.

The entire workforce is covered by this instrument of collective labour regulations. The unionization rate in the company is 12%, in a sector where such rates are traditionally low (LA4).

The organization has no established workers committee.

### 1.3 TRAINING AND EDUCATION

Mota-Engil Engenharia assures opportunities for career development to its employees, continuously training them and ensuring the acquisition and validation of skills required for the performance of their duties.

For this reason, the training plan of the employees of Mota-Engil Engenharia reflects the needs of each business area, investing in strategic areas, namely:

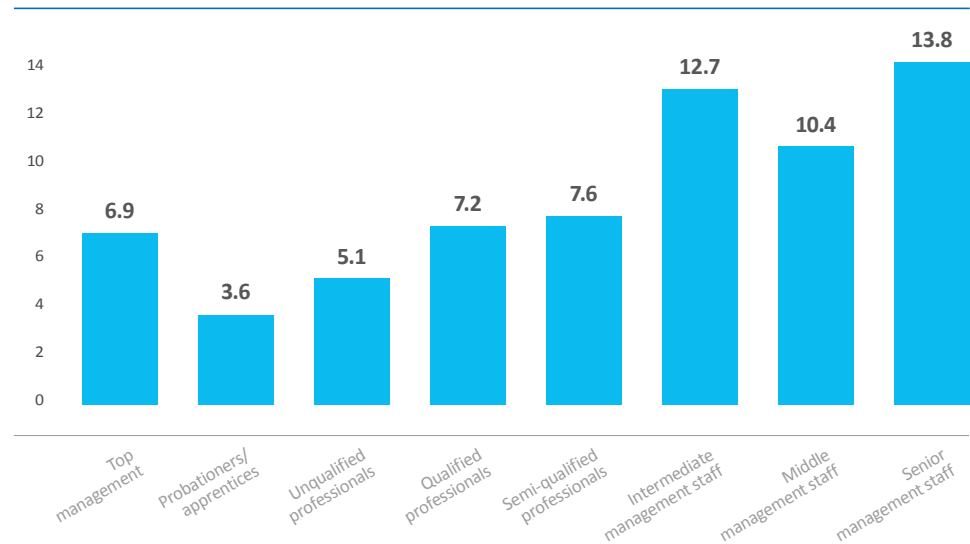
- Technical
- Organizational
- Management
- Behavioural

In 2014, the total hours of training imparted to the employees of Mota-Engil Engenharia reached 18,779 hours, slightly below those of 2013 (22,928 hours).

#### Number of training hours by professional group (LA10)

| Professional Group   | Training hours | Average hours<br>Trainer/employee |
|--|----------------|-----------------------------------|
| Top management   | 35             | 6.9                               |
| Probationers/apprentices   | 43             | 3.6                               |
| Unqualified professionals  | 354            | 5.1                               |
| Qualified professionals  | 9,810          | 7.2                               |
| Semi-qualified professionals                                       | 388            | 7.6                               |
| Intermediate management staff<br>(incl. supervisors, team leaders) | 2,485          | 12.7                              |
| Middle management staff  | 1,707          | 10.4                              |
| Senior management staff  | 3,952          | 13.8                              |
| <b>Grand total</b>   | <b>18,773</b>  | <b>8.7</b>                        |

**AVERAGE NUMBER OF TRAINING HOURS BY PROFESSIONAL GROUP (LA 10)**



By analysing the above information one can see that it was among the Senior and Intermediate Management that there were the highest average number of training hours per employee (about 13 hours) and, on the other hand, it were the probationers / apprentices that had on average less training hours - 3.6 hours on average per employee.

**1.6 DIVERSITY AND EQUAL OPPORTUNITIES**

Mota-Engil Engenharia carries out a strict policy of equal opportunities, integrating in its ranks men and women of various nationalities and ethnic groups. This policy is extended to all aspects of working life, and involves an attitude of equal treatment and non-discrimination in areas such as recruitment and selection of human resources, wage policies, career development, and all other aspects related to employment relations.

Regarding the remuneration policy, and taking into account the limited representation of female workers in some occupational groups, it appears that there are no significant differences in salary levels between men and women (LA14).

With regard to the characterization of Mota-Engil Engenharia by Professional Group, Gender and Age Group, below is a summary table:

### No. Of workers by professional group, gender and age group (LA13)

| Professional Group  | < 30 years |          | 30 to 50 years |            | > 50 years |           | Total Male   | Total Fem. | Grand total 2014 | Grand total 2013 |
|---|------------|----------|----------------|------------|------------|-----------|--------------|------------|------------------|------------------|
|   | Male       | Fem.     | Male           | Fem.       | Male       | Fem.      |              |            |                  |                  |
| Top management  | 0          | 0        | 1              | 0          | 4          | 0         | 5            | 0          | 5                | 3                |
| Probationers/apprentices  | 10         | 1        | 1              | 0          | 0          | 0         | 11           | 1          | 12               | 9                |
| Unqualified professionals                                       | 19         | 0        | 30             | 1          | 18         | 1         | 67           | 2          | 69               | 958              |
| Qualified professionals   | 92         | 1        | 794            | 54         | 400        | 28        | 1286         | 83         | 1369             | 501              |
| Semi-qualified professionals                                    | 9          | 0        | 30             | 1          | 10         | 1         | 49           | 2          | 51               | 49               |
| Intermediate management staff (incl. supervisors, team leaders) | 0          | 0        | 74             | 0          | 119        | 2         | 193          | 2          | 195              | 218              |
| Middle management staff   | 3          | 1        | 75             | 29         | 57         | 0         | 135          | 30         | 165              | 158              |
| Senior management staff   | 9          | 4        | 148            | 74         | 44         | 8         | 201          | 86         | 287              | 326              |
| <b>Total by gender</b>  | <b>142</b> | <b>7</b> | <b>1,153</b>   | <b>159</b> | <b>652</b> | <b>40</b> | <b>1,947</b> | <b>206</b> | <b>2,153</b>     | <b>2,222</b>     |

The above table reflects the predominance of male workers at Mota-Engil Engenharia - about 90% of the total staff - which situation follows from the specific characteristics of the Construction sector. Although the number of male employees is predominant, Mota-Engil Engenharia promotes a healthy climate among employees, not accepting any kind of discrimination.

The professional group with the largest number of workers is the group of “Highly Qualified and Qualified Professionals”, representing 64% of the total staff.

As regards the distribution by gender, the group of “Highly Qualified and Qualified Professionals” is also the group with the highest number of male employees. As for women, it is more significant in the group of “Senior Management”, and in the “Highly Qualified and Qualified Professionals” group, the sum of both groups representing 62% of female staff.

It should also be noted that in 2014, about 61% of the staff of Mota-Engil Engenharia were in the age group 30-50 years, and 32% were aged more than 50 years. The remaining 7% were aged below 30 years.

#### **Benefits**

Mota-Engil Engenharia also provides its employees with a range of benefits, among which the following stand out:

- Insurance against Personal Accidents to middle and senior management, technical / administrative structure and heads of production, as well as Health Insurance to a smaller number of employees;
- Sickness and work-accident benefit supplements to permanent staff of up to 30 days/year, for periods of temporary incapacity for work above eight days, while in exceptional situations of serious illness the benefits period has been extended;
- Several Agreements through which employees and their families can enjoy privileged conditions;
- Christmas Party;
- Distribution of Seniority Awards;
- Availability of heavy-duty vehicles for transportation of employees;
- Special conditions on the use of the Casa da Calçada services, in Amarante;
- Assignment of “Friend of Serralves” cards to employees, under the protocol signed with the Serralves Foundation, which provides several benefits;

- With the aim of offering all employees benefits that reflect in a greater convenience in receiving and in the price terms of medications and other pharmaceutical products, Mota-Engil has entered into agreements with pharmacies in Porto and Lisbon;
- Agreements with several gyms and spas to allow its employees, and in some cases their direct family members, more favourable terms of access;
- Agreements with CP (Portuguese railway company) thus allowing any employee of the Group identified as such to have access to a 20% reduction, compared to prices lists in force in CP, at the time of purchasing the ticket, in the price of every trip on the Alfa Pendular and Intercity trains, in 1st class or 2nd class;
- Following from the change process in the telecommunications operator, employees of the Mota-Engil Group may privately join an agreement with TMN, allowing them to contract some mobile telecommunications services with preferential rates;
- In order to minimize costs and facilitate the choice of hotels by employees, the Mota-Engil Group has entered into agreements with various hotel units.

Agreements with several Banks, offering its employees special conditions in various banking products and services available at their network.

## **5.2.2 SUMA, serviços urbanos e meio ambiente**

### *1. HUMAN RESOURCES MANAGEMENT*

#### **Introduction**

In the SUMA Group, the head of HR Management is the Vice Chairman of the Board of Directors, Dr. Pablo Barreiro.

The defined HR strategy includes a number of commitments whose base adds the commitments set out in the Organization's Strategy and Management Policy, and in the set of inputs gathered from stakeholders. This strategy is implemented in a perspective of continuous improvement and response to defined needs. The human resources strategy in 2014 was geared towards the continued investment on and qualification of employees, of which it is worth highlighting the 9,783 attendances at training sessions held, and the deepening of the Integration and Recycling Program; the integration of production managers in a continuous training process, and the consolidation of the SUMA Tutoring Program, in a total of 3,566 training initiatives held.

The involvement of employees and their representatives in management processes is an asset whose experience is confirmed every year. The collection of testimonies and feedback from all employees is developed in different ways, which include, among other means, the network of trainers (in direct contact with employees through the training sessions), meetings with leaders and workers representatives on hygiene and safety at work (via the OHS committees), and the annual consultation to all workers. This data is incorporated in the management of labour relations and directly influences the decisions taken in this area, which has been reflected in a high level of cohesion in the workforce.

The employment policy of the SUMA Group is convened to ensure the sustainability of jobs and of the organization. The investment in human resources development and vocational training intends to ensure operational results, while at the same time enhancing the levels of internal and external employability of our employees. This ambition, increasingly considered, is relevant in direct proportion to the number of employees with a less differentiated social and economic profile, people who tend to be excluded from the labour market.

The fringe benefits policy implemented includes all functional groups, and follows from the alignment between the situations in the labour market, the attraction, retention of the best employees, and the stability needs as far as the Organization's workforce is concerned. Health and life insurances are transversal.

The main goals of the Occupational Safety and Medicine are the prevention of occupational diseases and the promotion of the employees' well-being. The internal managing process of this procedure ensures compliance with established formal obligations (such as medical examinations for admission, and periodical reviews), but is also an incentive for disease prevention and health promotion, though, among other projects, cross-cutting audiometric screening and vaccination campaigns.

Information related to human resource processes is permanently conveyed, either through the Internal Portal, or through specific training initiatives and on-going support through the provision of services in helpdesk format, aimed at the entire Organization.

The incorporation of quality management tools and compliance with the requirements of the Training Entities Accreditation System, have boosted the adoption of permanent monitoring methodologies on HR processes and objectives. Non-compliance Database, Planning Database, Training Database and Performance Indicators are the instruments that permanently support the decision-making processes.

## 1.1 LABOUR PRACTICES AND LABOUR RELATIONS

### Employment

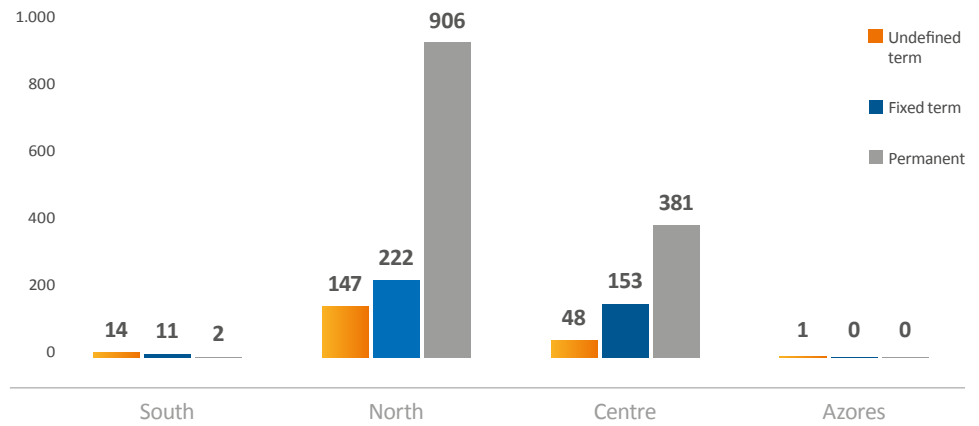
In 2014, SUMA counted on an average of 1,492 employees, to which are added 12 workers assigned by municipalities. There was an adaptation of the number of employees to the evolution of the Company's business, which resulted in a decrease of 55 workers over the previous year.

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

#### No. of workers by type of employment contract and by region (LA1)

|                | Azores   | Centre     | North        | South     | Grand Total  |
|----------------|----------|------------|--------------|-----------|--------------|
| Permanent      | 0        | 381        | 906          | 2         | 1,289        |
| Fixed Term     | 0        | 153        | 222          | 11        | 386          |
| Undefined Term | 1        | 48         | 147          | 14        | 210          |
| <b>Total</b>   | <b>1</b> | <b>582</b> | <b>1,275</b> | <b>27</b> | <b>1,885</b> |

**NO. OF EMPLOYEES BY REGION AND BY TYPE OF CONTRACT**

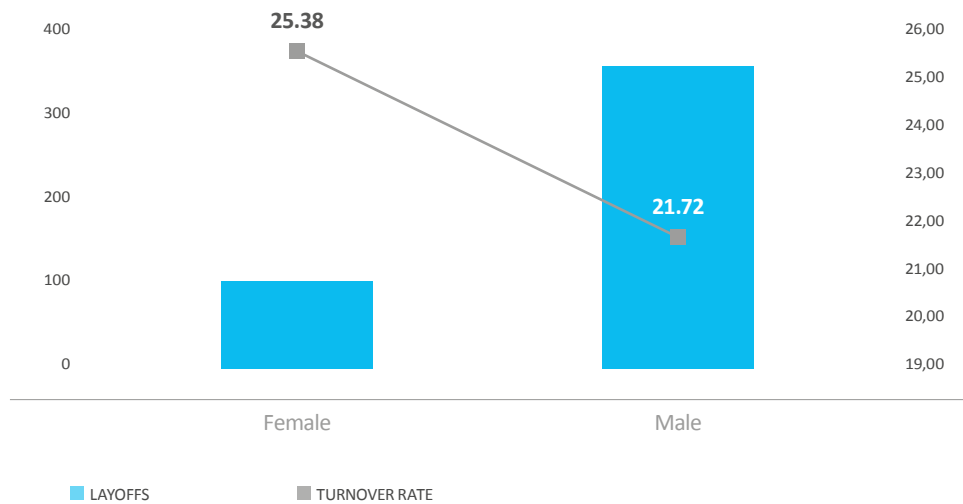


As shown by the previous chart, the North is where SUMA has the largest number of employees (about 68%), followed far behind by the Centre region (31%).

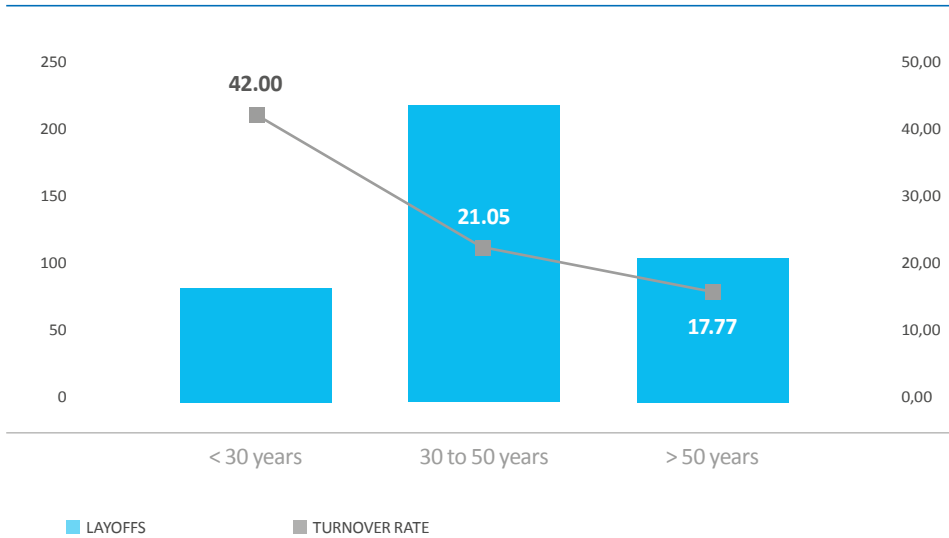
Due to SUMA's activity being based on contracts with a limited duration, usually with Municipalities and / or Associations of Municipalities, the hiring of new employees is usually under fixed-term contracts.

**Turnover rate by gender and age group (LA2)**

**TOTAL EXITS AND RATE TURNOVER BY GENDER**



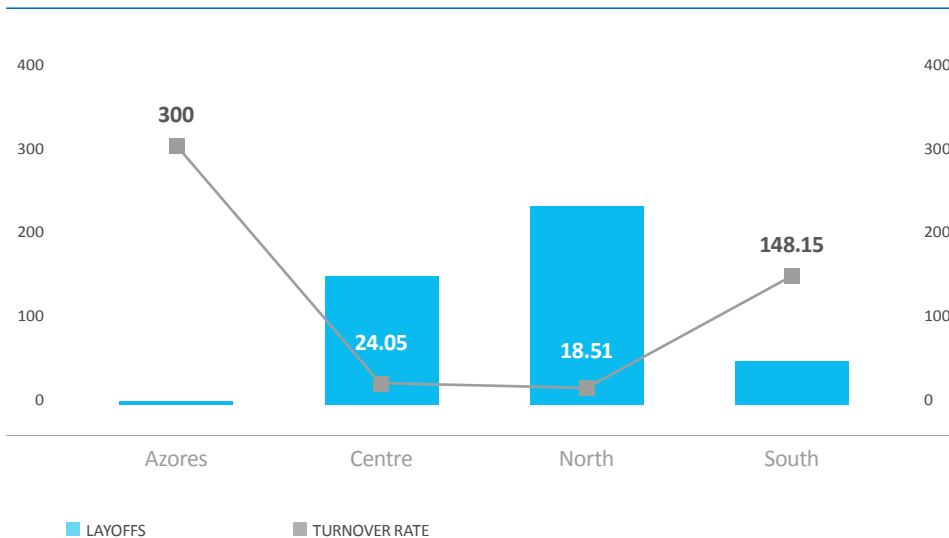
### TOTAL EXITS AND RATE TURNOVER BY AGE GROUP



Given the nature of activities undertaken by SUMA, turnover is especially high among employees aged over 50 years. There is a higher turnover in females.

#### Turnover rate by region (LA2)

### TOTAL EXITS AND RATE TURNOVER BY REGION



In terms of regions, the turnover rate is still higher in the South, which behaviour is partly explained by the fact that the Algarve Centres are subject to high seasonal variability in the number of employees, because of those dedicated to cleaning the beaches during the summer time. Given the small number of workers in the Azores, the fact that three employees left had a disproportionate effect on the turnover rate in the region.

## 1.2 LABOUR RELATIONS

Labour relations at SUMA are not regulated by any collective labour agreement, they are rather regulated by whichever is the General Labour Law Code. The company has no established workers committee.

The general law sets the notice periods to be observed in case of any organizational change with an impact on labour relations, especially in case of changes on the time or place of work, closure of facilities or other processes leading to changes or termination of work relations.

## 1.3 OCCUPATIONAL SAFETY AND MEDICINE

### 1.3.1 Occupational Safety

According to existing regulations, employers are required to organize Occupational Health, Hygiene, and Safety Services (OHHS), to cover all employees performing functions in the Organization, including, of course, the employer himself, when also engaged in performing any activities.

The occupational Health and Safety services are internal and managed by SUMA with own resources (Higher Technical Staff specialized on OHHS), covering all the people who work for SUMA, and are at its facilities. These services, whose main goals are the prevention and reduction of occupational risks, and the promotion of Safety, Hygiene and Health of employees, develop the following activities:

- Know the OHHS rules, and ensure compliance with the legal requirements applicable to the Organization;
- Identify hazards, assess risks, and define actions to prevent and control identified risks;
- Inform and train the employees on the identified risks, and corresponding prevention and control measures;
- Implement and enforce the Policy, Programs and Procedures set by the Organization, related to Health and Safety;
- Promote, together with the various sites of the Organization, the preparation of Emergency Plans, and the respective periodic emergency drills;
- Carry out the analysis of all incidents, and define their respective corrective actions;
- Collect and organize the statistical information related to employee safety, in order to come to conclusions that allow the respective prevention and organization, in order to carry out a study of potential occupational hazards;
- Suspend the execution of any work, in case of imminent risk to the integrity and health of the employees;
- Inform the Management of any and all situations that may endanger the integrity or health of employees;
- Comply with the recommendations from competent authorities / entities under the OHHS;
- Provide the means of prevention and collective and individual protection, set as mandatory or necessary;
- Enforce safety and emergency signage and instructions;
- Annually prepare and submit the activities report of each site to the competent authorities / entities under the OHHS;
- Attend the meetings of the various Local OHHS Committees.



### **OHHS Monitoring**

In order to fulfil the legal requirements with regard to the obligation of carrying out periodic monitoring, within the scope of occupational safety and health, in particular to evaluate the conditions in the various work stations, in June 2012 the "SUMA - OHHS Monitoring Plan - 2012/2013 " was implemented, which included measures on lighting, thermal comfort, occupational noise and mechanical vibrations, to be conducted in all SUMA service centres by the end of 2013.

The Plan was developed by QES, taking into account the activities undertaken by each service centre, and the measurements were carried out by duly qualified external entities. Measurements were accompanied by QES, which also played a key role in the evaluation and validation of results, for subsequent reporting and for defining prevention, operational and organizational control measures, to be implemented by the centres.

For reasons external to SUMA, in particular connected to issues related to weather conditions, it was not possible to finish all the monitoring by the end of 2013, which were then completed in the first quarter of 2014.

### **1.3.2 Occupational Medicine**

Health surveillance is the responsibility of occupational medicine, whose services are external and provided by an OHHS services company.

Health monitoring has the main goals of preventing occupational diseases and diseases related to work, and should also promote the welfare of employees as a productivity factor.

Monitoring of exams is made through the system, and cross checked with the lists sent by the OM service provider. In addition, there is an extranet, belonging to the OM service provider, where one can see all employees subject to OM exams; this information is also cross checked with the previous ones, allowing for attendance control, and monitoring the performance of OM examinations to employees. An internal valuation model is used, which is completed by the employee, in order to quote the examination which he has been subject to, providing indicators to HRM on the services provided, ensuring information that can be used to improve such indicators.

### **Organizational Model**

Process / Activity Managers propose their respective action plans conducive to the achievement of defined objectives and goals, which are then reviewed and approved by the other members of the QES-IMS Committee. These actions are included in the "Management Program" document.

Integrated in this Activity is the definition of other action plans, whose responsibility belongs to the Process / Activity Managers, namely:

- Actions required to meet the Customer's legal, regulatory requirements, and others that the Organization may subscribe;
- Actions resulting from modifications in the methodologies of certain Process / Activity, or from changes in the network of Macro Processes, Processes and Activities;
- Actions arising from Risk Management Activities (P1.A0) - Identification of Environmental Aspects and Hazards, and Evaluation / Assessment of Environmental Impacts and Risks, i.e., of prevention and control required to eliminate or reduce risks to the Environment, to Employees, and to Third Parties;
- Actions arising from the Management Review Activity (P1.A4);

- Actions arising from the Assessment of Stakeholder Satisfaction Activity (P4.A1);
- Actions detected under the Auditing Activity (P4.A2);
- Actions arising from the Employee Assessment Activity (P4.A3);
- Actions arising from the Supplier Evaluation Activity (P4.A4);
- Actions detected within the scope of the Activity Monitoring and Measurement of Processes / Activities and Products (P4.A5);
- Other actions deemed as required so that the QES-IMS is maintained, permanently updated, adequate to the reality of the Organization, and operating in an efficient and effective manner, according to a continuous improvement perspective.

For all defined actions, the respective responsible person and implementation deadlines, the necessary resources, as well as the methods used to assess the effectiveness of action after its completion, are also defined and recorded in the Planning Database (BDPA).

**General law and collective labour regulation instruments**

Occupational safety matters are governed by various legal instruments, namely by Decree-Law No. 441/91, of November 14, and by Law No. 99/2004, of August 27, as previously mentioned in connection to Mota-Engil Engenharia.

In the absence of collective labour regulation instruments with implications on SUMA’s Business Sector, the company is governed in this regard by the general law.

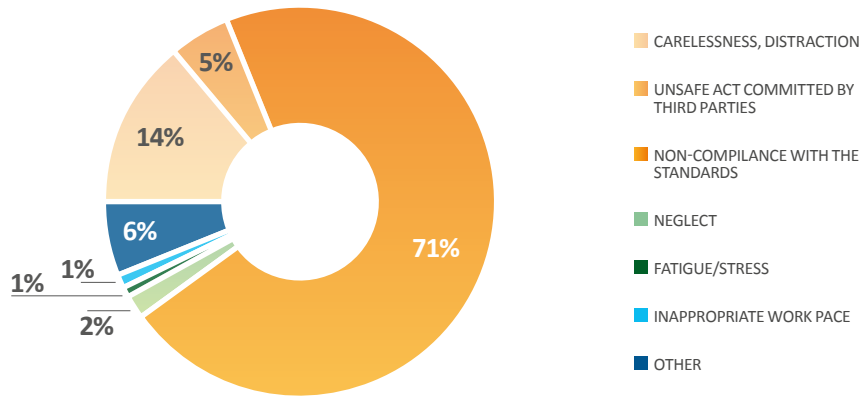
Under the scope of Occupational Health and Safety at SUMA, below are some indicators calculated in accordance with the GRI guidelines:

**Ratios of work-related accidents, occupational diseases, lost days (LA7)**

| Number of employees | Worked hours | Number of work accidents | Number of days lost | Frequency Index (FI) | Severity Index (SI) | Incidence Index (II) |
|---------------------|--------------|--------------------------|---------------------|----------------------|---------------------|----------------------|
| 1,777               | 3,106,212    | 175                      | 3,323               | 42.8                 | 1,069.8             | 98                   |

From the analysis to SUMA’s accident rate data (labour and road) of the last 3 years (2011-2013), one can see, as shown in the chart below, that 71% of accidents are due to the fact that employees do not comply with all the rules and regulations. The second highest incidence occurs because of employee carelessness and distraction.

## ACCIDENTS



From the observation and treatment of the accident rate and the respective evolution, it appears that the vast majority of accidents is due to employee's behaviour. Thus, the annual training plan was put in place in order to combat accidents and, at the same time, provide our population with behavioural tools and techniques that may enable them to do their job more effectively, efficiently and safely. The results achieved allow us to say, with enough confidence, that its design and implementation has proved effective in decreasing accidents, through the implementation of very targeted training initiatives aimed at know-how, and with a practical and technical nature, geared to workers' learning. However, and given the specific characteristics of our service and of our population, additional measures of behavioural change have been addressed. Despite the permanent need to strengthen the annual training plan with targeted themes aimed at "Safety" and "Equipment Operation", changing behavioural habits requires other complementary, repeated, short, and very simple methodologies.

It is in this context that the project "10 Minutes of Safety" appeared.

Its aim is to "train" the behavioural change of employees, through the implementation of daily debriefings, imparted by the leadership, before beginning their service, a sentence containing appropriate safety content for the service to be performed, framed by the hazards identified for the same. Before starting the service, all employees assigned to such service are brought together by the leadership, which, according to various hazards identified for that same service will impart an information session for about 10 minutes. In this debriefing, the leadership must use one and only one of the themes, citing it and mentioning its goal, while ensuring that the workers have assimilated it and are committed to stick to it. Every day, the leadership must repeat this debriefing, using a new topic. The topics must be very objective, direct and simple, for their disclosure to be quick, and easy to assimilate and understand, while ensuring that a safer behaviour starts to get rooted, with the resulting decrease in accidents caused by the workers themselves.

Towards the end of the month, based on the Production DB, a monthly report will be released, which should be printed and signed by the workers, which will record all the information events carried out in accordance with the following principles: Monthly report - recording of 10 minutes daily, in the month; recording of 10 minutes, just for one daily part, regardless of whether the worker has more than one daily part recorded, per day; daily recording of 10 minutes, only if the worker has recorded in the daily part, over 4 hours of actual work.

In this way, the intention was, with the “10 Minutes of Safety” project, to raise awareness and establish a framework for workers regarding the daily issues of their service, difficulties, risks and dangers arising out of it, as well as the detection of anomalies, and correct way of acting. The project was started in late October 2014, and was first implemented in the service centre of Sintra. The implementation of the project was conducted by the Education Department in the first instance, which imparted the information sessions to employees. Later, under monitoring, the production managers started to conduct the debriefing sessions. At this point, the project is taking place in Sintra and in the service centre of Vila Nova de Gaia, with plans for it to be implemented in all other service centres during the first half of 2015.

SUMA’s workers continue to be viewed as a differentiating factor in the progression and development of the Company, providing quality services and showing strong skills in all areas, being framed within a talent retention strategy in the organization, with the promotion of professional skills, raising their commitment and promoting the adaptation to change, leading to personal success, and to the success of the organization.

#### *1.4 TRAINING AND EDUCATION*

With reference to the Group’s strategic plan, which recognizes the critical value of human resources, the strategy defined for the training activities undertaken in 2014 in the SUMA Group was performed based on the following guidelines:

- Valuing the workers of the SUMA Group;
- Diversify the forms of training;
- Align the employees with the Organization’s strategy and objectives;
- Promote skills development activities, with return to the business of the Group;
- Contribute towards improving the Occupational Safety levels.

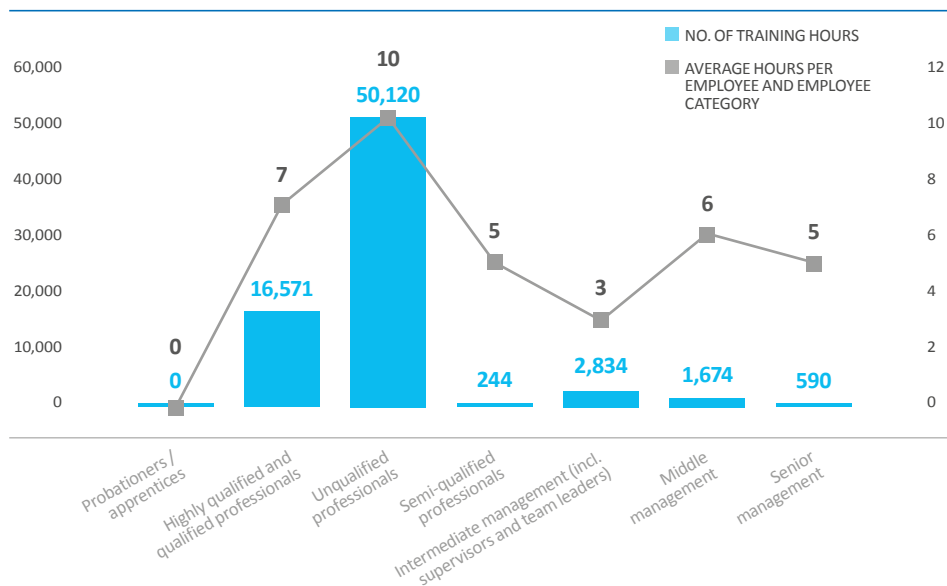
Of the actions that materialized the above mentioned guidelines, we highlight:

- The integration of all employees assigned to the Collection and Sweeping operations in Occupational Hygiene and Safety training sessions, and in training activities that enhance customer focus and service quality;
- The inclusion of all drivers in specific training activities;
- Start the driving-code, and the economic and defensive driving courses;
- Strengthen the training of production managers and Tutors.

### Total number of training hours by professional group (LA10)

| Professional Group   | No. of Training Hours | Average hours per employee and employee category |
|--|-----------------------|--|
| Probationers / apprentices                                   | 0                     | 0  |
| Highly qualified and qualified professionals                 | 16,571                | 7  |
| Unqualified professionals                                    | 50,120                | 10   |
| Semi-qualified professionals                                 | 244                   | 5  |
| Intermediate management (incl. supervisors and team leaders) | 2,834                 | 3  |
| Middle management  | 1,674                 | 6  |
| Senior management  | 590                   | 5  |
| <b>Grand Total</b>   | <b>72,032</b>         | <b>5</b>   |

### TRAINING HOURS 2014



In 2014, the management of the training activity has been restructured, in order to be able to respond more forcefully in contributing to the reduction of accidents, and proficiency of the operation and services performed.

Given the maturity achieved by the organization in implementing training, it was possible to design and implement new tools and working methods, trying to come closer and closer to the real needs of the various sites of the Company, meeting the specificities of each one, given the geographical nature, services, and labour population. In this way, and gradually, without creating a sharp split with the recent past, new assumptions have been established in the creation of the annual training plan.

The plan was implemented in two parts, the first conducted by the Training Department, and the second by SUMA Tutors. The proven ability of the organization in implementing training has allowed to set different goals for each component, in order to be worked on in parallel.

For the Training Department, the following objectives were defined:

- Integrate 100% of production workers in safety and equipment operation training (1,322 workers);
- Perform 186 internal training activities in OHHS.

And for SUMA Tutors, the following objectives were defined:

- Hold 1,772 training actions in real work environment, in the areas of safety and equipment operation;
- Compliance with 5,288 attendees at training sessions in real work environment, in the areas of safety and equipment operation.

Regarding the Training Department, to meet the goals proposed, the design of the training plan was based on the achievement of four major education campaigns aimed at production, in terms of its main services - waste collection and street cleaning:

- Safety in manual sweeping operations;
- Safety in waste collection operations;
- Manual handling of loads;
- Grass cutting operations.

The results of these campaigns were as follows:

| Course                                | No. Actions Planned | No. Actions Held | No. of Employees Planned | No. of Employees Integrated |
|---------------------------------------|---------------------|------------------|--------------------------|-----------------------------|
| Safety in manual sweeping operations  | 45                  | 44               | 541                      | 492                         |
| Safety in waste collection operations | 50                  | 54               | 678                      | 564                         |
| Manual handling of loads              | 56                  | 56               | 753                      | 646                         |
| Grass cutting operations              | 14                  | 12               | 175                      | 128                         |

The following courses were also conducted with the respective results:

| Course                          | No. Actions Planned | No. Actions Held | No. of Employees Planned | No. of Employees Integrated |
|---------------------------------|---------------------|------------------|--------------------------|-----------------------------|
| Fire fighting                   | 17                  | 5                | 208                      | 70                          |
| Communications and teamwork     | 4                   | 4                | 67                       | 63                          |
| First aid                       | 18                  | 5                | 248                      | 70                          |
| General safety in the workshops | 4                   | 4                | 67                       | 58                          |

It should be highlighted that in the courses imparted within the training plan, the content production methodology was redesigned, seeking to come closer to the reality of the services performed. In this way, all the contents were worked on in combination with the production area, alternative working methods were tested in a simulated context, given those practiced, and implemented in a training context, aimed at the effectiveness, efficiency and safety of the operations of the services performed, of which stand out in particular the course "Safety in Manual Sweeping Operations", which considered the various equipment used, ergonomics, employees height, physical strength, gender, posture, among other aspects, in order to

develop new approaches to manual sweeping, and the results achieved were far above the initial expectations, with actual behavioural changes in the employees covered by this campaign, as they changed the way they do the job, with better results, in both the quality of service, as in its speed and safety.

With regard to SUMA Tutors, and in face of the defined goals, the training plan was adjusted to the availability of facilities, namely by introducing changes to it, seeking to optimize the Tutors sessions, while ensuring that such sessions were of higher quality, and that there was a reduction in the administrative tasks inherent to the training cycle process. For 2014, and in partnership with the Information Systems Department, a new automatic mechanism was created, enabling the introduction of observation grids used by Tutors in the conduction of their sessions, in the Production Database (Production DB), being associated with the launch of daily service parts. In this way, an association of the sessions and topics taught by Tutors and the service actually performed by trainees was ensured, as the training provided by SUMA Tutors is made on-the-job. Also, with this new tool, the data observed at Tutors meetings increasingly converges with the data obtained in performing the services, thus ensuring greater and better crossing of information between multiple data platforms. Also in technical terms, this solution allowed to further reduce bureaucracy in the training process, enabling automation in completing the training records, while the data obtained started to be recorded directly in the database. In the more operational field, this new tool secured a standardization of Tutors training sessions, both in duration and in content, as well as in the number of participants, the latter being the most important aspect, given the imposition, to be observed, that each session has a maximum of 3 trainees, ensuring a higher quality of content delivered over quantity. Still on the operating aspect, and in face of the defined goals, the Tutors training plan, aimed only at two courses:

- Safety;
- Equipment operation.

These courses were deployed in training activities, according to the services performed by employees. The completion of this training plan followed two assumptions:

- Integrate 100% of production workers in “Safety” training (1,322 workers);
- Integrate 100% of production workers in “Equipment Operation” training (1,322 workers).

### *1.5 DIVERSITY AND EQUAL OPPORTUNITIES*

The SUMA Group, takes up its role as regards the principles of equality and non-discrimination, as well as towards information of all workers in this area. This policy is extended to all aspects of working life, and involves an attitude of equal treatment and non-discrimination in areas such as recruitment and selection of human resources, wage policies, career development, and all other aspects related to employment relations.

All employees have at their availability for consultation, posted in their workplaces, information relating to worker's rights and duties in relation to equality and non-discrimination, including the Internal HR Standard - NI\_RH\_021 - Non-discrimination Principle; the Article 22 and following of the Labour Code; Article 33 and following of the Labour Code; Article 66 and following of Law No. 35/2004 of July 29, and Decree Law No. 143/99 of April 30.

As far as wages there are no differences regarding gender or workers age.

## 5.3. MOTA-ENGIL GROUP

### 1. HUMAN RIGHTS

The Mota-Engil Group respects and promotes human rights in all cultural, social, economic, and geographic areas where it operates.

Such behaviour is naturally extended to the Group's practices, both in terms of investment policy, and in supply chain management, seeking to extend to the latter, the principles that it abides by in activities directly carried out by the Group, particularly as regards health and safety at work.

There have been, within any of the Group companies, no situations of discrimination, while on the other hand, the practice of association rights under labour law is fully safeguarded, especially the freedom of association and collective bargaining, which corresponds, moreover, to an imperative of constitutional and legal nature.

In the Group there are no situations of child or forced labour.

Workers or subcontractors involved in facilities security issues and in preservation of their assets (in the Group there are no workers or subcontractors involved in personal security missions) respect, in their personal interactions, the rights legally recognized in each geographic space where they perform their duties.

Lastly it should be noted that the Mota-Engil Group does not usually work in any territory where there are or may be concerns with rights of local populations or indigenous people.

### 2. SOCIETY

The Mota-Engil Group favours, in a very special way, its relationship with local communities, regularly assessing the environmental and social impacts of its activities.

The Mota-Engil Group observes the highest ethical standards, particularly those relating to the promotion of fair competition, prohibition of bribes, illicit payments and corruption, and there are no matters to be reported at this level nor any penalties or fines arising from any unlawful conduct in this area.

In matters of public policy the Group does not usually take, not even directly, any positions, nor, on the other hand, makes any contributions to political organizations.

### 3. PRODUCT RESPONSIBILITY

The analysis of impacts on the health and safety of the customers of the Mota-Engil Group is incorporated in the management systems in place, particularly in Mota-Engil Engenharia and SUMA, whose performance is described in this Report.

In matters of labelling of products and services, the cases where it is deemed necessary are infrequent, given the nature of the activity developed by the Group, and in particular by the entities object of report of their performance; yet all information on labelling is fully provided when required.

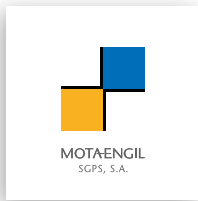


In 2014 there were no cases of non-compliance in these matters or any associated penalties, whether pecuniary or of any other nature.

This topic and practices related to customer satisfaction are highlighted in another chapter of this Report.

In its marketing communication policy, the Mota-Engil Group fully complies with the legal requirements in force and there are no non-compliance situations or sanctions to report.

Lastly, the same is true with regard to respect for personality rights of customers of the Mota-Engil Group, particularly in the area of protection and safeguarding of their right to privacy in managing the relationships with the former, and there is to date no complaints to be recorded under this title.



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