

PRESS RELEASE

WORKERS' RIGHTS: SALINI IMPREGILO, FENEAL UIL - FILCA CISL - FILLEA CGIL, BWI, SIGN INTERNATIONAL FRAMEWORK AGREEMENT

Milan, 14 October 2014. Salini Impregilo and the National and International Construction Unions – Feneal Uil, Filca Cisl, Fillea Cgil, BWI – have signed an International Framework Agreement under which the parties agree to promote and to respect, at all worksites where the Italian Group operates, the fundamental human rights principles, as defined by the key international declarations of the United Nations, the International Labour Organisation and the OECD.

By signing this Agreement, Salini Impregilo continues to be the only company in the industry to sign an agreement with national and international unions for workers' rights at all of the work sites around the world in which it operates.

With this Agreement, the Parties acknowledge the importance of promoting and adopting open and democratic industrial relations in all countries in which the Group operates, in conjunction with transparent collective bargaining procedures between union representatives and members of the Salini Impregilo Group. "By signing this agreement, in addition to confirming the Group's desire for transparent and constructive labour relations, also at an international level, it also draws attention to and reaffirms Salini Impregilo's concern for people as a pivotal and indispensable element for creating value", points out Marco Ferrara, Head of Salini Impregilo Personnel Management and Industrial Relations.

For Vito Panzarella, Secretary General of Feneal UIL, "the Framework Agreement signed by the new Salini Impregilo Group improves on that of 2004 and guarantees the rights and protections of the Group's employees around the world as part of the increasing globalization of large Italian companies."

"The challenge of this Italian multinational - explains Domenico Pesenti, National Secretary of Filca CISL - is to have greater social ambitions to globalize the rights and protections of the workers and the people in the countries where it operates."

For Walter Schiavella, Secretary General of Fillea CGIL, "there is no other way than to keep work and rights together to give strength and solidity to growth in Italy and around the world. Today's agreement is important because it affirms this concept along with the importance of fair industrial relations."

Ambet Yuson, General Secretary of BWI, stresses the importance of this new agreement: "The Company is an important player internationally. This agreement will foster professional standards and workers' rights".

The Agreement strives to promote best practices such as non-discrimination, prohibition of child labour, adequate economic consideration, health and safety, freedom of association and collective bargaining, and it aims to become a reference model for the improvement of working conditions in the countries in which it is present. Emphasis is also placed on the principle of work as a right of all individuals and on recognition that the employer's obligations to its employees are enforced by labour law and legislation and social security regulations, governed by a regular employment contract throughout all of the Group's work sites.

In line with its policy on sustainability, Salini Impregilo therefore confirms its commitment to building value for its stakeholders, combining principles of ethics with sustainability in development and intelligent use of resources, through a strong commitment to adopting the basic principles and treatment for all personnel working in its sites, safeguarding health and safety in the workplace and promoting the professional growth of its employees through training.

In its 2013 Sustainability Report, the Group outlined the concrete measures implemented during 2013 and which it intends to repeat by signing the current Agreement: 372,000 hours of training in total, a 54% increase in health & safety spending compared to 2012 and a decline in the accident rate to 2.28 (2013) from 3.37 in 2012.

Compliance with the Agreement shall be ensured through a commitment by the Parties to disseminate its contents to all sites, as well as through an annual meeting of the advisory group formed by representatives of Salini Impregilo management and by the federations included in the Agreement.

Given the international importance of Salini Impregilo's activities, the Agreement was signed with the Italian Construction Unions, Feneal UIL, Filca CISL and Fillea CGIL, in addition to the BWI (Building and Wood Worker's International), which comprises roughly 326 unions representing some 12 million members in 130 countries. Its mission is to promote union development in the sectors of Construction and Wood throughout the world, and to reinforce the rights of workers within a scenario of sustainable development.

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