

Budimex CSR strategy for the years 2016–2020

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Improvement of occupational health and safety standards

II

Reduction of impact on the natural environment

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Being a neighbour, guest and partner for local communities

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Eliminating the risk of unethical behaviour

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Development of unique competences and friendly workplace atmosphere

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Ensuring the highest quality of project implementation

VII

Support of a culture of innovativeness

VIII

Ensuring supervision mechanisms for social and environmental results of the activities

MISSION



We implement building investments and services for the sustainable development of the economy and society with respect for the natural environment, ethical principles, caring about customer satisfaction and the comfort of users, which are achieved thanks to our professionalism and passion to create high operating effectiveness as well as partner-like relations with suppliers and subcontractors.

VALUES



Ethics, Cooperation, Responsibility and Ambition



AREA

IMPROVEMENT OF OCCUPATIONAL HEALTH AND SAFETY STANDARDS

2020

OBJECTIVE

No fatal accidents whatsoever, either among the company's employees or among subcontractors' employees working on a construction site

0

OBJECTIVE

Lowering the accident frequency rate among Budimex employees

<100%
of indicator
level from the
preceding year

OBJECTIVE

Lowering the accident severity rate among Budimex employees

<100%
of indicator
level from the
preceding year

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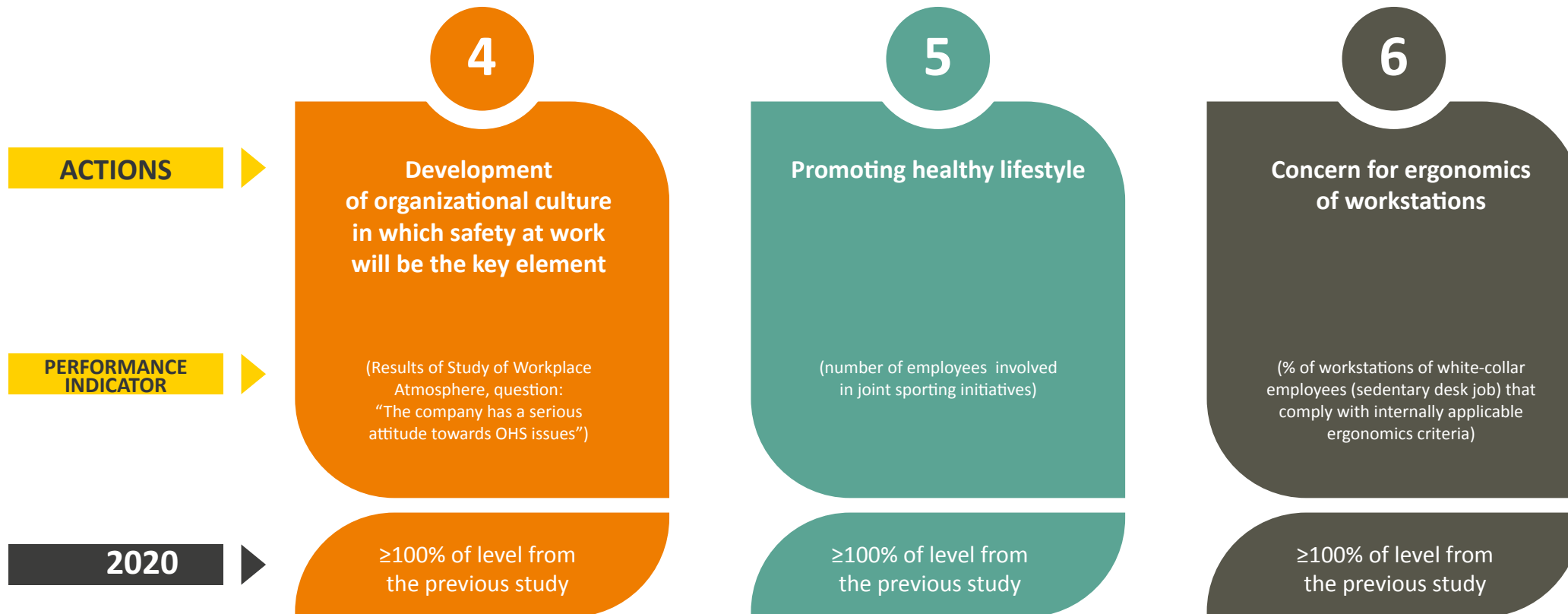
IMPROVEMENT OF OCCUPATIONAL HEALTH AND SAFETY STANDARDS





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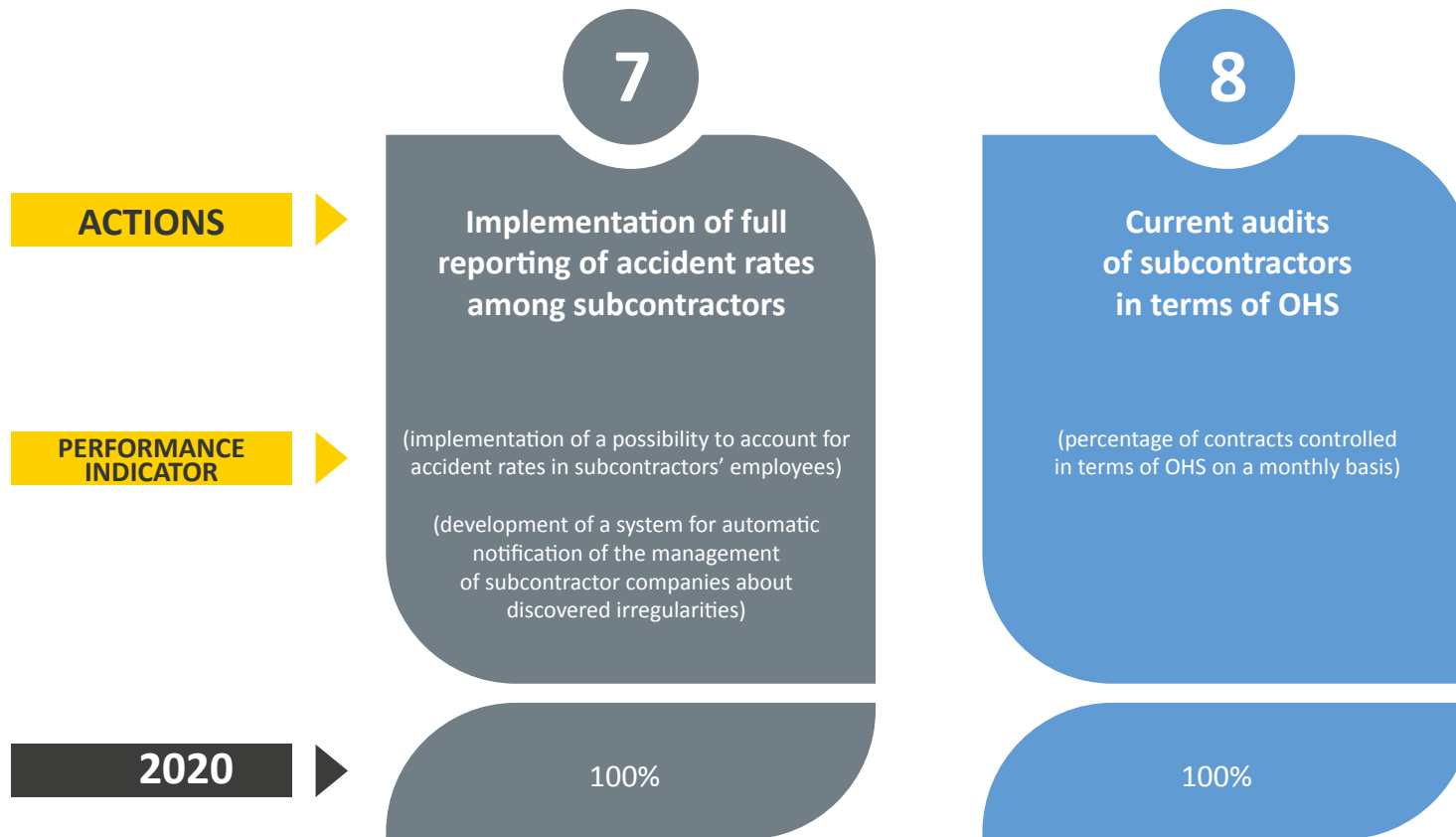
IMPROVEMENT OF OCCUPATIONAL HEALTH AND SAFETY STANDARDS





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IMPROVEMENT OF OCCUPATIONAL HEALTH AND SAFETY STANDARDS





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IMPROVEMENT OF OCCUPATIONAL HEALTH AND SAFETY STANDARDS

OBJECTIVES / AREAS	KEY PERFORMANCE INDICATOR (KPI)	indicator (I)/ milestone (MS)	2016	2017	2018	2019	2020
Improvement of occupational health and safety standards							
Objective: no fatal accidents whatsoever, either among the company's employees or among subcontractors' employees working on a construction site	number of fatal accidents	I	0	0	0	0	0
Objective: Lowering the accident frequency rate among Budimex employees	level of accident frequency among Budimex employees	I	<100% of indicator level from the preceding year	<100% of indicator level from the preceding year	<100% of indicator level from the preceding year	<100% of indicator level from the preceding year	<100% of indicator level from the preceding year
Objective: lowering the accident severity rate among Budimex employees	level of accident frequency among Budimex employees	I	<100% of indicator level from the preceding year	<100% of indicator level from the preceding year	<100% of indicator level from the preceding year	<100% of indicator level from the preceding year	<100% of indicator level from the preceding year
ACTIONS	KEY PERFORMANCE INDICATOR (KPI)	(I)/(MS)	2016	2017	2018	2019	2020
Ensuring collective and individual protection measures compliant with requirements of standards and ensuring the best possible comfort of use	number of reasonable employees' complaints in this respect	I	0	0	0	0	0
Improvement of the first aid system through gradual provision of first aid equipment for contracts	% of equipped construction sites fully manned with trained personnel	I	>5%	>20%	>45%	>75%	~100%
Continuing OHS training of employees	number of OHS training hours / employee	I	≥100% of level from the preceding period	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year
Development of organizational culture in which safety at work will be the key element	Results of Study of Workplace Atmosphere, question: "The company has a serious attitude towards OHS issues"	I	-	≥100% of level from the previous study	-	≥100% of level from the previous study	-
Promoting healthy lifestyle	number of employees engaged in joint sport initiatives	I	≥100% of level from the preceding period	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year
Concern for ergonomics of workstations	% of workstations of white-collar employees (sedentary desk job) that comply with internally applicable ergonomics criteria	I	≥20% of level from the preceding period	≥40% of level from the preceding year	≥60% of level from the preceding year	≥80% of level from the preceding year	≥100% of level from the preceding year
Implementation of full reporting of accident rates among subcontractors		MS	implementation of a possibility to account for accident rates in subcontractors' employees	development of a system for automatic notification of the management of subcontractor companies about discovered irregularities			
Current audits of subcontractors in terms of OHS	percentage of contracts controlled in terms of OHS on a monthly basis	I	100%	100%	100%	100%	100%

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AREA

REDUCTION OF IMPACT ON THE NATURAL ENVIRONMENT

2020

OBJECTIVE

Effective use of energy and reduction of the related emission –
indicator value: Toe / 1 million of income from sales

2.80

OBJECTIVE

Optimum use of resources and materials and minimization of generated waste –
indicator value: % waste / 1 million of income from sales

0.79

OBJECTIVE

Control of environmental risks and prevention of damages and environmental accidents –
indicator value: number of accidents / 1 million of income

0

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AREA

REDUCTION OF IMPACT ON THE NATURAL ENVIRONMENT

1

Effective use of energy and reduction of generated emissions:

1. Reduction of average fuel consumption in passenger cars and light commercial vehicles and the related emission of CO₂
2. Reduction of average fuel consumption in lorries and machinery equipment
3. Maintaining the current level of fuel consumption in bituminous mixing plant (WMB)
4. Reduction of energy consumption for heating purposes
5. Reduction of energy consumption for computer equipment
6. Initiation of "carbon offsetting" programme

1. 93 g/km, 145 g/km
2. ON consumption/ 1 million prod. – 95%
3. OE consumption/ 1 tonne of mass – 6.93
4. 100 kWh/m² per annum
5. 100% of computers with energy star
6. 3 "carbon offsetting" programmes

2

Optimum use of raw materials and consumables and minimization of generated waste:

1. Purchase of office supplies with environmental quality labels:
FSC + EU ECOLABEL
2. Increasing the recovery and recycling levels of outside-generated waste in construction works
3. Increasing the re-usability level of waste generated on construction sites.
4. Increasing the effectiveness of separate operation and maintenance waste management: filters, oils, workwear and work clothes, toners, computers, power tools, air-conditioners, paper
5. Reduction of water consumption for social and production purposes

1. 100% of purchased paper
2. 5% of purchased waste/materials
3. 50% of re-used materials
4. 100% of separate collection
5. 95% of water consumption/production

3

Control of environmental risks and prevention of damages and environmental accidents:

1. Implementation and development of environmental risk assessment tools "MARS" (Environmental Assessment Analysis Module)
2. Selection of effective preventive measures (technical, organizational) appropriate for the risk diagnosed
3. Implementation of effective prevention and reaction procedures
4. Implementation of effective remediation/compensation procedures
5. Putting special surveillance over devices containing ODS (ozone depleting substances) and replacing devices containing R22 with new ones

1. 100% of tool development
2. 1% of the effectiveness level
3. 100% of the effectiveness level
4. 100% of the effectiveness level
5. 100% of the air-conditioners used

ACTIONS

PERFORMANCE INDICATOR

2020



AREA

REDUCTION OF IMPACT ON THE NATURAL ENVIRONMENT

OBJECTIVES / AREAS	KEY PERFORMANCE INDICATOR (KPI)	indicator (I)/ milestone (MS)	2016	2017	2018	2019	2020
Reduction of impact on the natural environment							
Objective: Effective use of energy and reduction of the related emission	Toe/1 million of income from sales	I	2.94	2.93	2.90	2.85	2.80
Objective: Optimum use of resources and materials and minimization of generated waste	%/1 million of income from sales	I	0.348	0.466	0.584	0.682	0.79
Objective: Control of environmental risks and prevention of damages and environmental accidents	number of accidents/1 million of income	I	0	0	0	0	0
ACTIONS	KEY PERFORMANCE INDICATOR (KPI)	(I)/(MS)	2016	2017	2018	2019	2020
Effective use of energy and reduction of generated emissions:							
1. Reduction of average fuel consumption in passenger cars and light commercial vehicles and the related emission of CO ₂	Emission of CO ₂ in [g/km]	I	105 g/km 200 g/km	102 g/km 175 g/km	99 g/km 165 g/km	96 g/km 155 g/km	93 g/km 145 g/km
2. Reduction of average fuel consumption in lorries and machinery equipment	Consumption of ON/1 million of production	I	99%	98%	97%	96%	95%
3. Maintaining the current level of fuel consumption in bituminous mixing plant (WMB)	Consumption of OE/1 t of mass	I	6.93	6.93	6.93	6.93	6.93
4. Reduction of energy consumption for heating purposes	kWh/m ² per annum	I	150	140	130	120	100
5. Reduction of energy consumption for computer equipment	% of energy star certified equipment	I	90%	92%	94%	96%	100%
6. Initiation of "carbon offsetting" programme	number of "carbon offsetting" campaigns	I	-	1	2	3	3
Optimum use of raw materials and consumables and minimization of generated waste:							
1. Purchase of office supplies with environmental quality labels: FSC + EU ECOLABEL	% of purchased paper	I	20%	40%	60%	80%	100%
2. Increasing the recovery and recycling levels of outside-generated waste in construction works	% of purchased waste/materials	I	1%	2%	3%	4%	5%
3. Increasing the re-usability level of waste generated on construction sites.	% of re-used materials	I	5%	15%	25%	35%	50%
4. Increasing the effectiveness of separate operation and maintenance waste management: filters, oils, workwear and work clothes, toners, computers, power tools, air-conditioners, paper	% of separate collection	I	40%	60%	80%	90%	100%
5. Reduction of water consumption for social and production purposes	% of water consumption/production	I	99%	98%	97%	96%	95%
Control of environmental risks and prevention of damages and environmental accidents:							
1. Implementation and development of environmental risk assessment tools "MARS" (Environmental Assessment Analysis Module)	% of tool development	I	60%	70%	80%	90%	100%
2. Selection of effective preventive measures (technical, organizational) appropriate for the risk diagnosed	% of level of effectiveness	I	0%	1%	1%	1%	1%
3. Implementation of effective prevention and reaction procedures	% of level of effectiveness	I	95%	96%	97%	98%	100%
4. Implementation of effective remediation/compensation procedures	% of level of effectiveness	I	95%	96%	97%	98%	100%
5. Putting special surveillance over devices containing ODS (ozone depleting substances) and replacing devices containing R22 with new ones	% of the air-conditioners used	I	95%	96%	97%	98%	100%

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BEING A NEIGHBOUR, GUEST AND PARTNER
FOR LOCAL COMMUNITIES

OBJECTIVE

Objective: no environment-related conflicts that could contribute to withholding construction works

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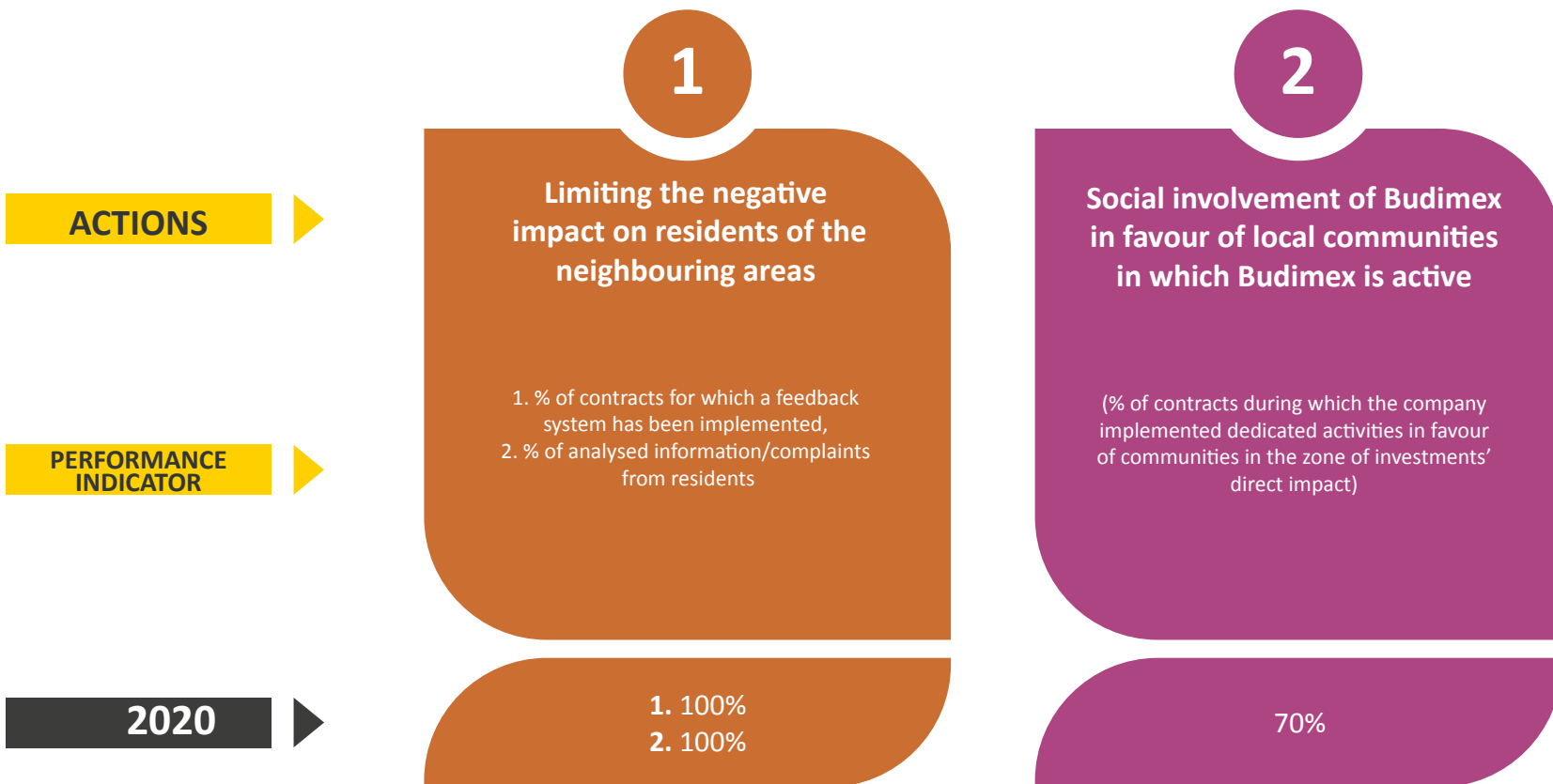
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AREA

BEING A NEIGHBOUR, GUEST AND PARTNER FOR LOCAL COMMUNITIES





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BEING A NEIGHBOUR, GUEST AND PARTNER FOR LOCAL COMMUNITIES





AREA

BEING A NEIGHBOUR, GUEST AND PARTNER FOR LOCAL COMMUNITIES

OBJECTIVES / AREAS	KEY PERFORMANCE INDICATOR (KPI)	indicator (I)/ milestone (MS)	2016	2017	2018	2019	2020
Being a neighbour, guest and partner for local communities							
Objective: no environment-related conflicts that could contribute to withholding construction works	number of environment-related conflicts that could contribute to withholding construction works	I	0	0	0	0	0
ACTIONS	KEY PERFORMANCE INDICATOR (KPI)	(I)/(MS)	2016	2017	2018	2019	2020
Limiting the negative impact on residents of the neighbouring areas (concern for adequate planning of works, including construction sites and roads, so that nuisance for the residents is as limited as possible; conducting additional, non-obligatory social consulting during designing and implementation of bypasses, crossings and road closings in order to enable creation of a communication platform with the community from the start of cooperation; creation of a channel for feedback from the residents to Budimex – e.g. traditional mailboxes, email boxes, dedicated telephone/email contact with the headquarters)	% of contracts for which a feedback system was implemented	I	25%	50%	75%	100%	100%
	% of analysed information/complaints from residents	I	100%	100%	100%	100%	100%
Social involvement of Budimex in favour of local communities in which Budimex is active (social engagement in favour of a given community could and should be treated as compensation provided for local communities for the nuisance related to construction and as a tool to create good relationships with the communities – hence, regardless of the type of social projects, including voluntary work, what such projects should focus on are local communities in the areas of execution of construction works or where the company is constantly present, with particular attention to communities within the zone of direct impact of a contract; activities within the zone of direct impact of a contract should focus on works related to: (i) educational campaigns related to road safety for the youngest and/or first paramedic aid (e.g. organisation of first aid trainings or purchase of life saving equipment for the local community, e.g. a local voluntary fire brigade), (ii) small, from the point of view of Budimex, works such as earthworks in favour of the local community (e.g. providing broken stone for a car park, cleaning drainage ducts, provision of sand for a sandpit, etc.)	% of contracts during which the company executed dedicated activities in favour of communities in the zone of investments direct impact	I	30%	40%	50%	60%	70%
Inclusion of volunteers from Budimex and possibly subcontractor companies in activities in favour of local communities (voluntary inclusion of employees in prosocial activities of the company, such as activities within the framework of ‘Strefa Rodzica. Budimex Dzieciom’ [Parent Zone. Budimex for Children] or ‘Domofon ICE. Budimex Dzieciom’ [ICE Entryphone – Budimex for Children] and other activities related to local communities, in particular in the zone of direct impact of investments; simultaneous support of employees’ own initiatives; implementation of the most interesting prosocial and environmental initiatives of employees)	number of active volunteers	I	≥100% of level from the preceding period	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year
	number of hours of volunteer work	I	≥100% of level from the preceding period	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year
Identification of the level of satisfaction / dissatisfaction among residents upon completion of a contract (conducting social surveys upon completion of investments, analysing the level of fulfilment of obligations, elimination of nuisances, repair of damages, etc.)	number of surveys conducted in a year	I	piloting	at least 3	at least 5	at least 5	at least 5

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ELIMINATING THE RISK OF UNETHICAL BEHAVIOUR

OBJECTIVE

Objective: no unverified cases of potential unethical behaviour

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ELIMINATING THE RISK OF UNETHICAL BEHAVIOUR

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ACTIONS ▶

PERFORMANCE INDICATOR ▶

2020 ▶

1

Development of organizational culture involving ethics, respect and countering any forms of discrimination

- 1. Results of Study of Workplace Atmosphere, question: "The company does not tolerate discrimination"
- 2. Results of Study of Workplace Atmosphere, question: "The company treats its employees fairly"
- 3. Results of Study of Workplace Atmosphere, question: "My supervisor treats me with respect"

- 1. ≥100% of level from the previous study
- 2. ≥100% of level from the previous study
- 3. ≥100% of level from the previous study

2

Real promotion of a code of ethics among subcontractors' workers

- 1. inclusion of a short notice about the code of ethics in OHS trainings conducted among employees of subcontractors executing contracts
- 2. % of analysed reports submitted by subcontractors' employees

- 1. Implemented
- 2. 100%



AREA

ELIMINATING THE RISK OF UNETHICAL BEHAVIOUR

OBJECTIVES / AREAS	KEY PERFORMANCE INDICATOR (KPI)	indicator (I)/ milestone (MS)	2016	2017	2018	2019	2020
Eliminating the risk of unethical behaviour							
Objective: no unverified cases of potential unethical behaviour	number of unverified cases of potential unethical behaviour	I	0	0	0	0	0
ACTIONS	KEY PERFORMANCE INDICATOR (KPI)	(I)/(MS)	2016	2017	2018	2019	2020
Development of organizational culture involving ethics, respect and countering any forms of discrimination (activities in the scope of internal communication)	Results of Study of Workplace Atmosphere, question: "The company does not tolerate discrimination"	I	-	≥100% of level from the previous study	-	≥100% of level from the previous study	-
	Results of Study of Workplace Atmosphere, question: "The company treats its employees fairly"	I	--	≥100% of level from the previous study	--	≥100% of level from the previous study	-
	Results of Study of Workplace Atmosphere, question: "My supervisor treats me with respect"	I	--	≥100% of level from the previous study	--	≥100% of level from the previous study	-
Real promotion of a code of ethics among subcontractors' workers (in particular, monitoring of cases of violation of employees' rights by the employer in relation to subcontractors' employees working for Budimex; taking the information into account in the plan of audits of subcontractors and final assessments, with all the consequences; e.g. cases of failure to pay remuneration in a timely manner or employment without a contract, valid health certificates, discrimination, etc. -> obligatory sending of reports notifying subcontractors about the discovered irregularities; monitoring of the behaviour of Budimex in relation to subcontractors; communicating the code of ethics and information channels during OHS trainings; simultaneous increase in the subcontractors' employees awareness of Budimex expectations for ethical behaviour with relation to surroundings of the contract: the general contractor, investor and local communities, etc.)	-	MS	inclusion of a short notice about the code of ethics in OHS trainings conducted among employees of subcontractors executing contracts	-	-	-	-
	% of analysed reports submitted by subcontractors' employees	I	100%	100%	100%	100%	100%

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DEVELOPMENT OF UNIQUE COMPETENCES AND FRIENDLY WORKPLACE ATMOSPHERE

OBJECTIVE

**Objective: maximization of satisfaction ratio
among employees**

2020

≥100% of level
from the
previous study

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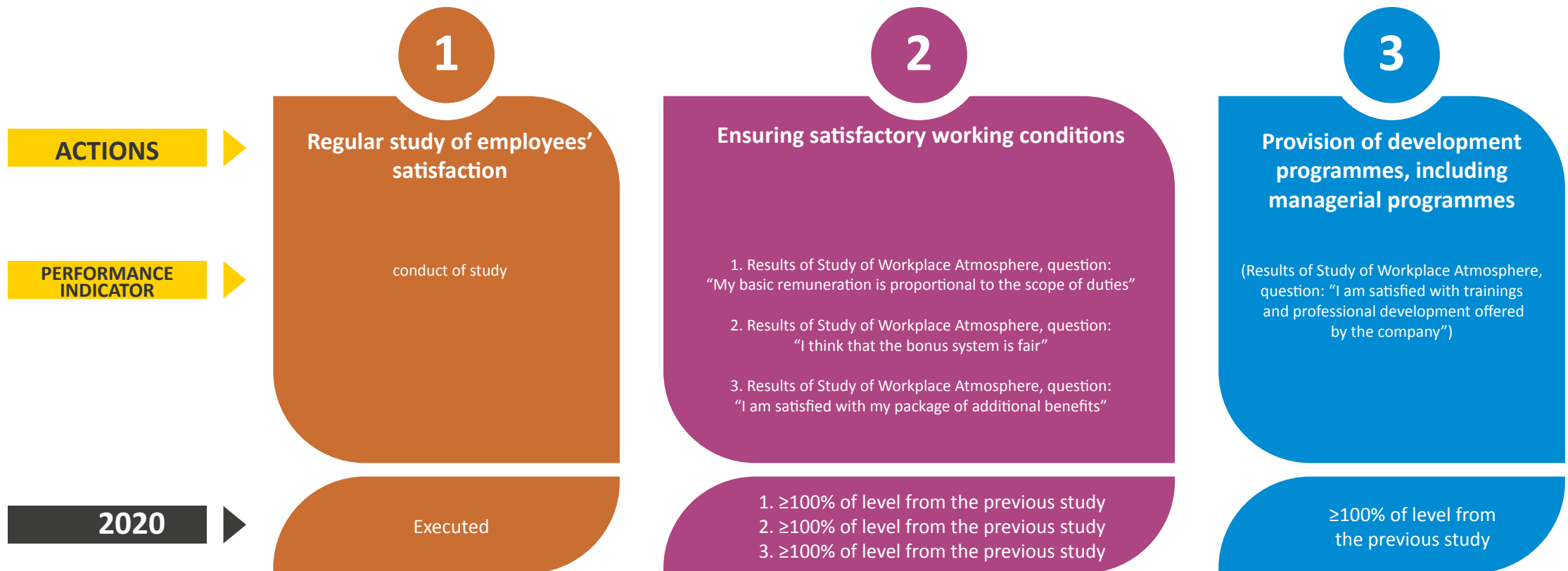
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DEVELOPMENT OF UNIQUE COMPETENCES AND FRIENDLY WORKPLACE ATMOSPHERE





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DEVELOPMENT OF UNIQUE COMPETENCES AND FRIENDLY WORKPLACE ATMOSPHERE

4

Investment in future staff

1. % of successors for key positions in the company
2. % of employees that have been promoted
3. % of rotation of employees of tenure below 1 year
4. obtaining the "Investor in Human Resources" certificate from the Polish Society of Staff Management

1. 100%
2. +5% in relation to 2015
3. -1% (except for DBI) in relation to 2015 (exclusive of NSGO)
4. Executed

5

Concern for work-life balance

1. Results of Study of Workplace Atmosphere, question: "Supervisor encourages the correct work-life balance"
2. (ii) average number of days of unused leave per employee

1. ≥100% of level from the previous study
2. <100% of level from the preceding year

ACTIONS

PERFORMANCE INDICATOR

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AREA

DEVELOPMENT OF UNIQUE COMPETENCES AND FRIENDLY WORKPLACE ATMOSPHERE

OBJECTIVES / AREAS	KEY PERFORMANCE INDICATOR (KPI)	indicator (I)/ milestone (MS)	2016	2017	2018	2019	2020
Development of unique competences and friendly workplace atmosphere							
Objective: maximization of satisfaction ratio among employees	value of the satisfaction ratio	I	-	≥100% of level from the previous study	-	≥100% of level from the previous study	-
ACTIONS	KEY PERFORMANCE INDICATOR (KPI)	(I)/(MS)	2016	2017	2018	2019	2020
Regular study of employees' satisfaction	-	MS	-	✓	-	✓	-
Ensuring satisfactory working conditions (workplace, remuneration, bonus system, flexible package of social benefits)	Results of Study of Workplace Atmosphere, question: "My basic remuneration is proportional to the scope of duties"	I	-	≥100% of level from the previous study	-	≥100% of level from the previous study	-
	Results of Study of Workplace Atmosphere, question: "I think that the bonus system is fair"	I	-	≥100% of level from the previous study	-	≥100% of level from the previous study	-
	Results of Study of Workplace Atmosphere, question: "I am satisfied with my package of additional benefits"	I	-	≥100% of level from the previous study	-	≥100% of level from the previous study	-
Provision of development programmes, including managerial programmes (provision of long-term development programmes to enhance competences, including soft competencies, necessary in human resources management)	Results of Study of Workplace Atmosphere, question: "I am satisfied with trainings and professional development offered by the company"	I	-	≥100% of level from the previous study	-	≥100% of level from the previous study	-
Investment in future staff (development of internal candidates for key positions in the Company (succession) and obtaining the "Employer of Choice" status)	% of successors for key positions in the company	I	90%	92%	95%	98%	100%
	% of employees that have been promoted	I	+1% in relation to 2015	+2% in relation to 2015	+3% in relation to 2015	+4% in relation to 2015	+5% in relation to 2015
	% of rotation of employees of tenure below 1 year	I	-0.2% (except for DBI) in relation to 2015 (exclusive of NSGO)	-0.4% (except for DBI) in relation to 2015 (exclusive of NSGO)	-0.6% (except for DBI) in relation to 2015 (exclusive of NSGO)	-0.8% (except for DBI) in relation to 2015 (exclusive of NSGO)	-1% (except for DBI) in relation to 2015 (exclusive of NSGO)
	obtaining the "Investor in Human Resources" certificate from the Polish Society of Staff Management	MS	✓	✓	✓	✓	✓
Concern for work-life balance (development of behaviours to prevent overworking and working very long hours; offering the employees on positions on which it is possible flexible forms of employment, e.g. work from home; this solution should be particularly available to young parents)	Results of Study of Workplace Atmosphere, question: ("Supervisor encourages the correct work-life balance")	I	-	≥100% of level from the previous study	-	≥100% of level from the previous study	-
	(ii) average number of days of unused leave per employee	I	<100% of level from the preceding period	≥100% of level from the preceding year	<100% of level from the preceding year	<100% of level from the preceding year	<100% of level from the preceding year

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AREA

ENSURING THE HIGHEST QUALITY OF PROJECT IMPLEMENTATION

OBJECTIVE

Objective: maximization of the Quality Conformance (QC) rate

2020

≥ 100% of level from the preceding year

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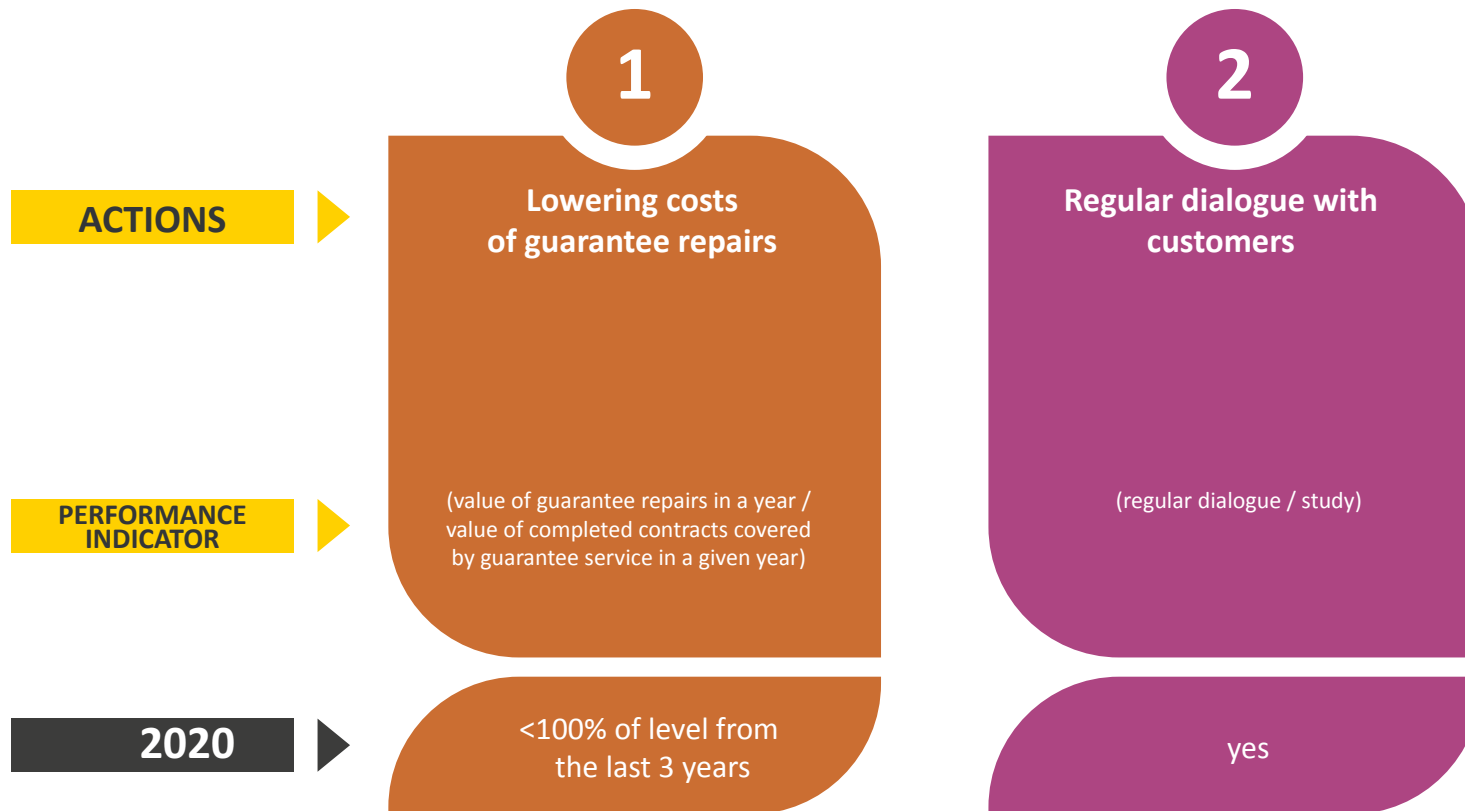
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ENSURING THE HIGHEST QUALITY OF PROJECT IMPLEMENTATION





AREA

ENSURING THE HIGHEST QUALITY OF PROJECT IMPLEMENTATION

OBJECTIVES / AREAS	KEY PERFORMANCE INDICATOR (KPI)	indicator (I)/ milestone (MS)	2016					2017					2018					2019					2020				
Ensuring the highest quality of project implementation																											
Objective: maximization of the Quality Conformance (QC) rate	level of the Quality Conformance (QC) rate	I	≥100% of level from the preceding period					≥ 100% of level from the preceding year					≥ 100% of level from the preceding year					≥ 100% of level from the preceding year					≥ 100% of level from the preceding year				
ACTIONS																											
Lowering costs of guarantee repairs (striving to limit long-term costs related to the need to perform repair works)	value of guarantee repairs in a year / value of completed contracts covered by guarantee service in a given year	I	<100% of level from the last 3 years					<100% of level from the last 3 years					<100% of level from the last 3 years					<100% of level from the last 3 years					<100% of level from the last 3 years				
Regular dialogue with customers (conducting regular studies among customers in the scope of their satisfaction with cooperation with Budimex, assessment of weak and strong points of the relations, room for improvement, etc.)	regular dialogue / study	MS	yes										yes										yes				



AREA

SUPPORT OF A CULTURE OF INNOVATIVENESS

OBJECTIVE

Objective: increase of innovativeness

2020

≥ 100% of level
from the
preceding year

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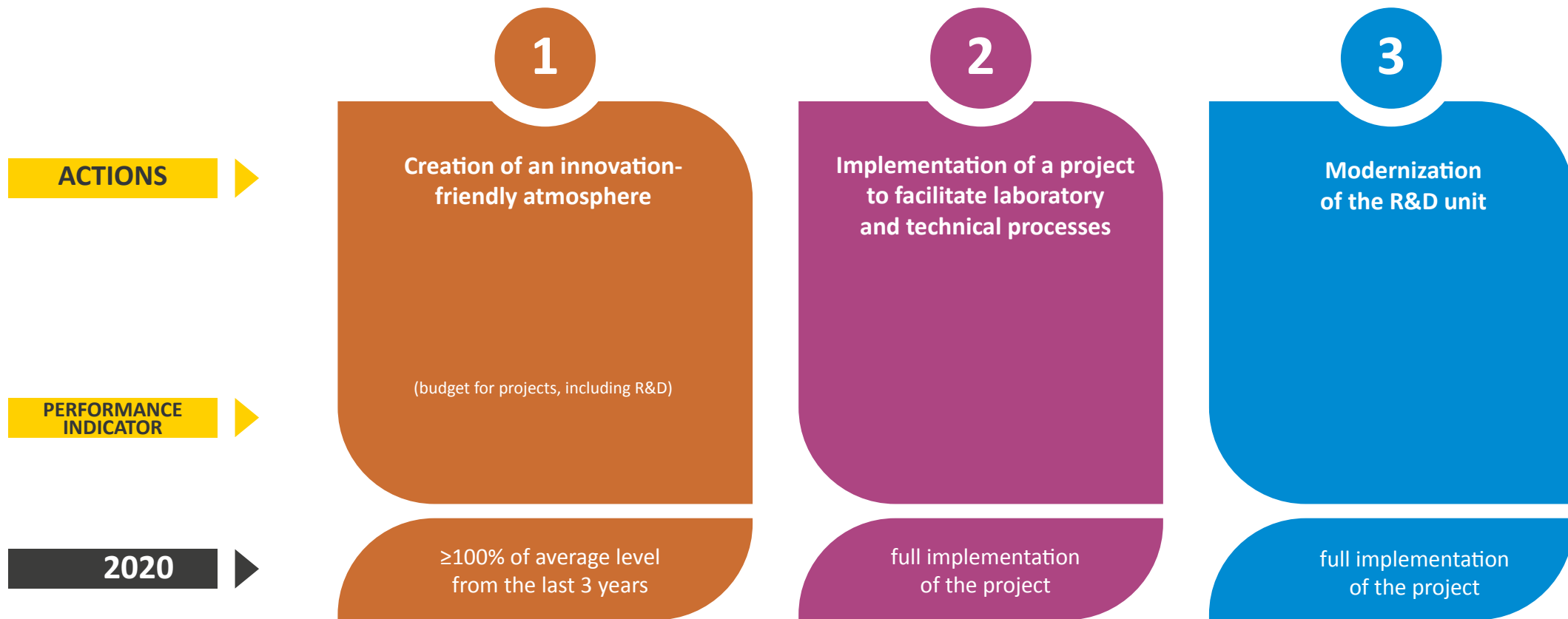
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SUPPORT OF A CULTURE OF INNOVATIVENESS





AREA

SUPPORT OF A CULTURE OF INNOVATIVENESS

OBJECTIVES / AREAS	KEY PERFORMANCE INDICATOR (KPI)	indicator (I)/ milestone (MS)	2016	2017	2018	2019	2020
Support of a culture of innovativeness							
Objective: increase of innovativeness	Results of Study of Workplace Atmosphere, question: <i>"The company encourages me to search for innovative forms of work"</i>	I	≥100% of level from the preceding period	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year	≥100% of level from the preceding year
ACTIONS	KEY PERFORMANCE INDICATOR (KPI)	(I)/(MS)	2016	2017	2018	2019	2020
Creation of an innovation-friendly atmosphere (execution of R&D projects aimed at searching for innovations; in particular, search for solutions enabling offering high quality solutions at low costs; application of Building Information Modelling (BIM) as a tool to optimize costs and, at the same time, offering added value to the customers; searching for solutions enabling execution of investments meeting criteria of BREEM or LEED certificates; cooperation with universities)	budget for projects, including R&D	I	≥100% of average level from the last 3 years	≥100% of average level from the last 3 years	≥100% of average level from the last 3 years	≥100% of average level from the last 3 years	≥100% of average level from the last 3 years
Implementation of a project to facilitate laboratory and technical processes (bringing together innovative, laboratory and technological as well as production works)		MS	-	full implementation of the project	-	-	-
Modernization of the R&D unit (improvement of work standards by providing more equipment, development of employees, increasing the scope of research and quality control)		MS	-	full implementation of the project	-	-	-

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AREA

ENSURING SUPERVISION MECHANISMS FOR SOCIAL AND ENVIRONMENTAL RESULTS OF THE ACTIVITIES

OBJECTIVE

Objective: ensuring reliable financial and non-financial reporting

2020

≥ 100% of level from the preceding year

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AREA

ENSURING SUPERVISION MECHANISMS FOR SOCIAL AND ENVIRONMENTAL RESULTS OF THE ACTIVITIES

1

ACTIONS

CSR Committee and the Supervisory Board

PERFORMANCE INDICATOR

1. modification of the scope of responsibilities of the Supervisory Board and the Audit Committee

2. number of CSR Committee meetings per year

2020

1. Executed
2. at least 4

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AREA

ENSURING SUPERVISION MECHANISMS FOR SOCIAL AND ENVIRONMENTAL RESULTS OF THE ACTIVITIES

OBJECTIVES / AREAS	KEY PERFORMANCE INDICATOR (KPI)	indicator (I)/ milestone (MS)	2016	2017	2018	2019	2020
Ensuring supervision mechanisms for social and environmental results of the activities							
Objective: ensuring reliable financial and non-financial reporting	social reporting	I	✓	✓	✓	✓	✓
ACTIONS	KEY PERFORMANCE INDICATOR (KPI)	(I)/(MS)	2016	2017	2018	2019	2020
CSR Committee and the Supervisory Board (The Committee comprising representatives of organizational units responsible for various aspects of responsible business should constitute a dialogue platform that will help identify problems, threats and opportunities; in general, it enables granting higher priority to interdisciplinary problems related to CSR. Regardless of the Committee activities, the set of duties of the Supervisory Board and the Audit Committee should be supplemented with aspects related to Budimex's social and environmental results and not merely with financial ones)		MS	modification of the scope of responsibilities of the Supervisory Board and the Audit Committee	-	-	-	-
	number of CSR Committee meetings per year	I	at least 4	at least 4	at least 4	at least 4	at least 4

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