

Environmental, Cultural and Corporate Social Responsibility



Social Responsibility Policy

The **dst group** is notably investing in growth and diversification as fundamental pillars to create lasting value, taking advantage of synergies and a wide range of businesses based around the construction value chain.

The dst group's extended social responsibility programme covers areas such as culture, education, health, safety, the environment and knowledge. The programme cuts across the group and it is developed both internally and externally, involving all employees and in line with the dst group values of Ambition, Passion, Loyalty, Solidarity, Good-taste, Courage, Respect and Strictness.

This dst group concern for social responsibility matters, not only increases the personal wealth of each employee, but also contributes towards the environment they live in and shows the market a distinct position of a "cultured, cosmopolitan and cool" group, projecting a modern, socially dynamic, cultural and economic image.

Given the trends and challenges facing the world today, companies' roles in sustainability has the greatest economic, social and environmental importance. Companies' progress towards sustainability is an unending task and a permanent challenge and we are becoming a national benchmark in terms of environmental, cultural and social responsibility as well as in the fight against unemployment.



Employees

As regards employee benefits, the group provides everyone with free life and health insurance. There is a doctor's office on the premises that offers permanent consultations in general medicine and there is also a dentist's surgery.

Health and safety at work are constant concerns in the group, given the areas of activity it works in. Apart from a safety technician who runs periodic awareness actions, every work site has a safety officer who ensures the people and equipment comply with the safety requirements.

Regarding sports activities, there has been a sports complex since 2012 composed of two football pitches and a tennis court on synthetic grass as well as a space with aerobic fitness machines. The space allows for outdoor fitness activities and it is also a place for employees to get together. Near this complex the employees also have a social allotment area not only for growing their own food, but also to help stretch their family budgets and improve their quality of life. Sports activities are also encouraged through agreements with gyms that provide lower prices or allow employees to attend for free.

Rhetoric and public speaking, along with aesthetics, contemporary thinking and logic are fundamental disciplines aimed at increasing the employees' negotiating powers, which, at the end of the day, means more business. Therefore, and in order to expand the cultural horizons of those who give life to the group, there are tickets for performances at Braga's Teatro Circo, which are always sold out.

Just like last year, the dst group has continued to increase the number of agreements with various entities to provide employees with special conditions. Plus, there is an agreement with a well-known Hairdresser / Image Consultant, who offers an image consultancy session on each employee's birthday and the employees can also take advantage of a manicure every Thursday in a special area inside the office space that was specially created for the purpose. On their birthdays, every employee is given a book, an initiative that has been expanded to the pupils in three groups of schools in and around Braga.



Culture and Patronage

The dst group's expanded social responsibility programme kept its eye on patronage, focussing on encouraging and disclosing culture and education. The group has always prioritised cultural activities ever since it was founded, raising its position and standing-out in the way it does business.

Among the numerous activities and events that were held in 2013, the more important were:

- Main patron of the Braga Theatre Company
- Main patron of the Braga Book Fair
- Award of the Great Literature Prize
- Promotion of the "Emergentes dst" International Photography Prize, aimed at awarding an annual prize to the best international photographic work.
- We continually develop our policy of supporting books and reading, by offering books and through the publication of the group newsletter, which is prepared using the active contribution of employees who participate by sending in articles, with no restrictions on the topics of literary genres. The group also encourages reading by offering books to school libraries and makes them available internally from its own library with all kinds of literary works for the employees to enjoy.
- It strongly encourages employees to participate in voluntary actions and has continued to actively collaborate with Habitat and the Portuguese Institute of Blood and Transplantation.

In addition to all these concerns, and because the company takes its brand slogan "building culture" very seriously, dst group has been working on a project which aims to help emerging artists to obtain the appropriate recognition and payment for their effort and work, allowing them to exhibit their artworks at a global level, through an online platform with real-life galleries associated to it: the zet gallery project. To know more about this innovative concept, visit the website: www.zet.gallery.

Environmental Responsibility



Environmental Policy

Environmental questions are on the front line of the group's concerns, namely in the building activities that have a major impact on the consumption of material and energy resources and in the production of waste. The expansion and development of various departments and group companies have highlighted the need to integrate environmental questions into the management system so as to meet the socio-economic needs and protect the environment.

This is why dst group has adopted a management policy that includes environmental criteria such as developing processes and procedures that cause less environmental impact, consume fewer natural resources more responsibly and prevent pollution, namely by reducing the use of hazardous products and producing less waste.

Operational Control

The dst group has been gradually adopting measures to improve its environmental performance ever since it began implementing an environmental management system in 2006.

Alterations have been made at all levels in the facilities, from simple things like checking pressure gauges, replacing lamps and starters, installing retention basins and containers to separate waste, up to replacing chimneys, monitoring emissions, insulating ducts, installing flow monitors, flow regulation valves and hydrocarbon separators and even larger works such as installing waste water pumps, replacing oil with natural gas, installing air extraction and filtering systems, equipment to recycle asphalt waste, creating a unit to receive and recycle inert and asphalt waste and installing 297 photovoltaic panels.

Environmental Awareness

In terms of changes in behaviour, the wager has always been on worker training and awareness of environmental questions and the workers have been integrated and involved in this project as much as possible.

Environmental awareness has also involved various campaigns such as the "GreenCork" project by NGO Quercus, which the dst group joined some years ago, where we distributed low-energy light bulbs to employees that handed in

cork stoppers. We delivered 187,000 cork stoppers (which corresponds to more than 1,000 native trees planted) in 2014.

In 2014 the "I Cut 20%" internal campaign, which aimed to reduce fuel consumption by 20%, encouraging a reduction in pollution launched into the atmosphere, was a candidate to the Green Project Awards Portugal in the "sustainable consumption" category.

In the last years, dst group has participated in the "European Waste Prevention Week", running various awareness actions regarding the prevention of waste production.

The dst group also participates on the Eco-School Council at the Vila Verde Secondary School, welcoming several trainees in the environmental area besides other activities concerning the protection of the environment.

Environmental Certification

The dst group has its environmental management system certified according to the NP EN ISO 14001:2012 Standard in 2013, in the areas of "civil construction and public works and the maintenance of equipment and vehicles", "manufacturing of wooden products and furniture", "design, development, production and assembly of metallic structures – bysteel", "production of photovoltaic panels – global sun", "Supply, cutting and shaping of rebar for construction – steelgreen" and "heritage restoring and remodeling and construction of buildings and public works – cari".

Similarly, the group kept its records in the EMAS regarding the "maintenance of equipment and vehicles", "manufacturing of wooden products and furniture", "design, development, production and assembly of metallic structures – bysteel".

The certifications and records in EMAS are maintained and improved through systematic audits by APCER (Associação Portuguesa de Certificação).

The Environmental Declarations regarding the records in EMAS are available from the company website: www.dstsgps.com.

Training



The dst group focusses its Personnel Management strategy on the fact that new realities and demands lead to a permanent wager in acquiring and consolidating technical knowledge and particularly technological innovation, requiring significant investment in the employees' vocational training. The group strongly believes that the development of human capital is its main competitive advantage, through the renovation of managers and by encouraging internal and external training.

The dst group recognised in the early days that Research and Development was a fundamental component for its diversification strategy, and would also include a clear wager on new technologies. This is why the group has always been concerned with its employees' vocational training so as to enrich the human capital by running training programmes for all kinds of employees, from on-going training for the operational management, middle managers to specialised training of a technological nature.

The group has a training plan that is based on raising the qualifications and improving the employees' skills by developing or acquiring knowledge, as well as the adjustment to an integration and internal mobility policy. In terms of the training profile, apart from the executive training, we should point out the investment in areas that aim to help the employees fill in gaps in their knowledge and acquire the skills they need to progress in their career.

Under the partnership between the dst group and Porto Business School regarding the on-going wager on executive training for its managers, there was an Advanced Management Programme with a total of 335 hours, providing 26 company managers with a General Course in Management; a Post-graduate Course in Marketing Intelligence and the Executive MBA.

Annual Training Plan, which always includes more than 2,000 hours of training per year, reaching over 670 employees (> 65.5% of the population). The estimated training includes several areas, from the most technical expertise of equipment handling, to various updates, namely, various laws, Quality, Environment and Safety, Accounting and Taxation, Management, Direction and Finances, Lean Construction, Maintenance Management, Laboratory Research, Operations Management, Surveying, Languages, Computer, Advanced Management, Information Technology, Project Management, electronics and electricity, BIM, Communication and 5S.

Alongside these trainings, also important are post-graduation in Digital Marketing (University of Minho) and Project Management (PBS) and PhD in Civil Engineering and Building Information Modeling, at the University of Minho.

More information

You can find out more about our CSR activities and initiatives on our website:

<http://www.dstsgps.com/art-and-society/culture/###text>

<http://www.dstsgps.com/art-and-society/education-and-training/###text>

<http://www.dstsgps.com/art-and-society/environment/###text>

<http://www.dstsgps.com/art-and-society/solidariedade/###text>