

## CONSTRUCTION GROUP STRABAG WANTS MORE WOMEN

- **Percentage of women in group and in management to grow annually**
- **Signing of the UN Women's Empowerment Principles by Hans Peter Haselsteiner**
- **Targeted recruitment of women graduates of technical and commercial schools**

International, 25 April 2013 The publicly listed European construction group STRABAG SE wants to become a more attractive employer especially for women. The aim is to annually increase the global percentage of women employees from a current 13 % in the group and 8 % in management. To demonstrate the commitment to this goal, STRABAG SE CEO Hans Peter Haselsteiner signs the UN Women's Empowerment Principles.

"The advancement of women is not just a matter of fairness, it is necessary from an economic point of view: the construction industry faces a shortage of qualified workers, and women represent an important share of the working population. Additionally, diversity in management tends to correspond with an improved financial performance. We are therefore taking advantage of the opportunity to interest more women for a career in the technical field and to change the norms and structures so that women – and men – can more easily combine their work and family responsibilities. Do women and men in the construction industry really have the same opportunities? We say: Yes, they do! But the real question should be: Do women have the same possibilities to realise these opportunities? This is where the industry has some catching up to do. If we succeed, we will secure ourselves an advantage over the competition, and our company's performance will grow from the increased loyalty and motivation of all our employees," says Hans Peter Haselsteiner.

As the construction industry has traditionally had a low representation of women, a first step will be to change the basic conditions within the group and to tackle the structures within the industry. Since this will take some time, STRABAG will for now refrain from stating an absolute target quota for women. The measures to be taken within the group foresee that STRABAG develop measures in the following three areas over the next few years:

- Targeted search and selection of women employees
- Systematic promotion of high potentials regardless of gender as part of the company's human resource development
- Reduction of the conflict of interest between job and family

Through the improved reconciliation of work and family life, the targeted recruitment of women, and the higher transparency of promotion procedures, it is STRABAG's intention to become a more attractive employer for women graduates of technical and commercial secondary schools and universities.

**STRABAG SE** is one of Europe's leading construction groups. With 74,000 employees, STRABAG generated a construction output volume of € 14.0 billion in the 2012 financial year. From its core markets of Austria and Germany, STRABAG is present via its numerous subsidiaries in all countries of Eastern and South-East Europe, in selected markets in Western Europe and on the Arabian Peninsula. STRABAG's activities span the entire range of construction services (Building Construction & Civil Engineering, Transportation Infrastructures, Special Ground Engineering and Tunnelling) and cover the entire value chain in the field of construction. More information is available at [www.strabag.com](http://www.strabag.com).

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