

CODE: NPRH - 0112**TITLE:** HUMAN RIGHTS POLICY**DATE ISSUED:** 18/12/2014**DISTRIBUTION:** ALL STAFF**DATE REVISED:****CANCELS:** NONE**AUTHORIZED BY:** Board of Directors**DEPARTMENT IN CHARGE:** HUMAN RESOURCES MANAGEMENT

INTRODUCTION

This policy formalizes Ferrovial's commitment to Human Rights. Ferrovial will procure that its employees are aware and have at their disposal the necessary elements to comply with this policy.

The policy is in line with the Ferrovial's Corporate Code of Ethics, the Principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the OECD's Guidelines for Multinational Enterprises and the International Labour Organization Rules.

PURPOSE

This policy is designed with the aim of raising awareness about human rights throughout the company and strengthening its capacity to manage issues related to this topic. Senior Management is committed to complying with this policy and Ferrovial's goal is for fundamental human rights to be respected in all activities as well as to ensure the integrity of the interest groups at all times.

SCOPE OF APPLICATION

This policy is addressed to:

- Ferrovial, S.A. and all of the companies that comprise the Group, whatever their area of business, geographical location or activities.
- Members of the governing bodies of Ferrovial, S.A. or other companies of the Group (including supervisory boards or equivalent bodies).
- Employees of any of the companies that comprise the Group.

For these purposes, "Group" or "Ferrovial" refer to both Ferrovial, S.A. and to the business group headed by that company, which includes all companies that are directly or indirectly controlled by Ferrovial, S.A. "Control" is understood to exist when the majority of the voting rights is held on the governing body.

Ferrovial will procure the principles established in this policy are observed by all the companies in which it participates.

The Spanish version of this policy will prevail in Spanish speaking countries. In all other countries, the English version will prevail.

Notwithstanding the practical application of this policy being conditioned by the institutional and regulatory framework of each of the countries in which the company operates, Ferrovia and all its employees shall devote all resources and efforts necessary to effectively comply with this policy in any activity.

MONITORING

The Board of Directors of Ferrovia will procure to observe compliance with the Corporate Responsibility principles that the company adopts voluntarily.

Ferrovia shall establish actions aimed at ensuring that the policy and the principles in which this policy is based are known, understood and accepted by its employees and third parties.

APPLICATION OF THE PROCEDURE

The company's commitment extends to all its employees, customers, suppliers and contractors with which the company works.

- Employees: Ferrovia recognizes the rights of its employees, as stated in the Declaration on Fundamental Principles and Rights at Work established by the International Labour Organisation, and is committed to exercising non-discrimination, promoting equal opportunity and valuing diversity, as well as to the prohibition of child or forced labour, the freedom of association and the right to collective bargaining.
- Customers and society: Ferrovia prohibits any discrimination towards its customers and society in general, and is committed to providing information regarding its operations in a quick, clear and secure manner.

Ferrovia upholds compliance with local regulations and respect for the culture, customs and values of the people in the communities in which the company develops its activities.

Ferrovia strives to promote compliance with human rights, maintain an open dialogue with interest groups and participate in social activities within the community.

- Suppliers and contractors: Ferrovia establishes and maintains appropriate procedures to assess and select suppliers and contractors, promoting respect for human rights along its entire supply chain.

Ferrovia is committed to working with the above in the implementation of the Declaration on Fundamental Principles and Rights at Work of the ILO, insofar as it is necessary.

IMPLEMENTATION OF THE POLICY

1. Respect, support and promotion of human rights.

Ferrovia will collaborate with all government agencies, international organizations, the civil society and any other institution in promoting values consistent with the Universal Declaration of Human Rights and other relevant principles and statements for purposes of this policy, within its scope of action.

The company, as part of its Corporate Social Responsibility policy, contributes to the development of social projects. In addition, the company assumes its commitment to minimize the environmental impact of all operations related to its activity through its environmental policy.

2. Guaranteed security and respect of human rights

Even acknowledging the importance of its assets, Ferrovial agrees to implement measures and procedures for physical safety and information security in order to procure its integrity, confidentiality and availability.

3. Rejection of any type of discrimination.

Ferrovial will not tolerate any type of discrimination due to age, race, sex, religion, disability, political beliefs, sexual orientation or social origin, and has the appropriate procedures in place to act in those cases in which it may be necessary.

4. Promotion and dissemination of rights.

Ferrovial promotes respect for human rights among the societies and communities in which it operates and it encourages a respectful work environment for all the people involved, through training and awareness raising about human rights.

COMPLIANCE AND MONITORING

With the **aim of identifying, preventing, mitigating** and responding to any potential negative consequences regarding human rights, and since risks associated to human rights may change over time, Ferrovial conducts an ongoing process of due diligence in its activities and in activities directly related to its operations and / or services provided by its activities in order to prevent violation of and ensure respect for the rights of those involved.

Ferrovial's corporate and business units are in charge of implementing the human rights due diligence procedure in the performance of their activities.

RELATED DOCUMENTS:

- Corporate Code of Ethics
- Harassment Prevention Protocol
- Information Security Policy
- Protocol for the Prevention of Crime
- Corporate Responsibility Policy