

Press release

SPIE receives top marks from Workplace Conditions Assessment (WCA) program

Essen, Germany, October 25th, 2016– SPIE GmbH scored 100% in a social compliance audit conducted by the globally accredited Workplace Conditions Assessment (WCA) program.

Companies around the world are increasingly calling on their suppliers and service providers to demonstrate that their workplace conditions comply with widely-accepted industry standards. One of SPIE's major clients, Siemens AG, requested that SPIE undergo a social audit. *"We place great emphasis on occupational safety and social aspects at the workplace of our service providers. With the aid of excellent and innovative suppliers we want to generate long-term added value, while our own actions are guided by a sense of economic, ecological and social responsibility. We can only achieve this by cooperating even more closely with our suppliers and integrating our sustainability principles into all relevant business processes,"* explains Michael Beckert, Purchasing Director at Siemens Real Estate. *"In order to guarantee sustainability in every respect, as important partners on this path our service providers must face a number of challenges in various areas. These include a social audit according to the international WCA standard, which SPIE recently underwent with outstanding results."*

With about 1,000 employees, SPIE is responsible for building management at Siemens locations throughout Germany. In August 2016, SPIE was audited by independent external experts according to the standards of the globally accredited WCA program at Siemens' Erlangen site and awarded top marks. The experts looked at numerous social parameters such as job security, working hours, breaks, wages, benefits and employment contracts of the employees in Erlangen. The comprehensive social

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compliance audit included personal interviews with employees about their job satisfaction, alongside the collection of data.

The audit report now published gives SPIE a score of 100% for all the audited elements with no need for further improvement, thus confirming the outstanding working conditions at SPIE.

About SPIE GmbH

SPIE GmbH, a subsidiary of the SPIE group, the independent European leader in multi-technical services in the areas of energy and communications, is the service- and industry-defining multi-technology provider in Germany, other German-speaking countries and Central Europe. The range of services includes technical services for buildings, plants and infrastructures, from planning and construction, to operation and maintenance. SPIE GmbH's solutions sustainably reduce customers' operating costs, and their CO₂ emissions by a total of 160,000 tons annually.

With over 38,000 employees at almost 600 locations in 38 countries, the SPIE group generated a consolidated revenue of € 5.3 billion and a consolidated EBITA of € 351 million in 2015.

In its "Germany and Central Europe" segment, with 5,900 employees at over 70 locations, the SPIE Group generated a revenue of € 901 million in 2015.

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