

Implenia Sustainability Report



Last update: August 2018

¹ Without contract workers and external temporary workers.

Evaluation

Group

Business unit

Diversity of governance bodies and employees in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
Group	Gender relations	Employees (male in percent) ¹	91.1%	90.1%	88.4%	87.4%
		Employees (female in percent) ¹	8.9%	9.9%	11.6%	12.6%
	Total	Under 30 years old (in percent)	18%	17%	17%	16%
		30-50 years old (in percent)	52%	50%	49%	48%
		Over 50 years old (in percent)	30%	31%	34%	36%
		Total	4'995	4'963	7'355	8'302
		Male	4'550	4'473	6'503	7'254
		Female	445	490	852	1'048
		Under 30 years old	904	868	1'233	1'345
		30-50 years old	2'603	2'464	3'633	3'953
	Over 50 years old	1'488	1'541	2'489	3'009	
	Managerial positions	Male (in percent)	92.5%	92.4%	93.0%	91.1%
		Female (in percent)	7.5%	7.6%	7.0%	8.9%
		Total	348	354	614	626
		Male	322	327	571	570
		Female	26	27	43	56
		Under 30 years old	1	3	8	10
		30-50 years old	222	222	358	359
		Over 50 years old	125	128	248	257
	Non-managerial positions	Male (in percent)	91%	90%	88%	87%
		Female (in percent)	9%	10%	12%	13%
		Total	4'647	4'609	6'741	7'676
		Male	4'228	4'146	5'932	6'684
		Female	419	463	809	992
		Under 30 years old	903	865	1'225	1'335
		30-50 years old	2'381	2'242	3'275	3'594
	Over 50 years old	1'363	1'413	2'241	2'752	
	Technical-commercial personnel	Total	1'597	1'716	3'001	3'837
		Male	1'157	1'233	2'232	2'805
		Female	440	483	769	1'032
Under 30 years old		273	274	441	555	
30-50 years old		875	957	1'582	1'910	
Over 50 years old	449	485	979	1'373		
Industrial personnel	Total	3'398	3'247	4'354	4'465	
	Male	3'393	3'239	4'271	4'449	
	Female	5	8	83	16	
	Under 30 years old	631	597	791	786	
	30-50 years old	1'728	1'594	2'091	2'058	
Over 50 years old	1'039	1'056	1'471	1'620		

Diversity of governance bodies and employees in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
HR, TC, CC, IT	Managerial positions	Total	70	70	91	91
		Male	53	51	69	62
		Female	17	19	22	29
		Under 30 years old	1	2	2	0
		30-50 years old	54	54	61	65
		Over 50 years old	15	14	28	26
	Non-managerial positions	Total	224	228	476	261
		Male	95	95	311	124
		Female	129	133	165	137
		Under 30 years old	82	77	113	95
		30-50 years old	111	120	224	127
		Over 50 years old	31	31	139	39
	Technical-commercial personnel	Total	294	298	476	352
		Male	148	146	290	186
		Female	146	152	186	166
		Under 30 years old	83	79	105	92
		30-50 years old	165	174	247	193
		Over 50 years old	46	45	125	67
	Industrial personnel	Total	0	0	91	0
		Male	0	0	90	0
Female		0	0	1	0	
Under 30 years old		0	0	10	0	
30-50 years old		0	0	38	0	
Over 50 years old		0	0	42	0	
Buildings (Switzerland)	Managerial positions	Total	103	105	131	130
		Male	102	103	128	127
		Female	1	2	3	3
		Under 30 years old	0	0	0	0
		30-50 years old	62	60	70	68
		Over 50 years old	41	43	61	62
	Non-managerial positions	Total	914	852	916	1'000
		Male	807	747	796	882
		Female	107	105	120	118
		Under 30 years old	157	142	152	165
		30-50 years old	475	427	440	515
		Over 50 years old	282	283	324	320
	Technical-commercial personnel	Total	500	490	571	569
		Male	394	385	449	449
		Female	106	105	122	120
		Under 30 years old	78	74	87	93
		30-50 years old	260	250	300	289
		Over 50 years old	162	166	184	187
	Industrial personnel	Total	517	467	476	561
		Male	515	465	474	560
Female		2	2	2	1	
Under 30 years old		79	68	64	73	
30-50 years old		277	239	250	292	
Over 50 years old		161	160	162	196	

Diversity of governance bodies and employees in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
Modernisation & Development (Switzerland)	Managerial positions	Total	65	68	63	61
		Male	58	63	59	55
		Female	7	5	4	6
		Under 30 years old	0	0	0	0
		30-50 years old	43	44	43	45
		Over 50 years old	22	24	20	16
	Non-managerial positions	Total	418	425	373	390
		Male	376	377	334	348
		Female	42	48	39	42
		Under 30 years old	92	99	91	92
		30-50 years old	219	219	189	199
		Over 50 years old	107	107	93	99
	Technical-commercial personnel	Total	194	210	169	181
		Male	146	158	128	134
		Female	48	52	41	47
		Under 30 years old	18	28	26	27
30-50 years old		124	125	104	119	
Over 50 years old		52	57	39	35	
Industrial personnel	Total	289	283	267	270	
	Male	288	282	265	269	
	Female	1	1	2	1	
	Under 30 years old	74	71	65	65	
	30-50 years old	138	138	128	125	
	Over 50 years old	77	74	74	80	
Infrastructure	Managerial positions	Total	39	24	47	31
		Male	39	24	47	30
		Female	0	0	0	1
		Under 30 years old	0	1	0	0
		30-50 years old	20	11	23	15
		Over 50 years old	19	13	24	16
	Non-managerial positions	Total	733	424	1'032	1'129
		Male	705	407	951	1'039
		Female	28	17	81	90
		Under 30 years old	86	37	133	147
		30-50 years old	407	237	488	523
		Over 50 years old	240	153	411	459
	Technical-commercial personnel	Total	183	113	474	452
		Male	156	96	394	366
		Female	27	17	80	86
		Under 30 years old	27	9	50	50
30-50 years old		105	65	225	208	
Over 50 years old		51	39	199	195	
Industrial personnel	Total	589	335	605	708	
	Male	588	335	604	705	
	Female	1	0	1	3	
	Under 30 years old	59	28	83	90	
	30-50 years old	322	180	286	341	
	Over 50 years old	208	127	236	276	

Diversity of governance bodies and employees in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
Construction Switzerland	Managerial positions	Total	71	81	76	76
		Male	70	80	75	74
		Female	1	1	1	2
		Under 30 years old	0	0	0	0
		30-50 years old	43	49	41	38
		Over 50 years old	28	32	35	38
	Non-managerial positions	Total	2'358	2'503	2'360	2'124
		Male	2'245	2'384	2'252	2'033
		Female	113	119	108	91
		Under 30 years old	486	493	447	393
		30-50 years old	1'169	1'131	1'151	1'025
		Over 50 years old	703	787	762	706
	Technical-commercial personnel	Total	426	470	442	402
		Male	313	352	334	311
		Female	113	118	108	91
		Under 30 years old	67	66	66	54
30-50 years old		221	256	239	212	
Over 50 years old		138	148	137	136	
Industrial personnel	Total	2'003	2'114	1'994	1'798	
	Male	2'002	2'112	1'994	1'796	
	Female	1	2	0	2	
	Under 30 years old	419	427	381	339	
	30-50 years old	991	1'016	953	852	
	Over 50 years old	593	671	660	607	
Buildings Germany	Managerial positions	Total				34
		Male				34
		Female				0
		Under 30 years old				0
		30-50 years old				11
		Over 50 years old				23
	Non-managerial positions	Total				867
		Male				721
		Female				146
		Under 30 years old				129
		30-50 years old				279
		Over 50 years old				459
	Technical-commercial personnel	Total				594
		Male				451
		Female				143
		Under 30 years old				71
30-50 years old					218	
Over 50 years old					305	
Industrial personnel	Total				307	
	Male				304	
	Female				3	
	Under 30 years old				58	
	30-50 years old				72	
	Over 50 years old				177	

Diversity of governance bodies and employees in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
Construction Germany	Managerial positions	Total			26	8
		Male			25	7
		Female			1	1
		Under 30 years old			0	0
		30-50 years old			8	3
		Over 50 years old			18	5
	Non-managerial positions	Total			810	1'084
		Male			634	853
		Female			176	231
		Under 30 years old			130	134
		30-50 years old			379	510
		Over 50 years old			301	440
	Technical-commercial personnel	Total			490	732
		Male			323	498
		Female			167	234
		Under 30 years old			66	83
30-50 years old				235	343	
Over 50 years old				189	306	
Industrial personnel	Total			346	360	
	Male			336	359	
	Female			10	1	
	Under 30 years old			64	50	
	30-50 years old			152	171	
	Over 50 years old			130	139	
Sweden	Managerial positions	Total			12	31
		Male			9	27
		Female			3	4
		Under 30 years old			0	0
		30-50 years old			8	21
		Over 50 years old			4	10
	Non-managerial positions	Total			73	110
		Male			62	86
		Female			11	24
		Under 30 years old			16	20
		30-50 years old			45	70
		Over 50 years old			12	20
	Technical-commercial personnel	Total			66	93
		Male			52	67
		Female			14	26
		Under 30 years old			12	10
30-50 years old				43	63	
Over 50 years old				11	20	
Industrial personnel	Total			19	48	
	Male			19	48	
	Female			0	0	
	Under 30 years old			4	10	
	30-50 years old			10	26	
	Over 50 years old			5	12	

Diversity of governance bodies and employees in headcounts						
Level	Category 1	Category 2	2014	2015	2016	2017
Norway	Managerial positions	Total			163	159
		Male			154	149
		Female			9	10
		Under 30 years old			6	10
		30-50 years old			100	89
		Over 50 years old			57	60
	Non-managerial positions	Total			484	494
		Male			420	428
		Female			64	66
		Under 30 years old			111	130
		30-50 years old			234	223
		Over 50 years old			139	141
	Technical-commercial personnel	Total			163	300
		Male			154	226
		Female			9	74
		Under 30 years old			6	54
30-50 years old				100	169	
Over 50 years old				57	77	
Industrial personnel	Total			484	353	
	Male			420	350	
	Female			64	3	
	Under 30 years old			111	92	
	30-50 years old			234	153	
	Over 50 years old			139	108	
Austria & Romania	Managerial positions	Total		6	5	5
		Male		6	5	5
		Female		0	0	0
		Under 30 years old		0	0	0
		30-50 years old		4	4	4
		Over 50 years old		2	1	1
	Non-managerial positions	Total		177	217	217
		Male		136	172	170
		Female		41	45	47
		Under 30 years old		17	32	30
		30-50 years old		108	125	123
		Over 50 years old		52	60	69
	Technical-commercial personnel	Total		135	150	162
		Male		96	108	117
		Female		39	42	45
		Under 30 years old		18	23	21
30-50 years old			87	89	96	
Over 50 years old			30	38	45	
Industrial personnel	Total		48	72	60	
	Male		45	69	58	
	Female		3	3	2	
	Under 30 years old		3	9	9	
	30-50 years old		21	40	26	
	Over 50 years old		24	23	25	