

MERITO

2010 - 2011 Sustainability Report



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OUR JOURNEY to DELIVER SUSTAINABILITY



Founded in 1958, Metito has grown to become a world leader in the design and supply of water, wastewater treatment and water desalination systems and plants. With an approach combining theoretical expertise with the practical experience of an engineering and contracting company, as well as a proven record of strong reliable performance, we have earned a reputation for professional excellence. We will continue to develop our portfolio of operating an efficient streamlined business model by being committed to our vision and with accountability towards society, the environment, our people and shareholders.

This is Metito's sixth Sustainability Report. It provides an overview of our continuous efforts and achievements within the frame of our commitment to sustainable development, and highlights the steady progress we made in further integrating sustainability into our overall business framework, making a real difference in several key areas of our business.

OUR COMMITMENT



At Metito, we believe that sustainability drives innovation and growth thus we have built a business strategy focused on sustainability that drives innovation in our company. Over the past fifty years, we continued to offer value-added services to our customers, achieve high return on investment for our shareholders and maintain a professional highly motivated workforce across our regions.

We are committed to maintain a World Class reputation in all our business activities, founded on the highest standards of customer ethics and environmental care.

We recognize that the route to sustaining our commitment goes through first our people, our relationship with shareholders, local communities and other groups as well as our environmental responsibility. The following diagram demonstrates the priorities to maintain a sustainable business strategy:

Sustainability Business Strategy Priorities

SHAREHOLDERS

Corporate Governance
Quality & Safety of Products

SOCIETY

Enhancing the Quality of Life, Individuals,
Groups & Communities

Addressing Global Challenges & Building
Awareness



EMPLOYEES

Investing in Our People
Occupational Health & Safety

ENVIRONMENT

Initiatives to Improve Occupant Well-being,
Environmental Performance & Economic
Returns

MESSAGE FROM THE CEO

John F. Kennedy once said *“Anyone who can solve the problems of water will be worthy of 2 Nobel Prizes – one for peace and one for science”*.

Kennedy’s statement was true then, is true now and will be valid until someone receives these two prizes simultaneously. His words only emphasize the importance of water for world population and cite lack of it as a cause for conflicts. Metito’s core business is to provide water where needed and improve sanitation where required, thereby contributing to the world drive for ensuring maximum access to safe water and sanitation. Whilst doing so, we ensure it is carried out in a sustainable manner through the use of more efficient systems, maximized recycling and minimum impact on the environment.

As parts of the Middle East are going through turmoil and political unrest, it has become a challenge for each company in this part of the world to survive and sustain its growth. The region had barely commenced recovery from the aftermath of the world economic crisis that impacted many businesses, when political turmoil started taking its toll. Some of the countries in question represent prime markets for Metito, hence contingency plans had to be drawn up to alleviate and minimize the effects of this situation.

Throughout this, Metito’s social commitments were never a target for compromise. The company sailed ahead with its plans for supporting the local communities and providing a better life for people in its areas of operation. Activities were in the field of health which included blood donation campaigns, the field of education encompassing providing university students with engineering books, the field of community health through the drilling of more water wells and providing water treatment plants to water deprived communities, and the field of social activities by supporting local sports teams.



Metito’s responsibility towards its stakeholders has never been, and will never be subjected to concessions. We recognize that it is these stakeholders that eventually contribute to the success of our business and we owe it to them to pay back in every way possible.

Committing ourselves to a most challenging vision, and holding ourselves accountable to measurable targets is one of the important ways we fulfill the essence of Metito philosophy. We focus on the quality of our products that serves millions of people all over the world, and innovation in technologies that improves the lives of all our stakeholders. With the professionalism, dedication, commitment and support of our employees, we will continue to work towards a more sustainable future, and with our global network of business associates we will continue to improve the lives of current and future generations. Our enthusiasm and willingness to do what is right remain to be inherent to our company ethics, and this creates an exciting and inspiring challenge that will continue to be a prime target for the Metito Group.

Sincerely,

A handwritten signature in black ink, which appears to read "Mutaz Ghandour". The signature is written in a cursive style.

Mutaz Ghandour
Chief Executive Officer

OUR OPERATIONS

Doing Business With Integrity

Sustainable development is core to our overall performance as a company and the values we hold; and is achieved through acting with integrity and responsibility. At Metito, we believe that good operational performance is dependent on delivering to our commitments to sustainable development with the focus on building on our strengths and managing our risks effectively.

Metito's portfolio of state-of-the-art water treatment technologies positions the company as a leading international provider of products and services in the water, wastewater and desalination industry that is uniquely positioned to help fulfill the world's demand for cleaner and more reliable water.

From its inception in 1958, Metito has grown to encompass several companies worldwide, having its global headquarters in the United Arab Emirates. The company has installed over 3,000 plants across four continents, and has highly capable and committed employees exceeding 2,000 with a senior management team that has over 400 years of industry experience.

Metito operates three business lines: Projects & Services, Concessions and; Strategic Partnership Business with a diverse client base covering various sectors including: municipal, tourism, power, oil, gas and petrochemical industries.



Our Products & Services

Metito manufactures a broad range of high quality products for the most important applications in water and waste water treatment. Our applications include:

Surface water treatment

Process water treatment for industry

Water desalination by reverse osmosis

Sewage treatment

Industrial effluent treatment

Chemical injection systems

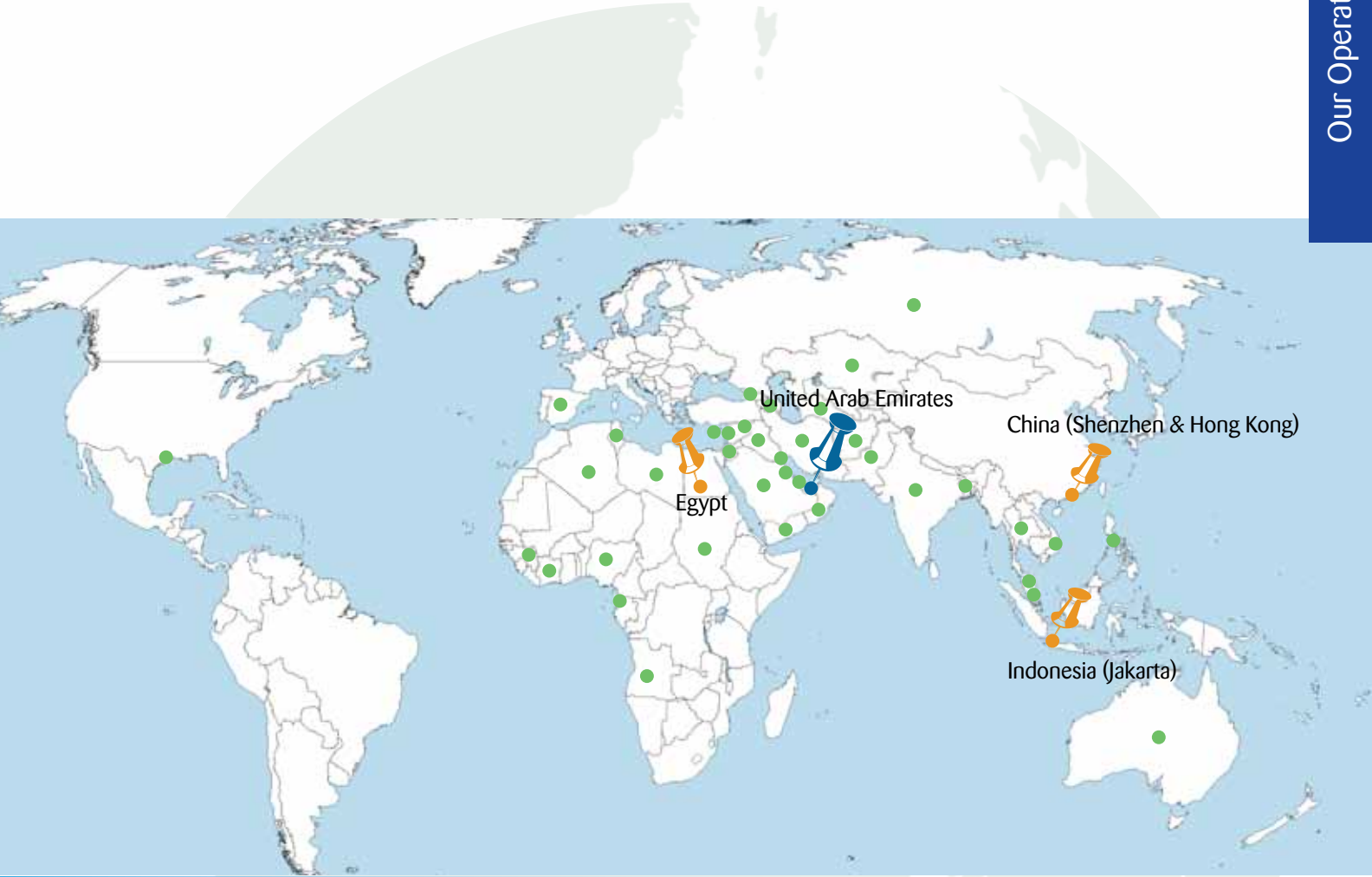
Water disinfection

Concessions and utility services

Speciality chemicals



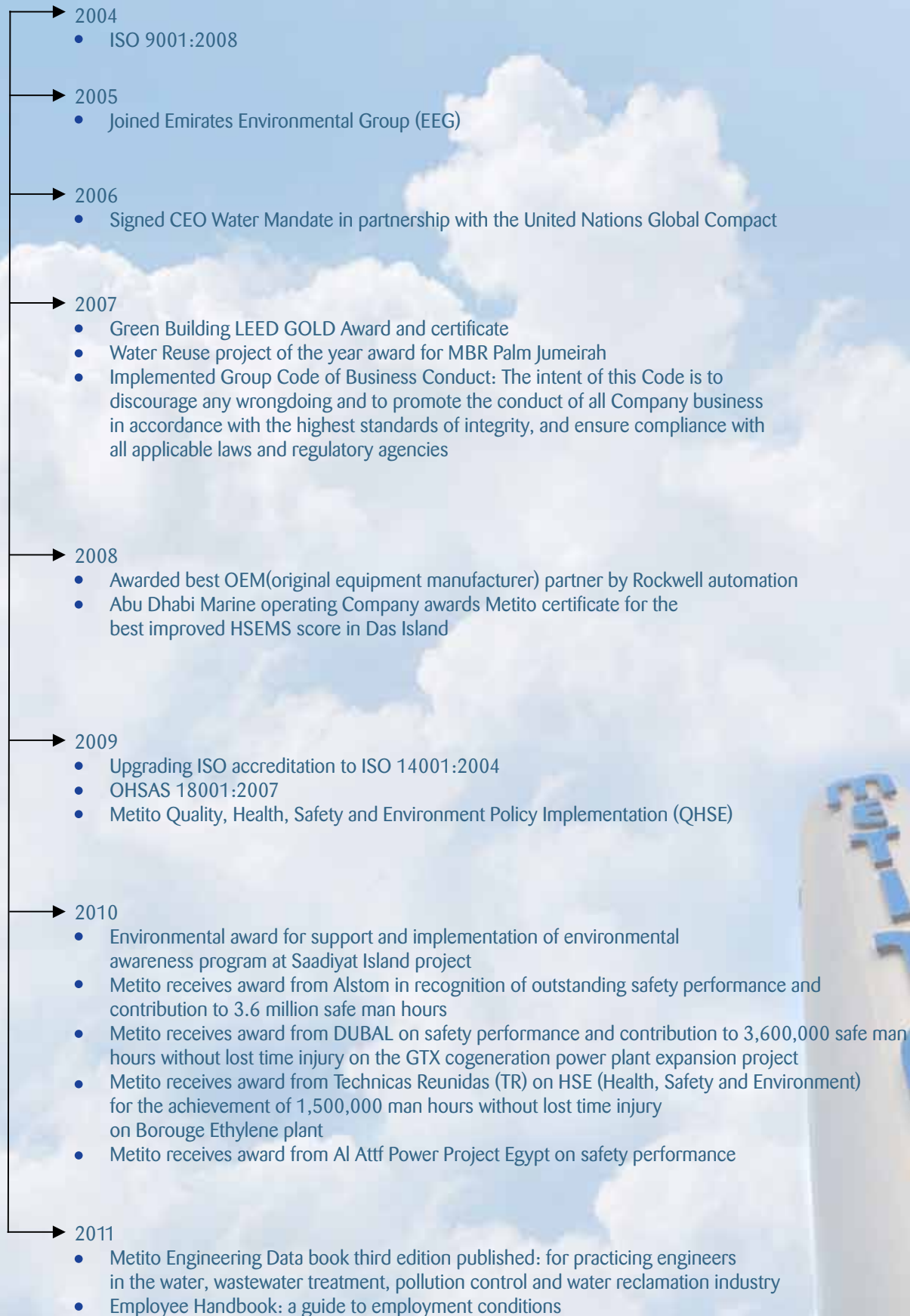
Around the World In Fifty Years



Where We Operate

- Global Headquarters
- Regional Headquarters
- Areas of Operation

Course of Sustainable Development

- 
- 2004
 - ISO 9001:2008
 - 2005
 - Joined Emirates Environmental Group (EEG)
 - 2006
 - Signed CEO Water Mandate in partnership with the United Nations Global Compact
 - 2007
 - Green Building LEED GOLD Award and certificate
 - Water Reuse project of the year award for MBR Palm Jumeirah
 - Implemented Group Code of Business Conduct: The intent of this Code is to discourage any wrongdoing and to promote the conduct of all Company business in accordance with the highest standards of integrity, and ensure compliance with all applicable laws and regulatory agencies
 - 2008
 - Awarded best OEM(original equipment manufacturer) partner by Rockwell automation
 - Abu Dhabi Marine operating Company awards Metito certificate for the best improved HSEMS score in Das Island
 - 2009
 - Upgrading ISO accreditation to ISO 14001:2004
 - OHSAS 18001:2007
 - Metito Quality, Health, Safety and Environment Policy Implementation (QHSE)
 - 2010
 - Environmental award for support and implementation of environmental awareness program at Saadiyat Island project
 - Metito receives award from Alstom in recognition of outstanding safety performance and contribution to 3.6 million safe man hours
 - Metito receives award from DUBAL on safety performance and contribution to 3,600,000 safe man hours without lost time injury on the GTX cogeneration power plant expansion project
 - Metito receives award from Technicas Reunidas (TR) on HSE (Health, Safety and Environment) for the achievement of 1,500,000 man hours without lost time injury on Borouge Ethylene plant
 - Metito receives award from Al Attf Power Project Egypt on safety performance
 - 2011
 - Metito Engineering Data book third edition published: for practicing engineers in the water, wastewater treatment, pollution control and water reclamation industry
 - Employee Handbook: a guide to employment conditions

ENVIRONMENTAL CITIZENSHIP

“We are citizens, not just consumers. Our environment requires citizen preferences, not just consumer preferences. As citizens, we need to protect nature, not just buy, sell, and consume it. It has a dignity, not just a price”. Mark Sagoff







After decades of rapid economic growth, our environment is now at a tipping point. According to The Living Planet Report, humanity is currently consuming resources at a faster rate of 25% than ecosystems can regenerate, and continue to release more CO₂ than ecosystems can absorb.

Environmental conservation and sustainable development have been recognized as key objectives in all our operations. At Metito, we believe that each of us is an integral part of a larger ecosystem and that our future depends on each one of us embracing the challenge and acting responsibly and positively toward our environment.



Energy Conservation

According to the Environmental Protection Agency, over the last century the earth has warmed approximately 1 degree Fahrenheit and the concentration of carbon dioxide in the atmosphere has risen from 290 ppm (parts per million) in 1900 to nearly 400 ppm. At Metito, we realize the threat of climate change to our planet, and therefore we are committed to our role in helping address the climate change issue. We continue to consider energy efficient measures and monitor, access and manage our carbon emissions, as well as build and provide effective policies to reduce CO₂ emissions. Our practices and measures to help reduce CO₂ emissions include the following:

-  A Green Building Office design whereby 37% more efficient energy as per ASHRAE 90.1 – 1999 contributes towards sustainability, reduced operating costs and carbon footprint. This is achieved by the selection of passive cooling features such as building orientation, massing, glazing thermal insulation and day lighting, coupled with energy efficient lighting fixtures, energy efficient HVAC (Heating, Ventilating and air conditioning) system and smart controls
-  Ozone protection through HCFC free and HVAC&R (Heating, Ventilating, Air conditioning and Refrigeration)
-  Reduced Site disturbance: Ample vegetated open space encompassing 880 different plants making up an area of 16,096 m²
-  Indoor Environmental Quality: Selection of low VOC (Volatile Organic Compounds)
-  Daylight & Views: Provision of day lighting and views to over 90% of occupants
-  Alternative Transportation: Car pooling program, preferred parking for car pools

Incorporating Energy Efficient Solutions



With the increase in population and the subsequent increase in the demand for fresh water, very large scale desalination projects may be needed to meet the world's future fresh water needs. However, high energy use and consequent high greenhouse gas emissions are the major issue with desalination that need to be addressed. As part of our commitment to promote energy efficiency and reduce greenhouse gas emissions, we incorporate Energy Recovery Systems (ERS) that are designed to offer highly efficient and environmentally friendly desalination plants. Such Energy recovery technologies help reduce the amount of energy required in membrane desalination by up to 60%, resulting in more economical production of potable water and a reduced carbon footprint.

A Case Study: Sea Water Desalination Plant for PEARL Island, Qatar

The Pearl Island Qatar is one of the most prestigious real estate developments of the State of Qatar. The multibillion US dollar man-made island covers 985 acres (400 hectares) of reclaimed land offshore eastern Qatar, immediately east of the West Bay shoreline. It includes beachfront villas, elegant town homes, luxury apartments, exclusive penthouses, 5 star hotels, marinas, schools as well as upscale retail shops and restaurants. The island has been positioned with the greatest consideration for the marine environment and topography. Metito was contracted to construct a sea water reverse osmosis desalination plant to supply water for potable purposes, district cooling (DC) and irrigation with a flow capacity of 35,000 m³/day.

Incorporating ERS helped reduce the annual power consumption by approximately 24,000,000 kW/h which translates into a reduction of 15.6 tonnes of carbon footprint.



Environmental Impact

Under normal circumstances, the construction and operation of such desalination plant would also result in some interference with the local marine environment. Therefore, an environmental impact study was carried out to address the likely interactions of the desalination plant with the local marine eco system. Interactions were likely to be caused by the construction work of the intake and outfall pipes as well as the discharge of hypersaline water into the sea. To address the interaction of the hypersaline reject water with the environment, three dimensional (3D) modelling using internationally accepted software – TELEMAC-3D developed by Laboratoire National d’Hydraulique of Electricite de France, was used.

Following the modelling, a marine environmental survey (MES) was conducted to provide a description of the existing marine environment in waters adjacent to the desalination plant and its associated pipelines.

The marine baseline assessment study indicated the following:

A. No environmentally sensitive species, (endangered by the International Union for Conservation of Nature and Natural Resources (IUCN) Red List) or protected (under Qatari laws) were detected along any of the transects.

B. There did not appear to be any indication of pollutants in the area to be dredged, nor any patterns linking distribution of sediments to prevailing currents or known anthropogenic sources.

C. The three species of Seagrass known to occur in the Arabian Gulf were detected and were in a healthy condition.

D. The seawater in the vicinity of the proposed intakes and outfall appears from the results of the marine environmental study, to be of good quality.

E. The water column profiles of temperature, salinity and dissolved oxygen were normal for the time of year and survey conditions.

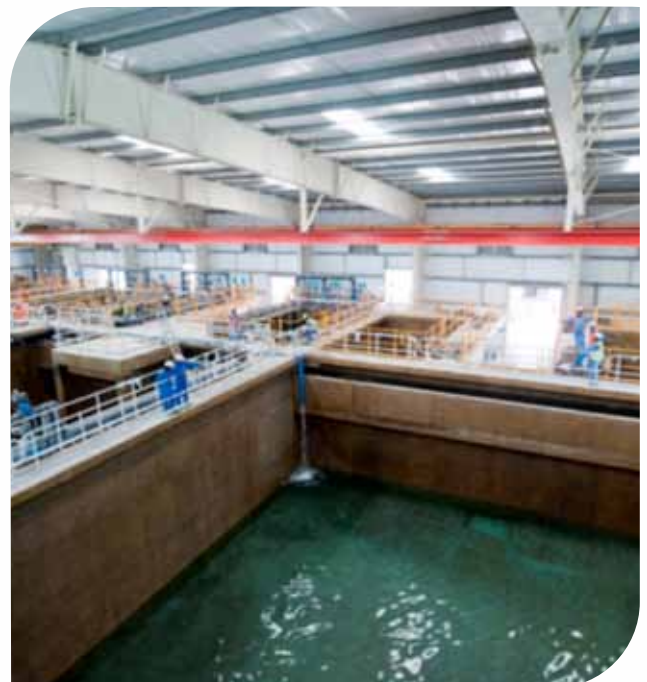
Furthermore, Metito recommended establishing a program for monitoring the salinity concentrations around the outfall discharge area once the desalination plant became operational. Should these measures be enacted, the potential interactions with the marine environment would be managed to the “As Low As Reasonably Practical” (ALARP) levels.



Water Stewardship



According to the UNESCO-WWAP, it was estimated that in 1995 about 1.8 billion people were living in areas experiencing severe water stress; and by 2025, it is estimated that about two-thirds of the world's population – about 5.5 billion people– will live in areas facing moderate to severe water stress. At Metito, we realize the challenge of water efficiency and focus on our water footprint. Anchored by the UN Global Compact's CEO Water Mandate which was signed in early 2006, we identified our approach to water stewardship and established a water sustainable operation to raise water efficiency in all our business practices. The techniques we implemented in our systems at our group headquarters and factory sites include the following processes and outcomes:





Innovative Wastewater Technologies: 100% Water recycling via on-site black water treatment facility



Water Use Reduction: usage of high-efficiency plumbing and water reuse reduces potable water demand by over 74%



Water Efficient Landscaping: greater than 50% water savings, species selection and micro-climate factors, efficient drip technology and treated water usage



Stormwater Management: Reduced run-off rate and quantity, stormwater treatment



High Efficiency Solutions:

Sewage Treatment Plant at the Greens Community, Dubai – A case study:



The existing sewage treatment plant at The Greens residential community in the emirate of Dubai was subject to a major increase in sewerage flow due to a rapid increase in population. There was therefore a need to augment the plant treatment capacity without interrupting operation from 3000 m³/day to 10,000 m³/day in the shortest possible time.

With the combination of technology and innovation, Metito was able to create a highly efficient treatment system whilst minimizing construction costs. By utilizing the MBR (Membrane-Bio-Reactor) technology to retrofit the wastewater treatment plant, it was possible to achieve the following:

- An increase of 233% in the plant capacity at an increase of only 76% in plant area
- A wastewater treatment technique where the total footprint is almost halved
- High quality treated sewage effluent suitable for usage in unrestricted irrigation and sprinkler applications, or for direct feeding to RO (Reverse Osmosis) units for producing water with potable characteristics
- Easier disposal of excess sludge
- Flexibility of the system to accept shock loads
- Minimum operator interference and no chemicals to use
- Odor and noise free



The plant provided the advantage of minimum footprint and maximum utilization of existing structures whilst maintaining the overall architectural and aesthetic requirements. Technically it utilizes a modern up to date process that ensures a consistent quality of treated effluent.

Sustainable Recycling/Reusing/Reducing



Sustainability is not an afterthought at Metito; rather, it is a core value and essential to our overall mission. We believe that operating in an environmentally sustainable manner is not only the right thing to do, but it makes smart business sense. That is why we actively encourage and promote environmentally sustainable practices with the highest ethical standards, and support the community where our employees live and work.

Paper

According to the United States Environmental Protection Agency, compared to using virgin wood, paper made with 100% recycled content uses 44% less energy, produces 38% less greenhouse gas emissions, 41% less particulate emissions, 50% less wastewater, 49% less solid waste and of course 100% less wood. Furthermore, recycling 1 short ton of paper saves 17 mature trees, 26 m³ of water, 2.3 m³ of landfill space, 2 barrels of oil and 4,100 kWh-hours of electricity. At Metito, we realize the effect of

industrialized paper on the environment, and therefore, we continue to expand our recycling, reusing and reducing program.

Plastic



We also continue to handle the proper disposal of plastics, as we do not encourage the use of plastic in our offices. However, all plastic bottles are disposed of in dedicated containers for recycling; while most of the high density Polyethylene (HDPE) plastic containers we utilize in all our chemical production are reused and refilled for the same purpose rather than wasting. The remaining raw material drums of different sizes are resold for reuse elsewhere.

Container Size	Container Weight	Number of Containers Reused per year	Number of Containers Reused per week	Total Weight of Plastic Reused
25 LTR Drum	1.4 kg	300 drums	14,400	20,160 kg
20 LTR Drum	1.2 kg	400 drums	19,200	23,040 kg

E-Waste Management

At Metito we also strive to improve the environment and the well being of our community by offering safe practices to eliminate the harmful effects of land filling electronic waste. In collaboration with the Municipality of Dubai we have managed to control hazardous E-wastes since 2007. From 2010 to 2011 we have donated and managed the proper disposal of a total of 114 E-wastes: 19 at our Pune office, India, 33 in Jakarta, Indonesia. While with in the UAE, 62 used and discarded LCD Monitors, laser printers, PC's, Network devices and laptops were donated to the appropriate E-waste centers accredited by the Municipality of Dubai for repair and upgrading. Later they are distributed to educational, social and charitable institutions, thus enhancing opportunities to spread IT education in the United Arab Emirates, and at the same time protecting the environment through minimizing the harmful effects from the improper disposal of E-waste.



OUR PEOPLE, OUR COMMITMENT



Work Environment



At Metito, we consider our human element to be the most important asset in our company; hence we strive to ensure that we possess a friendly and understanding work environment. We strongly believe that operating with a sense of responsibility and consistency toward our people supports our mission to operate our business to the highest levels of ethical conduct and transparency. To meet these aims, we have incorporated six principles to help guide our behavior as individuals and how we interact with others:

- Safety
- Care and Respect
- Integrity
- Accountability
- Collaboration
- Innovation

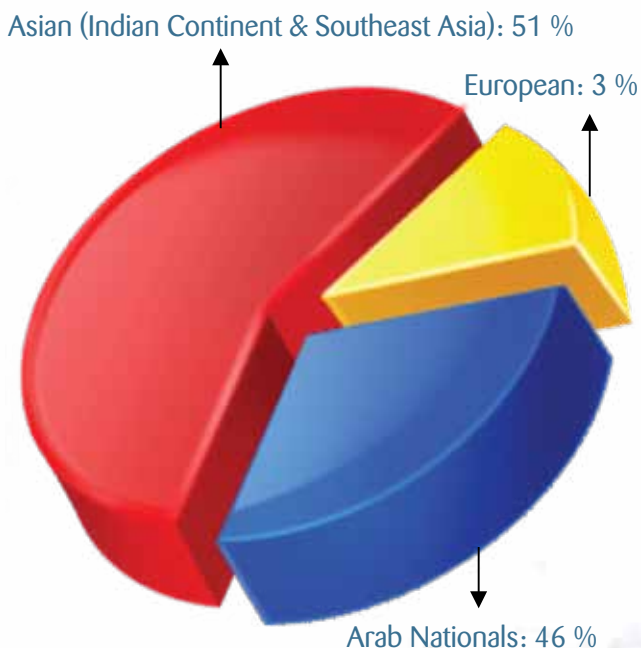
A Diverse & Inclusive Culture



“Diversity is at the heart of everything we do”

We recognize that people have different needs and that everybody brings value. The basis of our strategy is the recognition that the diversity of our employees is fundamental to our success. We are committed to equality of opportunity, diversity and inclusion in all areas of employment, as well as nurturing a culture of respect regardless of difference. Our employees are encouraged to reach their full potential, regardless of gender, age, disability, race, colour, nationality, ethnic origin, religion or any other factor. We aim to attract and retain a rich mix of people working together in an environment that is inclusive and respects diverse differences.

Workforce Diversity Chart



Performance Appraisal

“Improving performance through people”

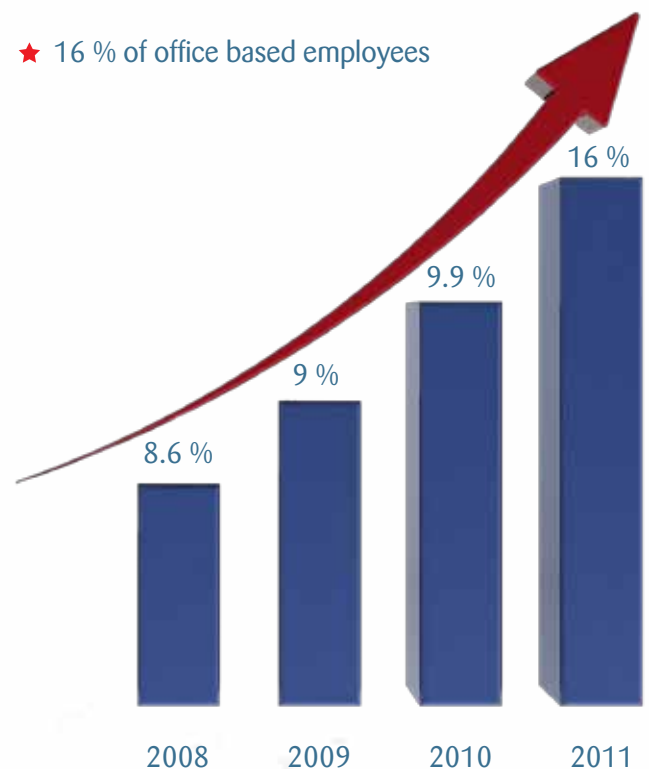
The Performance Appraisal process forms the basis of our belief that everything people do at work at any level contributes to the overall purpose of the organization. It is therefore concerned with what people do (their work), how they do it (their behavior) and what they achieve (their results).

The management policies, attitude and practices revolve around the Human Capital, which is recognized as the most valuable asset in the company. Employees are given an equal opportunity for growth and progress to help them target the more senior positions in the organization.

Our performance appraisal process is an excellent management tool which helps employees enhance their skills, increase efficiency and effectiveness and give them a better opportunity for career advancement.

Women Percentage growth

★ 16 % of office based employees



Performance Appraisal Process



Investing in Our People

Our belief, is that any training activity entered into should address a training gap identified from analyzing where we are now and where we want to be in the future.

Employees are encouraged to perceive training not as an expectation that employees think they are entitled to, but in fact an experience which adds value to the organization, the team and themselves.





Our training courses are designed with the aim of maximum amount of return, and as such many of our courses include both pre and post course activities to encourage self reflection and development. In addition, many of our course offerings take trainees through an experiential learning approach, including activities, discussions, interaction and personal reflection to help enhance the learning experience.

There are numerous reasons to embark on our journey of training and learning:

- ✓ **Preservation:** Training can fundamentally assist individuals in acquiring new knowledge, skills, understanding and behavior to continue to add value to an organization
- ✓ **Development:** The future is always concerned with developing things, new technology, new processes, new structures and people. It is essential that all of these facets are developed and planned for within the company to secure the organization's future
- ✓ **Growth:** As an organization we have grown; as individuals we have grown; we need to continue that growth both in terms of the organization and the people we have in Metito today

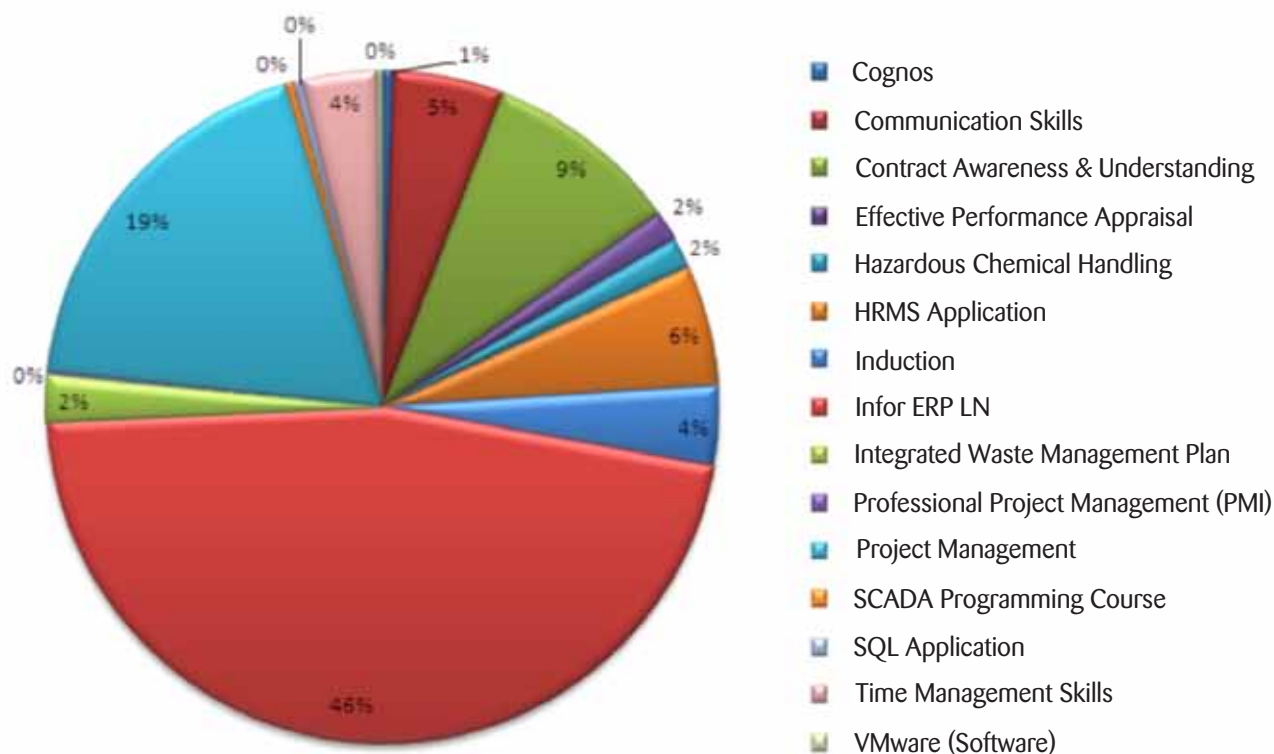
Training Activity

During the last 2 years, there has been a continued increase in the amount of training being rolled out within the company. Furthermore, the implementation of an Enterprise Resource Planning (ERP system) - which involves INFOR tools - within 2010 again highly contributed to the training activity. That said, there was also a strong increase in the number of internal soft and business skills courses delivered, equating to 39% of all training being offered within the company.



Year	2009	2010
UAE Headcount	701	664
People who received training	317	263
Number of times training has been attended	457	754
Total training days	405	1033
Total training hours	2386	7234
Average days training per full time employee	0.58	1.56
Average hours training per full time employee	4.05	10.89

Training Activity Chart 2010



Team Building



Team work success rarely happens without focused team building efforts and activities. At Metito, we encourage and incorporate team building exercises to help develop group members and assist teams in becoming cohesive units of individuals that can effectively work together to complete tasks. We have joined the Basketball League and formed “METITO” basketball team which consists of 12 players since 2008. Ever since, the team grew stronger, won tournaments and achieved 2nd Runner-up position in the 4th tournament. Such activity has helped improve communication, made the work place more enjoyable, motivated our team and helped them learn more about themselves, and as a result improved team productivity.



Health & Safety



Health & Safety will always remain a key focus within our family, and as such regular training courses are organized to renew existing certifications and increase the number of trained people within our company for such an important area of responsibility. There will also continue to be a focus on embedding our critical safety management processes and procedures, and on the management of high-level risks in order to drive performance improvement.

Other training and certifications maintained through the appropriate accredited and awarding bodies include but are not limited to:



- Safe Use, Erection, Alteration, Dismantling, Maintenance & Inspection of Supported Scaffolding
- First Aid Awareness
- Advanced First Aid
- Supervision, Inspection & Sign the Scaff Tags during Safe Use, Erection, Alteration, Dismantling Scaffolding
- Scaffolding Inspector
- Safe Rigging Operations: Safe use of Lifting Gears and Rigger Responsibilities.
- Rigging Operations Safety
- Rigger
- H₂S / Breathing Apparatus



PROSPERITY COMBINED WITH HUMANITY



Providing Clean Water Where There Is Thirst

'We continue to deliver life changing initiatives where they are needed most'

Water for Africa

For the second year running, Metito joins efforts with Human Appeal International (HAI) to provide water relief to communities across Africa.

In a drive to secure clean drinking water to as many people as possible, we joined forces again with UAE-based HAI to improve living conditions of multiple African villages in Senegal, Somalia and Sudan. These efforts included drilling wells to secure clean and uncontaminated drinking water to over 6,000 people.

HAI and Metito have been responsible for drilling wells since 2008, with three wells completed last year in Senegal and two in Nigeria. This year five more were completed with efforts focused in Senegal, Somalia and Sudan.

Darfur is in particular need of assistance, as it is one of the poorest areas of Sudan. The lack of rain and food shortages have made living conditions worse this year for the estimated 4.7 million refugees dispersed through conflict, still relying on humanitarian aid.

"We have a corporate social responsibility to assist some of the world's poorest people by providing access to clean drinking water – a basic necessity that most of us take for granted on a daily basis," Fady Juez, managing director at Metito Overseas Ltd.

The wells in Senegal, Somalia and Sudan are delivered in farming villages across the country, where the women in most of these villages travel many kilometers daily to get access to drinking water.

Water for Shirwal Village, Pune



Metito India under auspices of Metito Overseas Limited has supplied a Water Purification Plant in Shirwal Village which is located in the Satara district of Maharashtra State near Pune. This plant is the first and one of a kind project executed in India by Metito; and will provide safe drinking water to the 30,000 people staying in the local community.



The handover ceremony of this plant took place on 3rd May 2011 & was attended by our CEO Mr Mutaz Ghandour and Directors, Mr Rami Ghandour and Mr Bassem Halabi.



Well 4:
Niger: Modlari village
Population: 2000
Well depth: 14m



Well 3:
Senegal: Visel Amper village
Population: 700
Well depth: 20m



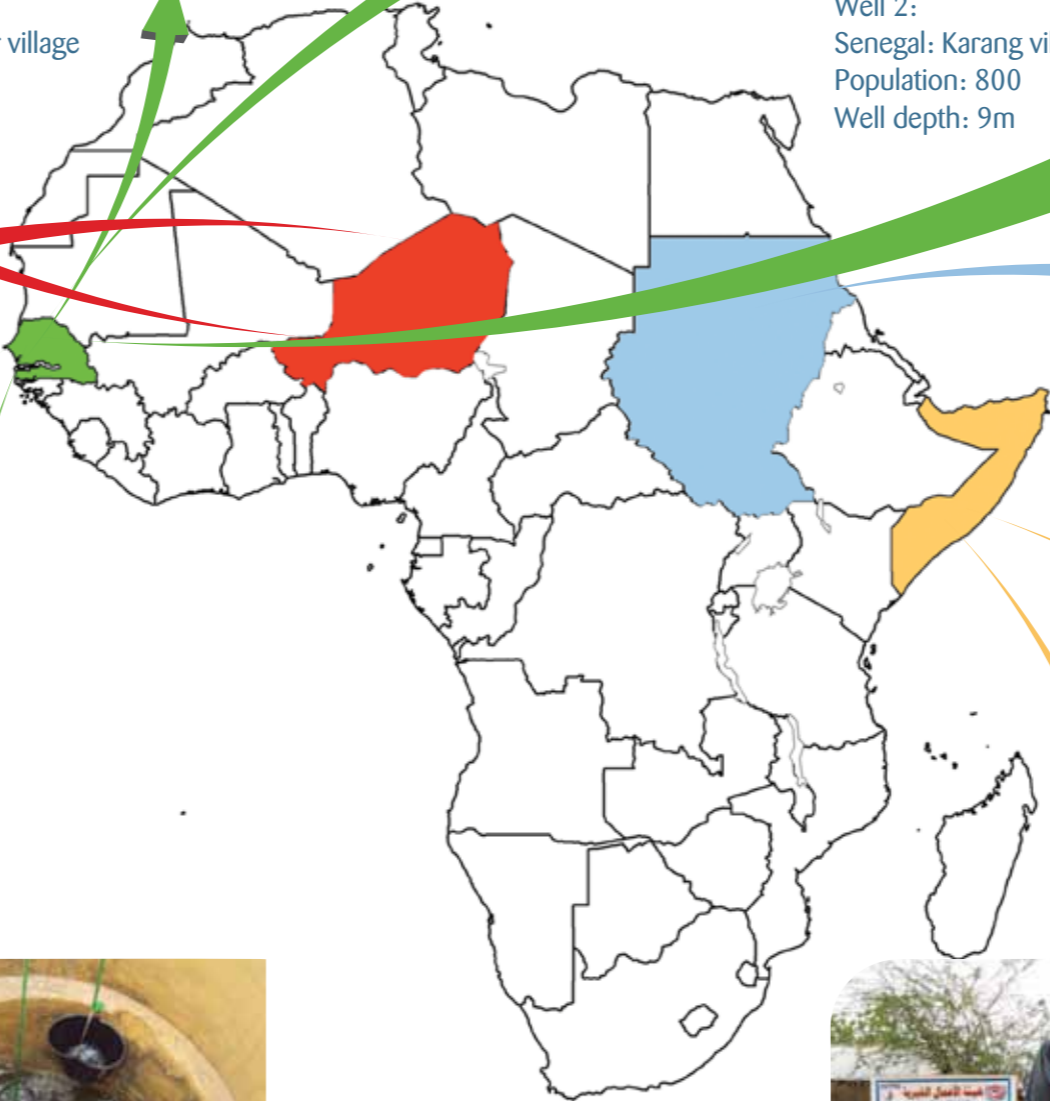
Well 2:
Senegal: Karang village
Population: 800
Well depth: 9m



Well 1:
Senegal: Embaki Salom village
population: 600
Well depth: 15 meters



Well 5:
Niger: Tolojol village
Population: 600,
Well depth: 10m



Well 10:
Sudan: Jarf Village, Darfur
Population: 7000
Well depth: 13 meters



Well 6:
Senegal: Fatick city, Ndongon village
Population: 300
Well depth: 10 meters



Well 7:
Senegal: Tokomak Village
Population: 376
Well depth: 8 meters



Well 8:
Somalia: Beledweyne Village
Population: 2,300 families
Well depth: 18 meters



Well 9:
Somalia: Buulobarde Village
Population: 700 families
Well depth: 15 meters

Providing Knowledge Where There Is Question

'Our young people are the future of our planet. They are the people who can carry on legacies and implement changes.'



Our strategy to become a leader in our industry breaks with the classical view of only minimizing the direct environmental impact of our operation. We recognize and understand that we have an important role to play in raising environmental awareness externally as well. The overwhelming value to educate the public on the importance of our natural resources will definitely have an impact on the environment and human health. Therefore, we are dedicated to continuing to implement educational activities for schools and university students mainly in the Engineering, Architecture and Business Administration domains, to help encourage greater awareness about what we can do as a company, and as individuals, to lessen our impact on the environment and to operate in a more sustainable manner. Such activities include guided



tours and presentations at our Global Headquarters Green Building and various sites by our Civil Department team, where students are given the opportunity to understand the LEED program, Green Building concept and design as well as practices that focus on increasing the efficiency of resource use through waste recycling.



In addition, we contribute articles to local newspapers and newsletters that highlight global challenge issues to raise consciousness. We also sponsor eco-friendly initiatives in collaboration with the Emirates Environmental Group to promote positive action and to encourage individual and collective responsibility for the preservation and protection of the environment in the local community.



Opportunities for The New Generation



From Commitment to Immediate Action

In January 2011, unprecedented protests against the political and economic issues filled the streets of Cairo, Egypt. Protests leveled and later turned violent with brutal intensification of violence increasing the death toll sharply. This was shortly followed by eruptions in several Libyan cities in February where the situation escalated into armed conflict, leading to civil war. Water systems and supply lines were shut down forcing hundreds of thousands to go without food or water. According to the United Nations, more than one million people were affected in Libya and needed humanitarian assistance, and a large proportion were unable to flee due to fear of violence. Understanding the scope of danger that threatened the lives of people in these countries, Metito's main concern was how to transport all 58 employees in danger out of Libya and Egypt; and therefore, immediately sent out a team to ensure the safety of our employees transporting them across the Tunisian border. Metito was in constant contact with all the employees ensuring they received adequate humanitarian relief and found ways to transfer their salaries. In addition, to make sure the suffering of our employees was alleviated, we relocated all 58 employees to our various offices in Metito, including Qatar and UAE whilst maintaining competitive salaries. Employees also had the option to choose to relocate from Libya to Egypt if they chose to stay close to their hometown.



At Metito, we provide the opportunity to help young men and women gain valuable work experience. This is accomplished through offering internships and training in our Global Headquarters for 10 to 13 university students per year. Our structured training program provides an overview and understanding about our core services, projects and culture as well as site orientation visits in a period of four weeks. We strongly encourage such programs and believe it will result in great dividends through new young generation employment and contribution to economic health.

Humanitarian Support Blood Donation Camp



In this modern age, health and safety is not yet perceived as top most priority, especially when it comes to developing nations like India. Every year India as a nation requires about 40 million units of blood, out of which only a meagre 4 million units of blood are available. Whilst in Indonesia, according to the Indonesian Red Cross, the country will need approximately 4.5 million pouches of blood this year with only 3.5 million pouches available last year. The country has a shortage of about one million pouches of blood every year.



Metito recognizes that the rise and reliance on blood donation is dramatically increasing, and is therefore committed to bring change to society by increasing awareness between employees. Metito pune – in collaboration with renowned NGO Art of Living - and Metito Indonesia – in collaboration with RAPI (the Radio Community Organization) and the Indonesia Red Cross - participated in blood donation camps providing the opportunity for our staff to give blood. Over 105 staff members donated blood this year from both offices.





*Commitment to a
Cleaner Environment*