

# Earth Link And Advanced Resources Development (ELARD)



## United Nations Global Compact Communication on Progress-COP

*16-June-2011*

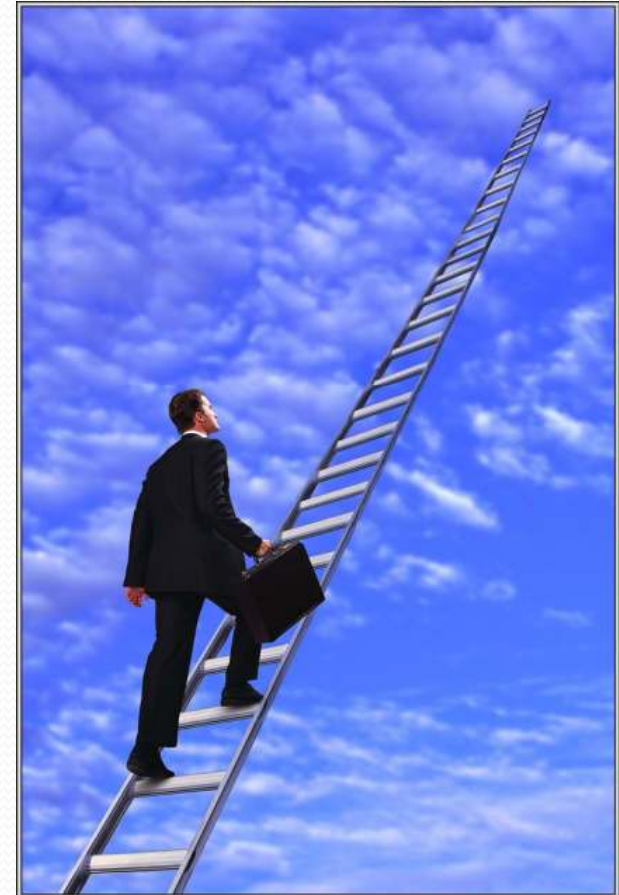


*ISO 9001 – 2008 certification*



# OUR FIRM

- ELARD is a multi-disciplinary engineering, development and environmental consulting firm offering professional services in the fields of *Environmental Sciences and Sustainability*.
- ELARD is dedicated to providing industries, private businesses, international organizations, and public agencies with cost-effective solutions for challenging engineering and environmental issues.
- With the ISO 9001:2008 Certification ELARD aims to exceed customer need and satisfaction, while constantly improving the quality of the work provided.



# OUR AREAS OF OPERATION

Founded in Beirut, in 1996, the firm quickly expanded to become one of the leading environment and water resources management firms in the region, offering its services in the Middle East, Gulf, North Africa, and South Western Asia. With established offices in **Lebanon, Syria, and UAE**, field offices are opened on an as-needed basis, as was the case in Pakistan for an extensive groundwater resource assessment project.



# OUR VALUES

- *Our Expertise* to meet our clients' needs through a team of dedicated professionals with extensive experience and distinguished qualifications.
- *Our Commitment* to give priority to our clients' satisfaction, needs, organizational goals and resources.
- *Our Vision* for a better tomorrow inspiring us to devote all our efforts to the success of a mission.



# OUR STAFF

**Commitment, Expertise, and Vision** are what you will get from ELARD Consultants. We are staffed with professionals trained in environmental engineering, geology, hydrogeology, geophysics, petroleum sciences, environmental law, policy development, sustainability and carbon financing, among many others.

ELARD consultants have successfully carried out hundreds of assignments worldwide by working closely with customers to seek, identify, and implement practical and efficient solutions.



# OUR KEYS TO SUCCESS

Our success is based on three key factors:

- **Successful Project Management**

1. Listening to the client's needs to develop the project scope, technical approach and costs;
2. Selecting a team which can effectively respond to the client's needs; and
3. Closely monitoring project costs and schedule.



# OUR KEYS TO SUCCESS



- **Creative Application of Technology**
  1. Remaining constantly abreast of the latest technology and scientific breakthroughs; and
  2. Choosing the cost effective solution that demonstrates the desired results.



# OUR KEYS TO SUCCESS

- **High-Quality Products**
  1. Managing the quality of our services and products throughout the life-cycle of the project; and
  2. Implementing accurate QA/QC procedures, including systematic peer review of all deliverables.



# OUR SERVICES

- Environmental Quality Management
- Policy, Legal and Institutional Development
- Water Resources Management and Applied Earth Sciences
- Training and Awareness
- Solid Waste Management
- Pollution Abatement
- Transportation Management
- Sustainable Design
- Clean Development Mechanism (CDM)



# Support for The United Nations Global Compact



# Earth Link and Advanced Resources Development

**Earth Link and Advanced Resources Development (ELARD)** supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals.

Earth Link and Advanced Resources Development (ELARD-Syria) will make a clear statement of this commitment to our stakeholders and the general public.

We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

**Yours faithfully,  
ELARD-Syria**

**Dr. Mwaffak Chikhali  
General Manager**



**ISO 9001 – 2008 certification**

# HUMAN RIGHTS

- **Principle 1:** Our businesses support and respect the protection of internationally proclaimed human rights;
  - **ELARD** always applies the labour law; all employees are registered within fifteen days from the date of recruitment, and worker's registration certificate is issued to the public employment agency, along with the date of work commencement, the wage, and the position or work assigned to the recruited worker.
  - **ELARD** is aware of the need to provide proper health and safety to its employees; all employees are subject to the full insurance of Health as well as the full insurance against accidents 24/7.
  - **ELARD** working system is based on one shift which is eight hours daily, five working-days weekly.
  - **ELARD** employees have the right for two weeks of vacation yearly, besides all the official holidays as announced by the government.

# HUMAN RIGHTS

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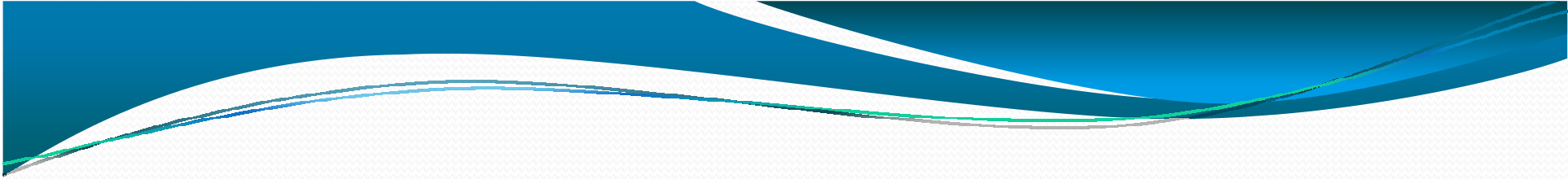
- **ELARD** is seeking to provide all the employees with a comfortable and healthy working environment, and enjoy one hour daily break where they can enjoy in-office facilities such as the rest room for having lunch and drinking hot or cold beverages, and library where they can find a wide range of reading materials.



# HUMAN RIGHTS

- **Principle 2:** Make sure that they are not complicit in human rights abuses.
  - **ELARD's HR** procedure under ISO 9001-2008 is strict against any physical or verbal abuse or mistreatment towards any employee.
  - **ELARD's HR** system preserves the rights of employees and prohibits any breach of HR rights; any employee can apply a complaint verbally or in writing to HRM about any abuse taken against him/her.
  - **ELARD's HR Manager** is in regular contact with the employees always willing to listen and understand their needs and complaints, if any.
  - **ELARD** builds a team spirit by encouraging extra-curricular activities such as the traditional annual two-day trip, organized every year in a different location, where cultural and social activities are organized for the staff of all ELARD branches.







# LABOUR

- **Principle 3:** ELARD Businesses uphold the freedom of association and the effective recognition of the right to collective bargaining;
  - **ELARD** holds meetings on monthly basis, gathering all staff to discuss the rights, the work conditions and circumstances and to give the free opinions about any process or procedure with top management.



# LABOUR

- **Principle 4:** The elimination of all forms of forced and compulsory labour;
  - Every employee works under the job description which is signed in the first day of recruitment.
  - Every employee is subject to a 3-month training related to its job description, which begins at the first day s/he starts the job; an evaluation is made to assess performance and any further training needs.
  - **ELARD** working system is based on one 8-hour shift, five working-days weekly.
  - Any employee is free to terminate her/his contract and leave any time under due notice sent two months prior to termination.



# LABOUR

- **Principle 5:** The effective abolition of child labour;  
and
  - **ELARD** does not recruit any worker or employee under the minimum age required under the labour law.

# LABOUR

- **Principle 6:**The elimination of discrimination in respect of employment and occupation.
  - **ELARD** respects and provides a safe workplace to all employees;
  - **ELARD** treats all employees equally, without any discrimination with respect to age, gender, sex, race and religion.
  - **ELARD** pays the employees of the same qualifications and experience an equal pay for the same performance and work ;
  - **ELARD** rewards all the employees without any discrimination and provides profit sharing mechanisms.
  - **ELARD** avoids any act or behavior against people employment.

# ENVIRONMENT

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
  - **ELARD** as an environmental consulting firm, is devoted to protect the environment and natural resources.
  - **ELARD** avoids undertaking any activity which could pose a threat to the environment.

# ENVIRONMENT

- **Principle 8:** Undertake initiatives to promote greater environmental responsibility; and
  - **ELARD** provides a healthy working atmosphere and is committed to following environment standards.
  - **ELARD** promotes environmental policies such as waste reduction by decreasing paper consumption through adopting digital/paperless archiving.
  - **ELARD** promotes a smoke-free environment in its offices.



# ENVIRONMENT

- **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.
  - **ELARD** provides the firm with modern and high standard of technology inside the firm and in the field.
  - **ELARD** supports new technologies such as D2W additives that makes plastic materials oxo-biodegradable.



[ecoplast@elard-group.com](mailto:ecoplast@elard-group.com)



# Anti-Corruption

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.
  - **ELARD** obtains ISO 9001-2008 certificate, by which ELARD has an internal auditing system, in which there are preventive procedures to report:
    - Any non-conformities of achieving the works or services to the clients;
    - Any violations of procedures or process rules concerning the accounting, the contracts of projects, and any internal or external deals and controls.
  - **ELARD's** top management provides awareness to its employees regarding work ethics and refraining from entering into corruption activities.



*ISO 9001 – 2008 certification*



# OUR ADDRESSES

## **ELARD Lebanon**

Hojeily Center, 6<sup>th</sup> Floor  
Al Sayde Street, Sin El Fil, P. O. Box  
2708 5803  
Lebanon  
Tel.: +961 1 51 21 21/2  
Fax: +961 1 51 21 23  
Mobile: +961 3 91 00 32

## **ELARD Syria**

Arnous Square,  
Al Malek Assaleh Ayyub Str.,  
Abdul Rahman Bin Rabeea  
Lane,  
Building 2, 1<sup>st</sup> Floor, P.O. Box  
33889,  
Damascus, Syria  
Tel: +963 11 44 69 6760/1  
Fax: +963 11 44 74 743

## **ELARD UAE**

Sheikh Rakkad Bin Salem  
Al Amri Bldg,  
Office 901 – Tourist Club Area  
P.O. Box 7080  
Abu Dhabi – UAE  
Tel: +971 2 6444087  
Fax: + 971 2 6444872  
Mobile: +971 50 88 54587

## **ELARD USA**

8508 Park Road,  
Suite 186 Charlotte,  
NC 28210  
U.S.A.  
Telefax: +1 (704) 973 0918

**E-mail:** [info@elard-group.com](mailto:info@elard-group.com)

**Web-site:** [www.elard-group.com](http://www.elard-group.com)





# Thank You!

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Your Partner in changing the world



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