



# **CONSOLIDATED CONTRACTORS COMPANY**

## **UNITED NATIONS GLOBAL COMPACT INITIATIVE COMMUNICATION ON PROGRESS 2011**





## CONSOLIDATED CONTRACTORS COMPANY

### COMMUNICATION ON PROGRESS 2011



## TABLE OF CONTENTS

1. Introduction
2. Corporate Profile
3. President's Statement of Continued Support
4. CCC's Support to the Ten Principles of the UN Global Compact
5. CCC's Bulletin - Corporate Social Responsibility - News Section



## **CONSOLIDATED CONTRACTORS COMPANY**

### **COMMUNICATION ON PROGRESS 2011**



## **INTRODUCTION**

CCC has witnessed in 2011 further positive developments regarding its UN Global Compact commitment and in general the Company's Corporate Social Responsibility. Enthusiasm and participation among employees has risen regarding CSR activities. Furthermore, coordination among different departments, offices and areas has also increased which is streamlining this initiative further.

This report presents initially the profile of CCC, and then it outlines the commitment of CCC Executive Management's dedication to the Principles of the UN Global Compact. The last section presents our CSR activities which took place during 2011.

We are hoping that this progress will continue even further in future years.



## CONSOLIDATED CONTRACTORS COMPANY

**COMMUNICATION ON PROGRESS  
2011**



### **CORPORATE PROFILE**

**Consolidated Contractors Company (CCC)** is a contracting company formed in 1952 and incorporated under the laws of Lebanon. The managing office is presently located in Athens, Greece.

CCC is by far the largest Engineering, Procurement and Construction Company in the Middle East and is rated by the ENR magazine as #18 among International Construction Companies. CCC currently operates in 40 countries across 5 continents, employs over 110,000 employees from over 85 nationalities, building some of the most challenging and complex facilities.

Drawing on its long and successful experience, CCC can provide a full range of projects services, from Project Development, through detailed Engineering, Procurement and Construction, to Start-Up, Operation and Maintenance pertaining to the following:

- ❖ Buildings and Civil Engineering Works
- ❖ Oil & Gas, and Water Pipelines
- ❖ Oil & Gas, and Petrochemical Plants and Refineries
- ❖ Power Plants
- ❖ Marine Works
- ❖ Offshore Installations
- ❖ Maintenance of Mechanical Installations and Underwater Structures





## CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS  
2011



### STATEMENT OF CONTINUED SUPPORT

#### Management Commitment to Corporate Social Responsibility and UN Global Compact

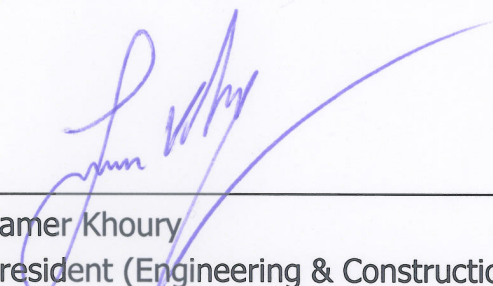
With the current financial problems facing many countries in the World, CCC is more than ever committed to the Corporate Social Responsibility as well as to support the Ten Principles of the UN Global Compact. We, as responsible human beings, have a duty to support our fellow world citizens, to preserve nature, to protect the world we live in and, above all, we have a duty to leave to our children a better future and an earth with sustainable ecosystems to live in.

In addition, we aim to ensure that business values and behavior are aligned to balance between improving and developing CCC's business as well as improving the quality of life of the workforce, their families, local communities and the society at large.

We strongly believe that our commitment to the CSR policy will help our business flourish in the long term. The concept of CSR has been spreading through CCC and many of our employees are becoming ardent advocates who are adopting innovative ways and means to promote the initiative, in the Company and on their own personal initiatives.

Committed Corporate Responsibility is always a work in progress like the rest of CCC's business. Every activity and practice is meant to make a lasting impact, economically, socially and environmentally.

CCC's CSR Policy continues to promote and implement its '**Green Initiatives**' focusing on the 3-R's: Recycle, Reuse, Reduce.



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Samer Khoury  
President (Engineering & Construction)



## **CONSOLIDATED CONTRACTORS COMPANY**

### **COMMUNICATION ON PROGRESS 2011**



## **WE SUPPORT**

### **The UN Global Compact's**

### **Ten Principles**

CCC's commitment and support of the UN Global Compact's Initiative and Ten Principles was detailed in our 2007 COP Report. CCC is continuing to promote those principles by actively following those programs and a variety of new other programs such as:

#### **Human Rights**

- CCC continues to support international Human Rights and it refuses to participate or condone abuses. This is reflected in CCC's cooperation with UN agencies and organizations respecting human rights and working on the advancement of human rights.
- CCC promotes diversity, equal opportunities, human rights, ensuring safe and secure working environment of its employees.
- CCC ensures that its operations are conducted ethically in accordance with the Company's Core Values, Guiding Principles and Code of Practice.

#### **Labor**

CCC continues to respect labor laws in the countries where it operates and it is expressed in the minimum wages which its procedures outline.

#### **Environment**

- CCC continues to work on supporting various health, social and environmental programs and organizations.
- CCC continues to implement the "CCC Goes Green" campaign in its offices, projects and various operations.



## CONSOLIDATED CONTRACTORS COMPANY

### COMMUNICATION ON PROGRESS 2011



#### **Social Development**

- CCC continues to help in the provision of better education through funding of universities and providing student scholarships.
- CCC supports the arts, cultural and social activities.
- CCC is involved in community development programs and supports numerous Non-Governmental Organizations (NGO's) and charitable organizations that are involved in social, educational and environmental programs.

The following CSR Reports published in the Company's Bulletin between January 2011 and December 2011 elaborate on the importance of CSR within CCC.



**CONSOLIDATED CONTRACTORS COMPANY**

**COMMUNICATION ON PROGRESS  
2011**



## **CCC's BULLETIN**

### **Corporate Social Responsibility**



### **News Section**

**January 2011 till December 2011**



# Bulletin

April 2011

Issue No. 97



**The CCC Excellence  
Awards go to ...**

CONSOLIDATED CONTRACTORS COMPANY



## CSR News Report

### Contribution to CSR Initiative

CCC Staff are encouraged to come up with ideas and activities related to CCC's CSR Initiatives including Going Green and community involvement events. Please send your ideas, initiatives and achievements to "CSR-CCC" email address [csr@ccc.gr](mailto:csr@ccc.gr)

### Paperless Day

The paper-saving campaign is catching on in all CCC offices, areas, projects and departments where every second Thursday has become a "Paperless Day" and all other days are recognized as "Less-Paper Days". Reports are showing a 25-30% reduction in overall paper consumption since the campaign was launched in mid January.

### Greece

#### Bicycle Parking

The "Green Bikers" of MOA who frequently use their bicycles to commute to work have approached CSR Committee proposing the possibility of providing of a safe location to park their bicycles during the day. Being a viable request that would support CCC's Going Green initiative, the Committee in coordination with Maintenance Department have provided a dedicated shelter equipped with special bicycle parking racks for the purpose.



### Oman

#### Second Blood Donation Day

Continuing with the spirit of CCC's Corporate Social Responsibility and the successful blood donation activity of July 2010, a second campaign was organised last February by the ASCS Contract 5B Management in collaboration with the local Blood Donation Bank, which turned out to be another successful CSR event.



### Qatar

#### Ras Laffan Port Project - Beach Cleanup Drive

As part of the collaborative effort to contribute towards environmental protection, RLP Project HSE - Environment in coordination with RLP Project Administration and RLIC Environmental Department organized 2nd beach cleanup drive in RLIC on the occasion of 2011 New year celebration. On December 31, 2010, approximately 40 employees accompanied by senior environmental officers, RLIC environmental representatives and security (RLIC and CCC) volunteered in the cleanup event.



### Turkmenistan

#### International Day of Persons with Disabilities

CCC Turkmenistan sponsored an event devoted to the celebration of the International Day of Persons with Disabilities, which took place on December 3rd in Ashgabat. The ceremony was organized by the Society of Persons with Disabilities, and CCC being the sponsor of the event, presented to each attendee with disabilities a small gift



to express our support and encouragement to their situation.



CCC's Going Green Initiative for reducing our CO2 footprint. Although the impact was negligible, but to show the importance of the campaign, PMV at Musafah had arranged to power the lights of a Christmas Tree from one of the existing PV Solar Power Systems there.

*Tony Awad*  
Corporate Social Responsibility Officer



## United Arab Emirates

### PV Solar Powered Christmas Tree

Schemes to utilize PV Solar Power at different installations, projects and sites are being implemented as part of



# Bulletin

June 2011

Issue No. 98

## Renewable Energy & Sustainability

CONSOLIDATED CONTRACTORS COMPANY





## CSR News Report

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### Earth Hour 2011



Saturday, 26 March 2011 was the third consecutive year for all CCC areas and projects to recognize and participate in the Global Earth Hour Campaign by switching off their lights between 8:30 and 9:30 pm local times. Globally, all landmarks were switched off and stood in darkness as symbols of hope for a cause that grows more urgent by the hour.

### Paperless Day

Since the paper-saving campaign was launched six months ago, awareness has turned into reality and staff in all CCC offices, areas, projects and departments have become conscious of the "Paperless Day" Thursdays and all other days as "Less-Paper Days". Average overall reduction of 20-25% in paper consumption has been achieved.

### Australia

#### MCJV Support for Flood Victims

Following the devastating floods that occurred in Queensland last January, McConnell Dowell and CCC Joint Venture made a donation of \$20,000 towards the purchase of a suitable flood boat for the Chinchilla SES to assist in their endeavours in future flood events. The donation was received by the Mayor of Chinchilla who said that he is overwhelmed and grateful for the tremendous support MCJV has shown for the Council's flood relief efforts.

### Papua New Guinea

#### Komo Clinic Donation

MCJV Management of the Komo Airport Project made a substantial donation of medical drugs, equipment and supplies to the Kangulu ECPNG Health Sub-Center. The sister-in-charge was grateful to receive the donation; she thanked MCJV and stated that more than 10,000 people of the Komo district in Hela region will benefit from this

donation which was lacking in the area since 2002.

### United Arab Emirates

#### Habshan 5 "The GREEN Journey"

Habshan 5 Project have published their Going Green Campaign in which they stated their commitment to making a difference by leaving a legacy of a clean, green and sustainable environment for future generations. They have started developing their green strategy which targets energy savings, optimization of water consumption and reduction in fuel consumption for minimizing CO2 emissions.

### Sudan

#### MUP Employee of the Month



Musheirab Project Management honours many employees on a monthly basis, to encourage a good working atmosphere and appreciation for hard work, loyalty, efficiency and productivity. Staff and manpower of all categories are nominated and the selected Employees of the Month receive prizes accordingly. Project Manager, Zikar Masroua, distributed the prizes for the month of January 2011 to the winners who were happy and shared their happiness with the management and staff.

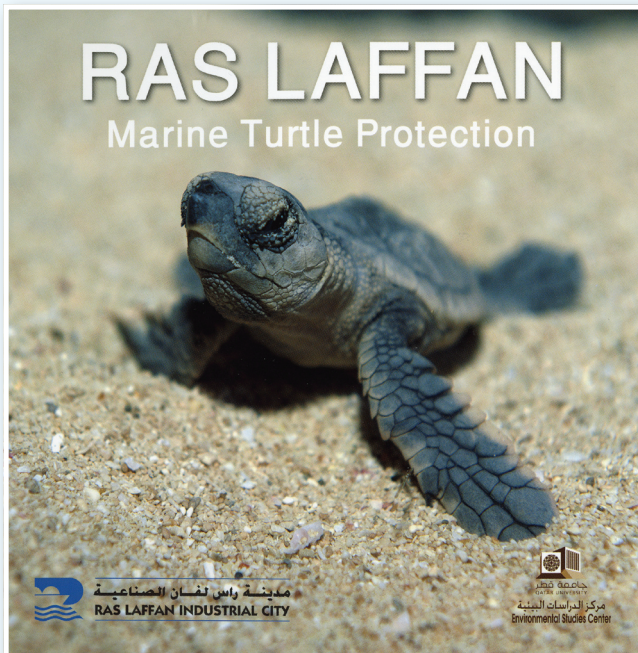
#### Blood Donation Campaign

To celebrate International Workers Day, CCC with the Sudanese Blood Bank cooperation organized a blood donation campaign on the 28 April 2011, at Musheirab Project in Khartoum. This was the second time that MUP organized a blood donation campaign and about 50 employees have participated in donating their blood.

### Qatar

#### Bechtel Green Footprint Awards 2010

Certificate of Recognition was awarded to CCC / TCC JV - MAT CP27 Project in recognition of their efforts in achieving the 3-R's ranking First Place in the Bechtel Green Footprint Awards 2010.



## Marine Turtle Protection Booklet

Ras Laffan Port Expansion Project's participation in beach cleanup work activities early this year were highlighted in Ras Laffan City's Marine Turtle Protection Booklet for 2011. CCC was recognized as role model contractor to others in alignment with the environmental initiatives and efforts of their City. The booklet is also published in the Environmental Studies Center at Qatar University for educating students and to increase their awareness in conserving and protecting the marine biodiversity and ecosystem.

## Oman

### Orphanage Care Centre Al Khoud

In continuation of their participation in CSR activities, A'Seeb Sewage Collection and Conveyance System Project (ASCS) Management and CSR team have provided the training workshop of the Orphanage Care Centre (OCC) in Al Khoud area of Muscat with the necessary furniture and training materials needed to equip their electrical, carpentry and steel workshops. During the handover ceremony, OCC officials thanked and praised the initiative taken by CCC-ASCS and presented them with a commemorative shield. The Project Manager extended CCC-ASCS' good wishes and offered to send the company's technical members to train OCC students who will also be invited for enhanced training at CCC Oman main workshop facility in the Raysul area. In addition, a commitment was extended that OCC students who demonstrate promising potential and have reached the age of 18 years may also be employed by CCC, which was much appreciated by OCC officials.

## Kazakhstan

### Orphans Lunch at CCC Camp Canteen



In line with CCC Kazakhstan's CSR programme, the CSR Team continued to organize activities that would support members of their local communities. In March, they invited 90 children from Atyrau orphanage to have lunch at the CCC Camp Canteen; the kids were well looked after by management and staff members which made the day an enjoyable event for them.

*Tony Awad  
Group Corporate Social Responsibility Officer*



## Donation of Three Generators to Japan

In response to the urgent call made by relief organizations in Japan for their need to support the Power Generation Relief Campaign following the natural disasters that struck the northeastern part of the country last March, CCC immediately responded with an offer to donate three 500 KW generators from our inventory.

PMV Department immediately responded with priority to upgrade and prepare the three units to top notch condition and arranged to house them in containers for ease of mobility. The units were ready in early June when they were shipped to their destinations.

The donation process was coordinated and made through JGC Corporation who organized the logistics and delivery of the generators to their final destination of Ishinomaki City, Miyagi Prefecture. The Chairman Emeritus of JGC Group, Yoshihiro Shigehisa, sent a letter of thanks to Samer Khoury acknowledging the donation by stating:

“This remarkable and forward-thinking action on the part of CCC, with JGC Corporation serving as facilitator in Japan to provide the necessary logistics for these units up to the final destination of Ishinomaki City, Miyagi Prefecture, is recognized as an epoch-making one in contributing to the recovery and rebuilding of the nation.”

Special thanks go to members of PMV-KSA for their prompt attention and quick response in delivering the three donated generators in time, making it a commended donation by CCC.

**JGC**

**JGC CORPORATION** [JGC] (JGC)

3-1, MINATO MIRA 2-CHOME, NISHI-KU, YOKOHAMA 220-6001, JAPAN  
PHONE: 045-682-1111 FAX: 045-682-8020

May 27, 2011

Mr. Samer S. Khoury  
President  
Consolidated Contractors International Company  
P.O. Box 61092  
Amaroussion 15110 Athens  
Greece

Dear Samer-san,

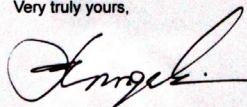
I wish to express my heartfelt appreciation for the spirit and solidarity shown by Consolidated Contractors International Company (CCC), under your strong leadership, in donating power generator units located in the Middle East to Japan, soon after the natural disasters struck the northeastern part of our country on March 11, 2011.

This remarkable and forward-thinking action on the part of CCC, with JGC Corporation serving as facilitator in Japan to provide the necessary logistics for these units up to the final destination of Ishinomaki City, Miyagi Prefecture, is recognized as an epoch-making one in contributing to the recovery and rebuild of the nation.

With my sincere gratitude for your consideration to the immediate needs of our country, which has greatly encouraged us.

Please permit me this opportunity also to convey my best wishes for your good health and happiness, as well as the continuing success of CCC in the years to come.

Very truly yours,



Yoshihiro Shigehisa  
Chairman Emeritus of JGC Group

*Tony Awad*  
Group Corporate Social Responsibility Officer





## CCC Supports Lebanese Athlete in Extreme Race in Chile

The '4 Deserts' is the world's leading endurance foot-race series. It is a unique collection of four world-class races organized annually, and each race takes place over seven days and 250 kilometers in the largest and most forbidding deserts on the planet.

The Atacama Crossing 2011 is one of these four races. This race took place from 6-12 March, in Chile's stunning but brutal Atacama Desert, which is the largest cold coastal desert, and the driest place on earth. The Atacama is a rainless plateau hemmed in between the Pacific Ocean and the Andes, and is a unique landscape of salt lakes, volcanoes, lava flows and sand dunes. This environment challenges even the best runners.

The Atacama Crossing is grueling not only because of the forbidding terrain which is rarely flat underfoot, severe aridity, and a harsh climate, but also because of the high altitude that averages 2,500m during the race.

Competitors, representing almost 40 countries, spent seven days moving through the stunning landscape of the desert, on a grueling course that spans salt lakes, sand dunes, canyons and oases. They went beyond the limits of their physical and mental endurance. Racing self-supported in the most inhospitable climates and formidable landscapes, runners also had to carry all their own equipment and food, and were only provided with drinking water and a place in a tent each night to rest.

Being a pioneer in its ventures in new and remote areas, CCC felt such enduring races reflect the challenges and obstacles it faces when working on projects in very remote and tough areas. As a result, CCC decided to join this year's event with the help of its area office in Beirut by sponsoring the notable Lebanese athlete, Ali Kedami. Ali already participated last year in the 250km Sahara race in Egypt, and runs many marathon races in different countries.

According to Ali, the Atacama crossing was the hardest race challenge he has ever endured in his entire life.

"The persistent lack of oxygen during the entire race due to the high altitude of the plateau where the race took place put enormous physical and mental stress on me" added Ali.

Despite these difficulties, Ali finished the seven day, 250km race in 42h 09m and held a respectable 34th position against world known professional runners who mostly arrived at Atacama two weeks in advance and had sufficient time to train for the race and familiarize themselves with the tough environment, unlike Ali who left Lebanon only three days before the race started.

"I would like to thank CCC for its dedicated support and generous sponsorship, for making my dream come true" was Ali's closing statement.

What a beautiful and rewarding sight, to see CCC's logo in one of the hardest and most daring races on earth!

*Emile Tabet  
Beirut Town Office*





## CCC Egypt Helps the Local Community in Cairo

CCC Egypt's CSR team acted quickly suggesting an initiative to help the families. After brainstorming different ideas and contacting different charity organizations, the CSR team decided that the best approach would be to start with the most basic need: food. The most effective way to make this idea a reality was by donating food packages containing necessities such as rice, sugar, oil, flour, salt and dried vegetables, to affected communities especially daily labourers and their families as they were the most affected. With the help of Boraq, a local charity organization, the CSR team contacted The Egyptian Food Bank, an organization that specializes in food distribution to the poor. We needed their expertise and large database to insure that our donations reached the people most affected.

CCC Egypt collected from employees and managers from projects all around Egypt 11,230EGP in donations. The company generously offered to match the donations increasing the sum to 22,460EGP. This amount went to support approximately 150 families for an entire month.



Finally we would like to thank all our staff for their generosity, the CSR team for their effort in making the initiative a success and the company for their continued support and contributions.

*Dina Farid & Ahmed Refai*

## 28th Annual Professional Day, 22-25 May 2011 - Saudi Arabia

Dhahran: As part of the Corporate Social Responsibility Programme, CCC participated in the 28th Annual Professional Day held at King Fahd University of Petroleum & Minerals (KFUPM) where hundreds of Saudi students and graduates met to discuss the work opportunities with the international and local companies within Saudi Arabia.

The official ceremony was opened by HRH Prince Moh'd Bin Fahd Al Soud, Eastern Province Amir, and attended by his Deputy Prince Jawlawi Bin Mesa'ed Al Soud and KFUPM Dean Dr. Khalid Al-Sultan and his Deputy Dr. Mesfer Al Zahrani.

More than 120 companies, banks, foundations and establishments participated in this annual event. Many trainees and graduates attended our booth for opportunities within CCC that were discussed and explained in details with each person. CVs were collected for referencing, review and categorization. Some of the concerned will be contacted with a view to joining us for training or employment.



*Yousef Hajeir*  
*Manager, Estimation & Support*

## Nursery in Kypseli



Before

What could be more rewarding for the CSR members who are involved in improving the environmental conditions and the quality of life for the people than a big smile on a small child's face, a child which probably does not have much joy in its life?

The conversion of an ugly courtyard to a pretty little outdoor playground at a children's nursery in Kypseli, a community of Athens, was very successful. This day-care nursery mainly accommodates children of immigrants from Africa and eastern countries, whose only joy is to be able to spend the day among other children before they are taken back to their own poor homes.

CCC/CSR are giving them the opportunity to play outdoors, which they otherwise do not have while living in one of the most dense areas of Athens and with



After

parents who cannot afford taking them for an excursion or even to another part of the city.

With CCC's contribution, the nursery not only was able to create the playground, but rotten windows and the back door were also changed, safety issues were improved by installing fire extinguishers, bathrooms were adjusted for the use of small children, and the nursery was disinfected to guarantee better conditions for the kids.

*Yvonne Wyss  
Personal Assistant*

## Schinias Beach Cleaning

The environment ministry of Greece has recently issued a report on the cleanliness of Greek beaches, according to which, 95% of swimming waters in Greece are of "excellent quality". What about the beaches themselves? If you go to Loutsa, Glyfada and many other beaches you might get another image.

On 29 May a group of around 40 MOA employees with friends and families participated in a mid-scale voluntary action organized by the CSR Committee in Athens, Greece. Just a stone's throw away from Athens the natural reserve of Schinias Beach is one of the most environmentally valuable and sensitive parts of coast to discover around here, as a typical Mediterranean pine tree forest reaches almost up to the waters, creating a scenery of unique beauty.

The objective of the coastal cleanup was to raise awareness to the public, children and participants regarding the major issues concerning garbage disposal from humans ending up on our shores and sea. With "I love clean



beaches" as our motto the voluntary team spread out over the beach and the reserve to collect garbage found all around and deliver clean scenery to enjoy all summer.

*Stamatis Koutsouflakis  
MOA CSR Committee Member*



# Bulletin

October 2011

Issue No. 99



## Pipelines

CONSOLIDATED CONTRACTORS COMPANY





## CSR News Report

### Contribution to CSR Initiative

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### CSR "Open-Box"

In line with Corporate Social Responsibility Initiatives, the "OPEN-BOX" campaign was launched for the purpose of providing an open channel to the employees to freely express and convey their ideas, suggestions and comments, in full confidentiality, to top management regarding issues that would contribute positively to the general welfare of the company and the employees.

### Greece

#### First Aid Refresher Course

Based on the success of the First Aid Training Course that was conducted last year, MOA CSR Committee organized First Aid Refresher Training sessions last June for the employees and family members which concentrated on summer emergencies and CPR.

#### Nursery Schools

MOA CSR Committee has arranged and secured special discounted rates from a couple of daycare/nursery schools in the vicinity of the office to help working mothers be close to their children during the day. Other discounted rates are also offered to CCC parents.

### Kazakhstan

#### Donation to Inder Region



In line with the CCC CSR initiative and as part of Kazakhstan's programme for supporting the Kazakh community, the CSR team has made a donation to the residents of Inder village, 250 km from Atyrau city. The donation comprised food parcels for 60 disadvantaged families in the region.

#### Iftar for Orphans

On the occasion of Holy Ramadan, Kazakhstan's CSR team invited 50 children from the Atyrau Orphanage to have Iftar at our camp canteen.



### Nigeria

#### DUAR Beach & Shower Area



Following up the DUAR Project's CSR activities, a beach and shower area below the newly constructed Ossiisa Bridge (which forms part of the project) has been designed and put into operation.

### Oman

#### Third Blood Donation Day

Continuing with the spirit of CCC's Corporate Social Responsibility and successful blood donation activities, a third campaign was held in July by the ASCS Contract 5B Management in collaboration with the local Blood Donation Bank, which turned out to be another successful CSR event. The campaign was appreciated by all includ-





ing the Department of Blood Services, Directorate General of Health Services, Ministry of Health. Out of the 48 volunteers, 39 were cleared to donate blood.

## Papua New Guinea

### Children's Open Heart Operation Trust

In line with their CSR support to their local community, CCC PNG made an appreciable donation towards the Children's Open Heart Operation Trust which was accepted and appreciated by officials from the trust.

## Saudi Arabia

### Khobar Office Social Activities during Ramadan 2011 Employee of the Month



Five were selected as top performers for their good work, dedication and punctuality and above all for their excellent relations with everyone. In a very close competition, Taher Khan came out top of the five. Certificates and presents were handed over to the role model staff in a very nice warm atmosphere. Congratulations and good luck to the other members.

### 5th Annual Football Tournament



Part of CCC's CSR activities in Saudi Arabia, CCC participated in the 5th Annual Football Tournament in memory of the late Abdullah Dabal, a prominent figure in Saudi football. CCC sponsored a team of fifteen players, all students at King Fahd University of Petroleum and Minerals (KFUPM). The games were played at the

playgrounds of Al Itifaq Sports Club in Khobar. The CCC team came in at third place. Congratulations and good luck for future games!

### Iftar for Khobar Office Employees



At the invitation of the CCC-KSA Area Management, employees at the Khobar office, White Camp, Rashid Office and the PMV Office gathered for Iftar on Sunday, 14 August 2011. All attendees had a good time and expressed their appreciation and thanks and wished CCC's owners, management and colleagues all the best and good luck.

## Turkmenistan

### Greco-Roman & Freestyle Wrestling Championship for the President's Cup



CCC Turkmenistan sponsored an event devoted to the Greco-Roman and Freestyle Wrestling Championship for the President's Cup, which took place on 29 June in Ashgabat city. The championship was organized by the National Wrestling Sports Centre of Turkmenistan and CCC being the sponsor of the event presented prizes to the winners and their teachers to express our adherence to the ideas of sport and healthy living in Turkmenistan and all over the world.

*Tony Awad*  
Group Corporate Social Responsibility Officer



# ●● Corporate Social Responsibility

## Special Olympics World Summer Games

*"Let me win! But if I cannot win, let me be brave in the attempt."*

*Special Olympics Slogan*

The Special Olympics were held in Athens from 25 June to 4 July and CCC management is very proud of the fact that 16 employees were volunteers at this event.

Our volunteers were among the 25,000 who assisted the 7,000 athletes with intellectual disabilities and their family members and made sure that the 21 sports at 30 venues went smoothly and to the joy and satisfaction of all who participated. Those who participated were:

- Antoinette Mansour
- Maria Chrysoudakis
- Omar Alfatyán
- Sue Lazariotou
- Elias Najem
- Valia Saba
- Houneida Rechrech
- Jeannette Arduino
- Fadi Raffoul
- Dimitri Regoukos

*The Emblem of the Special Olympics World Summer Games ATHENS 2011 is a radiant sun, the source of life that underlines the excellence and power of the athlete that takes part in the Games. Excellence is depicted in the olive branch and power in the spiral form in the center of the sun. The colors reflect the Greek landscape and project emotions like passion for life in the warm red, optimism in the orange, determination in the blue, freedom in the light blue and hope in the green.*

- Katerina Koutsouki
- Marwan Saca
- Godfrey Soans
- Samir Sabbagh
- Ala Abu Ghazaleh
- Tasos Konstantellos

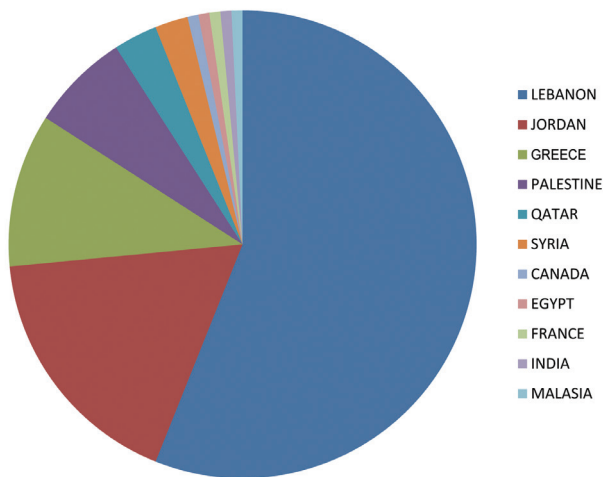
Congratulations to our volunteers and to Dimitra Ntalachani for efficiently coordinating their participation.

*Tony Awad  
Group Corporate Social Responsibility Officer*



## Developing the Human Resource Foundations for the Construction Industry Summer Trainees 2011

Summer Trainees by Nationality



This autumn concluded another successful year for CCC's Summer Trainee Internship Programme, which under the stewardship of the HR-Training & Career Development Department at MOA has been developed in recent years to include a formalized rotational structure, and a thorough assessment of the trainees as well as the programme as a whole. The programme represents the opportunity given to students to apply their knowledge in a real work environment, giving them a true insight into company culture, and allowing them to test out diverse career paths.

The benefits of the summer training programme include: (1) generating a candidate pool for future hiring by initiating high caliber graduate recruitment from an early stage; (2) helping to build good relations of mutual benefit with participating universities in terms of education and future employment; (3) providing students the opportunity to test their interest in a particular field; and (4) increasing students' confidence and motivation in a work environment. Also students will be more prepared to enter into full-time employment in their area of specialization upon graduation.

CCC endeavours to maintain close relations and build strong ties with numerous international universities and key education institutions. As a result of this, students were recruited from various universities across the Middle East, Europe and the American Continent. Through yearly university job fairs, CCC is also able to promote the company to interested students.

In 2011, over one hundred and thirty summer trainees were selected after being interviewed, and placed across CCC's project sites or area offices across the Middle East, Greece, the continent of Africa, and CIS countries. All of the trainees selected completed their training, which in most cases formed an important part of their accreditation for their university.

Training typically lasts for 8 weeks and involves a combination of office experience, and 'hands-on' site experience for engineers. Not only do trainees receive technical

training, they are also exposed to CCC's culture, as well as site conditions thus giving them a realistic understanding of the construction industry. Trainees follow a formulated job rotation plan that should be signed off by each department to ensure that they have covered the set materials. Many trainees are required by their university to complete a report or dissertation of up to one hundred pages at the end of their training, describing CCC, the work experience, and the particulars of the project that they trained on. This forms an integral part of their education, and acts as a useful insight for CCC to ascertain the depth of the trainee's exposure during their internship.

In line with CCC's Corporate Social Responsibility policy to help local communities by recruiting residents, many students from local universities were selected and trained. In Greece, several Greek nationals were selected to take part in the internship programme. These trainees received training at MOA in office functions such as finance, administration and architecture, while others were sent to project offices in the UAE. Abu Dhabi area offices independently recruited students from local universities and placed them at project and area sites in the UAE. A number of students from Qatar University, College of Engineering received training at Projects in Qatar. Also in Oman, trainees were recruited locally, and trained at Oman projects. All universities involved have expressed gratitude for their student's participation in the programme.

Feedback from the trainees has been very positive, and many have reported through written and verbal feedback that they would feel privileged to be part of the CCC team in the future. To quote some trainees:

"I enjoyed working in a friendly and professional environment...the training was excellent."

"Working here was a great experience... I really enjoyed working with people of different nationalities... I really look forward to coming back to this department."

"The work environment was professional and the employees were extremely helpful. I hope to accomplish all that I can while working alongside my co-workers."

"I would like to take the chance to thank you for giving me the chance to be part of the [CCC] family for a while. It was a nice experience that gave me many competencies and a good insight for my future life."

"Training with CCC has given me a great introduction to the construction industry. It has motivated me to work in this field in the future, and I would be honoured to work with this company."

Lastly, we would like to thank all CCC employees who have been involved with summer trainees. With your help and encouragement, trainees continue to receive first class training and a praiseworthy internship experience. We are certain that the Summer Training programme will continue to be successful in the future.

*Ramsay Khoury*  
HR - MOA Training & Career Development



## CCC Egypt Helping the Local Community in Cairo



At the end of January 2011, the whole world witnessed history as millions of Egyptians took to the streets in demonstrations. Unfortunately the civil unrest caused businesses to lay off large numbers of employees. This reflected negatively on society as many of these workers are the sole source of income that supports their entire families.

CCC Egypt's CSR team acted quickly suggesting an initiative to help the families. After brainstorming different ideas and contacting different charity organizations, the CSR team decided that the best approach would be to start with the most basic need:

food. The most effective way to make this idea a reality was by donating food packages containing necessities such as rice, sugar, oil, flour, salt and dried vegetables, to affected communities especially daily labour and their families as they were the most affected. With the help of Boraq, a local charity organization, the CSR team contacted The Egyptian Food Bank, an organization that specializes in food distribution to the poor. We needed their expertise and large database to insure that our donations reached people



most affected. CCC Egypt collected, from employees and managers from projects all around Egypt, EGP11,230 in donations. The company generously offered to match the donations increasing the sum to EGP22,460. This amount went to support approximately 150 families for an entire month.

Finally we would like to thank all our staff for their generosity, the CSR team for their effort in making the initiative a success and the company for their continued support and contributions.

*Dina Farid and  
Ahmed Refai  
CSR Egypt*



## Indoor Plants for CCC Area Office Staff, Egypt



The reason for this initiative is that employees can gain many benefits from indoor plants located beside their workplace. The mere presence of plants in our surroundings brings a feeling of refreshment. Plants are not just decorative items used to fill a vacant space. The most important benefit of indoor plants is their ability to absorb carbon dioxide. In return they emit oxygen into the surrounding office area. It helps in cleansing the air. They also absorb harmful chemicals and toxins (people get sick less and thus reduce potential absenteeism). The experiments conducted to test the absorption capacity of indoor plants have yielded excellent results.

Plants are also known to have de-stressing effects on the mind. The green colour that the plants possess relaxes the mind. Placing plants in offices has resulted in the rise in productivity of employees. According to studies conducted, the offices having enough plants in the premises have

witnessed a drop in absenteeism and enhancement in the creativity of employees. The minor health problems like fatigue, headaches and so on could see a reduction to a considerable extent.

The CSR Egypt team provided indoor plants to 71 employees for placing beside their workstations at CCC Egypt New Area Office on the 4th August 2011. The idea behind this was to enhance each employee's work environment.

*Adrian Crowley  
CCC Build, Cairo*



*CSR task team members with senior management before distributing the plants, from left to right: Tarek Tantawi, Azzam Fedda, Ziad Taleb, Mohamed Farag, Adrian Crowley, Ehab El-Masry*



# Bulletin

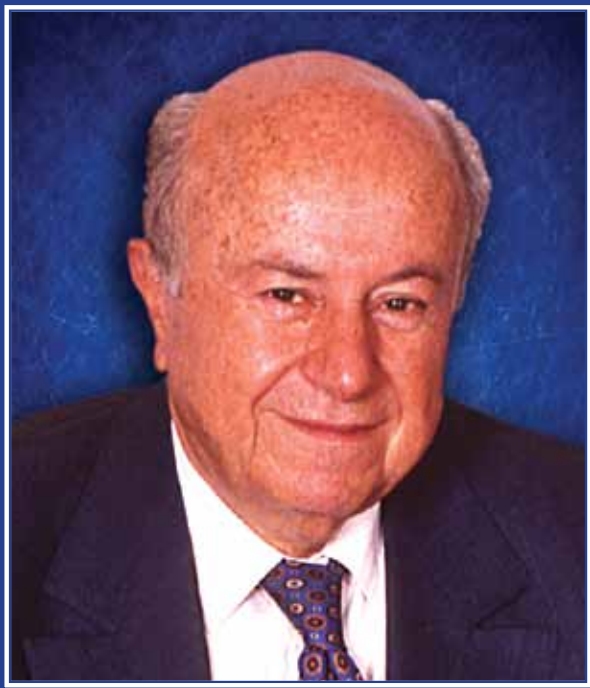
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## Our First 60 Years ...

C O N S O L I D A T E D   C O N T R A C T O R S   C O M P A N Y



## The CCC Culture of Excellence since 1952

It gives me a wonderful feeling to recall all the human pillars that made CCC what it is today when I stride along memory lane. They are many and represent a variety of CCC staff, government officials, international companies, financial institutions, and philanthropic organization and political leaders. All contributed to the successful path of our company.

But my greatest tribute is to my colleagues and founders of CCC.

Firstly, the three refugees, Kamel Abdul Rahman, Hasib Sabbagh and I, almost penniless, started working together by borrowing some money from the Arab Bank. The driving force of my long life friend, cousin Hasib, was monumental all through his leadership whose actions were louder than his words. We finally took the initiative and were awarded a project as subcontractors to Bechtel in Aden. It would be difficult to describe the dire living conditions of those early years in Aden. Simply it was very tough to keep your sanity unscathed. Air-conditioning was an unknown treat and salty water was ample for anyone who wished to take a shower; drinking fresh water was a mere luxury and food mixed with the desert sand was our daily staple. But as our backs were pushed against a solid wall, and our objective was to support our families thousands of miles away, we had no alternative but to accept the hardship. We endured the desert harshness under very basic and Spartan living conditions. No alternative then carried any viability to us. Nevertheless, we possessed the will, the courage and faith in our destiny as well as in each other. That was enough to support our perseverance.

Secondly, as the opportunities developed we began expanding into other geographical areas such as Kuwait; Libya; UAE; Saudi Arabia. There we also faced similar challenges. Again, the cultural dynamics of CCC accumulated in Aden played a significant role in overcoming them. The outstanding success was attained by exerting relentless dedication to deliver our contracted projects promptly, and an obstinate drive to achieve the highest standards in the construction industry. Consequently, CCC's culture of excellence vigorously matured with continuous accrual of technological and financial experience. It also laid the grounds for CCC to expand outside its natural regions and play a major role in the international construction arena.

It is over sixty years now since CCC was established. With God's blessings, the entrepreneurial leadership and the business acumen of its founders, as well as the unrelenting dedication and loyalty of its employees, CCC nurtured a successful legacy worthy of appreciation. It gives me unsurpassed pride to note that despite the fluctuating and severe economic, social and political challenges that afflicted our regions of operations, CCC management and employees were able to continuously overcome them with great proficiency, vigour and valour.

This impeccable achievement was not attained by mere luck but by unrelenting hard work. Nevertheless, I strongly believe that the decisive factor all through the decades manifests itself in the set of unique cultural traits its employees, staff and management have consistently adopted over the past decades. Industrious proficiency, unwavering loyalty, enduring dedication and respectful compassion are major ingredients of our familial cultural traits. They are the engines that uplift us towards the zenith and simultaneously act as the cushion that protects us during the fall. The strong cultural traits that CCC absorbed from our special familial background kept the internal social and economic fabric of our company resilient, while the external relationships remained sustainable under all circumstances.

We are proud to emphasize that our company culture is not only exceptional among similar companies, but also vital to CCC's continuous progress and resilience; for success is a journey and not a destination.

Thirdly, CCC encountered a lot of political and economic instability throughout the past 60 years in many areas. Our positive and perceptive approach towards these serious events allowed us to weather the storms. Our solid internal fabric proved to be useful as we maintained utmost professionalism with all such events. As contractors we preserved our amiable relationships with all sectors of the economy and societies with utmost tact and care. Our social responsibility has always been to benefit the community around us, and provide its members with jobs, as well as with potential skills. Simultaneously, we performed our duties under the contract to the highest standards. That obligation we learnt from our traditions back home. Such traits matured over centuries within our families, villages, towns and cities, long before the Corporate Social Responsibility (CSR) concept was promoted among companies by international organizations.

A few examples may clarify the importance of the emphasis on the culture of CCC as a vital cornerstone of its cohesion and acumen. Bear in mind it is composed today of 85 different nationalities compared to the few during its birth and earlier decades of our company's growth.

I recall in 1955 when uprisings swept Aden, foreign contractors quickly abandoned the country. On the contrary, CCC decided to stay and continue business as usual. We were treated with tremendous respect and appreciation by the citizens who considered us as "one of them". From then on, they maintained a strong bond of kinship with us until today. Many a time we became the arbiters of disputes among them and their organizations. This was replicated all over our areas.

The position taken by the late Yasser Arafat (Chairman of the PLO) in favour of the regime of Saddam Hussein when he invaded the State of Kuwait was devastating to hundreds of thousands of Palestinians in Kuwait and the Gulf States, as well as to the companies that were perceived rightly or wrongly close to Mr. Arafat. Like most Palestinians I was publicly against Mr. Arafat's position as it defeated all my convictions as well as that of the majority of my colleagues spread over all sectors of the political, social, economic and academic spheres. As a consequence, Palestinians were viewed with hostility by many of the responsible business representatives as well as officials in the country. Many proposals for punitive actions to be taken against them all over the Gulf region were seriously considered. But I took the initiative and personally toured the Gulf States and explained our position as an international construction company whose concern is to construct heavy civil, mechanical and infrastructure works. Yet equally important was to emphasize that our real task during conflicts is to build bridges among peoples. The assistance and advice of

many of my friends in Kuwait, which I cherished for more than half a century was most valuable.

As a token of appreciation and a sign of confirmation of confidence I was honoured as the first Palestinian to meet His Highness the Emir of Kuwait Sheikh Jabir Al Ahmad immediately after liberation and his safe return to his homeland.

Moreover, currently none of the countries involved in the so called "Arab Spring" events of 2011 have created any problem for CCC. On the contrary, thanks to the relationships that are based on mutual respect, the treatment of our staff as well as CCC property was most satisfactory.

When Greece joined the European Union the laws changed in such a way that endangered our presence in this great country, which we feel is a home away from home. Furthermore, the recent financial crisis added additional pressure on us. Nevertheless, the Greek administration has been very supportive of us throughout our presence in the country. Our sincere and positive attitude towards the progress of Greece has been a cornerstone in upholding our status as a constructive factor in the Greek economy as well as a functional element in its social fabric.

As the remaining founder of this great company, I cannot but emphasize my message to the CCC family. I believe that as long as the cultural traits my colleagues and I have bequeathed to you over the decades remain intact and strong, CCC will maintain its resilience and withstand the fluctuating risks of the industry. I have all the confidence that you will uphold our legacy. I am fully aware of your potential energies and cultural background.

Thank you all, for maintaining matchless efficiency, sincere dedication, mutual respect and genuine compassion; elements that contributed dearly to the CCC journey of success. Keep up the good work that will guarantee that CCC stays the course. It is my firm belief that companies succeed or fail decisively through their employees and management.

**Happy Sixtieth Birthday, CCC.**

*Said Tawfic Khoury*



### Contribution to CSR Initiative

CCC Staff are encouraged to come up with ideas and activities related to CCC's CSR Initiatives including Going Green and community involvement events. Please send your ideas, initiatives and achievements to "CSR-CCC" email address [csr@ccc.gr](mailto:csr@ccc.gr)

### CSR Logo

A new logo was designed to reflect the image of CCC's Corporate Social Responsibility Initiatives.



### Egypt

#### CSR Egypt Blood Drive Campaigns

CSR Blood Drive campaigns are quickly becoming a strong staple of CCC Egypt. The event's poster read: "One donation can save the lives of up to three people" and it is with that belief that CCC Egypt employees flocked to the blood donation clinics set up at the Area Office, Nile Corniche Project (NCP) and Saudi Embassy Project (SEP) on 23-25 October to donate the life saving constituent. Overall, this installment of the CSR Blood Drive managed to collect a record setting 139 successful donations from 192 people who volunteered to donate, which is a number that excludes those who could not donate due to blood transfusion rules.



### Greece



#### Greece Race for the Cure

For the third year, CCC was one of the main sponsors of the event "Greece Race for the Cure 2011" that took place in Athens on 2 October 2011. The race was organized by "Alma Zois", the Greek Association for Women with Breast Cancer in cooperation with the American Association "Susan G. Komen" and more than 11,000 women, men and children of all ages took part in the symbolic race. The purpose of this race is to make people more

aware of this illness and of the methods of early diagnosis which nowadays can save many lives.

### Kazakhstan



#### Kazakhstan CSR Activities during the Holiday Season

On the occasion of Christmas and the New Year the Kazakhstan CSR team visited Atyrau Orphanage, the House of the Elderly and the House of Children with Special Needs. The team presented the children and the elderly with gifts and wished them a happy New Year. The visit to Atyrau Orphanage was covered by Kazakhstan TV.

### Palestine

#### Supporting Poor Local Families

In their efforts to support poor families in local communities, CCC Palestine has donated funds to rebuild a deteriorated house that belongs to a poor family in Rafah. The house has deteriorated to a very bad and unsafe condition which was brought to the attention of the Area Management who immediately took the initiative to carry out the necessary actions for securing the safety of the family living there.

*Tony Awad  
Group Corporate Social Responsibility Officer*

## 60 Years of Corporate Social Responsibility (CSR)

**Sixty years** of continuous giving rooted in the beliefs and values of the founders is what distinguishes CCC and makes it unique among other companies. Even before the term ‘Corporate Social Responsibility’ became quite popular in recent years, the CCC founders made giving and care for the communities, employees and their families one of their core values which they have been practicing throughout the history of the company. Their continuous giving to their communities, employees and their families has left its mark on thousands of people who felt their support throughout the years. Their compassion and philanthropic deeds may have grown out of their hardship in their early years; however, becoming one of the most affluent companies in the world has just multiplied these humanitarian acts. CSR is an integral part of CCC’s corporate vision.

**CCC’s Corporate Social Responsibility Initiative (CSR)** undertakes the role of “**Corporate Citizenship**” to ensure that business values and behaviour are aligned to balance between improving and developing the company’s business as well as improving the quality of life of its workforce, their families, local communities and societies at large.

### CCC’s CSR Initiative

CCC’s Corporate Social Responsibility (CSR) philosophy originated from the founders’ strong belief that the company has an obligation towards its shareholders, employees, clients, partners, subcontractors and to society. CCC does not exist only to make profit, but rather to improve the livelihood of more than 120,000 families of its employees as well as to serve the societies and the countries where CCC has an operational presence.

CCC’s CSR policy is guided by the company’s strong and ethical family values and traditions: it is an integral part of its corporate vision which ensures that its business values and behaviour are aligned with its mission statement; company core values; guiding principles and code of practice; health, safety and environment procedures; and human resources procedures.

### CCC’s CSR Commitment

#### ● CCC and the Environment

CCC has committed to carrying out its activities in an environmentally friendly manner by reducing the environmental burden and improving environmental efficiency wherever possible.

#### ● CCC and Workforce Welfare

CCC demonstrates its commitment to the CCC family by promoting diversity, equal opportunities, ensuring a safe and secure working environment for its workforce as well as improving the quality of life of its employees and their families within their local communities.

#### ● CCC and Community Involvement

Carrying on in the footsteps of its founders, CCC believes that business should be conducted in a manner which will benefit the local and global communities where CCC operates. CCC has engraved its humanitarian and philanthropic footprints in support of social development, health and education in every country or area where CCC has operated or passed through.

#### ● CCC’s Ethics and Integrity

CCC believes that its reputation and integrity are the basis and drive behind its capability and ability to conduct and sustain business around the globe.

### CCC’s CSR Global Initiatives

CCC maintains its global participation and membership in international organizations and institutions.

### CCC’s CSR Partnerships and Sponsorships

CCC is a supporter, partner, contributor and sponsor of:

- International and local non-governmental organizations (NGOs)
- Humanitarian societies and charitable institutions.
- Health, educational, social and environmental programmes and organizations.
- Social, cultural, civil and philanthropic activities.
- Sustainable development programmes of local communities.

### CCC’s CSR Contribution to the Community

Over the years, CCC has participated and contributed generously to the countries and communities in which CCC has operated and passed through. Contributions have been in the form of monetary donations and in-kind participation.

### CCC’s Executive Management’s Pledges

CCC is always ready to participate and pledge in campaigns originated or sponsored by international organizations for good and honourable causes.

**Corporate social responsibility is the road map to a sustainable corporate future.**

*Tony Awad*  
Group Corporate Social Responsibility Officer

## CSR Egypt: Achievements in 2011

CSR Egypt has been very active in pursuing CSR initiatives for the past two years. In 2011 we completed some exciting CSR initiatives; some of which are listed below:

- CCC staff donated 259 units of blood (to the Egyptian Ministry of Health).
- Supported 150 families during the Egyptian Revolution (via Egyptian Food Bank Charity).
- Family day for CCC staff and their families in Al Alzhar Park (500 people attended).
- Donated 34,000 L.E. to support the Somalia crisis (via the Arab Doctors' Union).
- Provided 60 plants to staff in Area Office to improve their working environment.
- Recycling office paper (proceeds going to Resala Charity).
- Clothes donations (via Resala Charity).
- Supported 160 less fortunate people living in three different orphanages as described below.

In December 2011, through a combined effort and contribution of CCC Egypt, we were able to achieve success in supporting three orphanages in Cairo. These generous donations have helped improve the lives of 160 less fortunate people, providing kids, students, and elderly with necessities such as food supplies, winter clothes, toys, shoes as well as quilts (bed-covers). These urgently needed items especially the quilts and winter clothes, to keep them warm during the cold winter, were delivered to the three orphanages; Dar Al-Forquan, Al-Walaa w Al-Wafaa and Al-Karma.

These accomplishments would never have been possible without the support and generosity that we have continually received from CCC Executive Management. We, the CSR team, are very grateful to them for making this possible. We would also like to thank all CCC Egypt employees for their enthusiasm and involvement in contributing to our community and their on-going eagerness to assist the CSR team in all kinds of tasks.

We are also currently renovating an ex-CCC security guard's house (who was working on the Barwa project). Sadly on his way home from the work he was killed in a motor vehicle accident. He left behind him a widow and young children, who lived in a very dilapidated house, which urgently required renovation. They live in



*Donations and the CSR team with CCC Executive management before distribution*



extreme poverty and are unable to afford such work. Accordingly, a few of the CSR team members visited the site to make the necessary survey. It was found that the house required immediate basic construction works (new roof, floor, stairs, plastering and windows). Works commenced in December 2011 and we aim to complete the works in early January 2012.

We look forward to launching meaningful CSR activities in 2012 that support CCC employees and the community in which we work and live.

*CCC Egypt CSR Team*



## Sicon Oil & Gas S.p.A., Milan, Italy

Social responsibility has always been an important goal for Sicon Oil & Gas S.p.A. in the past years. The interest of Sicon was directed at the beginning to the main national and international organizations such as UNICEF, Save The Children, TELETHON (a not-for-profit association for research on genetic diseases), AIRC (a not-for-profit association for research on cancer), AITC (Italian Association for Cerebral Tumors), giving regular contributions and support.

In these last years, in particular since 2009, Sicon has focused its interest and force on two main local associations in Milan:

### **CAM (Centre for Assistance to Children)**

This centre takes care of all children (from 8 months to six years old) in the Milan area with very serious problems, children that are removed from their families for abuses, abandonment or living below the poverty line. CAM accommodates today about 40 children, assisting them as a family, with a complete professional team whose goal is to create the right psycho-physical balance and guarantee a normal and healthy growth.

Sicon Oil & Gas supports CAM by purchasing every year an amount of equipment, toys and some other useful things that are needed in the centre to guarantee a better life for the children.

### **PANE QUOTIDIANO**

This is the biggest organization in Milan that assists ANY person (Italian or foreigner) who lives below the poverty line. "Pane Quotidiano" which means "daily bread" has two main points of action in Milan. They collect food, clothes, shoes and anything that might be useful for unfortunate individuals. This association is based on voluntary contributions from individuals and each single day they are ready to receive from 1,500 to 2,000 people that stand in never-ending queues in order to obtain whatever scarce resources that are distributed to them.

Sicon has decided to support this association raising the attention and involving all its personnel in this new initiative. We are in fact now collecting lots of clothes that each single person in the company has decided to give to the association as well as food with long expiry dates that will be delivered soon.



The words "social responsibility" may sound like something that requires tremendous efforts, something so difficult to carry out and to trust in; however from each one of us a small step can be taken every single day, just by donating a thing that we do not use. Something that might just gather dust in our house... can become a smile for somebody else.

*Elisabetta Mastellaro*



## The Art of Recycling as seen by the Children of CCC



On 22 October 2011 the children of CCC employees in Athens took part in an art activity organized by the MOA CSR Committee which was based on the idea of “Recycling Material”. The purpose was to raise the awareness of our children towards recycling. They were asked



to bring material from home which would normally have been thrown away. With the assistance and supervision of professional art teachers who teach “Trash Art”, they re-used the collected material to produce art pieces. All their works were photographed along with the creators and a colourful calendar for 2012 named “The Art of Recycling as seen by the Children of CCC” was printed and distributed to the employees in all the Areas.

This was one more event to guide the children to appreciate their environment more and other events will follow. Step by step, the new generation is developing better awareness to protect the planet which has become such an important issue nowadays.

*Yvonne Wyss  
Member of the MOA CSR Committee*





## Fourth Reforestation Campaign In Greece

On Sunday, 20 November 2011 a motivated group of MOA employees/volunteers along with their families joined forces in an attempt to plant 1,000 small trees at the area of Drafi on the Pendeli Mountain, just a stone's throw from our offices. Ideal weather conditions, good spirits and the inspiring participation of enthusiastic participants made this event successful, as the majority of the trees were planted within a couple of hours.

The company, through the MOA CSR Committee in collaboration with a specialist subcontractor, has arranged for all necessary care for the newly planted trees including their regular irrigation during the dry months of summer. This will secure their survival until they have adapted and grown strong enough to cope on their own.

It is the third year in a row that CCC is organizing such an activity in the region of Athens in addition to an activity on the Island of Crete, reflecting its commitment to-



wards a balanced way of operating that will allow us to bequeath a better environment and quality of life to future generations.

*Stamatis Koutousflakis*  
Member of the MOA CSR Committee





