



COMMUNICATION ON PROGRESS

YEAR: 2008

Statement of continuous support

We, the management of the Latvian construction company SIA Constructus (hereinafter Constructus Ltd.) are aware of our key responsibility to develop and maintain an economically sound and prosperous business. This include our responsibilities towards the country, communities and environments in which we operate, as well as, towards our employees, business partners and society in general.

Although Constructus Ltd. has joined the UN Global Compact on it's own initiative on August 2, 2006, our company has followed the ten principles of Global Compact already since year 2000, when the company's own Policy, Code of Conduct and all business processes were implemented and integrated in the management system, known as Our Way of Working (hereinafter OWOW). OWOW applies to all activities at Constructus Ltd. and corresponds to the requirements of ISO 9001 and ISO 14001.

Constructus Ltd. is the first construction company in Latvia certified according ISO 14001. Within two years Constructus Ltd. established and implemented an integrated management system in accordance with the requirements of ISO standards and though was certified against ISO 9001 as well. Hence the company's certification body is Det Norske Veritas.

The major business principles of Constructus Ltd. are:

- We comply with legal requirements that apply in the countries where we do business.
- We respect the United Nations Universal Declaration of Human Rights and recognize our responsibility to observe those rights that apply to our performance toward our employees and the communities we work and live in.

- We are committed to do our business with a high standard of integrity, transparency and ethics. We are open-minded in dialogue with those who are affected by our operations. We respond to inquiries from external parties and communicate with affected parties in a timely and effective manner.
- Within the sphere of our influence we will endeavor to ensure that our suppliers and subcontractors abide by the principles in our Code of Conduct.

The principles of our Code of Conduct and the Global Compact are regularly communicated to our stakeholders, Latvian media and public, as well as, to professional associations; they are included in the company's presentations and website www.constructus.lv, prequalification materials, proposals to potential clients and business partners. Recently the company published it's first informative brochure in Latvian and English languages, where two chapters are devoted the promotion of sustainable business praxis. (Please see Appendix 2.)

The fact of company's joining the Global Compact's initiative and the company's ethical principles of doing business has been introduced to all employees of Constructus Ltd. in the Introduction Manual for new employees and several regular internal newsletters. The importance of Global Compact initiative in private business was emphasized particularly, when Constructus Ltd., represented by our Chairman of the Board, visited the Global Compact Leaders Summit on 6-7 July, 2007 in Geneva with focus on "Caring For Climate: the Business Leadership Platform". This Summit highlighted the crucial role of private business sector in implementation of ten principles of Global Compact.

This year the Board of Constructus Ltd. has issued an annual company's Balanced Score Card (hereinafter BSC) for 2008 based on our core value - reputation what is the main confirmation for the sustainable development of the company. Therefore, our management is striving hard year by year for deeper integration of good business practice at first in its daily operations.

BSC is monitored in compliance with information and indications of the overall performance evaluated during the Management Review twice a year.

Hereby we submit our first COP report since Constructus Ltd. joining the UN Global Compact in 2006.

Anita Ozolina

Chairman of the Board
SIA Constructus

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Date: August 22, 2008

Brief description of nature of business

Constructus Ltd., formerly Latvian subsidiary of the worldwide Skanska Group, is a well-recognized construction company in Latvia since 1995.

Our mission is to develop, build and service the physical environment for living, working and traveling. Combining experience gained in the Latvian market with international know-how, Constructus Ltd. provides customers with professional, quality and financially responsible General contractor services both in construction management on site and design & build projects.

The company reported the turnover of LVL 6.6 million (EUR 9.4 million) in 2006 and LVL 23,1 million (EUR 33,0 million) in 2007. The expected turnover for 2008 is approx. LVL 22,3 million (EUR 32,0 million).

Constructus Ltd. acts as clients' construction department, serving their needs through the entire construction process – right from the inception of the business idea, through the concept and visualization, design, evaluation of subcontractors and suppliers to the construction work itself and the post construction period. When appropriate, Constructus Ltd. provides to our customers project management services, construction supervision, monitoring and consultancy.

The company employs around 50 people – mostly project and construction managers, engineers, architects and other construction specialists.

PRINCIPLE 1	BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
	Actions taken
Actions taken	<p>Employment conditions offered to employees of Constructus Ltd. meet the requirements of relevant ILO conventions, and Latvian legislation, Labor Law, Section 7. <i>“Principle of Equal Rights”: (1) Everyone has an equal right to work, to fair, safe and healthy working conditions, as well as to fair work remuneration. (2) The rights provided for in Paragraph one of this Section shall be ensured without any direct or indirect discrimination – irrespective of a person's race, skin color, gender, age, disability, religious, political or other conviction, ethnic or social origin, property or marital status or other circumstances. (3) In order to promote the adoption of the principle of equal rights in relation to disabled persons, an employer has a duty to take measures that are necessary in conformity with the circumstances in order to adapt the work environment to facilitate the possibility of disabled persons to establish employment legal relations, fulfill work duties, be promoted to higher positions or be sent for professional training, insofar as such measures do not place an unreasonable burden on the employer.”</i></p> <p>Consequently, these principles are implemented in the employees Employment Agreements and in our Code of Conduct. (Please see Appendix 1.)</p> <p>Human Resources: Constructus Ltd. has 2 full time employees who are in charge of the human resources management. They follow the local and European legislation and implement them in our system and inform the employees about their rights.</p> <p>The principle of equality in regard to wages is ensured by taking into account the “Classificatory of professions” valid in the Republic of Latvia as well as certain evaluation criteria such as education, professional certificates, performance, practical experience, seniority, etc. applicable in Constructus Ltd. This is described in the Administration Manual and implemented in our quality management system, which is available and mandatory to all employees.</p> <p>An evidence for equality in regard to genders and education at Constructus Ltd can be seen in our staff proportions: Constructus Ltd. employs 46 employees in total. 15 employees or 33% thereof are certified construction specialists. There are 18 women (39%) and 28 men (61%) employed at Constructus Ltd. 16 female employees have degree (89%), 6 (37%) thereof have degree in technical sciences, 2 women have been studying for a degree now.</p> <p>Constructus Ltd. has 28 male employees: 24 men have degree in technical sciences, 4 men have been studying for a degree.</p> <p>To compare, 80% men and 20% women have degree in technical sciences.</p> <p>Constructus Ltd. management consists of 8 higher managers: 3 woman (38%) and 5 (62%) men.</p> <p>We ensure continuous education of our employees. Each year Constructus Ltd. prepares Education program. Thus, in 2007, 18 employees and in 2008 (till August) 15 employees have been trained in different educational programs.</p> <p>In 2008, Constructus Ltd. has submitted a project to attract EU funds “Qualification improvement of Constructus employees in 2009” for following courses: accounting, IT skills, MCS technical sciences, strategically planning, sales negotiations, English and other. Moreover, internal mentoring program has been established within the company this year.</p> <p>In 2008, Constructus Ltd. has paid LVL 18 780 to the life insurance company ERGO Latvijas dziviba for annual health insurance policies provided to our employees.</p>

Actions taken	<p>Following social installments per 1 Constructus Ltd. employee have been made in the last three years:</p> <p>2005 LVL 2480,00 2006 LVL 2962,00 2007 LVL 4249,00.</p> <p>Health and safety: All workers on the building sites are coordinated according to the Latvian Law "Work safety requirements applicable for construction" from 29.01.2008. Constructus Ltd. has employed certified Health and Safety Engineer who takes care of all related activities according to internal Constructus Ltd. document Regulation on work safety, dated 22.09.2004.</p> <p>In addition, we are now preparing the Company's Corporate Standard For Work Environment related both to our offices and building sites inclusive the company's health and safety requirements towards the employees and subcontractors.</p> <p>Projects Plan with defined description of handling of health and safety are implemented in each particular project inclusive Work safety plan, Emergency preparedness plan and Safety rounds on site.</p> <p>Health and Safety Engineer appoints the responsible person on each building site to take care of health and safety issues.</p> <p>Written health and safety instructions are available and implemented on all work sites – both in the main office and on building site offices. All employees are regularly instructed in work safety issues.</p>
Outcomes	<p>Measurement of (expected) outcomes and value added for our company</p> <p>Constructus Ltd. has not received any complains in regard of abuse of internationally proclaimed human rights neither internally from our employees nor externally from our stakeholders, authorities, etc.</p> <p>No lethal accidents on site and no serious accidents in the offices.</p> <p>We expect to gain a good experience this year in health and safety management while working together with the world known company CEMEX.</p>

PRINCIPLE 2	BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
Actions	Actions taken
	Please see the actions described under Principle 1.
Outcomes	Measurement of (expected) outcomes and value added for our company
	Constructus Ltd. has not been involved in any abuses of internationally proclaimed human rights. Constructus Ltd. continuously takes into account that we meet the requirements of relevant ILO conventions, Latvian Labor Law and act in accordance with our Code of Conduct.

PRINCIPLE 3	BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
Actions	Actions taken
	<p>Constructus Ltd. works in accordance with the Latvian Labor Law, Section 8. "Right to Unite in Organizations": <i>"(1) Employees, as well as employers have the right to freely, without any direct or indirect discrimination in relation to any of the circumstances referred to in Section 7, Paragraph two of this Law, unite in organizations and to join them in order to defend their social, economic and occupational rights and interests. (2) Affiliation of an employee with the organizations referred to in Paragraph one of this Section or the desire of an employee to join such organizations may not serve as a basis for refusal to enter into an employment contract, for termination of an employment contract or for otherwise restricting the rights of an employee."</i></p> <p>The right to collective bargaining is stated also in our Code of Conduct (Please see Appendix 1) and in the Constructus Policy. It is a free choice of our employees to join the trade unions and collective agreement or not. The work conditions, career and professional growth of the employees does not depend on the fact if the employee has joined or not the collective agreement.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>None of Constructus Ltd. employees is a members of construction or other trade union. Thus our company does not belong to Latvian Builders Trade Union. However, we receive information about their activities on annual congress of the Latvian Builders Association, as well as, in professional media and forums.</p> <p>The representatives of the employees are allowed to carry out their activities like arrange meeting in the company's meeting rooms.</p>

PRINCIPLE 4	BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
Actions	<p>Actions taken</p> <p>We support and have implemented international labor standards from the ILO conventions in our Code of Conduct, eliminating all forms of forced and compulsory labor. It is the state administrative and supervisory institution that takes measures to ensure effective implementation of State policy in the field of labor legal relations, and labor protection.</p> <p>Each employee of Constructus Ltd. has signed the Employment Agreement stating the terms and conditions of employment in our company that are in a line with the local legislation. Accordingly, all employees are paid not less than minimum wage and avoid excessive overtime hours. Employment Agreements are made available to all employees.</p> <p>Moreover, the basic principles of work conditions are described in the Introduction Manual to all new employees of Constructus Ltd, which is a part of our management system OWOW.</p> <p>When planning any business activities, Constructus Ltd. ensures that our employees and subcontractors on building sites run by Constructus Ltd. have Employment Agreements.</p>
	Outcomes

PRINCIPLE 5	BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
Actions	Actions taken
	<p>Our company supports and implements international labor standards from the ILO Convention in its Code of Conduct, eliminating all forms of underage employment.</p> <p>In accordance with our Code of Conduct, we do not employ any person below the age of 16.</p> <p>Constructus Ltd. supports The United Nations Children's Fund (UNICEF) organization by annual acquisition of UNICEF Christmas cards.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>According to the Latvian Law "Work safety requirements applicable for construction" from 29.01.2008 each employee - both our staff employees and those of our subcontractors, have to produce a license to identify their name, company, age and work permit to avoid any abuses in this regard.</p>

PRINCIPLE 6	BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION
Actions	Actions taken
	<p>A strong and consistent relationship to all employees, built on mutual respect and dignity, is of vital concern to Constructus Ltd.</p> <p>We provide equal opportunities to people without regard to race, color, gender, nationality, religion, ethnic affiliation or other distinguishing characteristics.</p> <p>Please see also the actions described under Principle 1.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>The Latvian State Labour Inspectorate has registered no claims from the employees in regard of their discrimination nether no abuse to labor standards performed in Constructus Ltd.</p> <p><u>Improvement area:</u> To improve the management system encouraging our employees to submit their claims or suggestions for improvements to the top management. At the moment, all issues are coordinated within the departments, which are headed by the Department Directors together with the Human resources specialists.</p>

PRINCIPLE 7	BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
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Actions	Actions taken
	<p>Compliance with relevant legal and other environmental requirements provides the foundation for Constructus Ltd. environmental determination, which is set in our Code of Conduct. (Please see Appendix 1.)</p> <p>Environmental issues are defined in our management system OWOW and are incorporated in the company's yearly BSC. The important environmental aspects are identified and updated yearly. Handling of environmental aspects is an integral part of all our contracts for the building sites.</p> <p>We have established Quality Environment and Safety (QES) program, a part of which is Environmental program - updated annually and revised during analyses of company's half year results. The program refers to performance in all our projects, inclusive our subcontractors and suppliers and the company in whole.</p> <p>Environmental aspects are incorporated in each Project plan of Constructus Ltd. including evaluation of environmental aspects in the particular project with the documentation compulsory for all building sites:</p> <ul style="list-style-type: none"> - Environmental program; - Waste handling plan; - Regular internal audits as a part of the yearly Audit program assure the control that environmental aspects are managed properly. <p>Constructus Ltd. has two staff employees in charge of handling environmental aspects – QES Manager and Chief Architect. QES Manager follows the assurance with the ISO 14001 system requirements and management of environmental aspects on sites. Moreover, Chief Architect follows the local and European standards and norms with respect to environmental aspects implemented already in design stages.</p>

Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>In 2007, Constructus Ltd. signed an Agreement with JS BAO for management of hazardous waste in our building sites. The criteria for recycling and sorting of waste is available in our management system OWOW.</p> <p>This year Constructus Ltd. concluded a long term Consultant Agreement with an Environmental Expert for continuous improvement of our environmental management system and application of innovative methods and norms, etc. As a result of this cooperation our Environment management system has been revised and adjusted according to contemporary requirements, and made more receivable to the employees.</p> <p>Constructus Ltd. has not been involved in any serious cases with negative environmental impact.</p> <p><u>Improvement area:</u> Our expectation is to establish more efficient procedures and tools for the management and education of our subcontractors and suppliers on the site in compliance of the company Environmental program.</p>

PRINCIPLE 8	BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
Actions	<p>Actions taken</p> <p>Constructus Ltd. has several tools available in our management system OWOW in order to support the employees to work environmentally friendly. The most important task is to manage the environmental aspects properly while working together with many suppliers and subcontractors on site as well as during the connectional and design stages.</p> <p>Constructus Ltd. has particularly established and implemented a system to introduce our suppliers and subcontractors with Constructus Ltd. requirements towards environmental protection in our building sites. Those requirements are incorporated in Pre-qualification form, which includes Questionnaire about company operations and Quality & Environmental & Work Safety Assurance. In the Quality & Environmental & Work Safety Assurance form the company must highlight their own quality and environmental management system or the company must accept to work in accordance with Constructus Ltd. management system. In the same form subcontractors and suppliers must assign that their business operations are in compliance with legislation valid in the Republic of Latvia. Moreover, it is a demand of Constructus Ltd. or its subcontractors and suppliers to take into account lists of forbidden materials provided by Constructus Ltd., as well as, Material Safety Data Sheets available for all chemical substances. Finally the requirements on environmental issues are also a part of the suppliers and subcontractors agreements.</p> <p>Constructus Ltd. supported the “Caring for Climate” initiative during the 2007 Global Compact Leaders Summit in Geneva by paying the carbon emission fee.</p>
	Outcomes

PRINCIPLE 9	BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES
Actions	<p>Actions taken</p> <p>Appliance of energy efficient technologies in design stage already is defined in the company's BSC for 2008 as one of our goals. To achieve this target our specialists need to improve their know-how by getting experience. Therefore, the management of the company is very open to partnership and cooperation with the leading EU and other companies.</p> <p>Constructus Ltd. Design and Engineering Unit is in charge to get acquainted with and to adopt international experience in our projects. Our engineering team is well known amongst industry specialists for it's competence in assurance of internal climate for buildings, as well as, promoting new methods to our customers in order to lower maintenance costs.</p> <p>Recently, our engineers where involved in the team with the worldwide engineering leaders such as Hill International, Loring Consulting Engineers, Rolf Jensen & Associates and SM&W Shen Milsom Wilke, while working on the Latvia's most extensive project - the future Latvian National Library project. Constructus Ltd. has completed the engineering and technical systems of its technical design and is now designing the infrastructure facilities of the library. (For more detailed information about this project please see Appendix 2, page 41.)</p> <p>Environmentally friendly technologies designed and installed in close cooperation with technological designers from Germany, Austria and Finland have been applied also during the work on the bio-diesel fuel plant in Ventspils, Latvia. (Please see Appendix 2, page 11.).</p> <p>We gained different approach of saving environment during work out of the technical design for administrative center Upmalas Biroji for the German Customer KONTOR Ltd. in 2006.</p>
	Outcomes

PRINCIPLE 10	BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY
Actions	<p>Actions taken</p>
	<p>Constructus Ltd. is aware of our responsibility to do fair business, which is specified in our Code of Conduct. (Please see Appendix 1.)</p> <p>To assure our commitment against corruption, extortion and bribery we act in 5 major directions – our employees, suppliers and subcontractors, clients, industry and non-profit organizations.</p> <p><u>Employees:</u> The requirement to our employees to do solely fair business is specified in the company's Introduction manual to all new employees.</p> <p><u>Suppliers and subcontractors:</u> As the preventive action to minimize the involvement of Suppliers and Subcontractors with non-fair business we have established following tools:</p> <ul style="list-style-type: none"> a) Pre-qualification form (described under Principle 8); b) Subcontractor evaluation form after the completion of the construction. <p><u>Clients:</u> All our clients are introduced with the company and it's Code of Conduct via presentations and proposals. We strive for trustful relationship and therefore we offer transparent procedures and systems while working together for the common goal – the success of the project. So far only one of our client's has used the 10th Principle as one of the criteria when selecting candidates for the development of the technical design for Latvian National Library. On March 1, 2007, Constructus Ltd. signed Anticorruption Declaration with the State Agency "Jaunie Tris Brali". The Anticorruption Declaration was prepared by Delna - the local representative of Transparency International in Latvia. (For more information about the Latvian National Library project see Appendix 2, page 41.)</p> <p><u>Industry organizations:</u> Constructus Ltd. is a member of Latvian Builders Association (LBA). LBA is a partnership that brings together 181 construction companies from all regions of Latvia. During the year 2007, Constructus Ltd. was elected in the board of LBA. On July 17, 2007, Anita Ozolina gave a report to it's Board about the 10 principles of the Global Compact and about the main viewpoints shared during the Global Compact Leaders Summit in Geneva .</p> <p>Since year 2008, Chairman of the Board of Constructus Ltd is a member of the Ethics Commission of Latvian Builders Association.</p> <p><u>Non-profit organizations:</u> From 2004 till 2007 Constructus Ltd. was member of Foreign Investors Council in Latvia (FICIL, www.ficil.com) Real Estate Committee. FICIL's activities are based on the dialog with the Latvian Government to support improving the business environment and investment climate in Latvia.</p> <p>Since Constructus Ltd. has joined the Global Compact initiative, the company is listed in Employers' Confederation of Latvia (www.lddk.lv) among other 13 companies that have joined Global Compact. Constructus Ltd is the only construction company in Latvia that has joined the Global Compact initiative so far.</p>

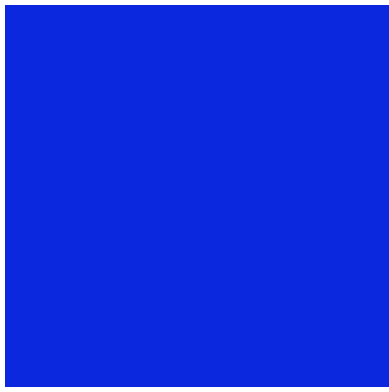
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>Global Compact 10th principle in general is not well promoted to the society of Latvia. There are only 3 major organizations representing leadership in this issue: KNAB as the government entity (www.knab.gov.lv), LDDK (www.lddk.lv) and Delna (www.delna.lv) as non-profit organizations . There are a number of other industry and non-profit organizations that talk on the statements of the 10th principle. But overall information and actions are fragmented, programs are declarative and most often used as PR or marketing tools. The overall corruption index for Latvia is 3,4 according to recent research of Transparency International.</p> <p>Nevertheless, Constructus Ltd. as the small/medium business company, we remain trustful to our business strategy under the Global Compact initiative, that is guiding us to sustainable development of our company in a long run:</p> <ul style="list-style-type: none"> - No employee at Constructus Ltd. has been dismissed due to corruptive actions. - Constructus Ltd. has a good reputation among industry players and professional organizations. - There is no registered case and no publicity about Constructus Ltd. taking part in corruptive actions neither as being initiator nor being involved as third party. - When concluding the Agreement with the State Agency “Jaunie Trīs brāļi” we gained valuable experience about Anticorruption Declaration, which we intend to exploit when creating our own Anticorruption Statement next year. <p>On a collective level there is no value added for our company, because:</p> <ul style="list-style-type: none"> - The cooperation between Latvian state authorities and private business is low in general and companies performing under 10 principles of Global Compact are not recognized; - State purchases and qualifications does not include any criteria to distinguish - Banks in Latvia do not use as one of credit criteria the evident company performance of good business ethics.

How do you intend to make this COP available to your stakeholders?

Through a printed report sent to our stakeholders and an online report exposed in the Global Compacts website www.unglobalcompact.org and in our company's website www.constructus.lv.

APPENDICES

Appendix 1	Code of Conduct
Appendix 2	Brochure



Code of Conduct

General principles

Further information

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It is our key responsibility to develop and maintain an economically sound and prosperous business. Constructus as a business with a great history and future assumes its responsibilities. These include our responsibilities toward the country, communities and environments in which we operate, as well as toward our employees and business partners and toward society in general.

Therefore we have defined some key underpinnings for our performance:

- We comply with legal requirements that apply in Latvia, the country where we do business.
- We respect the United Nations Universal Declaration of Human Rights and recognize our responsibility to observe those rights that apply to our performance toward our employees and the communities we work and live in.
- We are committed to do our business with a high standard of integrity, transparency and ethics.
- We are open-minded in dialogue with those who are affected by our operations. We respond to inquiries from external parties and communicate with affected parties in a timely and effective manner.
- Within the sphere of our influence we will endeavor to ensure that our suppliers and subcontractors abide by the principles in our Code of Conduct.

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Employee Relations

Further information

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A strong and consistent relationship to all employees, built on mutual respect and dignity, is of vital concern to Constructus. Employment conditions offered to the employees will meet the requirements of Latvian legislation and relevant ILO conventions.

- We do not use forced labor, slave labor or other forms of involuntary labor at our work sites. We do not allow any practice that would restrict free movement of employees.
- We do not employ any person below the age of 16. No person under the legal minimum age will be employed at Constructus.
- We provide equal opportunities to people without regard to race, color, gender, nationality, religion, ethnic affiliation or other distinguishing characteristics. We do not allow discrimination or harassment.
- We provide a safe and healthy working environment and are committed to continual improvement. Written health and safety instructions are available and implemented on all work sites.
- We recognize employees' rights to form or join trade unions in accordance with Latvia's laws and principles.

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Business Ethics

Further information

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Corruption, bribery and unfair anti-competitive actions distort market and hamper economic, social and democratic development. Constructus is committed to avoiding such practices.

- We shall not act contrary to applicable competition laws.
- We shall not offer or give any undue payment or other consideration to any person or entity for the purpose of inducing such person or entity to act contrary to prescribed duties, in order to obtain or retain business for Constructus.
- We shall not solicit or accept any undue payment or other consideration that is given for the purpose of inducing us to act contrary to our prescribed duties.

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Environment

Further information

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Caring about the environment permeates all of our work. Compliance with relevant legal and other environmental requirements, especially from our clients, provides the foundation for our environmental ambition. We are committed to preventing and continually minimizing adverse environmental impact and to conserving resources.

- We think ahead to determine how our work will affect the environment and base our decisions on available relevant facts.
- We avoid materials and methods with environmental risks when there are suitable alternatives available. We strive to recommend that clients use environmentally better alternatives whenever the circumstances permit.
- We do not engage in activities that have unacceptable environmental and social risks. We aim to identify such risks as early as possible to facilitate timely and adequate actions and decisions.



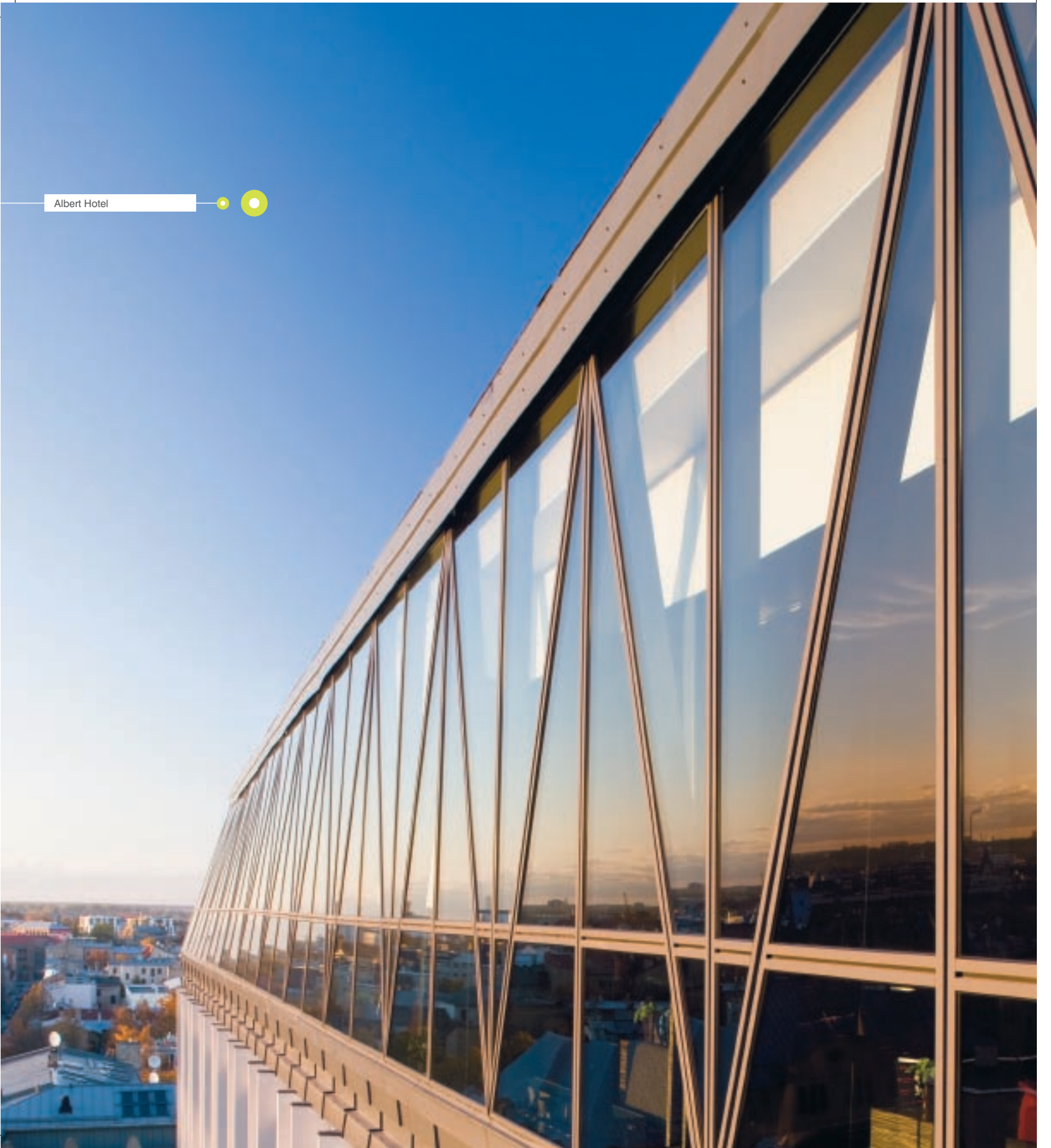
Constructus cooperates with their clients on all the stages of the construction process - from the moment the idea is born to the maintenance and care of an already finished building. From **A** to **Z** – it is a principle we also want to observe when introducing ourselves, our projects, values, views, and the people who have made us who we are.

Anita Ozoliņa

Chairman of the Board

	a	Albert Hotel
	b	Bio-diesel Production Plant
	c	Code of Conduct
	d	Durable cooperation with Volvo Truck Latvia
	e	Employees
	f	Facts about Us
	g	Green initiative
	h	Harmony
	i	Information
	j	Join us
	k	Knowledge and innovation
	l	Lithuanian partner
	m	Management of subcontractors and suppliers
	n	New Latvian National Library
	o	Our way of working
	p	Products and services
	q	Quality assurance and environmental management system
	r	Riga Industrial Park
	s	Strategy and mission
	t	Ten principles of UN Global Compact
	u	Unique Art Nouveau building at 4 Alberta Street
	v	Valdemāra Residence
	w	We take an oath
	x	XXI Century office building Valdemāra Centrs
	y	Year's best building Aizkraukles Banka
	z	Zemgale's beer brewery Tērvete

Albert Hotel



a

Albert Hotel

a j s
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Riga attractive both for us and tourism

In 2004 we started the reconstruction of a former municipal building into a three-star hotel and already by 2005, **Albert Hotel** was opened to guests. 246 modern, cosy hotel rooms are now situated throughout the eleven-storey hotel building. With the total area of 8200 sq. m. it is spacious enough to simultaneously receive almost 500 guests.

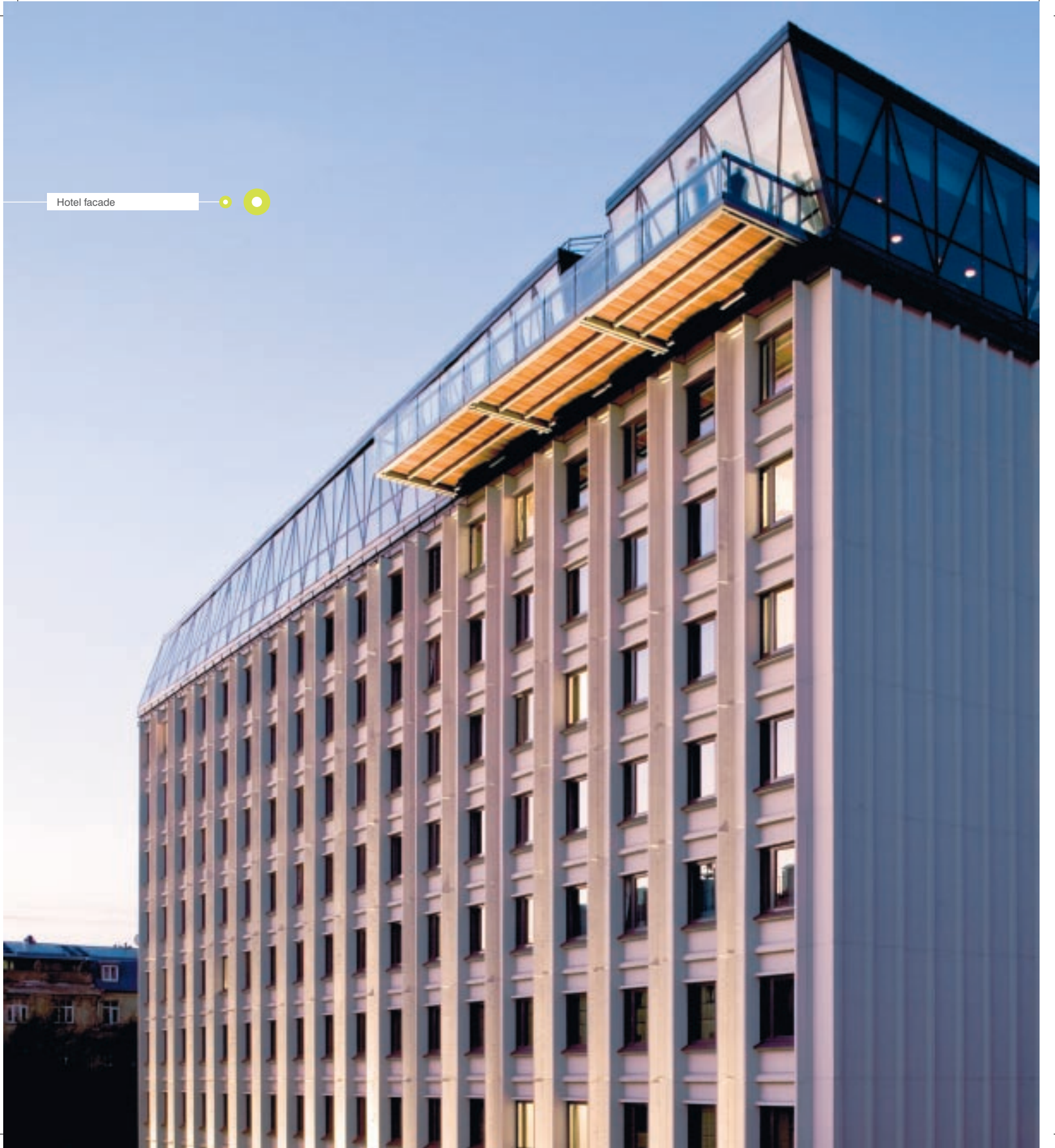
The restaurant, **Bestseller**, is situated on the ground floor of **Albert Hotel**, and the **Star Lounge** bar is open on the 11th floor, where the guests can enjoy refreshing drinks and peaceful atmosphere, as well as an impressive view of Riga's panorama and Art Nouveau architecture. There are also two conference halls on the top floor of the building.

Construction of a new glass-covered top floor with an irregular slope was one of the greatest challenges for the team at **Constructus**, but we managed to make this architectonic accent the most interesting in the building.

Albert Hotel is one of the biggest hotels constructed in Latvia during recent years.

In May of 2006, **Albert Hotel** was the official hotel of the Ice Hockey World Championship.

Hotel facade





Top floor with an irregular slope

Bio-diesel terminal



b Bio-diesel Production Plant

a j s
b k t
c l u
d m v
e n w
f o x
g p y
h q z
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Long-standing care about environment starts with environmentally friendly technologies

In July, 2006, **Bio-Venta** entrusted us with the construction of the largest environmental friendly fuel production unit in the Baltic States. This high-capacity bio-diesel plant complex consists of more than 20 engineering structures of various functions and a main building. **Constructus** has executed the entire construction of this complicated complex, including the construction of the internal and external engineering network and installation of the plant equipment.

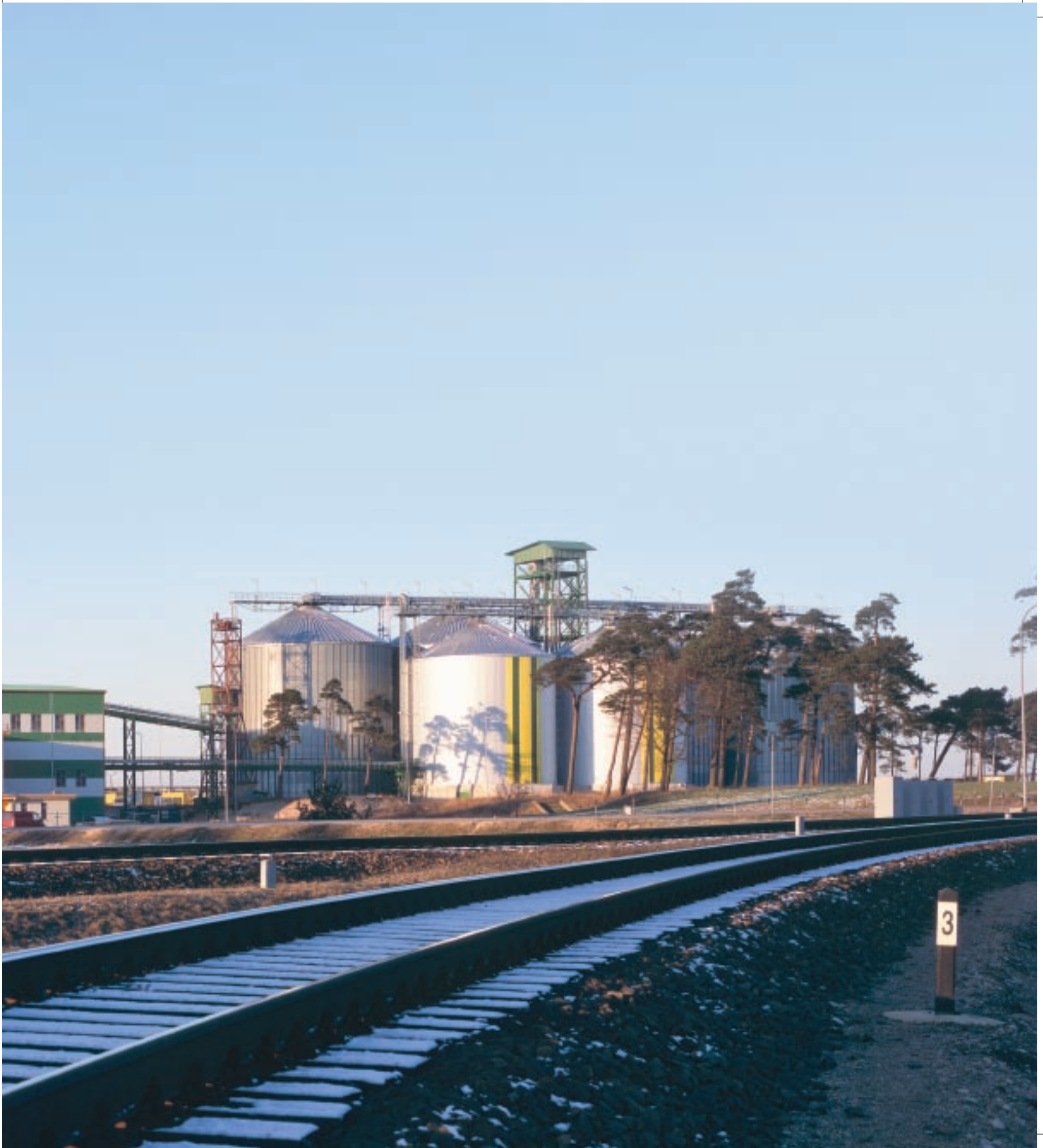
The development of this vast complex is an important step towards a cleaner and more ecological environment - bio-diesel fuel is not toxic and does not harm human health; its essential raw material is a fully renewable source of energy, which is based on vegetable oils. The use of bio-diesel fuel is one of the possibilities for diminishing global warming, and its

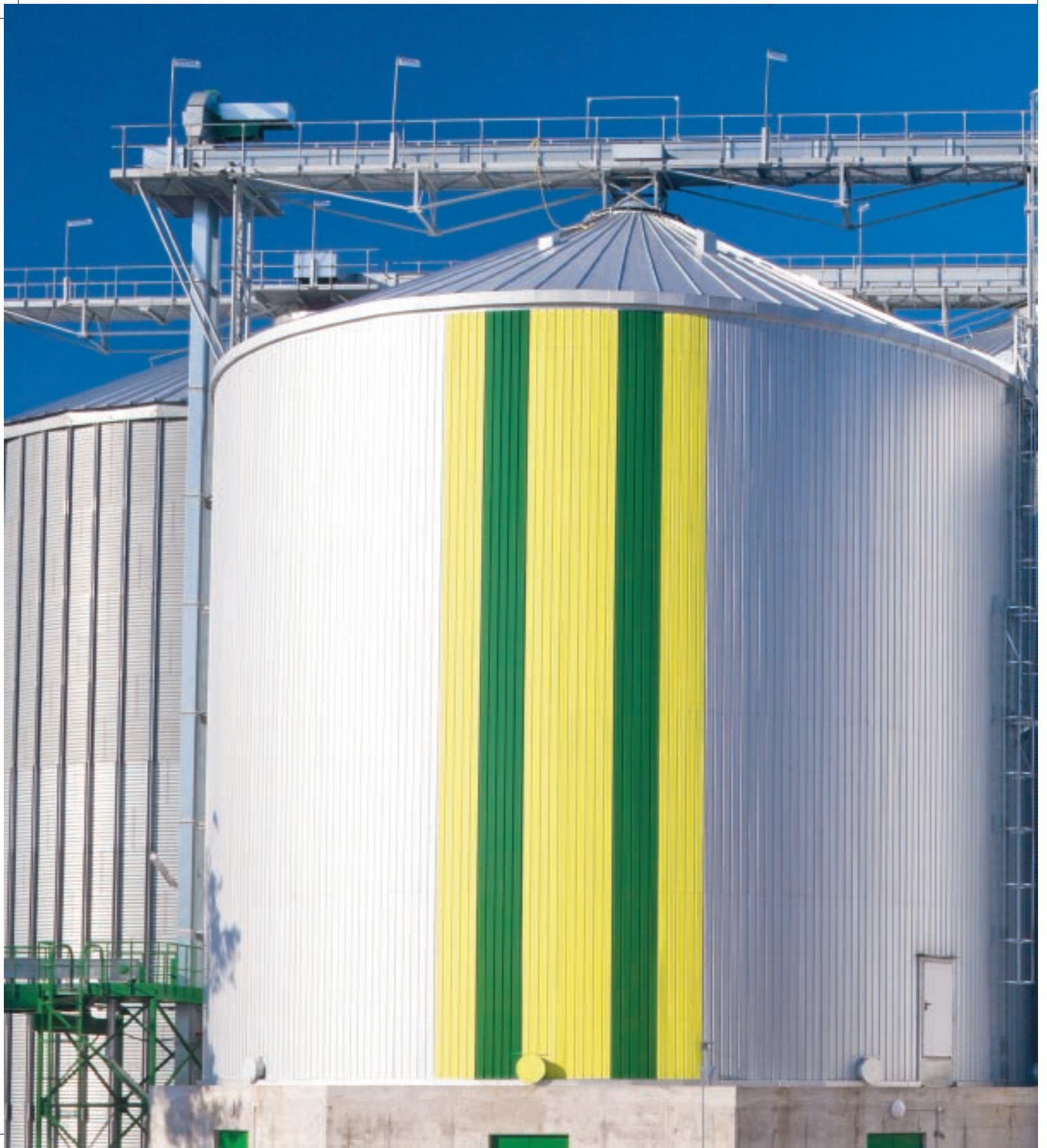
production is a non-waste process because of the wide use of the by-products. During the construction, all the **Constructus'** requirements concerning environmental aspects were fulfilled.

Upon implementation of this project, we ascertained once again that the successful execution of a construction project is based on the understanding of the client's necessities from the earliest possible stage of the project. In close cooperation of local technological designers with professionals from Germany, Austria and Finland, we provided consultation services to the client and coordinated the development of the technical design already a year before signing the construction contract. Work at the early stage of the project favoured its successful realization.

The plant complex









Silos for storage of raw materials



Andrejs **Jākobsons**

Design & Build Project Manager

Competence and persuasion, inviting the trust and confidence of our clients

Project Manager of Aizkraukles Banka, and recurrent projects of Volvo Truck Latvia



Code of Conduct

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General Principles

It is our key responsibility to develop and maintain an economically sound and prosperous business. **Constructus** is a company with significant history and clear vision of future. We assume our responsibility towards our clients, country, environment and business, as well as towards society in general.

Key principles for our performance

- C** We comply with legal requirements that apply in countries where we do business.
- C** We respect the United Nations Universal Declaration of Human Rights and recognize our responsibility to observe those rights that apply to our performance toward our employees and the communities we work and live in.
- C** We are committed to do our business with a high standard of integrity, transparency and ethics.
- C** We are open-minded in dialogue with those who are affected by our operations. We respond to inquiries from external parties in a timely and effective manner.
- C** Within the sphere of our influence we ensure that our suppliers and subcontractors abide by the principles in our **Code of Conduct**. ▶▶

Employee Relations

A strong and consistent relationship to all employees, built on mutual respect and dignity, is of vital concern to **Constructus**. Employment conditions offered to the employees will meet the requirements of Latvian legislation and relevant International Labour Organization conventions.

- We do not use forced labour and do not allow any practice that would restrict free movement of employees.
- No person under the legal minimum age will be employed at **Constructus**.
- We provide equal opportunities to people without regard to race, colour, gender, nationality, religion or ethnic affiliation.
- We provide a safe and healthy working environment.
- We recognize employees' rights to form or join trade unions in accordance with Latvia's laws. ▶▶

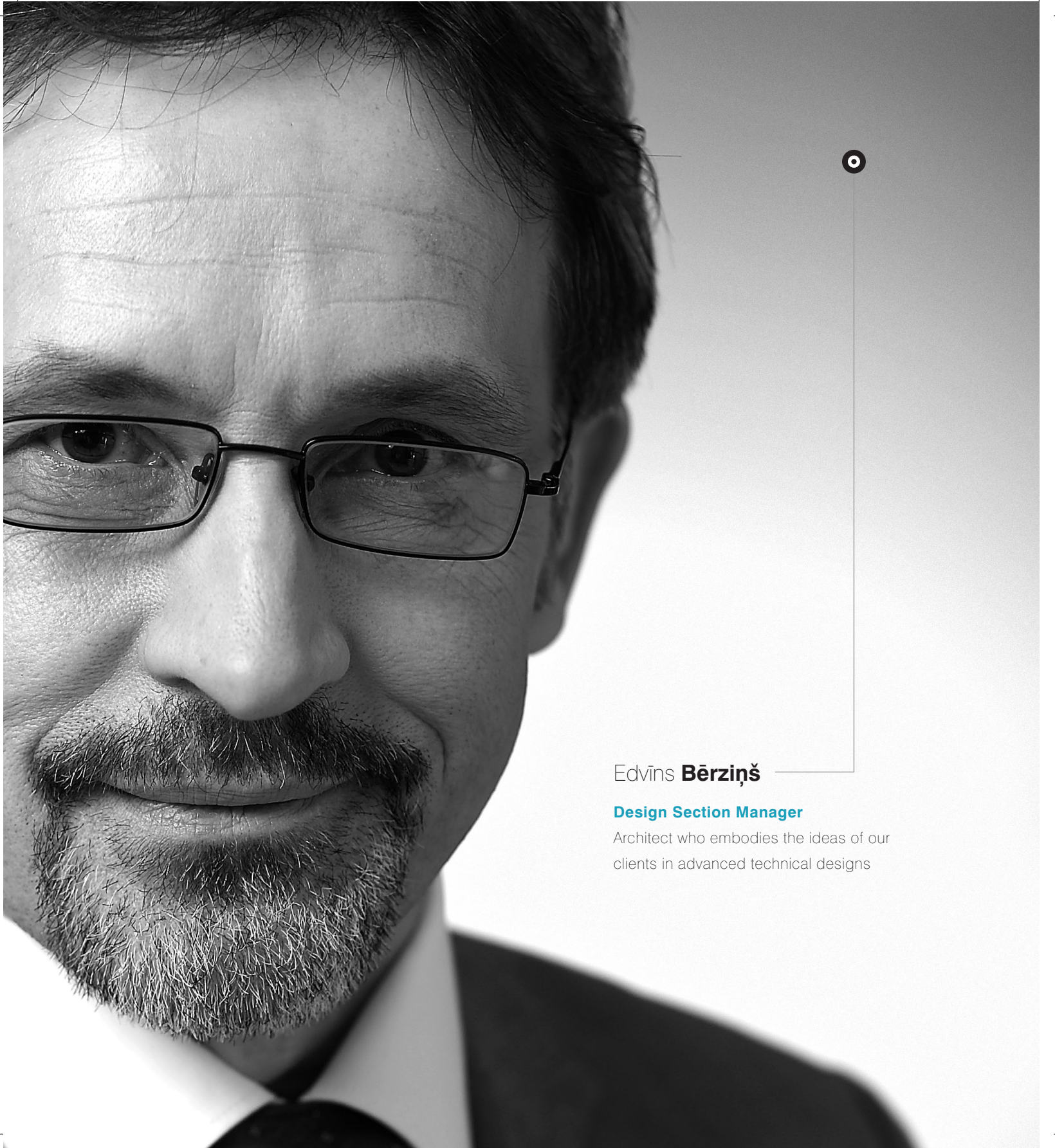


Kaspars **Maračkovskis**

Project Manager

Enthusiasm of youth and determination
Project Manager of Valdemāra Residence





Edvīns **Bērziņš**

Design Section Manager

Architect who embodies the ideas of our clients in advanced technical designs

Business Ethics

Corruption and unfair anti-competitive actions distort market and hamper economic, social and democratic development.

- We shall not act contrary to applicable competition laws.
- We shall not offer or give any undue payment to any person or entity for the purpose of inducing to act contrary to prescribed duties, in order to obtain business for **Constructus**.
- We shall not solicit or accept any undue payment or other consideration that is given for the purpose of inducing us to act contrary to our prescribed duties. ▶▶

Environment

Caring about the environment permeates all of our work. Compliance with relevant legal and other environmental requirements, especially from our clients, provides the foundation for our environmental ambition. We are committed to preventing and continually minimizing adverse environmental impact and to conserving resources.

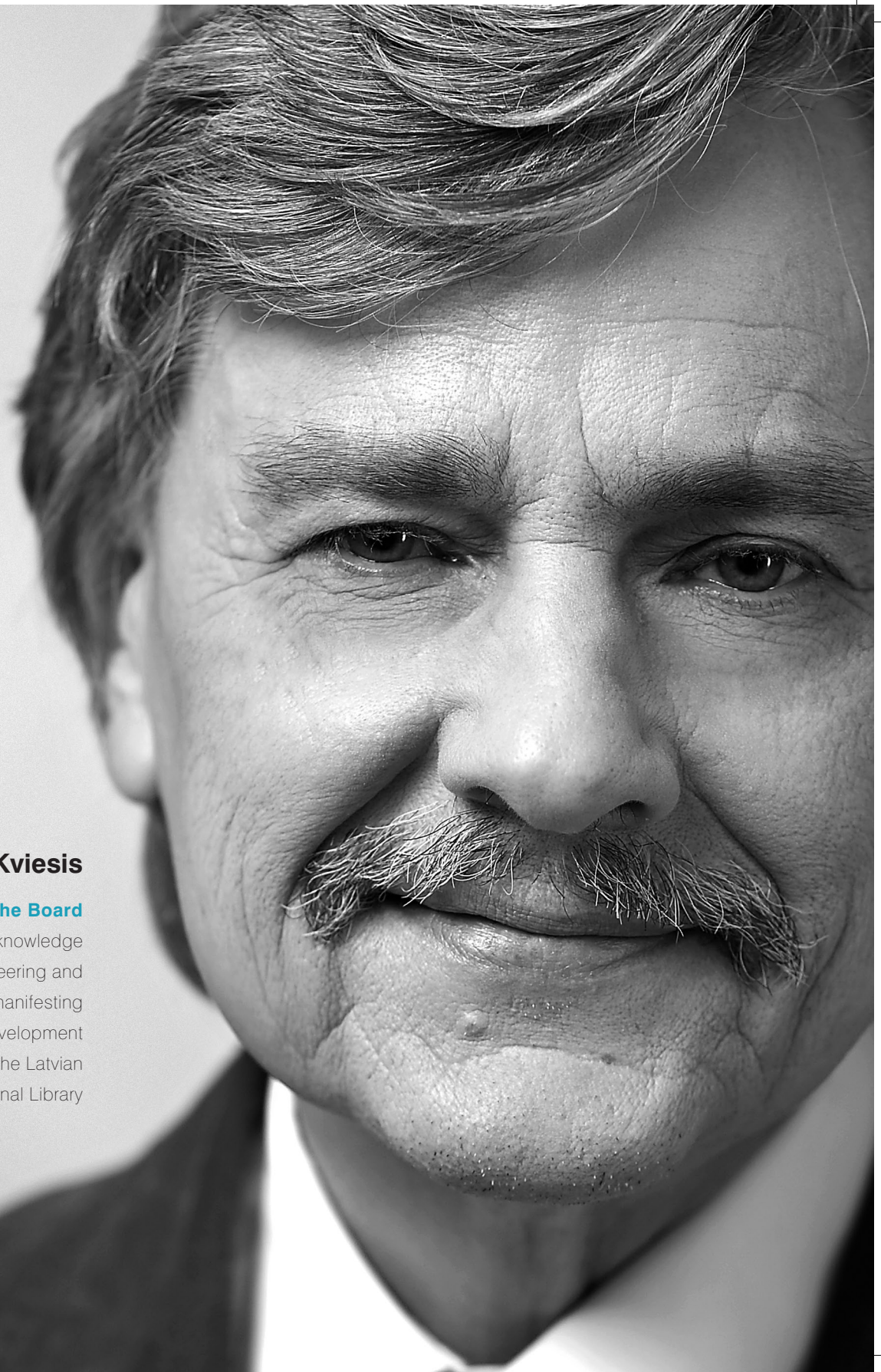
- We think ahead to determine how our work will affect the environment and base our decisions on available relevant facts.
- We do not engage in activities that have unacceptable environmental and social risks. We aim to identify such risks as early as possible to facilitate timely and adequate actions and decisions.
- We avoid materials and methods with environmental risks when there are suitable alternatives available. We strive to recommend that clients use environmentally better alternatives whenever the circumstances permit.



Egils **Kviesis**

Member of the Board

Experience and comprehensive knowledge
of contemporary engineering and
technical solutions – qualities manifesting
themselves brilliantly during development
of the technical design of the Latvian
National Library



Volvo Truck Latvia



Service Centre in Ventspils



d Durable cooperation with Volvo Truck Latvia

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Successful cooperation since 1996

The successful and long-lasting cooperation of **Constructus** with the international distributor **Volvo Truck Latvia** started more than 10 years ago when **Volvo Truck Latvia** had just entered the Latvian market. Since that time, together we have completed three projects and several reconstructions. During development of the projects for **Volvo Truck Latvia** for the first time in our practice we applied the internationally recognized principle of open book. Hence we have used this acquired experience for most of the projects completed by **Constructus**.

The cooperation of **Constructus** with **Volvo Truck Latvia** began in 1996, when a small repair station was renovated by building three service lots and office premises in Riga. In the long run, the activities of **Volvo Truck** in Latvia increased, and the company needed additional premises in **Riga**. Up until 2004,

we redesigned, reconstructed and expanded the premises of the initial station and office several times.

Volvo Truck Latvia also continued its cooperation with **Constructus** in their next project, in 2000 – the construction of a new service centre in **Ventspils**, where we performed designing and construction work.

The most recent result of successful cooperation is the new **Volvo Truck Latvia** service station in **Valmiera**, which opened in January of 2008.

We appreciate that **Volvo Truck Latvia** has returned to us again and again since it is the best proof that the client is satisfied with the work done by us.



Zanda **Veita**

Finance and Administration Director

Constant loyalty to the company from its outset



Employees

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The greatest strength and value of any company rests on a strong, solid team. In order to achieve our aims, we realize the importance of selecting a team of professional, motivated and loyal employees competent in construction technologies, familiar with the requirements of legislation and embodying the values of our company – quality, reputation, and openness in client relations, business ethics and social responsibility.

Constructus forms enduring and stable relationships with its employees, based on mutual respect and cooperation.

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Facts about Us

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Establishment

The company was established in 1994 as **Skanska Konstrukcija**, a subsidiary of the international construction company **Skanska AB** in Latvia.

Change of the Company Name

In 2003, **Skanska AB** decided to leave the Latvian market, the owners of the company changed and it was renamed **Constructus**.

Services

General Contractor

Number of Employees

The company employs more than 50 people, mostly project and construction managers, engineers, architects and other construction specialists.

Participation in Associations:

The Latvian Builders Association;
The Latvian Association of Civil Engineers;
The Latvian National Project Management Association;
US Chamber of Commerce;
UN Global Compact.



Clients

Since the foundation of **Constructus** we have collaborated with both foreign and local investors, rendering full-cycle construction services. We have restored residential buildings and constructed several production units and commercial buildings in Riga, Ventspils, Daugavpils and other towns in Latvia. Our clients are such well-known companies as **Volvo Truck Latvia, Snickers Production Latvia, Swedwood Latvia, Valdemāra Centrs, Aizkraukles Banka, Bio-Venta, A.C.B., Teikas Nami, State Agency Jaunie Trīs Brāļi**, etc.



Awards:

Constructus has received the following awards:

First prize in the **Best Elite House Renovation Project Building** category at the competition **The Best New Project**, held by the Business Information Centre (**Residential House at 4 Alberta, Riga**), 2007;

First prize in the **Reconstruction** category at the competition held by the Latvian Builders Association, **The Best Building of the Year 2004 (Administrative Building of Aizkraukles Banka, at 23 Elizabetes, Riga)**;

Recognition in the **Engineering Structure** category at the competition held by the Latvian Builders Association, **The Best Building of the Year 2003 (Sound Recording Studio at 4 Struktoru, Riga)**.



The high standards of quality and professional ethics

Constructus is certified in compliance with the environment and quality systems **ISO 14001** and **ISO 9001**.

Since August 2, 2006, **Constructus** is a member of the UN Global Compact.



Green initiative

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The priority of Constructus is ecological construction

We are a part of the world around us; therefore, all our choices, all our deeds have an effect outside ourselves. We understand ecology as the transition from short-sighted individualism to the cognition of ourselves as a part of the Earth and the whole of society.

The systemic view of the world's problems, embracing social, economic and ethical aspects - this is what is important to us. We especially hope that the growing requirements of people do not endanger the balance of nature.

The priority of **Constructus** is ecological construction – the formation of a clean, natural environment, using construction technologies and materials while causing no harm to the environment and creating no excessive consumption of energy resources, neither during the process of production nor transportation. We also take care to ensure that natural resources are rationally exploited without polluting the environment or causing global climatic changes.



Rita **Markova-Gavrilova**

Technical Director

Thriving responsibility, persistence, high requirements towards herself and her colleagues
Project Manager of Bio-diesel Production Plant



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Harmony

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Construct your harmony...

Harmony is the concord we look for in each and every one of our daily actions.

We believe that quality and comfort as the manifestation of harmony in a building created by **Constructus** mainly depends on establishing a successful relationship with our client. Mutual trust, the ability to come to an agreement, and the desire to continue cooperation is, in our opinion, a basic value of business. It stimulates the harmony of the environment and space and creates a sustainable result. Concord and successful cooperation with the clients is the most significant condition for meeting again on a new project.

Recognising that it is much easier to derange harmony than to create or preserve it, we constantly enable changes that improve our performance and perfect the quality of building and services.



Information

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Join us

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Realizing the importance of recruiting excellent specialists and discovering new talents the team of **Constructus** is open to innovative ideas and friendly to newcomers. To our employees we offer great possibilities of professional growth. As a member of our team you will gain invaluable experience of working together with the leading Latvian and world's specialists of the branch. You will be able to use most contemporary and state-of-art methods and technologies in your everyday work.

To motivate our staff and favour the progress of our company we are always ready to invest in the education of our employees. It is noteworthy that we are taking care of the social security of our employees and making it our duty to create sound and healthy working environment.



Knowledge and innovation

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Qualitative improvements are among the main factors of competitiveness

We understand innovation as a perpetual process of studies, quests and research in order to create new products, services and organisational forms. We believe it is important to invest in the education of employees in order to render services with special added value to our clients.

Only productive knowledge transformed in skills and abilities will result in a demanded service. We are convinced that qualitative innovations are among the main factors of competitiveness; therefore, we deliberately plan and organise the process of innovations, raising the productivity of labour and insuring the maximum effectiveness of exploited resources.



Victoria – the office building in Vilnius



Lithuanian partner

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A Unified Team and the Standards of Quality at Constructus in Latvia and Lithuania

Constructus is known for rendering construction services not only in Latvia, but also in Lithuania. Since its establishment in 1994, the construction company in Lithuania has collaborated with such internationally well-known companies as **Philip Morris, Volvo Truck, Neo Group**, etc.

What connects the **Constructus** businesses in Latvia and Lithuania, being the former subsidiaries of **Skanska AB**, is both a similar course of development and common values, established by the united **Constructus Code of Conduct**. Just like the **Constructus** establishment in Latvia, **Constructus** in Lithuania is also certified according to the environment and quality management systems standards **ISO 14001** and **ISO 9001**, and it is a member of the **UN Global Compact** since June 2, 2005.

Together the Latvian and Lithuanian specialists at **Constructus** form a strong team, since the mutual exchange of resources, knowledge

and experience facilitate the growth of both companies.

Awards

First prize in the **Construction** category at the competition **Lithuanian Product of the Year 2005 (PET plant in Klaipeda)**;

First prize in the **Construction** category at the competition **Lithuanian Product of the Year 2004 (Vilnius Municipal Building)**;

Award of Good Practice from the European Labour Safety and Health Agency (**Vilnius Municipal Building**), 2004.

Constructus UAB

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www.constructus.eu



Management of subcontractors and suppliers

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The team of **Constructus** consists of construction managers, engineers, architects and other specialists who are able to offer well-grounded solutions for our clients, as well as, to ensure the most successful accomplishments of design and construction.

Additionally, we privilege to select the best and most efficient labour force for our client whenever necessary as we have no construction workers in our staff. We organize tenders to trust specific works solely to the best professionals of the field. Due to these tenders **Constructus** experts are acquainted with the most of the Latvian companies and are able to evaluate the quality of their work and services rendered. Besides, we are always striving to form mutually loyal contractor-supplier relationship. During fifteen years of experience in the Latvian market we have created and are constantly updating a database of reliable subcontractors and suppliers.

Constructus selects subcontractors and suppliers through procedures of evaluation and negotiations. The subcontractors and suppliers are appraised according to the following criteria:

- C compliance with quality requirements;
- C environmental awareness;
- C financial stability;
- C management & ethics;
- C technical expertise;
- C price;
- C logistic expertise;
- C observance of legal provisions;
- C work safety;
- C observance of time-schedule;
- C warranty obligations;
- C experience in cooperation with **Constructus**.

Successful management of 57 subcontractors and suppliers while building **Bio-diesel Production Plant** in Ventspils and management of 52 subcontractors during the construction project of **Aizkraules Banka** is among the best examples of the above mentioned.



The model of the National Library



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New Latvian National Library

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A relevant step towards a modern, open and cultured Latvian society

The team at **Constructus** has the honour of taking part in the development of the all-time most significant construction project in Latvia – the new **Latvian National Library** or **the Castle of Light**. This multifunctional information centre designed by the world-famous architect, Gunārs Birkerts, is one of the most ambitious and modern library projects in Europe. This impressive building will be located on the left bank of the Daugava. Its glassy slopes will mirror the distinctive silhouette of Old Riga.

In 2006, after five years of intense preparatory work, the designer of the **Latvian National Library** – **Hill International S.A.** – signed a contract with **Constructus** for the development of the engineering and technical systems of the technical design. Having adapted to the complicated communication created by the transcontinental nature of the project, specialists from Latvia and the USA began close cooperation. The design created by this joint

effort was successfully approved by the Riga City Construction Board in December of 2007. Each of its systems was designed according to the latest achievements of contemporary technologies, exploiting energy resource-saving solutions.

A year later, **Constructus** signed a contract with **the State Agency Jaunie Trīs Brāļi**, to develop the design of the infrastructure facilities of the library. According to this contract, **Constructus** is designing the engineering systems for the technical building and a two-level underground car park as well as an underground engineering network in the area between Mūkusalas, Akmeņu and Valguma Streets and Uzvaras Boulevard.

Being a part of an international team along with top world-class engineers is a new and invaluable experience for us. Though a great responsibility, it is what makes this project so exciting for us.



Our way of working

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Our Unique Tool

A special integrated management system known as **Our Way of Working** regulates the performance of **Constructus**. This system knits three broad areas into one: Quality, the Environment and Health and Safety at Work. The integrated management system, **Our Way of Working**, is certified according to the requirements of the internationally recognised environmental and quality standards, **ISO 9001** and **ISO 14001**, confirmed by the certificates of **Det Norske Veritas Latvia** issued to our company.

The overall aim of the system is to ensure satisfaction among our clients, business partners, owners and employees. In order to achieve this, **Our Way of Working** has aggregated principles and documents that have been elaborated on the basis of our employees' many years of everyday experiences.

The basic principles of **Constructus'** policy are:

- compliance with clients' demands and expectations;
- delivery of agreed quality;
- timely completion of all projects;
- correct procedures and leading performance;
- implementation of laws and regulations;
- professional growth and high profitability;
- averted and diminished effect on the environment;
- considerate exploitation of resources;
- high standards of safety at work.

Our central concept is the continuous improvement of our performance. Our integrated management system, **Our Way of Working**, is subject to improvement in accordance with our gained experience and clients' opinion.

P Products and services

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Constructus is one of the most distinguished construction companies in Latvia. Because of our solid experience in the local market and the use of internationally recognised methods we can render the high-quality general contractor services.

We design and build:

- C Commercial facilities
- C Residential buildings;
- C Industrial edifices;
- C Public buildings;
- C Civil structures;
- C Infrastructural facilities.

Project life cycle construction services

Representing its client's interests from the initial idea, through the design process and during the entire period of construction, **Constructus** offers more than just general contracting services in their traditional understanding. Our complex approach allows us to ensure the best possible result.

Our priority – an individual approach to every client

From the early stages of project implementation, it is very important for the client to make the right decisions about the architectonic and technical solutions of the building. We analyse the specifics of every client's business in order to offer corresponding quality, building durability, and a maximum return on the investment, simultaneously diminishing the operating and maintenance expenses. Paying special attention to environmental aspects, **Constructus** invests in the future and guarantees a safe living and working environment for its clients.

We offer:

- C** Project development proposal;
- C** Concept and visualisation of the project in development;
- C** Cost estimation and time frames of the project in development;
- C** Design programme;
- C** Sketch and technical design;
- C** Evaluation of suppliers and subcontractors;
- C** Construction;
- C** Project management, construction supervision and consulting.

Q Quality assurance and environmental management system

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Professional and environmentally responsible performance is the daily commitment of **Constructus**. Since the year 2000, all our construction related and operational activities are in compliance with internationally recognized quality and environmental requirements of ISO 9001 and ISO 14001 standards and are certified by Det Norske Veritas. Besides, the quality system of **Constructus** covers not only our core business activities - design and build management - but also communication and terms of business, cooperation with our clients, business partners and society in general, including our own staff.

Evaluation of environmental factors has invaluable importance for the quality guarantee of **Constructus**. Environmental aspects are assessed already at the design stage and included in sketches and technical design after taking note of the specific conditions. Subcontractors and suppliers involved are evaluated by their ability to offer minimum risk of environment contamination with products and services supplied. It is a binding requirement to them to observe the environmental requirements of **Constructus**, which an agreement is concluded about prior to starting any activities at construction sites.

The most significant environment-related aspects observed by Constructus:

- C** analysis of the environmental risk at every construction project;
- C** internal and external environmental audits;
- C** choice of construction materials and equipment;
- C** evaluation of on-site chemicals;
- C** evaluation of contaminated soil;
- C** waste management;
- C** steps to limit noise and dust formation;
- C** efficient logistics;
- C** energy saving;
- C** environmental training programs.

CHD Office Building



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Riga Industrial Park

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An appropriate place for the development of business

By implementing our Swedish experience, we have developed the first industrial park in Latvia. Within the framework of this project we developed a detailed design of the park and constructed its infrastructure, which includes internal roads, water supply system, electricity, sewage, area lighting, and telecommunications, as well as the greened area and fencing - in total, covering a territory of 200 000 sq. metres. The cooperation of **Constructus** with various municipal infrastructure maintenance agencies ensured the successful implementation of the project.

We have also designed and built most of facilities for the clients of **Riga Industrial Park**, for example,

a customs terminal with office and storage premises for one of the largest world express transportation and logistics companies **Danzas**, an office building and storage premises for the IT company **Computer Hardware Design**, an office and storehouses for the medical and laboratory goods distribution company, **Oriola Riga** and others.

Constructus has participated in the construction of the park from its very beginning, ensuring its successful further development. We are satisfied with this accomplishment – a sound environment for the successful, competitive growth of business. Our experience enables us to offer our competence for the development of similar business parks.



In the territory of **Riga Industrial Park**, **Constructus** has designed and constructed premises for the following companies:

- ● **SMP**
Storage and packing premises for pharmaceutical goods.
- ● **CHD**
One of the leading Latvian IT companies specialising in the solutions of trade systems.
- ● **HRX**
Specialised express transportation logistics company (built before the customs terminal for the company **Danzas**).
- ● **Oriola Rīga**
Wholesaler of pharmaceuticals, healthcare and laboratory goods.
- ● **RCP**
Wholesale company offering raw material for bakeries, confectionaries, restaurants, and milk processing companies.

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Strategy and mission



Constructus' mission is to create, build and maintain a safe and pleasant environment for living, working and communicating. Our goal is to make **Constructus** the client's first choice when selecting a construction company.

Implementation of this aim requires continuous work and improvement. To become an influential member of the construction industry market and maintain the good reputation of **Constructus**, we have defined basic values, which we continually observe in our everyday work.

Reputation

We do not focus on the quantity of projects, but instead on creating a conformable, long-term relationship with the client since the reputation of the company is based on it. Our clients' trust and willingness to cooperate in the future is the highest appreciation that can be given to the specialists at **Constructus**.

Professionalism

We select professionally educated, responsible and aspiring employees for our team. The specialists at **Constructus** render added value to their projects, providing an individual approach with every client in all stages of construction.

Quality

We maintain that the quality of services rendered by **Constructus** corresponds to the requirements of the clients, the company, and the legislation of the state. Our everyday duty is to work precisely, complete our projects on time, and not exceed the agreed-upon budget.

Stability

In order to maintain a constant circle of clients and a stable place in the construction market, we consistently and constantly improve our quality of service, growth productivity, and the motivation of our employees.

A socially responsible business

We implement the principles of socially responsible business activities established by **Constructus'** Code of Conduct. The social security of our employees and transparency of all our projects are integral parts of our company policy.

Corporate Culture

A sound working environment, both on construction sites and in the office, is a significant part of our corporate culture. We pay great attention to flexible and open internal communications, as well as the culture of communication with our clients and partners.

T Ten principles of UN Global Compact

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Since August 2, 2006, **Constructus** has been a member of the United Nations Global Compact initiative, which is the largest worldwide network of socially responsible companies. Membership in the Global Compact ensures that the company has undertaken to observe the ten Compact's principles of human rights, the environment, the labour and anti-corruption in all aspects of its operations. **Constructus** is the first construction company in Latvia joining UN Global Compact initiative and promoting it in the country.

The Global Compact's ten principles:

- Businesses should support and respect the protection of internationally proclaimed human rights.
- Businesses should make sure that they are not complicit in human rights abuses.
- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Businesses should uphold the elimination of all forms of forced and compulsory labour.
- Businesses should uphold the effective abolition of child labour.
- Businesses should uphold the elimination of discrimination in respect of employment and occupation.
- Businesses should support a precautionary approach to environmental challenges.
- Businesses should undertake initiatives to promote greater environmental responsibility.
- Businesses should encourage the development and diffusion of environmentally friendly technologies.
- Businesses should work against corruption in all its forms, including extortion and bribery.



Facade of the building

Unique Art Nouveau building at 4 Alberta Street

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Art Nouveau buildings are the most valuable part of the architecture of Riga. Our duty is to preserve it.

In 2007, **Constructus** completed the reconstruction of one of Riga's most beautiful buildings, in the metropolis of Art Nouveau architecture, Alberta Street. Like most of the **buildings on Alberta Street**, it was designed by the well-known architect, Mikhail Eisenstein, the father of the world famous film director, Sergei Eisenstein. The magnificent **building at 4 Alberta Street** is a historical monument of world significance. Taking charge of its reconstruction, the main task of **Constructus** was to carry out the idea of the architect, Dita Lapiņa, to maintain the artistic atmosphere characteristic of Art Nouveau, while simultaneously providing the level of comfort corresponding to the highest contemporary requirements. In order to harmonise modern engineering and technical systems with the image of the old building, cooperation among the client, the architect, and the construction company was necessary already early on - from the design stage.

The project required from our specialists utmost responsibility in all further renovation of the building's historical elements.

During the renovation, the yard, which had not been used since Eisenstein's time, acquired a functional significance – it was covered with a glass dome on the level of the plinth, ensuring a plenty of daylight for the premises. The use of a technically complicated and rarely applied solution, glass beams, was selected to support the dome. Also, respecting the client's wish, a glass lift was mounted on the yard-side.

In May of 2007, **the building at 4 Alberta Street** won first prize in **The Best Elite House Renovation Project** category at the competition **The Best New Project**, held by the Business Information Centre.



The yard with the glass facade





The inner yard with the glass extension



Art Nouveau mouldings in the lobby of the building



Mouldings of the stove and ceiling



Valdemāra Rezidence



V Valdemāra Residence

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Historical Heritage. Contemporary Solutions

Having opened the hotel **Valdemārs**, descendants of the first President of Latvia, Jānis Čakste, wanted to continue the renovation of the family properties.

Constructus signed a contract for the reconstruction of the building situated in the inner yard of the hotel, built in 1900. Along with active renovation, the historical building also acquired a new name, **Valdemāra Residence**.

There are 36 flats with the total area of 5000 sq. metres built within the five-storey building with an elevated mansard. During the renovation of the building, special attention was paid to the historical values: the staircase, Art Nouveau decorative plaster mouldings and tiles, metal balustrades, wooden doors, and a splendid facade. By applying up-to-date engineering and technical systems, as well as solely environmentally-friendly materials, we have created comfortable and reliable living conditions.

With the respect shown to the historical significance of the building, **Valdemāra Residence** has become one of the most modern residential buildings in Riga. An interesting solution has been applied – a gallery providing convenient access to the **Hotel Valdemārs** for the residents of the building, enabling them to use the same privileges as the clients of the hotel. In order to construct the basement floor equipped with conference halls, a wine tasting lounge, a screening room and other recreation facilities, our specialists have considerably deepened and reinforced the foundations of this multi-storey building.

Although the construction conditions – constricted space and the difficult access – encumbered the performance of the construction, our professionals, feeling responsible for the historical heritage of this building, made every effort to ensure that this complicated reconstruction lived up to the expectations of the owners, and the building became a high-quality place of residence for its inhabitants.

W We take an oath

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Start with us

To us, construction means keeping our ears open to your needs and striving for the most creative solutions. It means taking responsibility for the environment and staying one step ahead, ensuring that the results exceed all expectations and seeking the mutual understanding and trust that result from honest and well-done work.

Your every idea marks the beginning of ambitious goals and new projects. People who are professional and dedicated to their jobs are necessary for its implementation. Let's start working together, right from the idea stage. Start your idea with us!



Anita **Ozoliņa**

Chairman of the Board

Standing for the values of **Constructus**



Valdemāra Centrs





XXI Century office building Valdemāra Centrs

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Performance and innovations, providing long-lasting quality

Valdemāra Centrs, the building on the corner of Kr.Valdemāra and Elizabetes Street, is the first office centre in Riga that corresponds to the requirements of international standards, and the first and largest newly constructed building in Latvia after the restoration of independent statehood.

During the construction of **Valdemāra Centrs** several solutions unique for Latvia at the time, 1998, were applied - for example, construction according to the open office or **shell and core** principle. Though the case was unprecedented in the legislation of Latvia, a solution for opening the building for business was found through cooperation with the **Riga City Construction Board** and **State Construction Inspection**.

During the following five years, we also designed and constructed the offices of all the tenants, closely considering the detailed necessities of every client. The tenants of the building, which include **SEB Banka, Nordea Banka, the Embassy of Japan, Ericsson Latvia, Oracle East Central Europe, Procter & Gamble**, etc., have recognised this office complex as a prestigious, long-term residence for their activity.

The materials and engineering systems used during the construction, as well as the quality of performance, all correspond to the best European standards. We are satisfied that the lapse of time has not affected the highly innovative nature of this building – it still meets all the requirements of contemporary quality and functionality.



The Central Building of Aizkraukles Banka





Year's best building Aizkraukles banka

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The principle of open construction management – flexible and convenient

Upon starting this project, **Constructus** offered **Aizkraukles Banka** the option of implementing it according to the principle of open construction management or **the open book**. **Constructus** has used this internationally recognised method in its projects since 1998. This method requires close cooperation with the client on all stages of the construction process, enabling flexible decision-making and the introduction of necessary changes. The progress of the project becomes more foreseeable and is fully controlled, thus shortening the time of its implementation as well as because of the optimisation of costs it saves the client money.

During the complicated reconstruction of the classic Art Nouveau building recognised as a historical monument of state significance, we created a

contemporary business milieu consistent with the special security requirements of a bank. The historical values of the building – the facade, the unique stairs, glass-stained windows, decorative ceiling ornaments, and other Art Nouveau elements were restored with great respect. The historical roof crossbeams were also preserved during the reconstruction of the building's loft into modern office premises.

The Project was awarded the first prize in the **Reconstruction** category at the competition **The Best Building of the Year, 2004**.

Terve Brewery in Kroņauce



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Zemgale's beer brewery Tērvete

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A modern and qualitative production unit for long-lasting development

The purpose of this project was to expand the grain processing facilities of the **Agricultural Company Tērvete** brewery, so that the production capacity was intensified and the process of beer production corresponded to the European standards. At present, the company is able to process more than 750 tons of barley per year.

The project was implemented with the financial support of the EU SAPARD programme; therefore, **Constructus** had to process all of the project's documentation, in compliance with the special conditions for application of the EU funding. Also, the specific nature of the food industry required especially high sanitary norms, which were executed according to the EU standards.

In cooperation with our client, **Agricultural Company Tērvete**, and supplier of technical equipment, **Alfa Laval**, we rendered design and build services in order to accomplish the expansion of the grain processing premises, which included the installation of the internal water supply, heating and power supply, ventilation, fire alarm and security and video surveillance systems.

We are satisfied that, after the expansion, **Tērvete Beer** is the only beer in Latvia awarded with a **Quality Product From Latvia** certificate or **the Green Spoon**.

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