

CONSOLIDATED CONTRACTORS COMPANY

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

2012





CONSOLIDATED CONTRACTORS COMPANY

**COMMUNICATION ON PROGRESS
2012**



TABLE OF CONTENTS

1. Corporate Profile
2. President's Statement of Continued Support
3. Brief Support Statement
4. Communication on Progress report 2012
5. CCC's Bulletin CSR News Section



CONSOLIDATED CONTRACTORS COMPANY

**COMMUNICATION ON PROGRESS
2012**



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 #17 among International Construction Companies. CCC currently operates in 40 countries across 5 continents and 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 provides 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, Petrochemical Plants and Refineries
- Power Plants
- Marine Works
- Offshore Installations
- Maintenance of Mechanical Installations and Underwater Structures



CONSOLIDATED CONTRACTORS COMPANY

**COMMUNICATION ON PROGRESS
2012**



STATEMENT OF CONTINUED SUPPORT

Management Commitment to Corporate Social Responsibility and UN Global Compact

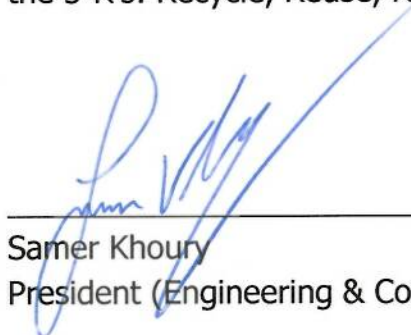
Consolidated Contractors Company continues to be committed to the Corporate Social Responsibility as well as to support the Ten Principles of the UN Global Compact. We, as responsible human beings, have a duty to give back to society, to preserve nature, to protect the world we live in and, above all, 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.



Samer Khoury
President (Engineering & Construction)



CONSOLIDATED CONTRACTORS COMPANY

**COMMUNICATION ON PROGRESS
2012**



WE SUPPORT

The UN Global Compact's Ten Principles

Brief Support Statement

As part of the requirements of the UN Global Compact's Initiative, submission of an annual Communication on Progress report is needed to be lodged. CCC has approached this response in relation to the following four key areas – Human Rights, Labor, Environment and Anti-Corruption.

CCC's ongoing commitments showcase constant focus on core values and principles such as the development and growth of staff on all levels, the sense of belonging and harmony for its manpower, continuous propagation of innovation, sustainable commitments to the environment and anti-corruption ideals as well as the utmost respect of cultural identities on company projects.

This report was created and developed by a select taskforce composed of staff stemming from diverse departments including Corporate Social Responsibility, Human Resources, and Renewable Energy & Special Assignments.

The objective of this taskforce is to examine and assess the sustainability impact of the company across all facets of its operations. Meetings are held every month in order to conduct discussions and assessments of various parameters in order to constantly filter information that will eventually be utilized to compile the report using the contribution and input of all members of this taskforce.



2012 Report

Human Rights and Labor

Employee Training and Development

- Training and development of staff is one element of paramount importance to CCC. The company bolsters its growth and success on both general and focused training and aims to continuously expand this training for its staff on all levels.
- Extensive training workshops are held annually - mostly in house - by qualified and certified CCC instructors and experts (in Technical, Project Management, Leadership, IT, Health, Safety and Environment, Quality topics, etc.). CCC experts and external speakers also participate in these training workshops to enrich them further.
- In numerous cases, our staff is offered training by external providers for a higher level of specialization whenever a need arises.
- CCC is certified by the Project Management Institute (PMI) where the Technical and Project Management courses are accredited by the Institute. Company staff passing the PMP exam can benefit from additional and various CCC courses and experience, in order to maintain their certification.
- In 2012, in house training has been calculated to equal to 1 training day per employee. We usually offer training to employees in Abu Dhabi due to its accessibility. However, the Training Department will aim to accommodate CCC staff in different geographical locations by offering training in diversified geographical areas by 5% of its total training schemes.



Equal Opportunity and Transparency

- All employees adhere to the proper codes of conduct that are stated on employment agreements signed between staff and the company.
- Segregation, discrimination and racism are notions that are not allowed in our company's environment and if such instances occur, they are dealt with swiftness and justice to all concerned.
- Behavior that is unbecoming is not tolerated; preventative steps are taken to resolve conflicts and issues that may arise without their escalation.
- If there are instances of discrimination, CCC management swiftly takes action to deal with them. If they exist, we aspire to reduce these incidents to zero.

Remuneration

- We are committed to always offer standard entry level packages that are comparatively higher than most locations' minimum wages.

Hiring of Local Manpower

- We encourage the hiring of locally based staff at all projects and sites (64 % of staff hired in 2011 for many locations were local staff). There are recruitment campaigns carried out on a yearly basis which aim to hire graduates from the countries where the core areas of operations of CCC are.
- It is general practice of the company to hire locally based trained and qualified subcontractors to assist each country's project manpower.
- CCC aims to propagate both practices for newly awarded projects.



Employee Turnover

- CCC's continuous commitment to its workforce highlights that all staff are treated with dignity, respect and transparency. International implementation of human rights, ideals and notions are constantly revised and communicated to all staff on all levels.
- These policies lead to high employee commitment and low employee turnover. Our staff enjoys security and long-term benefits at CCC which leads to them staying longer in the company.
- CCC also has the policy of not releasing project staff in between projects as a commitment by the company to its employees until they find other employment opportunities.

Rates of Injury, Occupational Diseases, Lost Days, Absenteeism, Work-related Fatalities

- We record all of the above rates and we aim to reduce fatalities to zero. As for absenteeism, committees are formed to reduce it in cases where there is any observation that it has increased.

Demographics Diversification

- We are committed to equal opportunity and treatment in employment and occupation regardless of demographics such as gender, race, color, religion, etc.
- Distinctions are made stringently only on the bases of fundamental requirements of each particular employment position i.e. qualifications, skills acquired, relevant work experience, etc.
- CCC encourages:
 - The hiring of university graduates to promote and develop their careers



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2012



-
- Diversified manpower; employees come from 40 countries, composing a total of 110,000 strong workforce
 - In countries where social circumstances allow (for example, the UK, Greece and Lebanon), the male/female ratio reaches an average of 35/65%.
 - As for the diversity of CCC, it boasts staff from more than 85 nationalities working at different locations and projects which showcases the company's equal opportunity policies.



Environment

CCC Group Sustainability Report – Year 2012

- Since the very beginning, CCC has been committed to carry out its activities in an environmentally friendly manner by reducing environmental burden and improving efficiency wherever possible. Nevertheless, 2012 has been a landmark year for us, firstly because the **CCC Sustainability Mission Statement** was forged:

"Our mission is to be a leader in sustainable construction. We build on our heritage of family values and thorough construction record to continue to deliver sustainable value for our shareholders, clients, employees, communities and for future generations."

- Secondly, because CCC is accumulating all necessary data and input from all the Business Areas globally to prepare our **first Sustainability Report covering 2012**. The report currently in preparation is being put together in line with the Global Reporting Initiative's (GRI) guidelines.
- In addition to all these, we have intensified environmental training (internal and external) provided to select CCC staff (mainly Control Managers and Engineers). We also constantly encourage all stakeholders such as clients, subcontractors, contractors, partners and all our peers to implement sustainability themes.
- We pledge that in 2013 we will continue to form and expand our Sustainability Management Systems and grow into a truly global powerhouse that is fully committed to carrying out its environmental and social responsibilities.



Addressing Climate Change

- CCC identifies that climate change embodies new opportunities for businesses capable to mitigate and adapt to climate impact, but at the same time, it also entails new risks and costs, which ought to be examined. For the company the key point of managing climate-related risks and opportunities is to engage and directly communicate with all our business areas, enabling each and every one of them to verify the ideal pattern of dealing with the various risks and opportunities.
- The risks below deriving from climate change are taken into consideration by CCC:
 - **Regulatory risk** relates to national and international policies and regulations aiming to reduce greenhouse gases and waste disposal. Staying true to the Rio Declaration on Environment and Development is among the top priorities of CCC. (see below for specific details on reducing carbon emissions).
 - **Physical risk** derives from climate change as a physical phenomenon e.g. constantly rising temperatures, change in water cycle, etc. This aspect is examined specifically for each business area. A specific example is the following: in order to address the limited water supply in the Middle East, CCC makes use of wastewater plant and desalination technologies that help adapt to climate change via water reuse and recycling.
 - **Reputational risk** stems from the opinion of diverse stakeholders with regard to the company's action or inaction on climate change. On this matter, we make a point to include our environmental approach in our internal and external communications (internal quarterly bulletin, corporate brochures, website etc.)
- Finally, as part of the preparation of our first Sustainability Report covering 2012, we have been developing a number of solutions and measures to actively tackle environmental challenges.



Reducing Greenhouse Gas Emissions

- It is established that buildings consume some 40% of global energy. CCC recognizes the importance of reducing this share for the future and therefore it has incorporated an energy efficient perspective within its corporate goals.
- We constantly strive to minimize carbon emissions of our buildings, project sites and transport fleets. We are also trying to moderate the carbon embodied in the materials we use by exploring recycling and reusing options of construction materials.
- At the moment, we are in the process of establishing our global baseline of the company's carbon emissions (currently accumulating measurements for 2012 from all business areas). Once this step is completed we will be setting our goals for 2013. In order to maximize environmental friendliness of our goals, we intend to reduce carbon emissions approximately by 10% with respect to 2012.
- As part of our first Sustainability Report covering 2012, we aspire to obtain an overall perspective over our produced emissions; therefore we have been meticulously measuring direct greenhouse gases emissions (CO² equivalent) as well as indirect emissions, from general electricity use.
- In addition to this, CCC is concentrating its efforts on developing a program of sustainable construction and green building. As a construction company, apart from minimizing our own energy use and carbon emissions, we see enormous market opportunities and potential in assisting our clients to decrease their carbon footprints by starting to develop new, low carbon infrastructure and protect existing infrastructure from the impacts of climate change.
- During 2012, by practicing innovative energy management and business models that even made use of renewable energy resources (for example, photovoltaic installations), we have managed to decrease greenhouse gas emissions and cutback project running costs.



Protecting Biodiversity

- CCC recognizes that maintaining biodiversity is vital to all human welfare including businesses, and the loss or degradation of biodiversity can have irreversible economic, environmental, and social consequences. In order for businesses to flourish they require the stable operation of ecosystems and for this reason we strive to use sustainable natural resources in a responsible manner.
- For CCC protecting the natural resources is not just about the environment but it also ensures the fluid operation of our industrial activities.
- As early as the planning phase of construction projects, we promote the preservation of biodiversity in the areas surrounding our projects. CCC develops customized environmental strategies aiming to minimize the impact of our projects on the local nature. In addition to this, as a responsible corporate citizen, CCC restores the affected environment in many sites, thereby protecting the local flora and fauna.

Reduce – Reuse – Recycle

- CCC is committed to the constant carrying out of its activities in an environmentally friendly manner, by reducing its burden and improving efficiency wherever possible. The 3R's initiative is governed by CCC's sustainability pillars; Economy, Society and the Environment, and aims to accomplish efficient use of resources as well as zero waste.
- The implementation strategy for achieving the 3R's initiative goals are set based on the following particulars:
 - Given the significance and value of water and energy resources, the main area of improvement should concentrate on implementing reduction procedures
 - Given that waste minimization can be achieved by focusing primarily on the first of the 3R, "reduce", subsequently followed by "reuse", then "recycle". The initial target should be to use resources efficiently



- Awareness of the 3R's initiative is catching up around the different areas, departments and disciplines within the company, launching different ideas that are being introduced, aiming to be implemented wherever applicable.

Water Use Reduction Actions

- Replacing the restroom/kitchen faucets with reduced flow faucets
- Installing of water meters to measure water consumption per building
- Scheduling regular maintenance checks for detection of leaks
- Organizing water saving awareness campaigns

Paper Use Reduction Actions

- Replacing paper magazines with electronic subscriptions
- Submitting majority of bidding proposals electronically
- Converting our main archives from paper to electronic/digital records
- Two sided printing as default setting on office printer networks

Recycling Actions

- Distribution of recycling bins for paper, plastic/aluminum/glass, CDs, batteries
- Introduction of recycling scheme for neon lighting, fluorescent rods, energy saving light bulbs
- Introduction of personal paper recycling boxes
- Disposal of materials such as old carpeting, glass/metal partitions, foam insulation for efficient breaking down and recycling



Reusing Actions

- Promoting the reusing of single sided printed paper, as scrap paper
- Distributing of 3R's tips through informative periodic email campaigns
- Encouraging the staff to bring their own coffee/tea mugs to use rather than constantly use disposable cups
- Using of recycled paper towels/napkins
- Refilling of printer cartridges and toners

Environmental awareness within our company

- We recognize the importance of continuously promoting the general notion of sustainability between all employees. For this reason, the company regularly organizes internal awareness campaigns such as the installation of "Save Water" banners, the "Think before you print" reminder emails as well as pertinent educational activities such as reforestation and beach cleanings.
- CCC makes it a policy to buy furniture, carpeting and paints that are free of volatile organic compounds (VOCs) and continue to reuse these wherever possible.
- We make mass orders of consumable products in order to save on postage and unnecessary journeys of numerous deliveries and we aim to purchase items with excess packaging that can be reused or recycled.
- The company uses bio degradable cleaning products that include less harmful ingredients, whenever possible.



Anti-Corruption

Commitment

- CCC is committed to the United Nations Convention Against Corruption as well as to the World Economic Forum - Partnering Against Corruption Initiative (PACI) Principles.
- CCC supports the Partnering Against Corruption – Principles for Countering bribery (“Principles”), derived from Transparency International’s Business principles for Countering Bribery. These principles call for a commitment on two fundamental actions:
 - A zero tolerance policy towards bribery, and;
 - Development of a practical and effective implementation program

Systems

- CCC’s Core Values, Guiding Principles and Code of Practice which include our anti-corruption commitment are adopted in all company offices and projects. We have internal and external auditing systems in place and management monitoring procedures to ensure the prevention of bribery and corruption.
- CCC has developed its “Ethics & Anti-Corruption Program” (EACP) which covers all aspects related to the subject including commitments, declarations and whistle blowing procedures and tools.
- Implementation of the EACP is mandatory across the Group and is monitored and controlled by senior management. Statements on corruption and penalties, as well as periodic bulletins on anti-corruption and legal consequences are issued to all employees. In addition, training sessions are conducted to increase awareness of the staff on the importance of fighting corruption.



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2012



Actions

- Internal controls have been strengthened to ensure transparent policies and systems. The company is set up in such a way that every department has a system and standard procedures to follow, hence making it harder for corruption activities to exist.
- Internal memos clearly defining the legal consequences for corruption and formal meetings on the subject are conveyed to relevant employees.
- Employees suspected of being involved in corruption are investigated by a set up taskforce which gathers information from all parties concerned, studies the case and takes action when needed. When found guilty, legal actions are taken against the violators including dismissal from their post. If evidence is not sufficient for legal action, employees are put under probation and surveillance until light can be shed on the incident.



CONSOLIDATED CONTRACTORS COMPANY

**COMMUNICATION ON PROGRESS
2012**



CCC's BULLETIN

Corporate Social Responsibility



News Section

January till December 2012

Bulletin

April / 2012

Issue No. 101

ACWA

**Celebrating
25 Years
of Success**

CONSOLIDATED CONTRACTORS COMPANY

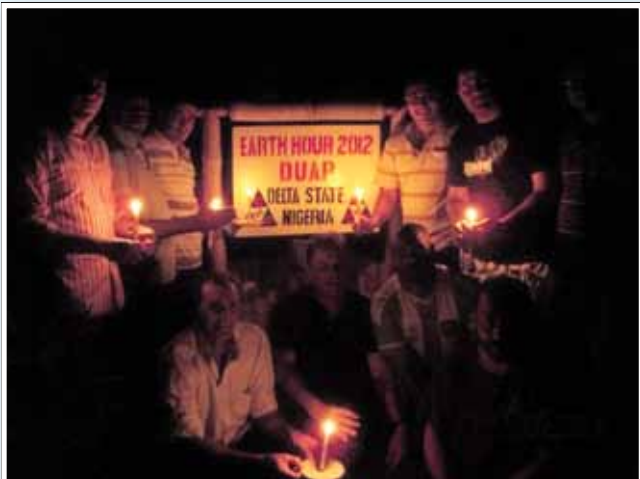


CSR News Report

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

Earth Hour



Saturday, 31 March 2012 was the fourth 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. A few areas and projects which reported their participation included Nigeria, ACWA UK, ACWA UAE, Kazakhstan, UAE, Guinea, Tanzania.



Greece

Contribution to the Communities in Greece

In continuation of the CSR Initiatives, CSR Committee in Athens is extending a supporting arm towards specific communities that have been badly affected by the prevailing financial crisis in Greece. Organizations, institutions and other parties which are badly in need

of specific necessities including food stuffs, medicines, clothing, blankets and other related items have been identified and actions were taken towards the following:

Food Drive Campaign



A van full of dry and canned food was delivered to the KLIMAKA NGO - a shelter for the homeless based in Athens that is active in feeding the increasing number of homeless people in the area. The donation which was made by CSR on behalf of CCC employees was greatly appreciated by the officials of the organization.



Upgrading of Household Appliances

A new heavy duty kitchen stove was donated to replace the existing old damaged one to Pamakaristos Founda-



tion, a non-profit charity organization which provides a variety of services regarding education, social welfare and vocational training courses to children and adolescents with autism spectrum disorders, mental retardation and various learning and attention disabilities.



A washing machine, a freezer and a vacuum cleaner were donated to the Adult Guest House of the Municipality of Vouliagmeni in Athens, an establishment which offers a shelter and feeds over 40 adults who are unable to remain in their own homes for any given reason. Since its foundation, the guest house has hosted more than 2,000 people and among the challenges its residents have faced are homelessness, unemployment, drug addiction, cancer, and spousal battery.

3R's Personal Paper Recycling Box

One of the targets handled by CSR - "3R's Sub-Committee" is to minimize wastage of paper at MOA. Personal Paper Recycling Boxes were distributed to all MOA offices for depositing the unwanted documents rather than disposing them in dustbins.



Kazakhstan

Nauruz Holiday



On the occasion of the Nauruz Holiday (21 March), Kazakhstan CSR team organized a concert at the Atyrau Arts and Music Academy with the Lebanese singer Yehia Abu Saada and musician Mazen Abu Saif participating. The songs and dances played by the academy's students, the CCC dabke group, Yehia and Mazen demonstrated how music is the language of all cultures.



*Tony Awad
Group Corporate Social Responsibility Officer*

CCC Egypt's First Tennis Tournament



Dany Chouaib being presented with the winner's trophy by Ziad Raleb

As a part of our commitment to the health and wellbeing of our staff, we decided to organize and hold the 1st Tennis Tournament for CCC Egypt staff in Cairo. This fun event took during the period 16-23 January 2012 (despite the current unstable situation). Sixteen players from different projects and office locations competed in a friendly and cheerful atmosphere which ended with the results as shown in the table.

We believe that this event was a very successful one, which helped build our CCC Egyptian family team spirit and which came amid severe political tensions and assisted in creating hope for a better future.

Mohab Kassem
Senior Accountant & Sports Events Coordinator



Public School Library Development - Emirates Foundation, Abu Dhabi

Sustenance of the universe and prosperity of the human race are built on the strengths of pillars of knowledge and the process of building the pillars is through READING: reading to learn and learning to understand. As part of its CSR programmes, CCC UAE Area has sponsored a public Library Development Project implemented by Emirates Foundation. Emirates Foundation is a unique not-for-profit UAE institution which has always undertaken long-term initiatives that address important social, cultural, educational and environmental issues of UAE citizens, beyond the regular ambit of government and commerce.

Developing reading habits among the young generations of the UAE population has been recognized as an important area to foster public/private cooperation by the Emirates Foundation. Major private sector companies have joined together to promote various projects selected by them and our decision to sponsor and financially support development of public libraries in various regions of UAE and also be part of the developing process was well received and heartily welcomed by the UAE authorities.

Our commitment to support the endeavors of the local community to groom a knowledgeable young generation who are capable of meeting the country's underlying requirements and future challenges was met with applause from all corners. The future of any country is in the hands of the young generation and public libraries contribute a great share of enlarging the knowledge base of the young as well as the grownups. Our efforts to become part of this noble venture were well appreciated. We can be proud of our dedication to mould a knowledgeable young generation who can face future developmental needs of their country and also contributing to global knowledge development that can support the human race is a well designed CSR programme.

Library Development Project

Encouraging young students to read and use their school libraries will add to the enhancement of quality of UAE education as well as preserving the cultural heritage of the country. The photograph reveals the utilization of the libraries to expand the cultural spirit of the children from an early age.

Cultural Activity Room

The region selected for development of this project was the Western Region of the UAE as major CCC projects are located in this region. We are giving more importance to regions where we are operating our projects when the subject is community development.

We have been part of the selection and screening committee entrusted with the responsibility of identifying eligible schools, reviewing the aide applications, vetting and subsequent approval by the Ministry of Education. We were cited in all external communications relating to the project and the criteria selected for funding eligibility was based on schools that demonstrate committed leadership, high quality feasibility plans and the engagement of teachers, administrators and community.

Though we lagged behind in the volume of funding compared to other private sector sponsors, our approach towards this noble cause, participation in selection process and our general attitude from the beginning, and so on were highly appreciated by the Emirates Foundation, the Ministry of Education and of course the beneficiaries (the local community).

The developed public libraries have a great source for expanding the knowledge base of girl students and female community as the library atmosphere provides all protections deemed necessary for them to sit relaxed in a culturally conducive atmosphere and open up themselves to a world of knowledge which was otherwise not accessible for them. The picture shows the female community's participation in the libraries.

Female Reading Area

To ameliorate relationships in regions where we are building structures that last for generations is a pragmatic approach of the company and it is well within our defined CSR programmes. By doing so, we shall be able to leave behind a permanent footprint of the Company's generosity and social commitment towards the local community.

By becoming fully familiar and comfortable with utilizing library resources, young Emiratis will be able to increase their academic achievement and have tools to upgrade their knowledge and skills throughout their lives, contributing to their personal and professional accomplishments and that of their nation. And we are proud to be a part of this achievement.

If books are the medium for young aspiring minds to visualize their dreams then a library can give life to realize their dreams.

V. Mamunni
Senior Administrator/Lead CSR Coordinator, UAE

Qatar National Sports Day

Qatar kicked off its first ever Qatar National Sports Day on 14 February 2012. As part of the government's agenda in connection with the upcoming 2022 World Cup and the bid to host the 2020 Summer Olympics, this celebration was initiated to further enhance and develop the sports culture within the state. This in turn creates awareness and promotes sports and its benefits, physical education and a healthy community among its citizens, residents and immigrants working in the state.

The National Sports Day (NSD) will be held annually every second Tuesday of February. And since the celebration was declared a national holiday, all levels of society of different ages can participate.

CCIC/TCC, as one of leading construction firms in Qatar, joined in the celebration where the sports enthusiasts' employees of the company actively participated in various sports events such as basketball, volleyball, cricket, table tennis, marathons, and so on.

Winners and champions in different categories were awarded with trophies and some gifts were offered as a token of their involvement.

Aside from the positive benefits of sports to physical and mental health, it also encourages socialization where employees get to meet other groups. The festival served the employees a worthy cause of their time where all had fun and enjoyment including the families of the senior staff who were also invited to join.

Due to the overwhelming success of the event, the government of Qatar granted special authority to CCIC/TCC to continuously hold the annual celebration within CCIC/TCC projects in Qatar which will surely be an event for its employees to look forward to.

Through the coordination of CCC area management and all project management along with the local authorities and support from various government departments, the sports fest, as conducted for the first time, turned out to be well-organized and successful thus making an historical addition to Qatar's record of leading and positive initiatives in the region and across the globe.

Adel Abdul Al
Manager, Area Personnel and Administration



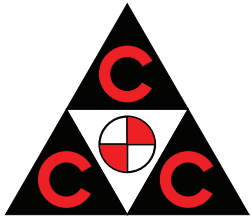
CCC Oman Lifts Basketball Title

This tournament is a yearly activity organized by the Oman Chamber of Commerce & Industry and the Oman Basketball Association.

Our basketball team was one of the twelve teams (representing various public and private sector firms and ministries) that participated in this year's event. The tournament took place between December 2011 and March 2012. In the final game, CCC defeated Oman Cement Company by 63 - 45.

*Johny Bandak
Materials Engineer (Estimation)*





July 2012

Issue 102

bulletin

Consolidated Contractors Company



MOROCCO

Arab Western Frontier

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

CORPORATE SOCIAL RESPONSIBILITY

Greece

How to Improve Your Personal Security

The MOA CSR Committee organized 2-hourly presentation sessions that focused on awareness and advice related to improving personal security. The presentations were conducted by a retired security expert who served in the Greek Police Force for 30 years including Police Chief positions in different Greek Municipalities. The sessions were interactive, personal security cases were presented and discussed followed by advice and awareness tips on "How to Improve Your Personal Security" by minimizing the risks towards house burglaries, car thefts, armed robberies, bag snatching, ATM transactions, and exposure during holidays. Six successful sessions were held and based on the interest of the participants, more sessions are planned for next September.

Greek and Arabic Language Classes

Continuing the MOA CSR Committee's efforts to promote inter-cultural relations between the communities, Greek and Arabic language classes were organized for CCC employees and members of their families. Due to the overwhelming interest in participating, four Greek Classes (two beginners and two intermediates: a total of 60 participants), and three Arabic Classes (two beginners and one intermediate: a total of 30 participants), were organized. The duration of each class was 48 hours and based on the success of these sessions, participants are asking for the continuation of the programme in addition to many new requests from interested participants. New classes are planned for next September.

3R's Garbage Recycling Bins

A second activity handled by CSR - "3R's Sub-Committee" targeted the recycling of garbage. **Blue Garbage Recycling Bins** were distributed

to all MOA kitchenettes for depositing plastics, metal and glass disposable material.

Turkmenistan

On the occasion of the Turkmenistan President's birthday on 29 June, CCC's Turkmenistan Branch sponsored the annual Greco-Roman and Freestyle Wrestling Competitions. CCC presented the competitors with their prizes consisting of 16 TV sets, 28 DVD players and 14 vacuum cleaners. There



were ninety participants who represented the six provinces of Mary, Balkanabat, Lebap, Dashoguz, Ahal and Ashgabat. At the end of the competition the company was presented with letters of acknowledgment for our assistance and support.



Kazakhstan

Paryz 2011



A ceremony was held on 4 May at Atyrau Akimat to congratulate KMG, Chevron, CCC & ESS for their participation in the President's contest "Paryz 2011" for the best CSR programme. The event was covered by the media.

An appreciation certificate signed by the Kazakhstan Minister of Labour and Social Protection was awarded.

Lebanon

AUB Corporate Social Responsibility Conference

The Suliman S. Olayan School of Business at the American University of Beirut hosted its first CSR Practitioners Conference on 4-5 May 2012. Over two days, six panels, 35 international and regional speakers from top performing CSR institutions presented and engaged in debates to emphasize the practical applications and implications of CSR for business practice in the MENA region. Attendees consisted of an audience of business executives and CSR professionals, who shared their experiences and provided opportunities to exchange best practices. CCC Lebanon was a contributor to the activity and was represented by members of the Beirut Office Staff.



CCC's 36 Year Presence in Greece

CORPORATE SOCIAL RESPONSIBILITY

CCC was born 60 years ago - a vision which originated amidst the violence and turbulence which pervaded the founders' homeland - Palestine. Fuelled by a desire for peace, tranquility and independence, a budding empire took root and grew, firmly established on hard work, dedication and vision. The company in due time found itself in Lebanon, where it flourished and grew rapidly, having as its main projectory the love, devotion and hard work of its employees. The last 36 years of its triumphant history has been written in Athens, Greece.

With the outbreak of the civil war in Lebanon, CCC moved the Coordination Office of one of its corporate entities to Athens where it has stayed to the present day. CCC was classified under the legal framework of Law N.89/67, which regulated the tax status of offshore companies not operating in the domestic market. Later on, this legal framework was amended and took on its present form as Law N. 3427/2005.

CCC business activities are spread out over five continents and are coordinated by Athens. By focusing on its employees as a human factor, not considering race, sex, origin or religious persuasion, and in promoting loyalty, hard work and a family spirit, CCC continues its ascending story into the future. It currently employs 140,000 people worldwide and is considered one of the 20 largest construction companies in the world. Without a doubt it is endowed with expertise and specializes in a wide range of construction projects including refineries, petroleum plants, natural gas, oil and marine installations, major infrastructure and network projects. Also power plants, desalination units, wastewater treatment plants, airports, ports, roads etc - the list is never-ending.

In Athens the number of employees is approaching 800; about 350 of them are expatriates and live here with their families. With the passing years, they have adapted to the Greek way of life and have been successfully integrated into Greek society and actively participate in the social and economic life of this country. The rest of the "CCC family employees" are Greeks which proves that the main concern and manpower philosophies of the company are to honour the host country, and what better way to do this than by offering employment to Greek individuals. For many Greeks this becomes a lifetime

career odyssey, with many being sent to work on projects abroad.

An interesting fact is that over the years several proposals have been made to the company by other countries regarding the setting up of their coordination office in those countries, with very attractive benefits being offered, such as additional tax benefits. This is not surprising, as which country would not want to host such a global business giant like CCC - the benefits are mutual. CCC however has rejected every proposal, remaining true to its original choice, precepts and ethics, which have deeply embedded roots in the 'CCC DNA'.

CCC's connection with Greece can be traced to an ancient belief that some Greek Philistines who came from Crete, went and settled in Palestine. This connection with the past in this



CCC's 36 Year Presence in Greece

rapidly changing world, economically, socially and culturally, represents admirable principles and values that the founders and owners of this company considered, and held dear, in their choice of a 'new home'.

After 36 years of living in Greece, it has become a second homeland for the families. They enjoy a normal way of life here with all what entails while being a part of the Greek culture and way of life. They have made CCC a living and breathing entity, sharing experiences, anxieties, thoughts and concerns together. They are indeed 'one of us' (flesh from our flesh) and it is no exaggeration that they offer a lot more than they receive.

CCC works tirelessly both here and abroad. The company gives employment to locals, thus offering tax revenues and encouraging consumption. The management personally

mediates in the Arab world to open up investment pathways for Greece. They promote and advertise Greece to their contacts and business associates all over the world and we are talking here about at least 1,500,000 entrepreneurs worldwide, contributing to the positive image of the country and in strengthening relations between Greece and the markets they operate in. They try to drum-up interest in investment in Greece either personally or by attracting international company executives, who frequently participate in meetings and events that they organize towards this end.

The technology and expertise practiced by CCC, along with its long enduring experience, means that it is often called upon for advice and guidance, by individuals, companies, entities. There have been quite a few times when the

company has responded with great effort to requests for its assistance in various matters.

From its first inception into Greek life, CCC has been supportive of the Greek economy, without benefiting from the Greek market, and that is why the company gained the trust of Greek society almost immediately. They came to Greece not looking for opportunities, but rather by offering opportunities.

As part of its Corporate Social Responsibility (CSR), CCC has managed to accomplish several things. By undertaking this task with humility, discretion and respect toward people, and being governed by the principle 'we received from society thus we should return to society', the leadership of CCC has been involved deeply with socially associated matters, pertaining to the Greek society. To name but a few - CCC has made many donations to causes, needy institutions have received sponsorships, help has been given in building projects such as a nursery school for instance, and their presence has been felt in responding to needs associated with natural disasters, as well as with issues connected with environmental protection.

CCC is indeed a treasure house of great value. Its primary driving force is the human factor. The company is a close knit family, which radiates compassion, brotherhood, loyalty, sensitivity and possesses and gives charity. Its closely guarded secret is a secret no more - CCC has a soul.





Egypt

Cancer Awareness Campaign

The health and welfare of employees is one of the main objectives of CSR. Nowadays, almost every one of us has been affected by cancer whether directly or indirectly through family or friends. Accordingly, the CSR Egypt Team started a new campaign to promote cancer awareness among employees. In collaboration with CANSURVIVE, an Egyptian association for cancer patients and survivors, several presentations will take place throughout the year.

"Change Your Life Style" was the name of the first presentation which took place in May, 2012. The presentation showed good habits to avoid colon cancer as well as the recommended checkups and their frequencies. The session was attended by 20 employees from CCC- Egypt Area office. The attendees acknowledged the beneficial information they received from the presentation and valued the understandable language it was presented in. The presentation materials and handouts were then distributed to all CCC Egypt employees.

Being a widely spread issue in Egypt, the coming session will be about breast cancer awareness. The CSR Team will plan with CANSURVIVE to conduct those sessions on the project sites in addition to the main office



and to tailor the presentations to be easily understood by the work force. Soft copies of the materials will also be distributed among CCC employees in Egypt projects. This material can also be made available to other CCC areas

CSR Country Activities

should they be requested by the respective CSR teams in those areas.

Ahmad Abdul Rahman / Ahmed El Nouri

CSR Team - Egypt

Reduce Reuse Recycle



Further to a corporate request to all CSR teams, to highlight one of CSR objectives towards the environment, the CSR Egypt team launched initiative No. 36 "Reduce-Reuse-Recycle (3Rs)" in the Area Office. The initiative aimed to promote environmental best practices among employees in an office environment.

For the Reduce-Reuse, we have posted flyers across the building with simple tips for energy, materials and water savings. For example, we have posted a flyer inside the toilet rooms to remind users to push the half flush button instead of the full flush button according to the use.

This simply will save on average 45,000 gallons of water per year!

For Recycling, we have distributed three different coloured trash boxes in each department to segregate three types of waste materials: aluminum, foam and plastics. The types of waste to recycle we chose based on the observation of the main types of waste generated from the building. In addition, we applied the personal folder recycle box idea

CSR Country Activities

which was posted earlier on Fanous in each work station to encourage paper recycling.

It may look simple, but our main objective is to encourage employees to get used to the culture of thinking towards the environment which in time could be applied later in their homes and could really have greater impact on our society.

Ahmed El Nouri

Greece

Humanitarian Activities

In continuation of CCC's CSR commitment towards the support of the local communities in Greece especially during the prevailing economic crisis, MOA CSR Committee along with staff volunteers have been dedicating time and effort during the past few months towards the achievement of this humanitarian cause. The following list brings you up-to-date with the donation and contribution activities made by CSR during this period:

- ▶ Medecins Du Monde / Doctors of the World provide emergency medical aid to victims of natural disasters, wars and conflicts. In Greece they have Open Polyclinics, Refugee Shelters and many others. Donation: hematology analyzer.
- ▶ SOS Children's Village in Vari houses and helps children who are in need of care because they lost their parents or are homeless for other reasons. Donation: various items of clothing for 50 boys and girls.

- ▶ Estia Constantinoupoleos Old Age Home in Palea Fokea houses Constantinopolitans and other seniors from Asia Minor who had been left isolated and socio-economically deprived. Donation: medicine and dry foodstuffs.
- ▶ Chatzikiriakio Childcare Institution in Piraeus takes care of orphaned and homeless girls from the age of six coming from families with serious social and financial problems. Donation: summer shoes, beach sandals and swimsuits for 80 girls.
- ▶ Amimoni Organization in Vouliagmeni houses and takes care of children with visual and multiple disabilities. Donation: sanitary appliances.
- ▶ O.K.D.I.A.A.P. NGO for helping poor families suffering from unemployment and economic problems. Donation: Dry foodstuffs for families in Corinth.
- ▶ PC Donations: 30 PC's were donated to 12 needy organizations including schools, institutes, orphanages and others.

I would like to thank members of the MOA CSR Committee, who are all VOLUNTEERS, and the other staff volunteers who participated with us during this period, for their dedication and hard work in achieving the above initiatives.

Tony Awad

Beach Cleaning

Once again this year, our motivated volunteers, made up of our CCC staff and their families, met for our annual beach cleaning on one of



CSR Country Activities

the most beautiful beaches on the eastern coast of Athens. On 10 June over 30 members of all ages worked together on a Sunday morning to clean the beach of Schinias ridding it of the litter polluting its grounds. Among those present, were members of the Marathonas Municipality, who were extremely touched by our corporate social responsibility. When we were asked why we were cleaning the beach, we simply answered that we feel it is our duty to care for the community and the environment. We send out a big thank you to all the volunteers for helping us make this initiative a success and we hope to see you all again next year.

Mazen Stefanou / Noor Al Ghafari

Papua New Guinea

World Environment Day

As part of its social corporate responsibility, MCJV commemorated the World Environment Day (WED) in a socially inclusive approach with St. Paul's Primary School in Komo. The decision to celebrate with children was deliberate as they represent the future generation and should be groomed to take over management of the environment.

MCJV is constructing an airport in the very remote and culturally challenging village of Komo in the Southern Highlands of PNG and was committed from inception to mitigating its environmental impact by putting in place an environmental department. Despite the enormous difficulties, progress has been very systematic and cooperation with the local communities has grown from strength to strength and this is not only beneficial to permit ongoing construction activities but also paramount for future operations of the PNG LNG project. On the occasion of this 40th WED, MCJV demonstrated one such commitment as the project director accompanied by a host of other project dignitaries and of course the environmental team alongside the Company (EHL) Environmental Advisor took time from their very busy schedule to celebrate this day with the pupils of St. Paul's Primary School in Komo.

The occasion commenced at 9.30 am with the arrival of the MCJV project team that was warmly welcomed by an enthusiastic crowd of school children who decorated each of the guests with a bouquet of flowers worn around our necks. Without any further waste of time the project delegates under the leadership of the project director Samer Haddad engaged in a tree planting exercise during which he personally planted the first tree. This was a remarkable show of commitment from the lead of MCJV demonstrating that it does not only endeavour to reduce the project's footprint but also to increase its handprint. The project director came out himself not only to plant a





tree but also to teach these young pupils how and why it is important to plant trees. This commendable gesture was highly appreciated by the school management and the community at large.

The celebration proceeded with a series of short speeches from each of the project delegates with interludes of music, ballet dances and sketches by the school children. The speakers highlighted the theme of the 2012 World Environment Day as “Green Economy: Does it include you” and went ahead to elucidate this to the children, encouraging them to preserve their pristine habitat with its pure air and fresh water that is so cherished by but lacking in most industrialized nations of the world today. The short speeches were all aimed to empower the children as future ambassadors to champion the environmental course as they represent the future generation. In return, the children’s sketches and songs were pregnant with meaning carrying messages on the effects of climate change, impacts of industrialization and sound environmental practices at ecosystem, habitat and species levels. Besides the valuable and scholarly environmental information sharing the songs and sketches were profoundly entertaining.

The occasion was crowned by another cooperative gesture from the project director on behalf of MCJV and Exxon, this time the handing over of a plan for the construction of a church with support from Exxon. The atmosphere was again filled with excitement upon the reception of this good news which again demonstrated the project’s social responsibility towards the local community. Everyone then came together for a family picture before moving on to the final phase of the celebration, the sharing of cupcakes and drinks donated by the project.

The ceremony rounded up at 12.30 pm with total satisfaction on the faces of every pupil and the teachers alike. The MCJV team was equally very satisfied for the quality time well spent with the children. And so that is how MCJV is committed to ensuring sustainable development and equitable growth in Komo both in the present through the efforts of its environmental team and in the future by investing in the school pupils. The excellent and admirable relations with the local community as experienced on World Environment Day will go a long way to guaranteeing the smooth functioning of the PNG LNG project during the operations phase.

Taku Awa



Tanzania

Soccer Tournament

We arranged a soccer tournament at TIRP Tanzania with the participation of our engineers and consultant. It was a nice gesture on the part of the TIRP Management to motivate the people and keep in touch with them. We had an enjoyable time and our

employees appreciated the efforts that went into organising this activity which boosted morale on the site.

Playground Equipment

The project donated children's playground equipment to the local school (see pictures).

Abdulla Abu Murshid





United Arab Emirates

Support To Autism - Children with Special Needs

Lending a helping hand to those who aspire to change the lives of Children with Special Needs is a duty and social responsibility on the society. As part of our CSR outreach programme dedicated to the cause of community development and philanthropy, CCC UAE Area was fortunate to be associated with Future Centre for Special Needs (FCSN) an Abu Dhabi based nonprofit driven organization, specializing in the education and rehabilitation of children with special needs.

FCSN approached the RMD, UAE @ Palestine, to sponsor a gala dinner event organized by them and thereby contribute towards the maintenance and operation of their Centre for Children with Special Needs. Acceding to the need of the hour and significance of the event, RMD was benign to extend his support under UAE Area CSR activities and gracefully accepted to become the Platinum sponsor of the event. The event was jointly substantiated by Abu Dhabi Council for Economic Development and National Media Council. The British Embassy in UAE also extended their support by offering their premises to conduct the event.

His Excellency Sheikh Nahyan Bin Mubarak, the Minister of Higher Education & Scientific Research and many other prominent personalities

attended the function. The event generated appreciable interest among various segments of the society which was visible from the large number of people who attended the function. As a special gesture from the part of the organizers, we were allowed to occupy four tables in the Gala Dinner function. However, we occupied only one table and released the other three tables to occupy contributing participants of the event, thus further emphasizing our support and contribution to the noble cause.

The monetary contributions from the gala dinner exceeded the expectations of the organizers. Ramzi Tarabishi, the Commercial Manager of CCC, UAE, and the British Ambassador to UAE were

present at the cheque handing over ceremony held at FCSN premises.

Institutions like FCSN, dedicated to education and rehabilitation of children with special needs deserve wholehearted support. The glorious initiative of RMD in this regard is laudable and it is reflective of UAE Area Management's solicitude to integrate socially responsible investments. We are proud of our endeavour and feel proud to be part of this noble cause.

V. Mamunni, Lead CSR Coordinator, UAE





Career Day at Indianapolis University - Athens 2012

Greece

CCC-HR participated in a Career Day which was held at the University of Indianapolis, Athens on the 4 May 2012 and which was highly attended.

The event targeted fresh graduates as well as alumni of the University who would like to join CCC. There were over 30 participants from different countries such as Greece, UK, USA, Russia, Palestine, Albania and Venezuela.

This activity comes in line with the CCC CSR principles where the company aims to improve the welfare of the community by opening up opportunities for its members.

Saudi Arabia

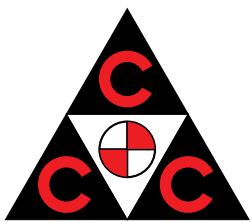
In line with its CSR commitments and Saudization plan to employ fresh Saudi national graduates, CCC-KSA participated in the Career Days at the following universities and colleges during the first quarter of the year 2012:

- Jubail Industrial College, 18 March 2012.
- SciTech, for employing Special Needs persons (Handicapped 4 April 2012).
- King Saud University (Riyadh) 14 April 2012. (HRH Prince Abdelrahman Bin Talal attended the event and received the participation certificate on behalf of CCC).
- King Abdelaziz University (Jeddah) 24 April 2012.
- King Fahd University for Petroleum and Minerals (Dhahran) 6 May 2012.
- Technical and Vocational Training Centre (Khobar) 20 May 2012.

During the events CV's were collected and a number of students interviewed by CCC team members. A number of graduates have been employed and a number of students will have their summer training at CCC offices and projects in KSA.



Prince Abdelrahman Bin Talal (right) and Bader Al Mandeel, CCC Administration & Government Relations Manager



October 2012

Issue 103

bulletin

Quarterly Magazine of Consolidated Contractors Company



All About Airports



Contribution to the 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.

CSR - 2012 First Six Months Progress Report

CCC's CSR Network links all areas, projects, subsidiaries and branches through Lead Country CSR Coordinators who were nominated by their respective senior management to coordinate and follow up CSR initiatives in their domains. Progress reports covering their CSR activities during the first six months of 2012 were submitted and compiled in a CD that was circulated to area senior managements, project managers, lead country CSR coordinators and other parties involved in supporting the initiative. All parties were requested to review and share the information with their subordinates for spreading CSR awareness across members of the Group.

Greece

KYADA Donation



In continuation of CSR initiatives towards the help of the Greek Community, the MOA-CSR Committee along with staff volunteers has organized a dry food donation to the Municipality of Athens which was delivered

last August. The donation was a full truck load of dry food consisting of various items - pasta, rice, oil, sugar, milk and others. It was presented to the Municipality by members of the Committee and volunteers on behalf of the Company.

The donation was greatly appreciated and according to their estimation, the donation will cover the needs of a thousand persons for



duration of two months.

Race for the Cure

For the fourth year CCC was one of the main sponsors of the event Race for the Cure 2012 which took place in Athens on 30 September 2012. CCC was the company with the third largest number of participants and we want to thank all those who came to support this symbolic cause. The race was organized by Alma Zois, the Greek Association for Women with Breast Cancer in cooperation with the American association, Susan G. Komen. More than 8,000 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.

EPSO

3Rs Initiative

Awareness of the 3Rs initiatives "Reduce - Reuse - Recycle" is catching up around the different areas, departments and disciplines within the Group. Following the formation of the 3Rs Subcommittee at MOA, EPSO in UAE

have formed their own 3Rs Subcommittee and are active in launching different ideas that are being introduced with the target of being implemented wherever applicable.

Kazakhstan

Donation of PCs



In continuation of CCC's CSR commitment towards the support of the local community in Kazakhstan, eleven PCs were donated to humanitarian organizations in the Atyrau region including an AIDS centre, a home for the elderly, a home for handicapped people and a local orphanage.

Distribution of Food Parcels in Kurmangazi, West Kazakhstan



On Saturday, 11 August, the Kazakhstan CSR Team distributed food rations to 50 Kurmangazi families in Western Kazakhstan, 250 kms from the centre of Atyrau (near the Russian border). The programme started with a visit to the Akim of Kurmangazi region in his office, followed by the distribution of food rations to the needy families and ended with an interview with Kazakhstan TV, Atyrau.

Palestine

Distribution of Food Packages

During the holy month of Ramadan, CSR Palestine contributed food packages (consisting of rice, vegetable oil, sugar, halva, jam, lentils, olive oil and tomato sauce) to 100 poor families.

Saudi Arabia

Iftar Party, CCC Al-Khobar



As part of its CSR activities, CCC-KSA Area Management invited on Friday, 10 August 2012 all employees located at the Area Offices in Khobar and Rashid building, White camp, PMV offices and a number of senior staff from the Area office in Riyadh and projects in KSA for Iftar. During the event all the attendees had an excellent time and expressed their appreciation to the owners and management.

Habshan 5 - Going Green



In 2001 CCC was one of the first companies to support the UN Global Compact in response to an invitation received from Kofi Annan, United Nations Secretary General at the time. Currently, with over 8,700 corporate participants and other stakeholders from over 130 countries, the UN Global Compact is the largest voluntary corporate responsibility initiative in the world.

Every year, the Global Compact publishes its International Yearbook in which are included around 40 best practice examples from different companies which illustrate how to implement the ten Global Compact principles in daily business and projects. This year, CCC was chosen for its best practice achievement towards the environment in the Habshan 5 - Going Green Initiative. We would like to thank the UN Global Compact for permission to reproduce the article below:

Over the years, the Consolidated Contractors Company (CCC) has participated in and contributed to the countries and communities in which it has operated. Contributions have come in the form of monetary and in-kind donations. The "Habshan 5" project is an example of CCC's sustainable engagement.

Integrated Gas Development, also known as Habshan 5, is a project run by Abu Dhabi Gas Industries to improve the production of natural gas liquids in the region and is aimed at significantly boosting the Emirate's offshore gas production.

The reason for doing so is the permanent demand for energy all over the world. According to the UN, the world population is rapidly expanding. The world population had reached 1 billion people by 1800; 2 billion by 1922; and over 6 billion by 2000. It is estimated that the population will swell to more than 9 billion by 2050. That means that if the world's natural resources were evenly distributed, in 2050 people will only have 25 percent of the resources per capita that people had back in 1950.

CONSOLIDATED CONTRACTORS COMPANY

HABSHAN 5 - GOING GREEN



By Tony Awad

Over the years, the Consolidated Contractors Company (CCC) has participated in and contributed to the countries and communities in which it has operated. Contributions have come in the form of monetary and in-kind donations. The "Habshan 5" project is an example of CCC's sustainable engagement.



48

The world has a fixed amount of natural resources - some of which are already depleted. As population growth strains our finite resources, fewer resources are available. As a consequence, there is a need for a more sophisticated use of the resources at hand as well as a need for more responsible methods of extraction.

Habshan 5 - Going Green

CORPORATE SOCIAL RESPONSIBILITY

The world has a fixed amount of natural resources – some of which are already depleted. As population growth strains our finite resources, fewer resources are available. As a consequence, there is a need for a more sophisticated use of the resources at hand as well as a need for more responsible methods of extraction.

One of the partners of the Habshan 5 project is the Consolidated Contractors Company, which is aware of its social and environmental responsibilities. In six decades of operation, CCC has grown to become one of the leading contractors in the international construction field, with more than 110,000 employees comprised from more than 80 nationalities.

CCC is committed to providing reliable, amicable, and professional service to its clients; being supportive of local business and communities; and being protective of the environments within which it operates.

CCC's commitment to growth is firmly linked to the continuous development of its employees and its ability to provide them with rewarding careers. The company is devoted to its employees' safety and health, job security, and well-being. Its strength emanates from its close relationships with its clients; its distinct culture; its competence and loyalty; its entrepreneurial and flexible management; and its focus on quality, safety, and commercial acumen.

CCC has been a participant of the United Nations Global Compact since 2001. Corporate social responsibility is always a project in progress, like the rest of CCC's business. Every CCC activity and practice is meant to make a lasting impact, economically, socially, and environmentally. CCC's Habshan 5 team started their green campaign to preserve the standard of living for future generations. They began to develop a green strategy to, among other things:

1. Save energy:

In Habshan, electricity is provided from diesel generators. Efforts made to manage consumption include:

- Energy-saving lamps used throughout the camp and offices
- Solar power supply for all outdoor lighting
- High beams for camp lighting
- Timers for users' consumption
- Fully synchronized generators to ensure optimal operation
- Newly installed units and offices with high density insulation, improving cooling by 45 percent

2. Save water:

In Habshan, water is being trucked from filling stations connected to desalination plants. Efforts made to optimize the consumption include:

- Spring taps
- Gravity water supply (10 m elevated tanks) to control the pressure and reduce consumption
- Treated water for flushing and irrigation network (50% reduction in supply)
- Meters used throughout the camp to identify leaks and misuse
- Flow regulators added on all showers

3. Less Fuel/Cost = Saving (and better health):

Personal car travel produces CO₂, gas emissions and it contributes to local air pollution and congestion. On average, for each liter of fuel burnt in a car, more than 2.5 kg of CO₂ is released. Efforts made to manage consumption include:

- Diesel cars (all 4 x 4)
- Low-consumption engines
- Proper planning for extended-hours requirements and night loads
- 1,000 trees planted in Habshan – this will remove up to 50 tons of CO₂

CCC proved to lead by example in promoting the green campaign in Habshan. A brief presentation titled "Habshan 5: The GREEN Journey" was introduced to the project sponsors on February 23, 2011. The CCC Habshan 5 project team is

CORPORATE PROFILE

Consolidated Contractors Company (CCC) is a multinational company founded in 1951 and incorporated in the United Kingdom. It is a leading contractor in the Middle East, North Africa, and Central Asia. CCC is a member of the United Nations Global Compact and the International Labour Organization (ILO). CCC has a strong commitment to social and environmental responsibility. It has implemented various initiatives to reduce its carbon footprint, including the use of renewable energy, water conservation, and waste management. CCC is also committed to improving the lives of its employees and the communities it operates in. It has established various social and environmental programs, including training and development, health and safety, and community support.

- Buildings and civil engineering works
- Oil, gas, and water pipelines
- Port and sea, and air terminals, docks and refineries
- Street lighting
- Marine works
- Offshore installations
- Maintenance of mechanical installations and underwater structures

One of the partners of the Habshan 5 project is the Consolidated Contractors Company, which is aware of its social and environmental responsibilities. In six decades of operation, CCC has grown to become one of the leading contractors in the international construction field, with more than 110,000 employees comprised from more than 80 nationalities.

CCC is committed to providing reliable, amicable, and professional service to its clients; being supportive of local business and communities; and being protective of the environments within which it operates.

CCC's commitment to growth is firmly linked to the continuous development of its employees and its ability to provide them with rewarding careers. The company is devoted to its employees' safety and health, job security, and welfare. Its strength emanates from its distinct culture; the strong and close relationships with its clients; its employees' competence and loyalty; its entrepreneurial and flexible management; and its focus on quality, safety, and commercial acumen.

CCC has been a participant of the United Nations Global Compact since 2001. Corporate social responsibility is always a project in progress, like the rest of CCC's business. Every CCC activity and practice is meant to make a lasting impact, economically, socially, and environmentally. CCC's Habshan 5 team started their green campaign to preserve the standard of living for future generations. They began to develop a green strategy to, among other things:

Habshan 5 - Going Green

1. Save energy:

In Habshan, electricity is provided from diesel generators. Efforts made to manage consumption include:

- Energy-saving lamps used throughout the camp and offices.
- Solar power supply for all security lights.
- High masts for camp lighting.
- Timers for users' consumption.
- Fully synchronized powerhouse to ensure optimal operation.
- Newly installed units and offices with high density insulation, improving cooling by 43 percent.

2. Save water:

In Habshan, water is being trucked from filling stations connected to desalination plants. Efforts made to optimize the consumption include:

- Spring taps.
- Gravity water supply (10 m elevated tanks) to control the pressure and reduce consumption.
- Treated water for flushing and irrigation network (50 % reduction in supply).
- Meters used throughout the camp to identify leaks and misuse.
- Flow regulators added on all showers.

3. Less Fuel / Gas = Saving (and better health!):

Personal car travel produces CO₂ gas emissions and it contributes to local air pollution and congestion. On average, for each liter of fuel burnt in a car, more than 2.5 kg of CO₂ is released. Efforts made to manage consumption include:

- Diesel cars (all 4 x 4).
- Low-consumption engines.
- Proper planning for extended-hours requirements and night loads.
- 1,000 trees planted in Habshan - this will remove up to 50 tons of CO₂.

CCC proved to lead by example in promoting the green campaign in Habshan. A brief presentation titled "Habshan 5: The GREEN Journey" was introduced to the project sponsors on February 23, 2011. The CCC Habshan 5 project team is fully committed to making a difference. It is important that we leave a legacy of a clean,

green, and sustainable environment to coming generations. After all, our future lies in our own hands, and going green is the right solution for everyone on the planet.

CORPORATE PROFILE

Consolidated Contractors Company (CCC) is a contracting company formed in 1952 and incorporated in 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 ranked #18 by ENR magazine among all international construction companies. CCC currently operates in 40 countries on 5 continents. It employs more than 110,000 employees comprising more than 80 nationalities and is responsible for building some of the most challenging and complex facilities in the world. Drawing on its long and successful experience, CCC can provide a full range of project services - project development; detailed engineering, procurement, and construction; start-up operation; and maintenance - as pertains to the following:

- Buildings and civil engineering works.
- Oil and gas, and water pipelines.
- Oil and gas, and petrochemical plants and refineries.
- Power plants.
- Marine works.
- Offshore installations.
- Maintenance of mechanical installations and underwater structures.

Sharm El Sheikh Project

Staff Clean up Beach near Project Site



As part of CCC Egypt's continued support to Corporate Social Responsibility, in particular environmental conservation and protection adjacent to our project locations, the Sharm El Sheikh CCC project team on 19 July 2012 one afternoon (after work) cleaned up a beach reserve. The beach reserve (which looks onto the world famous Gulf of Aqaba on the Red Sea and Tiran Island) is located adjacent to the project. It goes without saying that the Red Sea is famous for its maritime and sub-aqua environment. The CCC project team decided to clean this beach up as a CSR activity, thus providing a clean beach for local residents and tourists, but more importantly to raise the awareness among project staff in areas such as sustainability and environmental protection.

The project is by the Red Sea and is located east of Sharm El Sheikh International Airport, with South Plot of approximately 113,205 m2 with total coastal frontage of approximately 700m. Phase 1 of the project includes a state villas compound comprising early works, a main state villa; two guest villas; staff housing; three security buildings; MEP and communications buildings; all associated infrastructure works, hard and soft landscaping works; boundary wall and all road works and



associated utility service buildings connecting the state compound to the access of the project.

The task involved staff collecting washed up debris on the shore line. This included plastic bottles, plastic, broken glass, tin cans, bottles, barbed wire, old containers, shoes, bits of metal, and so on, all of which was disposed safely afterwards. The team cleaned 700 metres of beachfront.



Project Manager Omar El Kadi commended the project staff team and encouraged them to make environmental conservation a part of their daily work routine but also a part of their lives in the respective communities in which CCC works and operates.



Sicon Oil and Gas Contribution to the Victims of Earthquake in Emilia Romagna

CORPORATE SOCIAL RESPONSIBILITY



In May 2012, a magnitude 6 earthquake hit the Emilia Romagna, North Italy, leaving thousands homeless and historical buildings in ruins. It was the worst earthquake to strike the region in more than 700 years.

The earthquake also made enormous impact on the most famous Italian Parmigiano Reggiano and Grana Padano cheese, with production losses of up to 10% (thousands of Parmesan cheese wheels being damaged).

Lots of cheese factories started a "Parmesan Campaign" selling pieces of Parmesan at lowest prices to collect money and support the economy of those areas that were registering the highest loss.

Sicon Oil and Gas Management decided to support Emilia Romagna in the above campaign. All employees participated in the initiative and in about two weeks we collected an amount of money that covered an order of 500 kg of Parmesan.

Pieces were collected by Sicon's drivers directly at the factories and then distributed to all employees. Some other pieces were offered to a non-profit association (Pane Quotidiano) as requested by some contributors.

We would like to thank again all the people who participated in this initiative with a very strong sense of responsibility.



Target Shooting Championship



With the participation of 15 teams from all regions of Mauritania, a target shooting championship began on Wednesday, 29 August. This event took place in Boulenoir town, 170km north of Tasiast.

For three consecutive days, this event attracted a large audience, including regional authorities and fans of this popular traditional discipline in Mauritania.

Overseeing the occasion, the General Secretary of the Mauritanian Ministry of Culture, Youth and Sports, Dane Ould Soueid'ahmed, stressed the importance of this discipline in the preservation of national identity. His successor, Ould Khattry Die, President of the Mauritanian Association for Target Shooting, said that this competition aims to promote this kind of sport in Mauritania.

In a green oasis of date palms, the commune of Boulenoir attracts thousands of tourists every year. They come to eat the fresh dates, to walk on the golden sand dunes and sleep under the stars to banish the stress of the city since it is only 70km from the beautiful beach of Nouadhibou.

A team of 18 CCC Tasiast employees participated in the festival. The participation of our company was much appreciated by the mayor and the public authorities.

For our first participation, we took third place, received a silver medal and a certificate of appreciation. We intend to participate in other social events in the future and to assist in developing sports in Mauritania.



EPSO-CED 3R's Initiative



"The world is Going Green"; "Energy and Water Efficiency"; "Recycle"; "Reduce"; "Reuse" and "Ecofriendly" are some common terms that we hear nowadays which were not that common a few years ago and that's why we are all wondering where these came from, what they mean and why now.

As we all know, earth has a limited amount of natural resources such as water and fossil fuels which are considered as the core elements of technology, growth and community wellbeing. Due to the advancement of modern civilization and population growth, the last decade had witnessed an enormous demand for natural resources which has led to resources depletion.

According to the Go Green Initiative "people in 2050 will only have 25 percent of the resources per capita that people in 1950 had". By using products made from recycled materials and by reducing our natural resources demand, we can help ensure that future generations will have the same resources we enjoy today. These facts forced the "3R's" initiative to come to light. The 3R's Initiative aims to "promote the 3R's (reduce, reuse and recycle) globally so as to build a sound-material-cycle society through the effective use of resources and materials" as stated the Japanese Ministry of the Environment.

In line with the world and CCC's belief and commitment to natural resources conservation, EPSO-CED 3R's initiative was started. The 3R's initiative is governed by CCC's sustainability pillars; Economy, Society and the Environment and aims to accomplish efficient use of resources and zero waste. The implementation strategy for achieving the 3R's initiative goals was set based on the following particulars:

Given that waste minimization can be achieved in an efficient way by focusing primarily on the first of the 3Rs, "reduce" followed by "reuse" and then "recycle" more attention should be paid to the practices and actions that would lead to efficient use of resources and waste reduction.

Given the significance and value of water and energy resources, the main area of improvement should concentrate on water and energy use reduction.

The initial phase of CED 3R's implementation strategy was started a few months ago and the following are some of the actions that have already been taken or are currently in progress:

A. Energy Use Reduction Actions

- ▶ Installing occupancy sensors that are suitable for an office application.

figure 1



- ▶ Conducting a feasibility study on replacing fluorescent lamps with more energy efficient LED lamps.
- ▶ Installing meters to measure energy consumption per building.
- ▶ Reducing lamps per luminaire in certain areas (i.e. corridors) while maintaining the required illumination levels.
- ▶ Placing Stickers around light switches to promote efficient use of lights (Fig.1).

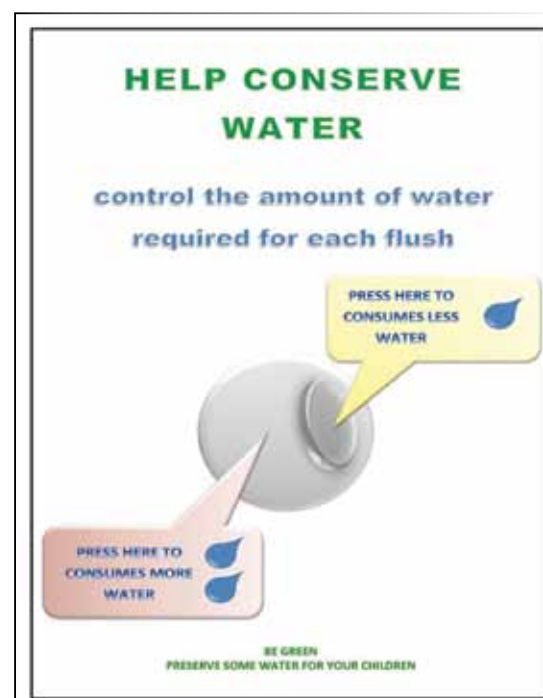


figure 2



figure 3

B. Water Use Reduction Actions

- ▶ Replacing old single flush toilet tanks with more efficient dual flush toilet tanks (Fig.2)
- ▶ Replacing the toilets/Kitchens faucets with low flow faucets (Fig.3).
- ▶ Installing water meters to measure water consumption per building.
- ▶ Conducting a study on the suitable advanced irrigation system.
- ▶ Scheduling regular maintenance to detect leaks.



figure 4

C. Paper Use Reduction Actions

- ▶ Commencing new DCG and IT procedures that reduce the amount of hard copies. (Fig.4)
- ▶ Applying for electronic subscriptions to technical magazines to replace paper magazines.

D. Recycling Actions

- ▶ Installing recycling bins for paper, plastic items and CDs. (Fig.5)

E. Reusing Actions

- ▶ Promoting the reuse of resources such as printed paper.
- ▶ Endorsing reusable storage media such as flash desk, external hard disks and rewritable CDs.

In order to ensure our success in achieving CED 3R's initiative goals, it was imperative to consider another major factor, which is the personal behaviour toward waste reduction. Thus, it was necessary to spread the sustainability awareness of CED 3R's strategy through some of the following;

- Distributing 3R's tips through periodic emails.
- Making it a policy to bring reusable dishes, silverware and glasses.
- Before recycling, trying to give away your used CDs or selling them to interested buyers at the local music store or on Web sites such as eBay.
- Making it a habit to print on both sides or to use the back of old documents for faxes, scrap paper or drafts.
- Conducting sustainability awareness seminars.

When it comes to creating a sustainable future, no one can go it alone and we all have to work together to meet the needs of the present without compromising the ability of future generations to meet their own needs. We believe that CED's success would lead to spreading the 3R's practices in EPSO and ultimately within CCC all around the world.



figure 5



CORPORATE SOCIAL RESPONSIBILITY

This was the first job fair in Mauritania that took place over two days in the Congress Palace in Nouakchott during the first half of 2012 and was visited by the President of the Republic.

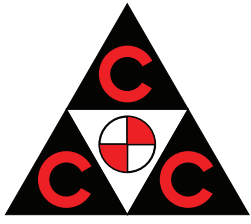
This exhibition was organized by the Federation of Services and Professions (FSPL) in collaboration with the Ministry of National Education's Delegate for Employment, Vocational Training and New Technologies. The theme was 'partnership between the public and private sectors for a better match between training and employment'.

It was an opportunity for job-seeking graduates to meet, via the exhibition stands, with potential employers.

CCC participated in this job fair, sharing a stand with the Kinross Corporation and presenting the current project and other projects as per company profile.

CCC posters and brochures were distributed and our site management was represented by Mohamed Badawi, Project Control Manager, who was available to provide information on the project's construction.





December 2012

Issue 104

bulletin

Quarterly Magazine of Consolidated Contractors Company



CCC in the Commonwealth
of Independent States



Corporate Social Responsibility in Kazakhstan

FEATURE

Volunteer Activities with Local Communities



On the occasion of Naurouz holiday, our CSR team visited the Atyrau orphanage to congratulate the children and hand out gifts to them.

Social Activities

Naurouz Festival

On the occasion of the Naurouz holiday, the CCC Kazakhstan CSR team organized a concert on 21 March at the Atyrau Arts & Music Academy, with the participation of the Lebanese singer Yehia Abu Saada and musician Mazen Abu Saif. The songs and dances were performed by the academy's students, the CCC dabke group. Yehia and Mazen demonstrated that music is the language of all cultures.

Again to celebrate the occasion of the Naurouz holiday, the CSR team organized a full day activities at the camp.



Waste Recycling & Segregation Initiative

January 2012: the CSR team launched the waste recycling & segregation initiative in all Kazakhstan projects and camps.



Going Green Campaign

In April 2012 the CSR team launched the Going Green Campaign with the planting of 250 trees around the camp and office territories. Also in April, the team planted fifty trees at the Atyrau Kindergarten.



Save Energy

The CCC Kazakhstan CSR team continued its awareness campaign to save water and energy.

Corporate Social Responsibility in Kazakhstan

Contributions and Donations

January 2012: Kazakhstan CSR team launched a donation campaign to support needy students and children in Lebanon.

Sponsorships

The CCC Kazakhstan CSR team continued its sponsorship of the Organization for the Blind In Atyrau by purchasing linen (\$180,000 since 2008).



Employees' Wellness Programme

Health awareness emails are fully distributed regularly. Here are some of the subjects covered:

- How Flossing Is Linked to Overall Health.
- 2 Ways Exercise Helps You Stay Young.
- 7 Tips to Get the Most Accurate Blood Pressure Readings.
- 5 Foods and Vitamins to Sharpen Your Memory and Prevent Alzheimer's Disease.
- 5 Ways to Prevent Macular Degeneration and Blurred Vision.



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

Greece

Donations to the Greek Community

In continuation of CCC's CSR commitment towards the support of the local communities in Greece, MOA CSR Committee along with staff volunteers have been dedicating time and effort during the past couple of months towards this humanitarian cause. The following donations and contribution activities were made by CSR during this period:

The Caritas Athens Refugee Programme

in central Athens offers daily cooked meals to around 350 persons. Our donation consisted of dry food of various items - pasta, rice, oil, sugar, milk and others enough to feed the 350 persons for a period of one month.



Volunteering

Every Friday midday, two or three staff volunteers from different departments go to the Caritas facility and spend two hours to help in the preparation of the food portions, distribution of the cooked meals and to assist in washing the dishes.

Gallini (Serenity)

is a foundation located in the heart of Athens (at Kerameikos) that provides 250 meals per day to families with children, seniors and the homeless, accommodated in four houses provided by Gallini in the region. The contribution this time was in kitchen equipment: repair of all chairs in the mess hall, a complete renewal of the foundation's cutlery and cooking equipment and a new heavy duty dishwasher.



Italy

Sicon's 2013 Diary

Sicon Oil & Gas are proud to advise that their 2013 Diary was entirely made out of recycled materials. This statement is printed at the back of the diary:

Even a small gesture can improve the future of our planet. Sicon Oil & Gas continues to commit itself in this direction. The 2013 diary we are proposing is made of 100% recycled material, for a more sustainable future.

Kuwait

Recycling Initiative

CCC Kuwait staff were recognized for their great dedication, tremendous efforts and continuous support for recycling since August 2009.

Their full participation in training to conduct recycling and support with recycling recyclable materials made a great contribution to the environment.

Papua New Guinea

The PNG Team organized various CSR activities aimed at their local communities and made substantial donations to good causes. Details will be published in the next issue of the Bulletin.

UAE

Employee Volunteer Programme

Demand for employee volunteering is on the rise in the UAE as local authorities and state institutions involved in community development are keen to promote private partnership in this area. CCC is partnering with local administration and state sponsored institutions in volunteering activities and is also in partnership with NGO's. Programmes in progress are (a) employee fundraising for local and international humanitarian support (b) leadership and governance (c) mentoring (d) skills based volunteering (e) youth development and (f) team projects.



December 02, 2012

"To Whom It May Concern"

This certificate is hereby given to: Consolidated Contractors Company, Kuwait, for their full dedication, tremendous efforts and continuous support for recycling since August 2009. Consolidated Contractors Company's full participation with the training to conduct recycling and support with recycling recyclable materials has made a great contribution to the environment thus, enabling and empowering generations to come.

This certificate is hereby issued to whatever purpose it may serve.

[Signature]

Kuwait Waste Collection & Recycling Company



منبأ ٢٩٧٦٥ - الرمز البريدي ١٣١٥٣ الكويت - تلفون : ٢٤٦١٣٩٨٠ - فاكس : ٢٤٦١٣٩٨١ (٩٦٥)
P.O.Box : 29765 Safat Code No. 13153 Kuwait - Tel. : (965) 24613980 - Fax : (965) 24613981
www.alarfaj-group.com



Zewail City for Science & Technology Egypt

CORPORATE SOCIAL RESPONSIBILITY

In the current difficult times that Egypt is witnessing, it is CCC staff's duty to help in rebuilding our country and participating in its future renaissance.

After 25 January 2011, there have been many promising plans for national projects, one of which is the initiation and building of Zewail City for Science & Technology (www.zewailcity.edu.eg)

Zewail City for Science & Technology is a non-profit organization designed to bring about modern education of science and technology that enables state-of-the-art research and innovation, which in turn increases national productivity at the international level.

In line with CCC's and CSR'S principles and objectives to support local communities, the CSR Egypt team launched a donation campaign among all employees in Egypt to support this vital national project. The campaign was addressed to everyone in CCC Egypt; Egyptians, non-Egyptians, managers, employees, daily staff and every Arab citizen, where we believed that we need to have faith in restoring the renaissance of our nation and participate in



building the future for Egypt, especially in the context of R&D, science and technology.

The campaign was very successful and we managed to collect an approximate amount of \$23,000 in total of which \$20,000 was a contribution from CCC Egypt to the project. Everyone was very positive regarding the campaign and many employees expressed their interest in donating on a monthly basis when the project kicks off officially.

Professor Ahmed Zewail sent a thank you letter to the CSR team and to the company and expressed his gratitude to everyone who has faith in this national project and in the regeneration of our nation.

SERENE EL KREIDLI

Healthy Living Initiative Egypt



One of Egypt CSR's initiatives this year was 'healthy living', aiming to promote awareness of the health benefits that can be obtained through fruits. The team agreed to promote the selected fruit by giving staff sample fruit with a briefing about its nutrient benefits.

This initiative was circulated twice during 2012. The first round was during January with the fruit of the season being oranges. CSR members volunteered to clean and package around 1,200 fruits for distribution to all projects and offices in Cairo.

The second round was during Ramadan with 2,500 individual boxes containing five dates were distributed to staff and labourers.

This initiative was well received by all, leaving everyone guessing what the following round would bring!

Road Safety as Experienced By the Children of CCC

Greece



During previous years, the events organized by the CCC's Corporate Social Responsibility Committee for the Children of CCC focused on environmental issues such as protecting the ecosystem and recycling.

This year a different event was arranged, aiming to introduce children to the concept of road safety. Roads and vehicles are a basic part of life for all of us. Whether we are the driver, the passenger, or the pedestrian, we all negotiate the road traffic environment on a daily basis. It is common knowledge that children learn primarily by experience, so a genuine "learn through play" activity was organized at the Jumicar Road Safety Park in Nea Makri on 7 October 2012.

The 96 children (aged 4-14) that participated had the opportunity to drive real, environmentally friendly junior-sized cars, motorized by real engines, as the grown-ups do on the roads. After a brief theoretical tutorial on the road signs, the children were eager to operate the steering wheel, accelerator and brakes. Through the course, they learned how to identify and react to traffic lights and zebra crossings, got to know the various road signs and gained a feeling for the flow of road traffic. More importantly they realized how to recognize the dangers, to show consideration towards others and understood better how a traffic situation appears to a driver, which ultimately improves their safety awareness as pedestrians or cyclists.

It would be helpful to remember that children learn good habits by modeling behaviour from adults.

The CSR 2013 calendar accumulates the photographs from that day titled "Road Safety as Experienced by Children of CCC".

