

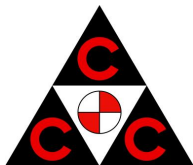
CONSOLIDATED CONTRACTORS COMPANY

UNITED NATIONS GLOBAL COMPACT INITIATIVE

COMMUNICATION ON PROGRESS

2013





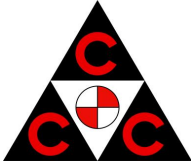
CONSOLIDATED CONTRACTORS COMPANY

**COMMUNICATION ON PROGRESS
2013**



TABLE OF CONTENTS

1. Corporate Profile
2. President's Statement of Continued Support
3. Brief Support Statement
4. Communication on Progress report 2013
5. CCC's Bulletin CSR News Section
6. Appendices



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 #21 among International Construction Companies. CCC currently operates in 40 countries across 5 continents and employs over 120,000 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
2013**



STATEMENT OF CONTINUED SUPPORT

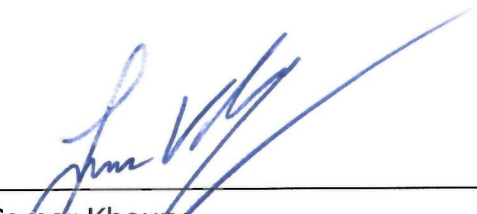
Management Commitment to Corporate Social Responsibility and UN Global Compact

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. CCC Board, CCC Executives and CCC Staff are committed to create a better place in the world throughout our 50 Countries of operation and to ensure that any project we build affects positively the society and the environment around us.

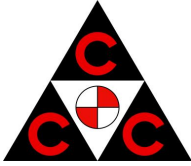
In addition, we aim to ensure that business values and behavior are aligned to balance between improving and developing CCC's business as well as improving the quality of life of the workforce, their families, local communities and the society at large.

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
2013**



WE SUPPORT

The UN Global Compact's Ten Principles

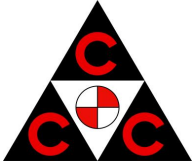
Brief Support Statement

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.



2013 Report

Human Rights

Principle 1 *The support and respect of the protection of international human rights*

CCC Core Values

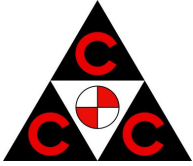
Our company's commitment, support and compliance is crystalized through its set core values, as quoted below:

"PROTECTING HUMAN LIFE IS OUR GOAL - We believe that nothing is more precious than human life and well-being. The Company's Owners and Management ensure that all conceivable measures are taken in our operating procedures, mode of execution, organizational setup as well as our products and services, to strictly comply with the highest international health and safety standards for achieving the ultimate goal of protecting human life."

"APPRECIATION OF OUR STAFF - We believe that our employees deserve to be respected as fellow human beings, as well as for their personal and professional merits. Each is entitled to polite and friendly treatment at all levels, to career development and advancement based on qualifications, and to fair compensation."

"COMMITMENT TO THE DEVELOPMENT OF FUTURE GENERATIONS - We aim to recruit, train and develop young leaders so they become positive contributors to society. In doing so, CCC not only contributes to its future success, but to the development and well-being of future generations."

"HUMAN RESOURCES - Employees are CCC's most valuable asset. The dedication and professionalism of managers and employees represent the fundamental foundations required for



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013



achieving CCC's objectives. CCC ensures that each current and new employee receives fair treatment based on merit, without discrimination based on sex, religion, ethnic background, or any other kind."

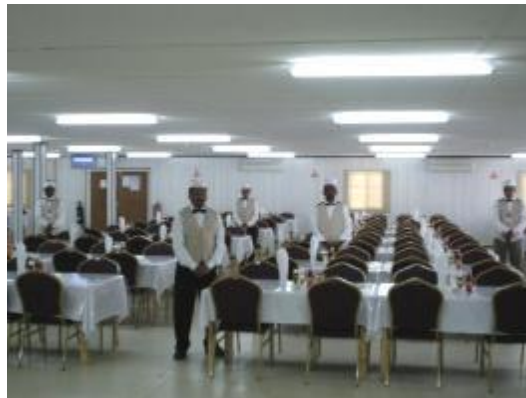
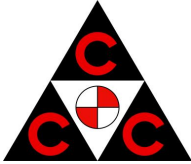
CCC CULTURAL DIVERSITY

At all CCC sites we promote a healthy symbiosis of cultures, constantly promoting inter-cultural relations. This is showcased in the high success of our featured "International Days" where a culture, which is of high proportion in our projects, has an activity day dedicated to it. For example, there is an Indian National Day held annually in many projects across various locations, with tremendous success. Cultural activities enhance camp socialization, cultural exchange, and learning and community building.

Camp kitchens are designed and built to the highest standards, equipped and fitted with the best kitchen equipment, units, and utensils. Highest standards of hygiene, cleanliness and safety are maintained in the kitchens at all times. Menus are prepared from fresh and high quality ingredients, and include a variety of main course dishes, salads, hot/cold starters, fruits, sweets, and refreshments (and cold drinks). Theme nights are organized on regular basis and special meals are prepared on festive occasions.

Generally menus cover the following cuisines:

1. Continental
2. Oriental
3. Asian
4. Far Eastern and any other nationality that might be residing in the camp. In cases where one cultural group forms the majority of the project workforce like for example in our Kazakhstan project, CCC had a high presence of Turkish manpower, therefore Turkish chefs and kitchen hands have been hired to be placed at that project for its duration.



Cultural activities instigated and promoted on projects include the following:

1. International days on camps.
2. Nature awareness (e.g. in Africa)
3. Nomad excursions.
4. Fine Arts activities.
5. Tribal Art activities.
6. Dance (traditional, contemporary, etc.)

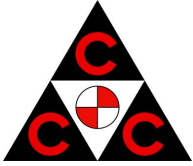
All these activities can be conducted in their authentic settings; for example, learning about nature conservation in an African village near a project, explore tribal arts in a remote setting, or watch music performances by culture specific bands.

CCC Medical Services

CCC ensures that adequate medical and emergency facilities operate within the project temporary facilities abiding by all laws governing health and medical treatment of workers.

Medical Services include:

1. First Aid Clinic (*Each project should fully abide by hosting countries' laws and regulations*).
The clinic opens 24/7.



2. Clinics are equipped with necessary equipment and medicines (where laws allow) providing medical services for all staff and labors with minor cases and injuries. Major cases are referred to hospitals.
3. All Clinic Staff are certified medical staff.
4. 24/7 Ambulance service on duty.

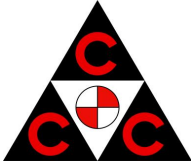
Career Development

To CCC, the provision of equal opportunities for employment and career development for staff regardless of gender, religion, race, or age is not merely a legal obligation, but a cornerstone of the company's Human Resources policy. This policy contributes to the creation of value for all employees as well as for the company itself. It has been incorporated into the human resources management procedures and practices and in all countries where CCC is present.

As a responsible employer, CCC is constantly striving to meet the expectations of its staff. We provide continuous education and training. Employee development is a point of paramount importance solidified in the company's core business ideals. This development is propagated through a variety of actions that include job evaluation training schemes, review of work and performance appraisals, and continuous investment in staff.

With a fully integrated automated system since 2009, performance appraisal systems are applied and the results are:

- Faster completion of the exercise, ensuring a faster expedition of related HR activities (bonuses, salary administrations, etc.)
- More compliant and systematic approach to performance management
- Paperless environment



CONSOLIDATED CONTRACTORS COMPANY

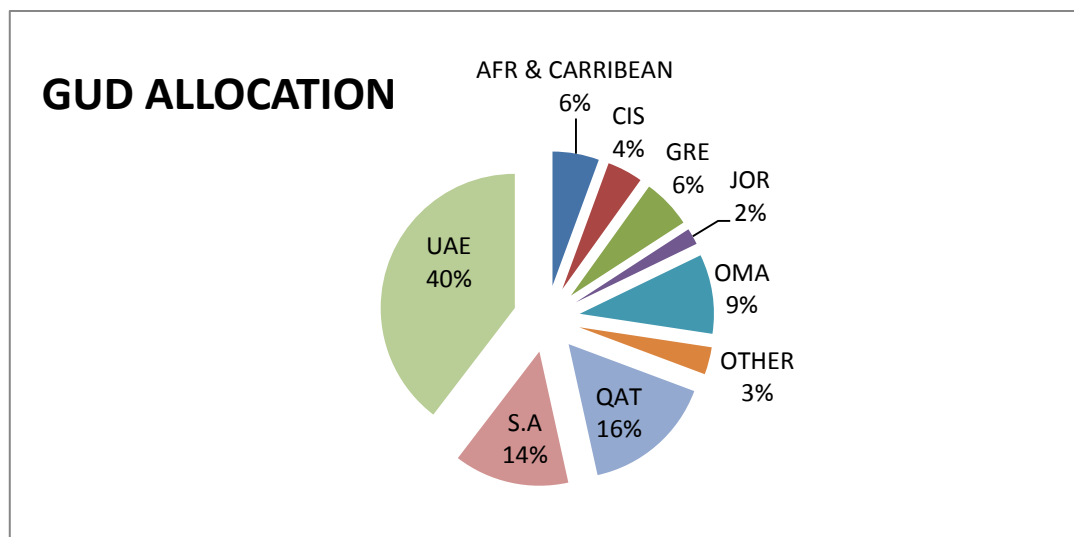
COMMUNICATION ON PROGRESS 2013



Graduate Under Development Program

CCC endeavors to maintain its dynamic nature by offering new university graduates a stimulating and challenging long-term career. The continuous recruitment and injection into the staff of high calibre graduates is central to the company's propagated success.

Opportunities for individual advancement are numerous, and the company structure gives junior staff unparalleled access to seniors within the company. New Graduates Under Development (GUDs) are constantly employed by the company, in an array of areas. Depending on projects awarded, the GUDs are allocated to project-specific areas. In 2013, the GUD allocation was as per below:

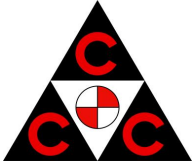


The total number of currently enrolled GUDs reached 313 persons, with an expectation to recruit 70 fresh candidates next year.

The High Fliers' Program

CCC continuously propagates the notion of staff investment, in the sense that growth comes from within the company. The High Fliers Program launched in 2011 aims at delivering exactly that; the next generation of leaders. This scheme aims to address points such as:

- Focusing on identifying employees with a strong potential, to assume higher roles



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013



- Assessing the depth and capability of current talent pool
- Using external sources to provide world class assessment and executive development programs.

This is an ongoing program with a fresh intake each year, to ensure that the creation of a leadership pipeline will deliver the highest caliber of leaders capable of meeting future challenges. In comparison to last year, the High Fliers intake of 2013 shows a 15% increase.

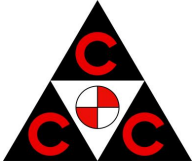
Skill/Trade Training

CCC has developed comprehensive hands-on training programs for all levels of employees within the company. Learning through rotation on various assignments is also often practiced and those able to rise to the demands find that, in a very short space of time, they are able to operate effectively in various positions.

CCC recognizes that the training of its employees, involved in the construction Project, is an integral part of CCC's business performance and a prime responsibility where specified in the Contractor's scope of work. CCC has initiated a number of vocational training centers globally (Saudi Arabia, Jordan, Oman, Kazakhstan, China, etc.) to support local communities and develop individuals.

The main objectives of Skill and Trade Training are to:

- Maximize national content
- Enhance safety awareness in all workers
- Achieve high quality standard in all work performance
- Achieve good efficiency level
- Support manpower build-up schedule consistently
- Aid local communities



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013



Principle 2

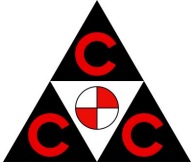
The refusal to participate or condone human rights abuses

Our manpower is the basis for the smooth and efficient functioning of the company and our constant goals are to continuously offer stable working conditions and integrated facilities.

The development of confidence between management and staff is ensured through the strict compliance to the legal procedures of the company. Through these practices CCC supports each and every staff member. CCC aims to integrate the CSR strategy and understanding of the principles of the social responsibility of CCC to all its employees.

CCC makes sure that each employee receives fair treatment based on merit and experience. This in return, induces staff to be dedicated and professional, which are the fundamental foundations required for achieving the company's objectives.

We are committed to developing our staff to their fullest potential, by providing them with appropriate training and frequent and regular feedback. We provide top performers, with a fast track development.



Labour

Principle 3 *The support of freedom of association and the recognition of the right to collective bargaining*

CCC Open Door Policy

CCC has always been known for its open door policy. Employees can have access to their seniors at any time expressing their opinions, concerns or complaints. Employees can discuss issues of concern at any time of their convenience.

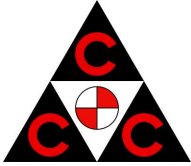
Camp Support Committees

The camp is considered the home for employees, and in order to create healthy and pleasant living conditions in the camp, the Welfare Committee and the Complaints/Suggestions Committee are set up in each camp.

The Welfare Committee

This committee is responsible for camp living conditions and working conditions at site for all employees and following-up on complaints from camp resident staff and labors (*i.e. Rooms cleanliness, unit maintenance, food, wages payments, overtime, site related issues...etc.*)

The committee is formed from camp residents that represent various nationalities and meet with employee representatives twice a month to discuss employee needs and concerns. The demands and complaints are then in turn raised to representatives from Administration and Personnel departments for feedback and further actions.



Complaints/Suggestions Office

An office is located in the *camp area*, and opens daily for three hours during the evening time to receive complaints/suggestions from camp residents. Complaints or suggestions can be filled out directly with the attending officer, or dropped in the *Complaints/Suggestions Boxes* located in office and in the Mess Halls. Any complaint or suggestion is reviewed by Project Administration in coordination with the Camp Welfare Committee for further feedback and actions. All grievances, complaints and suggestions are taken seriously, studied and corrective measures are taken and conveyed to the party/person concerned.

Principle 4 *The abolition of compulsory labour*

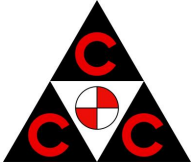
CCC ensures that all workers are compensated on time for all efforts exerted in the execution of work and never deprived from any entitlements, benefits or subsidies in full compliance with hosting country's Labor Law's, and CCC HR procedures.

Payment of wages and salaries are done on times specified by hosting country's Labor laws. Employees are compensated for any hours worked beyond normal working hours per day and for Off-Day and Holiday work in-line with the Labor Law Regulations in each country.

Finally, staff and labor are granted regular increments based on their performance and productivity. All staff and labors are medically insured as per hosting country's labor laws. CCC covers all medical expenses claimed by labor in excess of insurance coverage.

Principle 5 *The abolition of child labour*

CCC does not employ persons below 18 years old. Thus child labor is abolished and is integrated in the CCC procedures and regulations.



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013



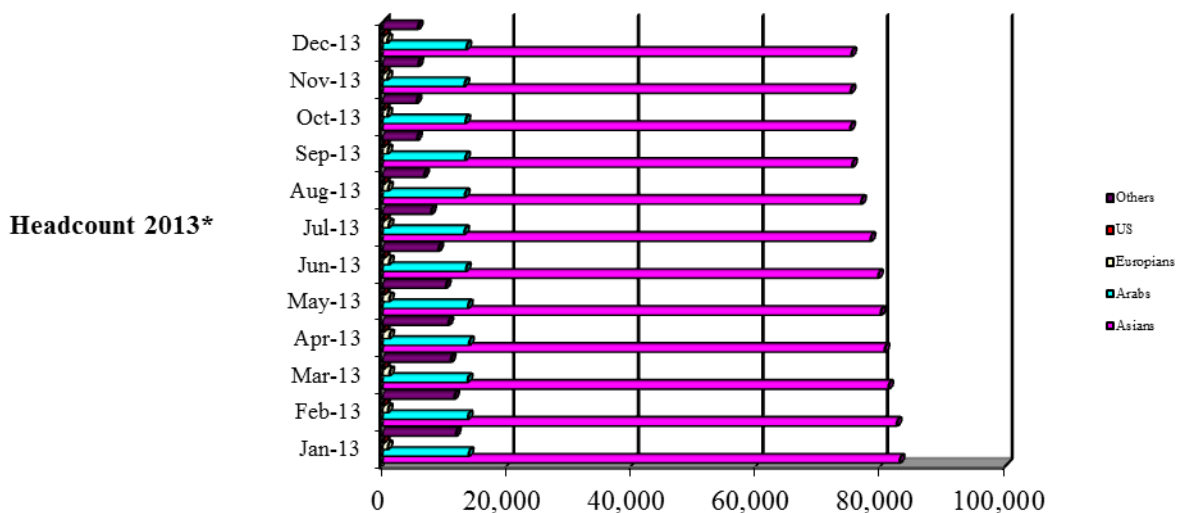
Principle 6

The elimination of discrimination in employment and occupation

CCC is committed to grant equal opportunities to all employees regardless of demographics such as age, gender, race, ethnicity, etc. Predetermined key aspects are used to show transparency when evaluating qualifications, past employment experience, key tasks to be appointed as well as may other aspects.

It can be observed that in countries where social circumstances allow, the male/female ratio reaches 70/30.

No discrimination or favoritism of a certain ethnic group is advocated in business practices. This is showcased through the multiculturalism of the company's manpower:

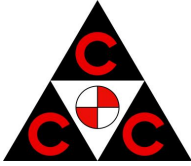


*Excluding Sub-contractors & JV staff



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.



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013



Equal Opportunity and Transparency

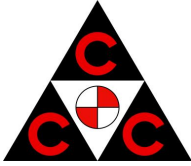
- All employees adhere to the proper codes of conduct that are stated on employment agreements signed between staff and the company.
- Segregation, discrimination and racism are notions that are not allowed in our company's environment and if such instances occur, they are dealt with swiftness and justice 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.



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013



Employee Turnover

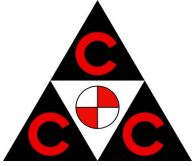
- CCC's continuous commitment to its workforce highlights that all staff are treated with dignity, respect and transparency. International implementation of human rights, ideals and notions are constantly revised and communicated to all staff on all levels.
- These policies lead to high employee commitment 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
 - Diversified manpower; employees come from 40 countries, composing a total of 110,000 strong workforce

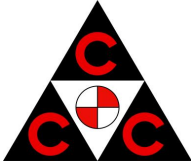


CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013



-
- 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

Principle 7

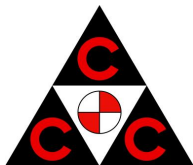
The implementation of a precautionary and effective program to environmental issues

CCC is recognized internationally as being one of the leading companies in the field of contracting and construction. CCC's excellence in construction is accompanied by an equivalent excellence in the preservation of Health, Safety, and Environment. CCC is highly concerned with the health and safety of its employees, and extremely values the environment in which it operates, and strives relentlessly to protect it. In this regard, CCC has acquired the OHSAS 18001 and ISO 14001 certificates.

CCC's Environmental Management System (EMS) is developed and certified for ISO14001 (copy **attached/Appendices**) standards and implemented on all CCC projects taking into considerations certification requirements as well as local environmental rules and regulations. This EMS is composed of environmental policy statement, plans and procedures to prevent/mitigate environmental challenges related to CCC's scope of work.

CCC's Environmental Policy (copy **attached/Appendices**) outlines the environmental commitments of CCC with respect to its operations, activities, and overall environmental performance. During the development of this policy, the appropriateness to the nature, scale and environmental impacts of CCC activities, products and services has been considered. The policy is continuously reviewed during the management review meetings.

The policy stipulates the commitment of CCC to continually improve its environmental management system to overcome the environmental challenges associated with CCC scope of work. The environmental policy provides a framework for setting and reviewing objectives and targets, and is maintained, implemented and communicated to all employees of CCC, stakeholders, and the public.



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013

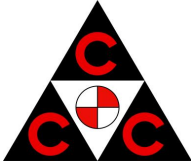


CCC's EMS has been developed to ensure all environmental issues and potential impacts are identified and managed throughout CCC's operations. The EMS also identifies areas within CCC's operations for continual improvement.

All CCC projects operate in accordance with this EMS and are audited against all its requirements to ensure compliance.

Below is a brief description on CCC's Environmental Management System Elements:

Environmental Policy	Describes the intention and principles to be adopted in relation to environmental performance, including but not limited to legal compliance, continual improvements and pollution prevention.
Objective(s) *	The overall environmental goals that CCC set to achieve.
Target(s) *	The set of measurable performance requirements that CCC establishes to achieve the objectives.
Programme(s) *	The programme and schedule which CCC implements to achieve the objectives and targets.
Environmental Procedures (EPs)	Define the roles, responsibilities, and actions to be taken to ensure that activities are performed and the EMS implemented in accordance with the environmental policy and the requirements of ISO 14001, and local environmental rules and regulations.
Register of Environmental Aspects	Compiles the environmental aspects that are derived from the activities and services of CCC. The register also denotes the significance of the environmental aspects and the respective operational controls for significant environmental aspects.



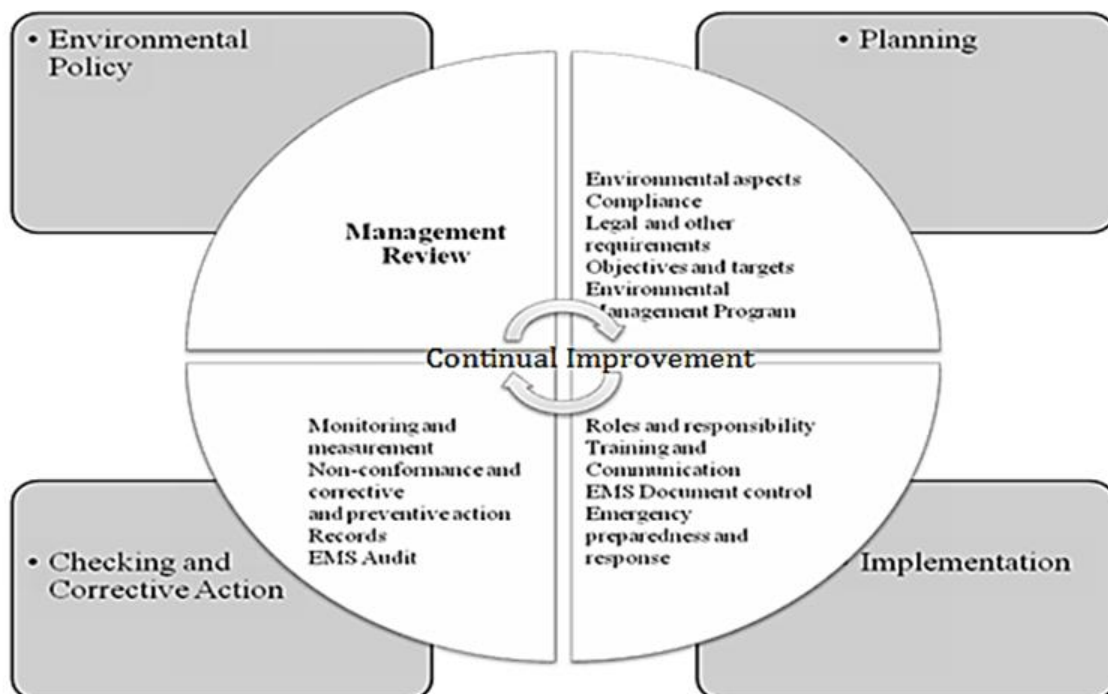
CONSOLIDATED CONTRACTORS COMPANY

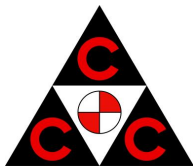
COMMUNICATION ON PROGRESS 2013



Register of Legal and Other Requirements	Compiles the legal and other requirements, which include legislation, codes of practice, regulatory and non-regulatory guidelines that are applicable to CCC.
Environmental Instructions (EIs)	Describe which and how activities should be performed to manage significant environmental aspects and to achieve the EMS ISO 14001 requirements.
Environmental Forms/Records	Record information for the audit trail and the assessment of environmental conditions and performance.

Below is a Plan-Do-Check-Act Cycle that shows the flow of the Environmental Management System:





Principle 8

Initiatives that demonstrate environmental responsibility

Turtles at RLP Project

One of the main environmental objectives of CCC is the conservation of natural environment, protection of environment, health and safety of workers and neighboring communities.

CCC is keen to prove that advancement in industrial development does not necessarily mean the total annihilation of biodiversity but with planning, monitoring and sustainability can both progress.

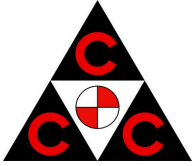
CCC committed to the management and to protection of the environment through the implementation of applicable regulations and standards is always undertaking measures to ensure that industrial development is environmentally sustainable.

CCC encourages initiatives for conserving natural resources and protecting FLORA, FAUNA & TOPS OIL at RLPEP. The company is currently supporting and assisting RLC Turtle Conservation Program by providing turtle posters, warning signs and leaflets and housekeeping staff for cleaning the beaches and mangroves.

As part of the collaborative effort to contribute towards environmental protection, RLP Project HSE – Environment in coordination with RLP Project Administration and RLIC Environmental Department organized a beach cleanup drive in RLIC, the aim of the project was to protect marine turtles by identifying and mapping nesting sites, assessing trend in the nesting activities, increase marine environmental awareness to ensure long term protection of nesting beaches.

The first and most major undertaking step towards a successful nesting season was cleaning the beaches. The activity started with a tool box talk & Awareness Induction on Environmental Conservation & Sustainable Activities.

The beach cleanup activity drive covered a beach strip from Cost Guard (Northern beach of RLIC) to the storm water drainage channel which means approximately 700 meters in length and 15 to 20 meters in width.

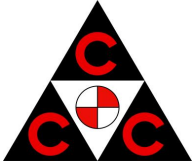


CCC was recognized as role model contractor to others in alignment with the environmental initiatives and efforts of Qatar. Ras Laffan Port Expansion Project's participation in beach cleanup work activities were highlighted in Ras Laffan City's Marine Turtle Protection Booklet published in the Environmental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

Environmental Protection Procedures

The following mitigation measures are implemented by the Company during Project construction:

- Restrict access by personnel to "No go areas" located north to the north breakwater and as well as areas located to the south breakwater during key periods of life cycle (e.g. avoid known turtle habitat between April and the end of August). The Environmental Manager is communicating no go areas to project staff through tool box talks;
- An induction material on turtle conservation is being prepared by the Project Environmental Manager and will be communicated to the construction staff prior to the start of construction works in waterfront areas. All site training and orientation material includes a description and pictures of the turtles likely to be encountered on site and guidelines for the actions to be taken in such cases;
- Staff is not allowed to collect turtles for any purpose other than immediate protection from construction risk. Construction staff will be advised accordingly in training programmes and site management notices;
- Vehicles will not be allowed to run over, or kill turtles particularly through vehicles or construction equipment working in the RLPEP area;
- Minimise artificial lighting (street lights) and vehicular traffic on beaches and restrict traffic to areas away from nesting habitat; The Project Environmental Manager will notify QP/RLC representative as soon as a nest or hatchling is located within the Project area;
- Water front areas will be kept clean of food scraps, waste and other debris in order to prevent attraction and ingestion by turtles;

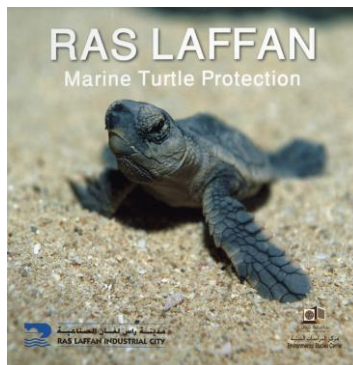


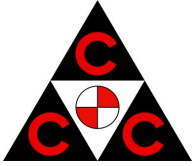
CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013



- A housekeeping crew will be allocated to the beach areas between South Break Water (SBK) and cooling water to carry out beach cleaning as per contract requirements.
- A hydrostatic test plan which is subjected to QP approved will be implemented. Water abstraction method, location of intake points, discharge locations and use of chemicals will be environmentally assessed.





Material Management – Scaffolding Materials

It has always been CCC's priority to successfully execute complex projects delivered in a safe & environmentally sound manner.

Currently, with natural resources in short supply and an increasing awareness of sustainability issues in the construction sector, CCC aims to further promote environmental responsibility. This is fulfilled in a dual way, firstly by completing high quality construction projects with a long life span that call for minimum maintenance. Secondly, by setting up construction sites which constantly try to minimize their impact on the environment.

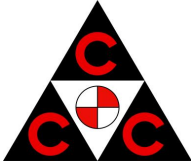
It has been documented that building and construction activities annually consume 3 billion tons of raw materials which equals to 40% of the total worldwide use. Embracing its responsibility, CCC strives to use raw materials sensibly and to reduce material losses.

There are various "green" related policies in place that sites explore seeking for new materials and procedures that are more efficient and more environmentally-friendly.

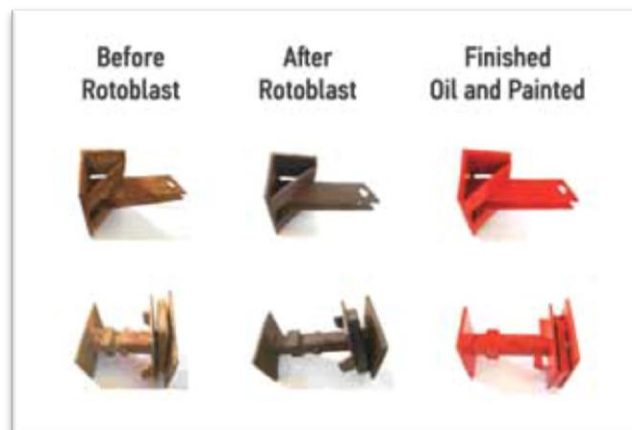
The most significant contribution towards environmental responsibility during project execution came from the exceptionally high volume of recycled materials used (160,000 pieces). This was the accomplished by the ***Roto Blast Machine***.

This machine was originally designed to repair aircraft brake linings. CCC however has been using it on project sites to service and make re-usable scaffolding components such as couplers and bolts.

Scaffolding is a temporary structure used to support people and material during the construction or repair of buildings and other large structures. Usually it is a modular system consisting of metal pipes or tubes. Scaffolding equipment is widely used in the construction of most of our projects: building, industrial or commercial. Consequently, a massive amount of couplers, bolts and other related equipment is used by CCC.

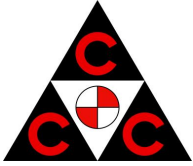


Prior to implementing this scheme, these parts after extended use would be decommissioned and sold for scrap. As a result, new replacement components needed to be purchased at an increased material cost to projects.



Using the Roto Blast Machine to make scaffolding components reusable has been highly successful. On average, per year more than 160,000 couplers are repaired and re-used with the equivalent cost savings results reaching 350,000\$. Apart from the cost effectiveness of this initiative the speediness is also noteworthy since the Roto Blast requires around 15 min to service 150 couplers. If the items are larger or seriously decayed the maximum time required to fix them is 40 minutes. In addition, significantly less waste than usual has been produced.

CCC has been utilizing the Roto Blast Machine at various projects in the MENA region and through this initiative has managed to increase the re-use of materials and minimizing waste.



Principle 9

The promotion of the diffusion of environmentally friendly technologies

Use of PV power on the projects

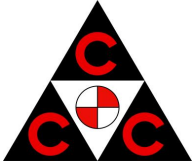
As a pioneer in the Construction Industry and with a vision to lead in promoting green awareness, CCC believes in providing future generations with a healthy and safe environment and social and economic prosperity. Consequently, CCC very early started examining the implementation of solar energy applications on construction camps in MENA. At the moment, solar technology is put to successful use in various CCC units and projects. The rationale behind these schemes is to reduce the electrical energy consumed by camps through the utilizing environmentally friendly technologies.

Simaisma Camp- Qatar



The start was made with a pilot project at the Simaisma Camp in Qatar. Upon completion it provided solar heated water to various units on site, including the laundry and kitchen as well as photovoltaic lighting.

Following this pilot project at Simaisma Camp, CCC have successfully been utilizing solar technology at various CCC locations & projects (Greece, UAE), with the most important being on the **Qusahwira Camp (UAE)**. This was the first off-grid solar installation in the United Arab Emirates. The rooftop



CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013

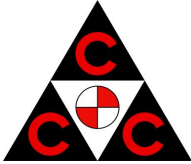


photovoltaic system with an output of 368 kWp was one of the largest solar installations in the country, empowering a camp with more than 5,000 people working for an oil field development project in the desert.

Qusahwira Camp-UAE

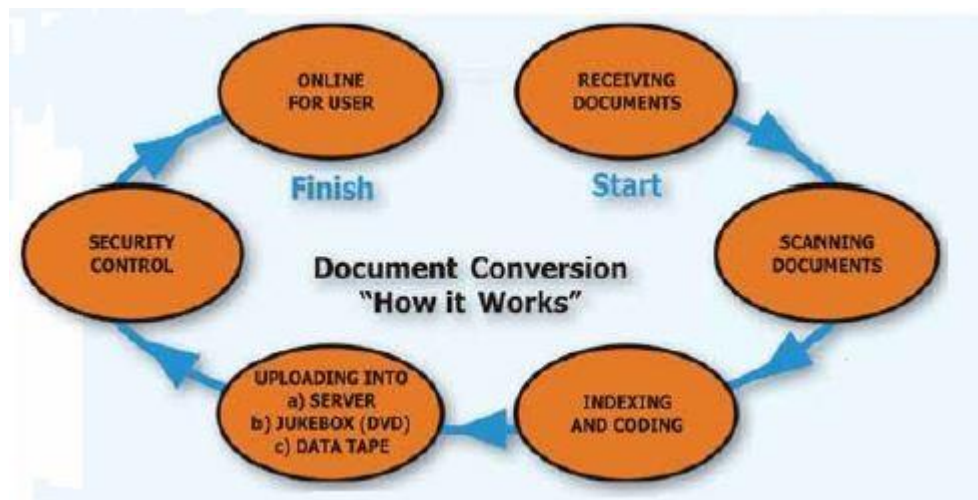


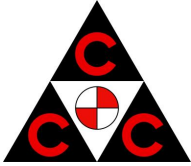
This solar installation generated approximately 610 MWh per year which was used for air conditioning, kitchen installations and other daytime power activities. Most importantly, it contributed to reducing CCC's carbon footprint by offsetting 420 tons of CO₂ emissions annually.



Implementation of Data Management Systems rather than achieving

Good working practices and legal requirements dictate that businesses and organizations save a vast amount of data. CCC's main archives in order to avoid huge quantities of consuming paper on a daily basis is converting from paper to electronic/ digital records. CCC turned to digital document capture (scanning) to enable our business to integrate more efficiently with control and management of their archives.





Anti-Corruption

Principle 10

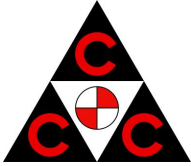
The promotion and adoption of initiatives to counter all forms of corruption, including extortion and bribery

Commitment

- CCC is committed to the United Nations Convention Against Corruption, to UN Global Compact Principle 10 as well as to the World Economic Forum - Partnering Against Corruption Initiative (PACI) Principles.
- CCC supports PACI Principles and Transparency International's Business principles for Countering Bribery.
- CCC has renewed its commitment to target the zero tolerance policy towards bribery.

Systems

- CCC's Core Values, Guiding Principles and Code of Practice include our commitment to adopt anti-corruption initiatives in all company offices and projects.
- Internal and external auditing systems and management monitoring procedures are in place to ensure the prevention of bribery and corruption.
- CCC "Ethics & Anti-Corruption Program" (EACP) 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.



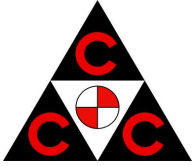
CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS 2013



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
2013**



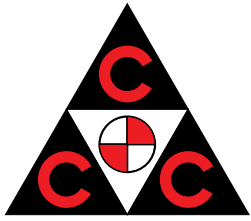
CCC's BULLETIN

Corporate Social Responsibility



News Section

January till December 2013



1st Quarter 2013

Issue 105

bulletin

Quarterly Magazine of Consolidated Contractors Company



Aiming High
Transformation into
Strategic Human Resources



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.

Egypt

E-Shop

CSR Egypt has set up an e-Shop/e-Market initiative for publishing internal classified ads where CCC Egypt staff only could buy and sell items through a dedicated e-mail address eshop@ccc.eg which was set up for the purpose. The initiative turned out to be very successful and details about its operation will be published in the next Bulletin issue. This is an initiative which could be implemented in other areas too.

Greece

Clothing Collection Campaign

The MOA CSR Committee launched a Clothing Collection & Donation Campaign last November on behalf of CCC Employees which turned out to be a success. The quantities received were appreciable; the items were sorted out into men's, women's, children's and infants' clothes, blankets and other items that were consolidated into 70 fully packed big boxes. The distribution and deliveries were made to six needy institutions in Greece and the recipients greatly appreciated the donations and conveyed their thanks to CCC and the donors.





Food Drive Campaigns

Several food drive campaigns were organized by MOA CSR Committee that were delivered to St. Olga's Church, Keratsini Church Old Age Home and Mazi Gia to Paidi which is a main organization for kids. The donations consisted of various dry food items including pastas, rice, oil, sugar, milk and others.

Old Age Home in Athens

The Old-Age Home in Ampelokipi, Athens received a generous donation from the MOA CSR Committee which consisted of small fridges, blankets, pajamas, nightgowns, and socks for the benefit of its 180 occupants, both men and women. The administration of the home really appreciated the contribution and sent a letter expressing their gratitude.



Fourth Reforestation Campaign

A surprisingly sunny Sunday morning of March found CCC's Volunteers once again on Mount Pendeli to take part in the Fourth Reforestation Campaign. It was early spring and the occasion gave the opportunity to around 45 volunteers to enjoy a couple of hours' physical work in the beautiful natural environment of Attica. Following up last year's activity another 1,000 trees of various species were planted.

The enthusiasm was once again triggered by the wide participation of the employees' children of all ages that led the way, setting an example. The highlights of the event included freeing a buzzard in its natural habitat after its medical treatment by Anima (Association for the Protection and Welfare of Wildlife) as well as donkey rides for the young volunteers.





Jordan

Job Fairs

Job Fairs get organized regularly in Jordan in which CCC always take part to select potential graduate candidates for future recruitment.

Tanzania

Tunduma Orphanage

The Tanzania CSR Team visited the Tunduma Orphanage to support them with safety training and to hand out gifts. The visit was well appreciated by the management of the orphanage as well as the children themselves.





Australian Biosecurity Award

CORPORATE SOCIAL RESPONSIBILITY



Brett O'Donovan MCJV, Warren Twist and David Johnson from APLNG

The MCJV was actively involved in managing a situation which, if allowed to escalate, could have had a determinant effect on the project in terms of camps and accommodation. Camp 1 units were purchased from Thailand and underwent the required quarantine process in Thailand (spraying, wrapping the units in plastic and so on) and then underwent inspection in Australia by AQAIIS (the Australian Quarantine

and Inspection Service) and were cleared.

During their installation, however, exotic Siamese snails were discovered in some of the units and the MCJV proactively and successfully managed the situation along with APLNG and AQAIIS.

On 14 March 2013, the company put out a press release announcing that the Environment Management Team from Origin/APLNG Pipelines

has recently received an Australian Biosecurity Award. The team received the award on 5 March at the National Convention Centre, Canberra. The award was in recognition of their cooperation and coordination in assisting the Department of Agriculture, Fisheries and Forestry (DAFF) manage the exotic Siamese snail detections on the prefabricated buildings from Thailand.

Congratulations to everyone involved in achieving this award.



The Hassib Sabbagh Academy



Hassib Sabbagh Academy

A memorandum of understanding was signed in January 2013 between CCC and the BALQA' Applied University of Jordan to renovate, develop and upgrade an existing building on their campus at Marka and develop an Occupational Health & Safety Programme based on international standards.

The Health, Safety and Environmental curriculum is being developed with the Red Rocks Community College, Rocky Mountain Education Center of Denver, Colorado which is the authorized OSHA Training Institute for Region VIII for the U.S. The curriculum and Train the Trainers Courses are being funded by a grant from the Higher Education for Development (HED) and USAID of Washington D.C.

Renovation is expected to be completed by summer 2013 and classes are expected to commence in September 2013.

Piping Supervision & Technology Training Programme

This programme was designed and delivered by CCC/Morganti and held at the Al Husson College/Al BALQA' Applied University in Irbid, in collaboration with the Ministry of Labour of Jordan, USAID, Peace Corps and the Employment Technical and Vocational Education and Training Fund (ETVET) under a Public Private Partnership (SHARAKA) initiated by CCC & USAID.

The programme was inaugurated in 2010 and its duration is one complete academic year. Its students are all associate degree holders from community colleges in Jordan. CCC provided the curriculum, trainers and workshops and so far 54 supervisors have graduated.

Pipe Welding and Fabrication Programme (SAHAB)

As a public private initiative of CCC, the Ministry of Labour in Jordan and the Jordanian Vocational Training Corporation,

a programme to train pipe welders and pipe fabricators was inaugurated in 2007, resulting in the training and employment of hundreds of pipe welders and fabricators.

CCC provided the curriculum, trainers, machines and workshops and the number of graduates to-date stands at 760 welders and 213 fabricators.

Land Surveyors Training with EFE/JCEF

CCC in agreement with the Washington based Education for Employment Foundation (EFE), developed and delivered a programme in Jordan to train and employ land surveyors.

CCC contributed to the programme in providing the required curriculum, trainers and equipment for the course. To date 41 land surveyors have graduated from the course.

The National Employment Campaign "Kolona Shoraka" - Direct Employment Initiative

CCC represented by Suheil Sabbagh signed an agreement with the Ministry of Labour in January 2013 to secure the direct employment of Jordanian citizens at CCC projects in Saudi Arabia and the Gulf.

In appreciation for CCC's contribution to this national campaign, a certificate of appreciation was awarded by His Majesty King Abdullah II and handed over to CCC by H.E. the Minister of Labour.



At the Vocational Training Centre, Jordan

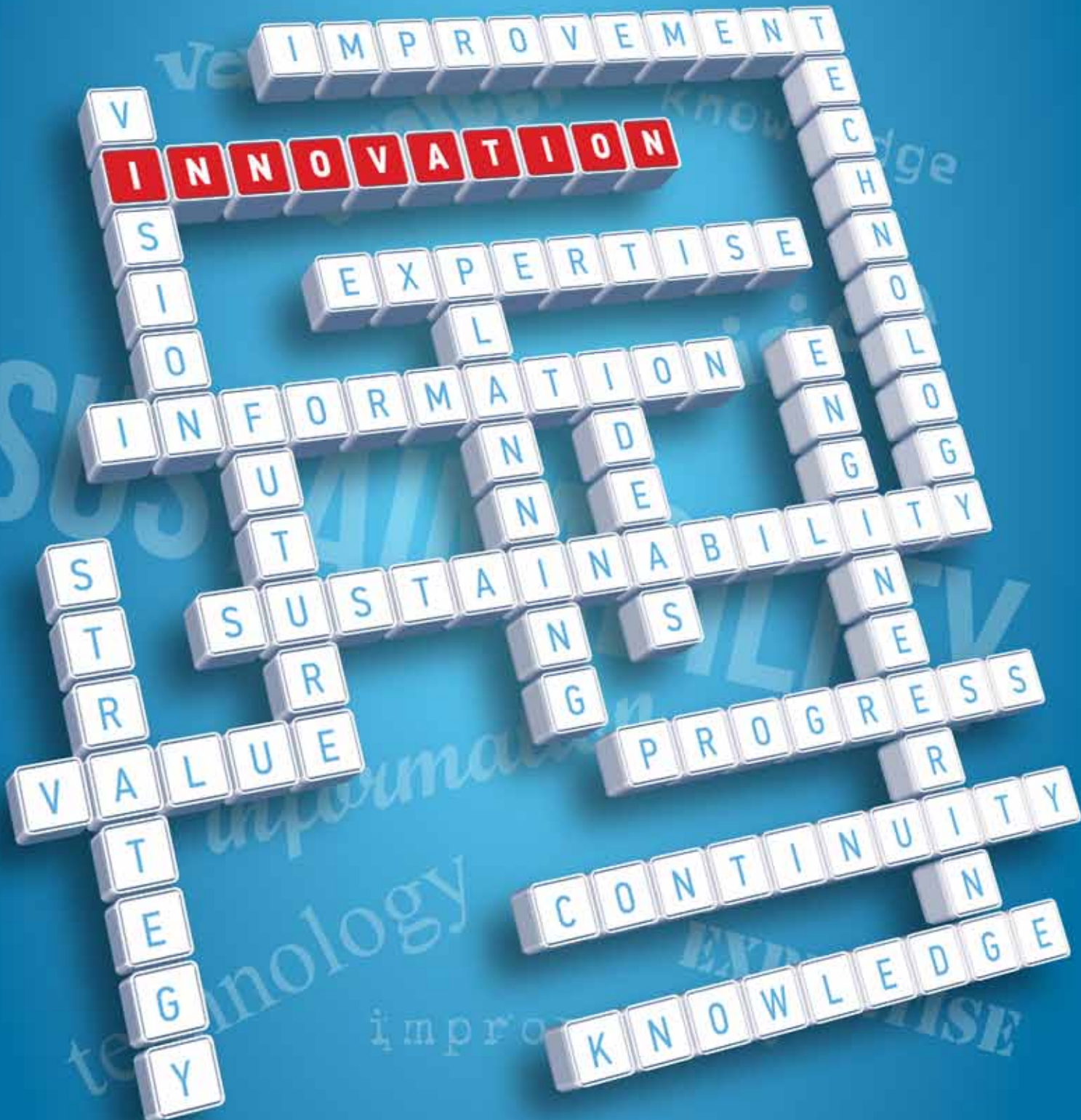


2nd Quarter 2013

Issue 106

bulletin

Quarterly Magazine of Consolidated Contractors Company





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, 23 March 2013 was the fifth consecutive year for all CCC areas and projects to recognize and participate in the Global Earth Hour Campaign by switching off their lights between 8:30 and 9:30 pm local times. Globally, hundreds of millions of people, in thousands of cities, at hundreds of landmarks, on all seven continents, switched off their lights for one hour to display a universal commitment to protect the one thing that unites us all--the planet.

Algeria



Humanitarian Sponsorship

As part of CCC's CSR contribution and same as every year with the "Union des Francais de L'Etranger", CCC participated in sponsoring their annual event, the proceeds of which were donated towards humanitarian causes.

Greece



Solar Water Heater

MOA CSR Committee has upgraded the existing conventional water heating system of the "The Smile of the Child Organization" facility in Melissia by installing a completely new solar water heating system with a capacity capable of providing hot water for the 56 children living in the facility. The management of the organization extended their thanks and appreciation to CCC for their generous donation.



Greece



Food Donations

Several food donations were made by MOA CSR Committee during the past three months which included different institutions including the Municipality of Agios Dimitrios, St. Olga Church and others. The donations consisted of various dry food items including pastas, rice, oil, sugar, milk and other.

Facebook Group

The MOA-CSR Committee has launched a new Facebook Group "Friends of CSR Athens" <https://www.facebook.com/groups/friendsofccc/> which was developed for members to discover more about our CSR performance and discuss emerging issues related to corporate social



responsibility. The main objectives of this page are to **share ideas - listen and learn - communicate!** For a trial period the Facebook Group will be concentrating on activities in Athens and therefore membership is limited to MOA employees and their families.

Cycling

Taking advantage of the spring and summer weather, many members of MOA staff are cycling to the office. With the provision of cycling tracks in the different municipalities of Athens, cycling has become a popular sight for many of the Athenians including CCC employees. Obviously this shows that cycling is catching up as a popular exercise for enhancing the wellness of cyclists.



Computer Donation Initiative 2013

Egypt



CCC CSR Egypt's continued commitment towards developing and improving local marginalized communities in Egypt led the team to an opportunity to really impact people's lives and futures. With the Saudi Embassy Project (SEP) wrapping up, the chance to make use of the project's computers instead of getting rid of them was too good to pass up.

In comes Alwan wa Awtar. Nestled in the very heart of the community they serve, this ever-growing NGO in the Hadaba el Wosta area up in Mokattam, combines art and non-formal education to help children and young adults who have little or no access to after-school activities, let alone visual and performing arts, to learn and develop their thinking skills and eventually lead them to brighter futures.

Having been built by means of donations, Alwan wa Awtar's weak computer capacity was not meeting the NGO's needs. Computers were barely functional and could only be used to play very simple 10-year-old games and conduct



very minimal research. CCC CSR Egypt with the help of SEP donated 15 computers to Alwan wa Awtar's library to maximize its benefit in the Hadaba community. With this simple donation, the hundreds of children and young adults that go through the NGO's library every year will now finally be able to add the very important tool of computer skills to their ever growing and enriched creative and intellectual abilities.



Employees' Family Day 2013 Egypt



The CSR Egypt team held a Family Day Event bringing together CCC employees from the Cairo offices and the projects in a social event to help uplift the employees' morale and remind them what the CCC family and culture are all about.

This event was held on 24 May 2013 at the Nile Country Club, one of the largest outdoor green areas located directly on the Nile River providing many facilities and activities for both children

and adults. Many families started off the day at the pool and water slides while others sat by the Nile enjoying the scenery, socializing and even fishing. Children had plenty of fun also at the playground and participated with the Egyptian Aragouz play entertainer, magic show and dancing Muppets. In the afternoon all attendees got together for lunch in the restaurant hall. This was followed by tea and dessert in the garden by the Nile to watch the sun set and enjoy the breeze.

The Family Day also included one day football league games. Both the players and the cheering crowd thoroughly enjoyed the games. Another challenging game: soap soccer also took place with the players sliding on soap and water over the field with much laughter and plenty of hilarious falls.

Overall, the day was very successful and was enjoyed by all those present. We would like to thank all those who volunteered their time and efforts, as well as all the participants who helped make our Family Day unforgettable.





The MOA-CSR Committee organized an activity on 6 April 2013 to raise the environmental awareness of CCC employees and their families by an exploration of the Earth Centre located at the Queen's Tower Park in Athens city. The centre's mission is to educate people on modern environmental problems and to help them find solutions and apply through their day-to-day activities to ensure sustainable development for the coming generations.

The activity encompassed a tour of the park with emphasis on the following: (1) wildlife ecosystem; (2) organic vegetable garden; (3) 19th century agricultural equipment and tools; (4) horse stables and the historical role of horses; (5) the Queen's tower; (6) talking cypress trees telling the history of the park; and (7) the creativity and diligence of nature's elements.

145 employees with their families and friends participated in this activity where they enjoyed the tour and the outing in nature. The participants were impressed by the creativity of the centre's founders and staff, their organization, their hospitality and dedication to the issue of sustainable development.



Career Days in Saudi Arabia

Saudi Arabia



From left to right : Mr. Jubran Bishouti (CCC Executive Manager), Mr. Sulaiman Blawi (CCC Team) , CCC AGM/SA - Mr. Imad Khaled, Mr. Amer Al Shaheen (CCC Team)



From left to right : Riyadh Exhibition Director / Dr. Abdullah AlShdadi, Mr. Bader Al Mandeel (CCC Manager of Admin & Gov.Rel.), Deputy of the Ministry of Labour Dr. Abdullah Alhagbani.



From left to right : Mr. Amer Al Shaheen (CCC Team), Envirotec International Company. Ltd, General Manager / Mustafa Darwish Salman, Mr. Samer El Orr (CCC Team)

CCC Saudi Arabia participated in many social activities during the first six months of 2013 as part of its CSR commitments.

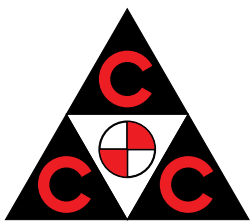
The greatest attention was accorded to the provision of job opportunities for graduates of Saudi universities and colleges, and the general public (both men and women and those with special needs).

This was achieved through the four following career days events:

- At the College of Technology Dammam, Khobar, 7-8 April (for the training and recruitment of Saudi national graduates).
- At King Saud University, Riyadh, 14-15 April (for the recruitment of Saudi national graduates).
- At King Fahd University of Petroleum and Minerals, Khobar, 28 April-1 May (for the recruitment of Saudi national graduates).
- At the Riyadh Chamber of Commerce, Madareem Hotel 5-7 May. This is a big event for the recruitment of Saudi national graduates both male and female.

The CCC work team made an outstanding effort during career days by selectively collecting more than 1500 CVs and interviewing a good number of candidates. Also, we were pleased and thankful for the presence and support of the Saudi Arabia Area Manager, Imad Khaled.

The presence of the CCC team at these events, with the support and encouragement of the Area Managing Director, Mazen Qaddoura, reflected a positive image of care on the part of CCC/ CSR in the country.



3rd Quarter 2013

Issue 107

bulletin

Quarterly Magazine of Consolidated Contractors Company



All Aboard!

The Rail Revival ...



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

Paper Consumption

Paper consumption is one of the main measurable items within our CCC Going Green Initiative. Continuous awareness campaigns are conducted across the group for promoting paper savings. An exercise for collecting data related to paper quantities consumed during the past 3 to 4 years is in progress and final statistics will be published accordingly.

Greece

Race for the Cure

For the fifth year, CCC was one of the main sponsors of the event "Greece Race for the Cure 2013" that took place in Athens on 29 September. CCC's participation was encouraging again this year which was complimented by the organizer who sent us a letter of thanks for taking part and supporting 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". Participation this year was a record of more than 15,000 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.

Facebook Group

"Friends of CSR Athens" Facebook group has been running for over three months now as a trial period; the response and participation was encouraging so the MOA-CSR Committee has decided to maintain the Group <https://www.facebook.com/groups/friendsofccc/> which was developed for members to discover more about CSR performance and discuss emerging issues related to corporate social responsibility. The main objectives of this page are to *Share Ideas - Listen & Learn - Communicate!* MOA employees and their families are encouraged to join the group.

Palestine

Distribution of Food Packages

During the holy month of Ramadan, CSR Palestine contributed food packages to 100 poor families in Palestine. These packages consisted of rice, vegetable oil, sugar, halva, jam, lentil, olive oil and tomato sauce. The contribution was greatly appreciated by the recipient families.



Protection of Terrestrial Bio-Diversity

Al Wathba Wetlands, Abu Dhabi, UAE



The Al Wathba Wetland is a home for the Greater Flamingo (*Phoenicopterus Roseus*)

The UAE Area CSR Department was invited to be part of a team formed by the Environmental Authority of Abu Dhabi (EAD) to conduct a terrestrial baseline survey of one of Abu Dhabi's wetland reserves located on the outskirts of Abu Dhabi. This was a programme meant to increase the community's awareness on the importance of conserving the UAE's species, flora and fauna. This was also meant to highlight the fact that despite the common stereotype of the UAE's desert being a barren land, it is actually a very dynamic living habitat that needs to be appreciated and protected.

UAE CSR Volunteers for Environmental Protection Programmes of the State, promoted by EAD and CCC have been considered as Environmental Ambassador to EAD in appreciation of the assistance rendered.

History

The Al Wathba Wetland Reserve lies about 45 minutes drive from Abu Dhabi city. It was declared a protected area by Sheikh Zayed bin Sultan Al Nahyan, late President of the UAE, in the year 1988, after it was created by an accidental discharge of over-capacity treated sewage water from Al Mafraq Wastewater Treatment Plant. It is a suitable habitat for migratory birds and breeding area for the Greater Flamingo. Today the reserve covers a total area of five square kilometers and it is managed by EAD.

The landscape around Al Wathba has changed considerably over the past decade. EAD undertakes routine monitoring of the key elements of the reserve's wildlife and runs successful flamingo tracking. By monitoring and tracking this species, EAD was able to acquire valuable data about trends, the number of flamingos which visit the Emirates' shores as well as the route they travel. EAD also regularly monitors the water quality and artemia (or brine shrimp) to help ensure a suitable environment for the flamingos to breed throughout the year.

The tropical diversity of the wetland and the surrounding protected area, as can be seen in the photograph, is a habitat for many of the endangered and protected species of the UAE. The touring team is comprised of members from private and public sector companies, university academics and students.



Terrestrial Baseline Survey Team

60 Years of Contributing to the Communities



CORPORATE SOCIAL RESPONSIBILITY

The following is an article which appeared in the United Nations Global Compact International Yearbook 2013.

Sixty years of continuous giving rooted in the beliefs and values of the founders is what distinguishes CCC and makes it unique among other companies. Even before the term 'Corporate Social Responsibility' became quite popular during recent years, the CCC founders put giving and care for the communities, employees and their families as one of their core values which they have been practicing throughout the history of the company.

Their continuous giving to their communities, employees and their families has left its mark on thousands of people who felt their support throughout the years. Their compassion and philanthropic deeds may have grown out of their hardship in their early years; however, becoming one of the most affluent companies in the world had just multiplied these humanitarian acts.

CSR is an Integral Part of the CCC Corporate Vision

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

CCC's CSR Initiative

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

families of its employees as well as to serve the societies and the countries where CCC has an operational presence.

CCC's CSR policy is guided by the company's strong and ethical family values and traditions. It is an integral part of its corporate vision which ensures that its business values and behaviour are aligned with its Mission Statement; Company Core



60 Years of Contributing to the Communities

Values, Guiding Principles and Code of Practice; Health, Safety and Environment Procedures; and Human Resources Procedures.

CCC's CSR Contributions to the Communities

Over the years, CCC has participated and contributed generously to the countries and communities in which CCC has operated and passed through. CCC has engraved its humanitarian and philanthropic footprint in support of social development, health and education and the contributions were in the form of monetary donations and in-kind participation. A few examples are:

In Greece: 36 years ago, CCC moved the Managing Offices of the group to Athens, Greece and over the years, management and employees became closely connected with local communities. In continuation of the CSR Initiatives, the CSR Committee in Athens is continuously extending a

supporting arm towards communities that have been badly affected by the prevailing financial crisis in Greece. The NGOs, charities and institutions that benefitted from these campaigns include Medecins Du Monde / Doctors of the World; SOS Children's Village; various municipalities; old age homes; orphanages; kitchens offering meals for homeless persons; facilities offering shelter for refugees and homeless individuals and families; schools; clinics; and various other needy causes.

The contributions and sponsorships consisted of specific necessities including but not limited to foodstuffs, medicines and medical equipment, clothing, blankets, kitchen equipment, blood donation campaigns, PCs and many other various materials. CCC also contributes generously to the Greek Association of Women with Breast Cancer.

In Egypt: CCC Egypt is continuously helping the local community by donating food packages containing necessities such as rice, sugar, oil, flour, salt and dried vegetables to affected communities mainly daily labour and their families. These food drives are periodically repeated to cater for the needs of various NGOs, charities and institutions that fall below poverty levels. Blood donation campaigns are regularly organized to support local hospitals.

In Kazakhstan: CCC Kazakhstan has drawn up a programme of visits to different orphanages, old age homes, needy communities on a monthly basis and during national and religious occasions in which they provide food packages and clothing. They also provide entertainment for the elderly and the orphans.

In Turkmenistan: CCC Turkmenistan periodically contributes food packages and clothing to old age homes, orphanages and needing institutions to support the needs of the local communities.

In Jordan: CCC Jordan continuously provides contributions and donations to various charities and NGOs, financial and in-kind. CCC Jordan also organizes blood donation campaigns and is a major supporter of the King Hussain Cancer Foundation.



Paper Consumption at ...

King Abdul Aziz International Airport Development Project

Paper procurement statistics

Paper size/Year	2011	2012	2013	Total
A4 reams (500 pcs per ream)	709	2,622	3,140	6,471
A3 reams (500 pcs per ream)	55	316	470	841
TOTAL				7,312

Paper procurement cost

Paper size/Year	No. of reams	Avg. cost per reams \$	Total cost \$
A4 reams	6,471	3.5	22,648
A3 reams	841	8	6,728
TOTAL			29,376 \$

In-house Paper Consumption Control & Recycling Plan:

- Use email instead of paper or faxes whenever practical, both for internal memos and for communications.
- Placed paper recycling bins in all photocopier rooms: at the end of every day the papers in the bins are collected and stored in the shredding room.
- Every week, those collected papers/cartons are shredded and stored in plastic bags.
- When the shredded recycled material has reached a certain amount, a supplier is contacted for collection.
- Use less paper by effectively using computer facilities and other technology to reduce paper consumption by using energy saving projectors.
- Whiteboard and markers are used instead of using flipcharts most of the time. Reducing and eliminating paper consumption by controlling the printing operation from the ISD Department.
- Daily staff timesheets are not being printed since the beginning of the project which is saving the project at least 2,000 papers monthly.



Paper Consumption at KAIA



- Planning and cost departments are no longer sending progress reports as a hard copy.
- DCG is no longer circulating any hard copies inside the main office: a digital copy is being sent instead.
- A weekly printing volume report is generated in order to keep an eye on our paper consumption and presented at the Weekly Progress Meeting.

Client Requirements & Actions Taken to Reduce Paper Consumption:

The KAIA Project's main concern about paper consumption comes from the client's requirements for (shop drawings + RIW + Material submittal) multiplication copies.

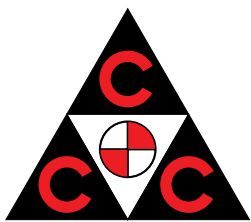
The project team is always trying to discuss and agree with client to minimize as much as possible the required copies achieved by reducing the RIW copies and now we are trying to reduce the shop drawing copies (from six to three).

1. Till now around 2,000 reams have been printed for the client because the requirements were to make six copies. Applying the new agreement with the client will decrease the consumption of paper roughly by half. (Still not applied, DCG is contacting the main contractor to finalize the agreement.)

2. 2,000 reams for client requirements at 25 % project progress which is approximately 1,000,000 papers.
3. At project completion a total of approximately 8,000 reams will be consumed which means 4,000,000 papers to be consumed.

Applying the agreement with the client will reduce our consumption of paper by 3,000 reams which are approximately 1,500,000 papers hopefully. (Estimated total quantity at completion = 8,000 reams.)

50% reduced amount will be $(8,000 - 2,000) / 2 = 3,000$ reams.



4th Quarter 2013

Issue 108

bulletin

Quarterly Magazine of Consolidated Contractors Company



Underwater Engineering

... to the Surface



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.

Egypt

Edfu Education Support



During the month of September CCC CSR Egypt team chose to proceed with an initiative related to community development with focus on children and education. Due to the current unrest situation in the country which resulted in increasing unemployment and poverty rates, thousands of children throughout Egypt are unable to pay for their school fees and uniforms. These fees can be as low as 40 Egyptian Pounds equivalent to around US\$6.00, consequently leading to an increase in illiteracy and some cases street children.

CSR Egypt with the support of CCC Egypt Area Office made a reasonable donation to Egyptian NGO "Nour Ala Nour" leading an initiative for collecting donations for students in South Egypt rural areas especially those in Edfu, Aswan. With this donation we aim to lend a helping hand in sponsoring 200 children to attend school for the year 2013-2014.

Human Development Session - Anger Management

Employees' Personal Development is one of CCC's aims as stated in its Corporate Mission Statement. Therefore, CSR Egypt came up with the idea of organizing personal development sessions on different topics through the utilization of available in-house employees who are knowledgeable and experienced in the field. The aim is to enhance employees' personal capabilities and help them balance their work, life and career objectives.

The first session "Anger Management" was held at the Cairo Area Office on 12 December 2013 by the Instructor Tayssir Osman (Area Cost Manager, North Africa). 21 employees attended the session and as per the evaluation forms received from the attendees, the session was highly appreciated, being effective and beneficial.

Overall, the experience was encouraging and the CSR team is looking forward to holding more sessions of useful topics, with the intention of eventually spreading the idea to all CCC projects in Egypt.

World Health Awareness Days

Maintaining a healthy lifestyle is one of CSR's significant goals. It is our mission and responsibility to deliver health advice and tips to CCC employees in order to enhance their awareness of how to have a better lifestyle and avoid dangerous diseases.

CSR Egypt's team recently put into place a new initiative in association with the World Health Days Calendar. For this special initiative we agreed to share the task amongst all the CSR members to reinforce the team work spirit. We gathered all information which has been obtained from various reliable sources in order to summarize the necessary health tips and awareness points pertaining to certain diseases. For readers' convenience we kept it simple by compiling 7 to 10 health tips into a single PDF to be delivered to employees by e-mail.

This initiative has a good impact on the employees as they get useful information in a simple and attractive way which can be understood easily.

CSR is dedicated to always keeping CCC employees up to date on the latest health news.

Greece

Olive Oil Production Process



Athens Office CSR Committee organized an educational event on 16 November for the children of the Athens Office employees at "Zahaios", a place outside Athens which produces olive oil. The owners have a huge olive tree plantation as well as a remarkable vineyard and their goal is to introduce to children the history and tradition of olive oil production in Greece.

The children were involved in a symbolic way in the collection of olives, in cutting them and in preparing dough for the famous olive oil cookies. They could follow the traditional way of mashing the olives to make olive paste by the help of a donkey that turns the mill. They were involved in a small theatre play which concerned ancient history and they were also shown a video which explained the modern way of producing olive oil.

"Zahaio" is trying to keep alive the traditional aspect of the place, which is directly connected to the manners and customs of the Mediterranean and to educating the children in an entertaining way as well as to enhancing the appreciation of the cultural identity of the area.



Volunteers' Food Drive



The CSR Committee has encouraged and supported two Athens Office staff members, Abdelhamid Abdelhamid and Vicky Nicolas who volunteered to prepare, cook and distribute 500 portions of food along with a generous donation of more than 1,000 pieces of croissant, chocolates, Christmas cookies and juices that were handed over to the Reception and Solidarity Centre of the Municipality of Athens. The donated portions were served out at the "Home of the Elderly" to the homeless in Patisson in central Athens.

The initiative was extremely appreciated by the Municipality officials who expressed their thanks in a letter addressed to CCC.



CSR Food Basket



In acknowledgement of the prevailing tough economic situation that Greece is passing through and in order to help in supporting certain starving communities who are unable to feed their families, the Athens Office CSR Committee launched a "Food Basket" campaign which would enable employees to deliver their dry food donations. The call



for help received a great response and the basket was filled up in a matter of days with various dry food items that were immediately delivered to the Social Grocery of Neo Irakleio Municipality in Athens. The Basket will permanently be there giving the chance for employees to deliver their donations that will periodically be delivered to needy institutions and organizations.

2014 CSR Calendar

This is the fourth year that Athens Office CSR Committee produces its annual calendar. The theme of this year's calendar is dedicated to the *"Achievements of the Athens CSR Committee during the past six years"* highlighting their

support to the local communities in Greece especially during the prevailing economic crisis.



Tunduma Ikana Road Project, Tanzania (TIRP)



CORPORATE SOCIAL RESPONSIBILITY

Tunduma Town Market Fire



A call for assistance was received from Tunduma Police to assist in fire fighting a large fire that threatened to engulf the entire high street. A rapid assessment was made of how CCC could assist and deployed three water bowsters which fed the fire appliance brought in from Zambia to fight the fire.

Over 120,000 litres were fed into the fire fighting appliance. The fire was brought under control and the fire contained to the market place which was entirely destroyed. CCC provided equipment to demolish remaining buildings and clear the site for reconstruction of the market place.

Tunduma Orphanage



CCC TIRP identified the "Upendo Orphanage" early in the project as a project that it wanted to support. Over the life of the contract TIRP provided all children at the orphanage of school age books, satchels, pens and then replaced these on an annual basis.

Members of the public who encroached onto unfinished works with their vehicles and machines were encouraged to make a financial

donation to the orphanage in reparation for damage caused to unfinished surfaces.

Fund raisers for the orphanage were given access to the camp and a restricted number of work areas to raise funds for the orphanage.

Tunduma Public Refuse collection Points



Refuse collection points in Tunduma were identified as a severe health hazard with the accumulation of waste which regularly overflowed the collection points. CCC provided machinery and operators to remove the waste to out of town dump sites.

Chipaka Village



Chipaka village where the CCC camp was constructed was provided with a ring well to capture naturally rising water. A bore hole was also installed at the end of the project.

Police Vehicles

Tunduma police are a vital link in providing a safe environment for the project and were assisted during the life of the project by recognizing the

Tunduma Ikana Road Project, Tanzania

additional burden the project presented and provided a weekly allowance of fuel for each police vehicle.

In addition police vehicles were selectively provided with maintenance in the form of repairs and tyres.

Nkangamo Village



The village school was provided with playground equipment which included swings, slides, see-saws and a play frame.

Chiwanda Village



The mosque that had fallen into disrepair was upgraded by CCC the main source of funding for which came from the expatriate community on the project based in terms of donations.

Chiwanda village assisted the project in providing water and agreed to give access to a dam built for them by the Catholic Church in return for which CCC provided three strategically placed boreholes and hand pumps and maintained these for the life of the project. CCC also assisted the village in increasing the level of captured

water in the dam by raising the dam walls by 1.5 metres around its entire circumference.

CCC provided funding to assist a member of Chiwanda village in fighting testicular cancer and in return allowed CCC to raise awareness in raising the issue of men's health.

Youth Training Scheme

CCC in conjunction with school principals identified school leavers with particular hardships as candidates for its youth training scheme. School leavers were brought into the work environment and given skills such as

- Assistant laboratory technicians.
- Assistant auto electric technicians.
- Assistant carpenters.
- Assistant light duty mechanics.
- Assistant heavy duty mechanics.
- Office clerks.

The youth training scheme was designed to give an introduction to specific skills and to the work environment and successfully provided to some 30 school leavers a "kick start" to their working lives.

Cassava and Other Root Crop Drying Areas



Cassava and root crops are part of the staple diet across Africa. CCC in consultation with women in the area provided a purpose built cassava drying area in part compensation for the loss of the quarry area where root crop drying had been taking place.

Tunduma Ikana Road Project, Tanzania

Dry Season Water Provision

During the dry season and particularly after the low level of rain in the wet season during spring 2013 CCC provided a water bowser for the village of Ikana for some three months ensuring that villagers had a source of water.

Road Awareness Training

Along the whole project route training was carried out in all schools raising traffic awareness of children. How to cross roads and how to conduct themselves in a heavy and fast moving traffic environment was core to the training. Over the 30 month period some 20,000 children were addressed in training and refresher training.

Adults were also given training albeit to a lesser degree.

Sports

Football and netball tournaments were held at CCC sports field and in village communities where return matches were held.

Footballs were also given to all schools along the project route.

Installation of Communal Water Sites

During borrow pit rehabilitation consideration was given to local communities' requests to rehabilitate in such a way as to allow the collection of water during the wet seasons providing water for farming and communal use.

Bore Holes

All bore holes were left to local village executives to administer for the local communities.

Reserved Employment

The Tanzanian Government has a policy of "Empowering Women" and raising them from their traditional place in society. CCC played its role in that empowerment by reserving some trades specifically for the employment of women and actively encouraged qualified women to take on roles traditionally set aside for men.

Women were employed in the following roles on the project:

- Flag women.
- Administration.
- Housekeeping.
- Timekeepers.
- Heavy Duty Drivers.
- Security.
- Laboratory Assistants.
- Fuel Attendants.
- Nurses.

School Infrastructure

During the project life it became apparent that many schools, predominantly infant schools, lacked the basics in furniture.

CCC identified those schools most in need and literally raised children off the floor and onto bench type desks more conducive to learning. A total of 170 desks were constructed and provided to some 17 schools providing seating and desk top facilities to 510 children.

Repairs of Homes and Churches

In areas of the project where there was a high concentration of heavy earth moving equipment causing ground vibration CCC carried out remedial works on schools, homes and churches particularly in the areas of Nkangamo and Chiwanda.

Material was also provided for schools and churches to enable self help works on renovations and extensions for buildings along the project route.

Innovation Camp at Zayed University, UAE



Three lady engineers from the Civil Engineering Department (EPSO) were volunteers at this event which took place on 20 March 2013.

The main theme of the event was **"You Can Be!"** which means any person can think and truly believe in his ideas with the help of good teamwork and spirit can make this idea one of the biggest business enterprises available on the market.



STAGE 1

The "You Can Be!" Innovation Day Camp at Zayed University focused on teamwork, spirit, problem solving, challenges and creativity.

Around 50 students from Zayed University participated in this event from different colleges. At the beginning we were given a short introduction about INJAZ and its role with Khalifa fund organization and how small ideas from normal people after development became a successful business enterprise.

The introduction also included discussions about the positive effects of teamwork and its importance on the business enterprises in the markets.

STAGE 2

Activities included the following :

1. **Ice breaker (Bingo):** we as volunteers stood with our teams in a circle very close to each other holding each other hands and someone outside the team will have to break our bond and if he could break the bond this means our bond and connection together was weak and could let outside forces break it and this is exactly what happens in small business projects.

A team should be strongly attached mentally and physically to build a business.

2. **Human Knot:** a game which focused mainly on interacting and exchanging information from everyone that you think might help you in your project and that we should not limit our resources, knowledge could be achieved from anywhere.

STAGE 3

Business Plan Challenge:

Students were divided into groups of 10 and 5 team leaders were assigned to each group which in this case were us the volunteers in this camp. We had to supervise the work of the students, discuss ideas and choose the best of them, advise them on the best business opportunities to think about in their challenge. The challenge was about creating a business project to be performed here in UAE. There were also judges from INJAZ Company judging our work. The winning business plan project will be funded by Khalifa Fund organization if it passed the challenge and got the highest score.

Students worked for an hour on planning what project they wanted to work on and whether this business plan covered the important elements needed, to plan what product or service they want to deliver and to check whether this project is realistic and achievable or not .

Moreover the students had to give a presentation on this product or service convincing the judges on the business idea they had. Marks were given according to many points like:

1. Creativity of the project.
2. Realistic. Achievability of the project plan.
3. Eye contact of the presenting team with the audience.
4. Engaging with the audience.
5. Clear voice in presenting the information.
6. Overall teamwork and spirit.

And this is where the team of Amal Aoudi - Sr. Document Controller (EPSO) - won the challenge competition in the innovation Camp Day for the presented project.

EPSO 2013, CSR Report

Abu Dhabi, UAE



CSR being an integral part of CCC's corporate vision, we in EPSO have carried out CSR-oriented initiatives and have contributed to the improvement of the quality of life of our employees, their families, the local community and of society in general.

The following CSR activities were implemented in 2013.

Blood Donation Campaign

Partners: HSE Group and Abu Dhabi Blood Bank



We had our first Blood Donation Campaign in September 2012. It was a success so that immediately afterwards we announced the second Blood Donation Campaign in CCC yard premises on 26 March 2013.

In coordination with our HSE Group, the Abu Dhabi Blood Bank sent their mobile blood bank (bus) along with their team of doctors and nurses to our premises to conduct the blood donation. The mobile bus is capable of hosting six people every 30 minutes for six hours. The necessary medical forms were circulated in advance and a schedule was announced to the interested donors.



In September 2012, there were 57 which is equivalent to 25 litres of blood and in March 2013, 69 donors came which is equivalent to 31 litres of blood.

As an acknowledgment, the Blood Donation Bank awarded CCC a certificate in appreciation of our partnership in a ceremony held on 13 June 2013 at the Emirates Palace. We are planning our third Blood Donation Campaign for early next year.

Paper and Plastic (Office Waste) Recycling

Partner: Royal General Contracting



In 2010 we started our recycling campaign, wherein instead of throwing the paper and plastic waste directly into the trash, we partnered with Royal General Contracting in collecting the office waste for more useful usage. As of November 2013, our paper recycling records shows monthly average of 220kg of wastepaper and 150kg of plastic waste collected in year 2013.

Our partner has provided the boxes and is collecting on a weekly basis. Our partner is paying the company 0.45 Fills /per kilo for the white paper waste collected and 0.35 Fills / per Kilo for plastic waste. The money raised is used for our other CSR activities.

Electrical Recycling (E-Waste)

Partners: Enviroserve



Recently we came up with a new campaign and this time it is related to electronic waste. We have made an agreement with Enviroserve, a certified electronic recycling company which will be assisting us in the disposal of all electronic related items for recycling purposes.

An initial meeting took place in the last week of November 2013 between Enviroserve and representatives from HSE, ISD and CD in order to agree on the mechanism on how we would start this campaign. It was agreed to start with "Mobile / Portable Devices Recycle Campaign" on 15 December 2013 for a period of two weeks to collect old and unused mobile and portable

devices in order to send them for recycling. Below is the recycling process as discussed with our partner.

Recycling Process of E-Waste.

- Degaussing / Destruction of Data on mother boards.
- Segregating the device's components.
- Recycling the components according to the Basel Convention.

To encourage employees to get involved in this campaign, we have added a raffle draw.

Smoking Shelters

Partner: HSE Group

Also in November 2013 we installed smoking shelters in all CCC yard buildings. The shelters are equipped with awareness posters and healthy tips on how to quit smoking. Also, each smoking shelter has a fire extinguisher.



Help for Children in Algeria

CORPORATE SOCIAL RESPONSIBILITY



Upon returning to school last autumn, a certain number of needy children in the Lakhdaria and Blida areas were the beneficiaries of donations from CCC Algeria in conjunction with the Lions Club Blida La Rose.

32 girls and 33 boys aged between 6-16 years received school satchels containing pens, coloured pencils, exercise books, erasers, pencil cases and so on, thus ensuring for them a happy return to class.

In December, CCC Algeria was represented at a fund-raising dinner organized by the Union des Français de l' Etranger (UFE). The sums raised were to support schools for physically disabled children.



CSR, Ethics & Anti-Corruption Training Course

UAE



As part of the Technical and Project Management Training Programme at CCC, a very successful training course on "CSR, Ethics & Anti-Corruption" was conducted on 18 November 2013 at the Park Rotana Hotel in Abu Dhabi.

This course was attended by 27 senior staff from various CCC Areas. The course encompasses two major subjects: CSR and ethics/anti-corruption. The training approach was designed to engage the attendees through discussions, case studies and video presentations. This course raised the awareness of CCC staff on globally important issues and best practices that is essential for their career and daily activities. The wisdom gained in this course can be applied to all corporate practices/processes across departments, projects, and areas. Attendees earned 5 contact hours (equivalent to 5 Professional Development Units under PMI)



on their certificates of completion. The expert guest speaker of this course was Tony Awad, who is the Group Corporate Social Responsibility Officer and Coordinator of CCC's Ethics & Anti-Corruption Programme for CCC.

CORPORATE SOCIAL RESPONSIBILITY





CONSOLIDATED CONTRACTORS COMPANY

**COMMUNICATION ON PROGRESS
2013**



APPENDICES

BUREAU VERITAS
Certification



Consolidated Contractors Group S.A.L. (Holding Company)
62B, Kifissias Ave., Amaroussion 151 10, Athens
GREECE

This is a multi-site certificate, additional site details are listed in the appendix to this certificate

Bureau Veritas Certification certify that the Management System of the
above organisation has been audited and found to be in accordance
with the requirements of the management system standards detailed below

Standards

ISO 14001:2004

Scope of certification

**ENGINEERING, PROCUREMENT AND CONSTRUCTION OF
CIVIL, MECHANICAL, ELECTRICAL AND PIPELINES
PROJECTS.**

Certification cycle start date: **25 November 2013**

Subject to the continued satisfactory operation of the organisation's Management
System, this certificate expires on: **25 November 2016**

Original certification date: **01 October 2001**

Certificate No. **GR13.1427E**

Version 1, Revision date: 25 November 2013

N. TRILIZAS



008

Certification body address:
Brandon House, 180 Borough High Street, London SE1 1LB, United Kingdom
Local office:

Bureau Veritas Hellas A.E., 23 Etolikou str., 18545 Piraeus, Greece

Further clarifications regarding the scope of this certificate and the applicability of the
management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call: **+30 210 4063000**

BUREAU VERITAS
Certification



Consolidated Contractors Group S.A.L. (Holding Company)

62B, Kifissias Ave., Amaroussion 151 10, Athens
GREECE

Standards

ISO 14001:2004

Scope of certification

**ENGINEERING, PROCUREMENT AND CONSTRUCTION OF
CIVIL, MECHANICAL, ELECTRICAL AND PIPELINES PROJECTS.**

Consolidated Contractors Group S.A.L. (Holding Company)	Sabbagh & Khoury Building, Nicolas Sursock Street, Ramlet Al Baida, Beirut, Lebanon	Engineering, Procurement and Construction of Civil, Mechanical, Electrical and Pipelines projects.
Consolidated Contractors Group S.A.L. (Offshore)	Sabbagh & Khoury Building, Nicolas Sursock Street, Ramlet Al Baida, Beirut, Lebanon	Engineering, Procurement and Construction of Civil, Mechanical, Electrical and Pipelines projects.
Consolidated Contracting Engineering & Procurement S.A.L. (Offshore)	Sabbagh & Khoury Building, Nicolas Sursock Street, Ramlet Al Baida, Beirut, Lebanon	Engineering, Procurement and Construction of Civil, Mechanical, Electrical and Pipelines projects.
Consolidated Contractors International Company S.A.L. (Offshore)	Sabbagh & Khoury Building, Nicolas Sursock Street, Ramlet Al Baida, Beirut, Lebanon	Engineering, Procurement and Construction of Civil, Mechanical, Electrical and Pipelines projects.

Certificate No. GR13.1427E

Version 1, Revision date: 25 November 2013

N. TRILIZAS



008

Certification body address:

Brandon House, 180 Borough High Street, London SE1 1LB, United Kingdom

Local office:

Bureau Veritas Hellas A.E., 23 Etolikon str., 18545 Piraeus, Greece

Further clarifications regarding the scope of this certificate and the applicability of the
management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call: +30 210 4063000

BUREAU VERITAS
Certification



Consolidated Contractors Group S.A.L. (Holding Company)
62B, Kifissias Ave., Amaroussion 151 10, Athens
GREECE

Standards

ISO 14001:2004

Scope of certification

**ENGINEERING, PROCUREMENT AND CONSTRUCTION OF
CIVIL, MECHANICAL, ELECTRICAL AND PIPELINES PROJECTS.**

Teyseer Contracting Company W.L.L., Qatar	P.O.Box 2630 Qatar	Engineering, Procurement and Construction of Civil, Mechanical, Electrical and Pipelines projects.
Sicon Oil & Gas S.p.A., Italy	Via Della Giustizia 10 20125 Milano Italy	Engineering, Procurement and Construction of Civil, Mechanical, Electrical and Pipelines projects.
ACWA Services Ltd., UK	ACWA House Keighley Road, Skipton, North Yorkshire, BD23 2UE United Kingdom	Engineering, Procurement and Construction of Civil, Mechanical, Electrical and Pipelines projects.

Certificate No. GR13.1427E

Version 1, Revision date: 25 November 2013

N. TRILIZAS



008

Certification body address:
Brandon House, 180 Borough High Street, London SE1 1LB, United Kingdom
Local office:

Bureau Veritas Hellas A.E., 23 Etolikon str., 18545 Piraeus, Greece

Further clarifications regarding the scope of this certificate and the applicability of the
management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call: +30 210 4063000



CONSOLIDATED CONTRACTORS GROUP (CCC)

ENVIRONMENT POLICY STATEMENT

The CCC Group recognizes its activities have an impact on the environment and it is committed to minimizing environmental impact as far as is reasonably practicable.

The CCC Group is committed to creating an organizational culture emphasizing environmental excellence as an integral part of operations and a value that will be promoted within the CCC Group.

CCC is committed to:

1. Compliance with all environmental legislation, regulation and codes of practice
2. Pollution prevention and protection of the environment
3. Minimizing and reducing impact on the environment and promotion of sustainability by ensuring the efficient use of resources
4. Continual improvement in its environmental performance

Environmental Management System Implementation:

The CCC Group shall take a leading role in the promotion and implementation of its Environmental Management System and shall strive to be a leader in environmental stewardship.

It is the policy of CCC Group to:

- Set detailed procedures and policies to ensure compliance with international and national standards and legal requirements.
- Operate in a way that conserves resources and minimizes harmful impacts on the environment.
- Reduce waste generation and promote the reuse and the recycling of materials.
- Manage and mitigate residuals of its operations.
- Use sustainable practices to protect its employees, the local community and the environment.
- Protect, conserve and minimize impact on the historical and cultural heritage sites.
- Promote environmental awareness and training among its employees and encourage them to work in an environmentally responsible manner.
- Seek international engagement and partnerships with various stakeholders to actively promote sustainable development and social accountability.
- Continuously improve its Environmental Management System.
- Be transparent in reporting all environmental incidents, investigate all incidents and implement corrective measures to prevent their reoccurrence.

The CCC Group will perform frequent internal and third party audits at CCC work locations to ensure the implementation of the Environmental Management System adheres to this policy.

Environmental Targets and Objectives:

The CCC Group Environmental targets and objectives will be established to achieve an acceptable level of environmental performance for its operations. Management at all levels of the CCC Group is responsible for ensuring that this policy is being promoted and communicated internally and externally to all parties.



Samer Khoury

President (Engineering & Construction)
Consolidated Contractors Group (CCC)



CSR Mission Statement

CCC's Corporate Social Responsibility (CSR) philosophy originated from the Founders' strong belief that the Company has an obligation towards its shareholders, employees, clients, partners, subcontractors and the society. CCC does not exist only to make profit, but rather to improve the livelihood of more than 150,000 families of its employees as well as to serve the societies and the countries where CCC has an operational presence.

CCC's CSR policy is guided by the Company's strong and ethical family values and traditions, it is an integral part of its Corporate Vision which ensures that its business values and behavior are aligned with its Mission Statement; Company Core Values, Guiding Principles and Code of Practice; Health, Safety and Environment Procedures; and Human Resources Procedures.

Globally, CCC's CSR initiative covers programs related to:

- **CCC and the Environment**

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

- **CCC and Workforce Welfare**

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

- **CCC and Community Involvement**

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

- **CCC and Ethics & Integrity**

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

- **CCC's CSR Contributions to the Communities**

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

=====