



Communication On Progress 2014



Message from the CEO

We at Crescent Construction Group are continually committed to fulfilling the Global Compact principles.

Our corporate social responsibility is committed to human rights, labor, the environment and anti-corruption, and we ensure to work towards fulfilling these sustainable practices. In this year's report, we would like to briefly illustrate briefly our efforts towards the principles of the UN Global compact.

CEO
Farooq Azam

About Crescent Construction Group

Based in Pakistan, our fundamental process is a contracting business. We are involved in the construction of pipelines, roads, buildings and other infrastructure development projects in Government and Private Sectors as per laws and regulations of Pakistan.

Crescent Construction Group is also registered with Pakistan Engineering Council in Category CB. Thus, we are a business that is allowed to undertake contracts valuing up to Pakistani rupees of 2.0 Billion.

Communication in Progress

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Actions Taken:

Our internal stakeholders, our employees, continue to be our greatest asset. Initially, we have established policies which reward employees based on performance. Non-monetary incentives are also in place, where we provide training to improve their skills and knowledge, to further increase satisfaction. Furthermore, transparent communication, senior management feedback and coaching are something that we have been able to successfully deliver to our employees.

Outcomes:

Our employees strive to work their best in the working environment with more clear and concise communication. Overall, job satisfaction is more visible, and inter departmental communication has increased significantly.

Principle 2: make sure that they are not complicit in human rights abuses.

Actions:

Human rights are the basic essence of any work place, and we ensure to fulfill this basic need by implementing health and safety rules for our employees. Such safety standards are continuously monitored and amended if need be.

Outcomes:

We have always fulfilled the Ministry of Health's best practice of health and safety procedures.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Actions:

We ensure that our employees enjoy all their rights described per our country's labor laws. Crescent Construction Company implements a proper organizational structure, where the management encourages staff to voice their concern and reward initiatives that improve not only performance but the working environment as well. Employees are also free to form and join associations, or other representative body of their rights.

Outcomes:

Employees do not feel intimidated and are at free to join any external associations.

Principle 4: the elimination of all forms of forced and compulsory labor

Actions:

We ensure policies in place that focus on overtime and overtime compensation. Generally, our organization does not encourage overtime and our employees are only requested to do so depending on deadlines, etc.

Outcomes:

Employees are further motivated based on the fact that a family- work life balanced lifestyle is encouraged. Employees are also further satisfied that any overtime work will be compensated in such a case.

Principle 5: the effective abolition of child labor

Action:

Crescent Construction is committed to abide by local and international laws concerning child labor. We have a well-defined recruitment policy for ourselves, and our contractors to not allow child labor.

Outcomes:

We have successfully implemented the International Labor Organization's convention's ruling on the minimum age of current and potential employees. Furthermore, we have always successfully received a compliance issue during the inspections from the labor ministry.

Principle 6: the elimination of discrimination in respect of employment and occupation.

Action:

Our recruitment and work policy strongly opposes any discrimination against race, gender, religion, age or disability. We at Crescent Construction also oppose any

form of harassment and encourage a healthy and respectful working environment.

Outcomes:

Since employees recognize that they are hired, promoted, and empowered due to merit, it creates a positive work environment that promotes teamwork and motivation with mutual respect.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges

Actions:

We recognize that our nature of business directly impacts the environment. However, we ensure to follow best practices and a precautionary approach to ensuring sustainability.

Outcomes:

We have various controlled measures implemented, as specified by the Environmental Protection Agency, and we closely monitor our construction activities to avoid environmental degradation where possible.

Principle 8: undertake initiatives to promote greater environmental responsibility

Actions:

We encourage responsible and efficient use of resources internally and on site whilst minimizing waste. Through our work processes, we conduct environmental impact assessments when needed, and provide to our clients if it is requested.

Outcomes:

We continue to encourage such practices and the team has become more conscious concerning sustainable practices.

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Action:

We are fully committed to adopting environmentally friendly technologies depending on availability within the country. Our procurement team is aware and focuses on utilizing such technology when applicable.

Outcome:

We have successfully been compliant to the country's legal requirement of technology standards that furthermore allows our clients to gain a further level of trust.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Action:

We strictly follow the rules and regulations that are prescribed within the Public Procurement Regulatory Authority (PEPRA). We ensure transparency and fair competition when contracting business within the public sector as well.

Outcome:

We always ensure an integrity pact that warrants that our company does not take part in corrupt processes during the entire procurement process. Due to this, no complaint has ever been made against Crescent Construction Company for corruption.

For more information you may contact:
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