



# **CONSOLIDATED CONTRACTORS COMPANY**

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

**2009 - 2010**





**CONSOLIDATED CONTRACTORS COMPANY**

**COMMUNICATION ON PROGRESS  
2009 - 2010**



## **TABLE OF CONTENTS**

1. Introduction
2. Corporate Profile
3. President's Statement of Continued Support
4. CCC's Bulletin - Corporate Social Responsibility - News Section



**CONSOLIDATED CONTRACTORS COMPANY**

**COMMUNICATION ON PROGRESS  
2009 - 2010**



## **INTRODUCTION**

Our last COP submittal for 2008 was posted in November 2009. As stated in our Grace Period Request letter dated November 1<sup>st</sup>, 2010, we intend to harmonize our annual COP reporting cycle and have it based on current calendar years, so we opted to combine the COP's of 2009 and 2010 into one submittal.

Thereafter, future COP reports would be posted annually during the first quarter of the following calendar year.



**CONSOLIDATED CONTRACTORS COMPANY**

**COMMUNICATION ON PROGRESS  
2009 - 2010**



## **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 #19 among International Construction Companies. CCC currently operates in 40 countries across 5 continents, employs over 100,000 employees from over 85 nationalities, building some of the most challenging and complex facilities.

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

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



**CONSOLIDATED CONTRACTORS COMPANY**

**COMMUNICATION ON PROGRESS  
2009 - 2010**



## **STATEMENT OF CONTINUED SUPPORT**

### **Management Commitment to Corporate Social Responsibility and**

### **UN Global Compact**

We at CCC continue to be committed to the Corporate Social Responsibility as well as to support the Ten Principles of the UN Global Compact. We, as responsible human beings, have a duty to give back to society, to preserve nature, to protect the world we live in and, above all, we have a duty to leave to our children a better future and an earth with sustainable ecosystems to live in.

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

We strongly believe that our commitment to the CSR policy will help our business flourish in the long term. As featured in CCC's Bulletins - CSR News Section here below, the concept of CSR has been spreading through CCC and many of our employees are becoming ardent advocates who are adopting innovative ways and means to promote the initiative.

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)



---

## **WE SUPPORT**

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

### **Ten Principles**

CCC's commitment and support of the UN Global Compact's Initiative and Ten Principles was detailed in our 2007 COP Report. The Report presented CCC's policies that corresponded to these ten principles (please refer to the report for further details). CCC is continuing to promote those principles by actively following those programs and a variety of new other programs such as:

- Providing better education through funding of universities and providing student scholarships.
- Supporting various health, social and environmental programs and organizations.
- Supporting the arts, and cultural and social activities.
- Continuing with the "CCC Goes Green" campaign.
- Involvement in community development programs.
- Supporting numerous Non-Governmental Organizations (NGO's) and charitable organizations that are involved in social, educational and environmental programs.
- Promoting diversity, equal opportunities, human rights, ensuring safe and secure working environment of its employees.
- Promoting and ensuring its operations are conducted ethically in accordance with the Company's Core Values, Guiding Principles and Code of Practice.

The following CSR Reports published in the Company's Bulletin between January 2009 and December 2010 elaborate on the importance of CSR within CCC.



**CONSOLIDATED CONTRACTORS COMPANY**

**COMMUNICATION ON PROGRESS  
2009 - 2010**



## **CCC's BULLETIN**

### **Corporate Social Responsibility**

### **News Section**

**January 2009 till December 2010**



# Bulletin

August 2009

Issue No. 91



## Africa and beyond

CONSOLIDATED CONTRACTORS COMPANY





## Athens Summit 2009

For the second time, CCC took part in the annual Athens Summit the topic of which was “The Road to Copenhagen: Managing Climate Change & Energy Security in South East Europe and beyond”. This event took place on 12-13 May 2009.

CCC was represented by members of the management and staff. A stand displaying CCC's activities in the exhibit that accompanied the conference received a large number of visitors. Dignitaries from Greece and several countries visited the stand.

In the conference many of the energy challenges and opportunities for Greece and countries in South Europe and the Eastern Mediterranean were discussed and debated. The sourcing of oil and gas from Russia, the former CIS countries and the Middle East was an important topic. Energy conservation and renewable energy received a lot of attention. The preparatory discussions for the upcoming (December 2009) Copenhagen Conference on Climate Change were central to several presentations, contributions and panel discussions.

*Hemmat Safwat  
Segment Manager, Group BOT  
P&D Projects*



*From left to right: Theodoros Pangalos, Magdi Halawani, Tawfic Khoury, Hemmat Safwat, Dimitris Economides, George A. Papandreou*

## Sabbagh Scholarships Help ACS Student Athletes Strike Gold!

Due to the overwhelming generosity of Suheil and Samir Sabbagh the American Community School of Athens (ACS) receives funding for two scholarship programmes. The “*Hasib Sabbagh & Diana Tamari Sabbagh*” academic/athletic scholarships are an annual award given to two sophomore (grade 10) boys and two sophomore girls who demonstrate academic and athletic excellence, positive character, personal integrity, respectful personality, and a proven need of financial assistance. The scholarship programme, which is starting its 4th year, offers an opportunity to eligible students to attend ACS and pursue the things they love (academics and basketball) while cultivating the prospects of acquiring scholarships in higher education institutions abroad.



Each of the varsity basketball teams compete in a premier European wide (plus Cairo, Egypt) twenty team high school sports league which culminates in a season ending and exhausting three day five game tournament called the International Schools Sports Tournament (ISST). This year both girls and boys teams successfully defended their European titles which resulted in a rare “double double”. The girls beat London in 2008 and Tasis England in 2009 while the boys made it two victories in a row against St Johns Brussels. It is remarkable that in the 40 year histo-

ry of ISST this “double double” has never been achieved until now. Congratulations for accomplishing a rare and difficult achievement. Many thanks go out to Suheil and Samir for making dreams possible for talented and deserving young people.

*Damon Morrison  
Senior Coordinator  
Development Projects*





## CSR News Report

A new section in the Bulletin is launched to report news related to CSR activities as received from the areas, projects and employees from all over the CCC Group. Everybody is encouraged to send their ideas, initiatives and achievements to "CSR-CCC" email address [csr@ccc.gr](mailto:csr@ccc.gr).

### General

**The Green to Gold Initiatives Campaign** was launched in May to demonstrate CCC's commitment towards saving the environment. The initiatives cover the full spectrum of **Going Green** topics ranging from paper savings and recycling, water/power and energy savings, waste segregation and recycling and reducing the carbon footprint. Targets were set and sponsor leaders and team members were nominated for each initiative with a mandate to achieve the respective targets.

**The Paper Saving and Recycling Campaign** is in full swing, positive feedback is being received from the areas and projects, savings are noticeable and use of recycled paper for the different applications is growing. Facts and figures will be published shortly.

### The Fight against HIV/AIDS, Malaria & TB

Being members of the Global Business Coalition, CCC was invited to participate in the roundtable conference related to the Oil and Gas Working Group that was held in Houston, Texas last March. Dr. Victor Karam represented CCC and presented a paper on our expertise and capabilities towards the fight against these epidemics.

### World Water Day

The United Nations General Assembly designated 22 March of each year as the World Day for Water. States, NGOs, businesses and the general public devote this day to concrete activities for promoting public awareness related to the conservation and development of water resources. In support of this World Water Day, CCC employees and their families participated in water saving activities demonstrating their keen support to the World's Water Conservation Initiatives and reflecting it in daily usage.

### Earth Hour

On Saturday, 28 March 2009, between 8:30 and 9:30 pm local times, CCC employees, offices, areas and projects switched off their lights in support of the Global Earth Hour which is commemorated yearly since 2007 as a symbolic act to raise awareness of the need to reduce global warming. One billion people in nearly 1,900 cities, towns and municipalities in over 80 countries switched off their lights as part of this Earth Hour Initiative.

**World Environment Day (WED)** is commemorated yearly on 5 June. It was initiated by the UN General Assembly in 1972 to stimulate worldwide awareness of the environment and to enhance political attention and action regarding preserving the environment.

This year's theme was: Your Planet Needs You! Unite to Combat Climate Change and CCC are demonstrating their commitment by implementing the different **Going Green** Initiatives.

### Palestine

**Greek Cultural Week** took place in Jerusalem, Ramallah, Bethlehem and Nablus between 7-14 May. It was organized by the Consulate General of Greece in Jerusalem to promote Hellenic civilization, which included film screening and Greek traditional music concerts. CCC was the major sponsor for the event and members of our CCC Palestine Area were present to support the event.



## Jordan

Amman area office is in the process of installing solar water heaters to provide hot water and heating in the area office. Amman Area Office participated in a CSR Conference on April 28, 2009 and Think Green 2 Conference on May 26-27, 2009. A number of Amman area office employees completed the INJAZ Volunteering Programme which comprised one session per week for 10-12 weeks. The four INJAZ courses (Personal Life Plan, Economics For Success, My Money Business, Travel and Tourism Business) were given at Al Nuzha UNWRA Girls School in East Amman, a school sponsored by CCC.

## Greece

### Cleaning of Schinias Beach

Sunday, 18 May, a sunny spring morning in the region of Athens Greece, found a good number of CCC MOA



volunteers on the Bay of Schinias, around 45 kilometres northeast of Athens which is widely known for its natural beauty. The point of the gathering was to clean the beautiful beach and the bordering pine tree forest.



Our multinational group including volunteers of all ages and many children among them devoted their Sunday morning to collecting as much garbage as possible. Encouraged by the enthusiastic support of the people who were around for their Sunday swim, our team managed to cover all 3 kilometres of the bay as well as a large part of the forest area. The event confirmed CCC employees' sensitivity to environmental issues, promising even wider participation in similar activities to follow in the near future.

## Qatar



A 20 year old olive tree was transported from Lebanon by CCC/TCC JV in Qatar to be planted in the CMU building at the cafeteria area symbolizing CCC's commitment to the everlasting greenery of the olive trees towards the environment.



*Tony Awad  
Corporate Social Responsibility Officer*



## Palestine



### Said Khoury Building at Birzeit University

The undersigned attended the opening of the “**Said Khoury Building for Development Studies**” at Birzeit University on the 27th June 2009.

I met privately with both Dr. Hanna Nasser and Dr. Nabil Kassis who both expressed their appreciation for CCC’s support of the University.

The opening ceremony took place in front of the building where both Dr. Nasser and Dr. Kassis both gave a very welcoming speech clearly thanking CCC for its contributions to the university. This took place front of a very large group of attendees consisting of university staff, professors and students.

I was then asked to give a speech in which I thanked them for their efforts and confirmed that I will relay to CCC management their achievements.

We were then taken on a tour of the building which was very impressive and well constructed.

I understand that the cost of construction is around \$2.1 million and took them 18 months to construct.

*Walid Salman  
VP Palestine Area*





## Palestine

## Bizreit University

5 May 2009 was the first day of the Engineering Event at Birzeit University. This is a proud occasion for the Faculty of Engineering and a chance for the students to be commended on their hard work. The vice president of the university, the dean of engineering and a representative from CCC (the undersigned) walked towards the engineering building to cut the red ribbon and commence the celebrations. They then gave their speeches along with a representative from the Engineering Association and the head of the Engineering Alumni League. Afterwards, they toured the company booths and looked at the top graduation projects.

The second half of the ceremony after the lunch break included a humorous yet competitive introduction from the heads of engineering departments, followed by students reciting poems, playing musical instruments and doing stand up comedies.

The event ended by rewarding graduates for their high academic and non-academic achievements.

The second day of the event was designated for interviews. Like every year, CCC goes to Birzeit University seeking top graduates for the Graduates Under Development Programme. This year, 50 graduates attended a preliminary interview and 28 were selected for the interviews held at Amman Area Office.

*Suzanne A. Samara  
Administrator & Training Coordinator  
Human Resources, Jordan*





## United Arab Emirates

### CCC Sponsors Dean of Higher Colleges of Technology

In May an agreement was signed in Abu Dhabi by HE Sheikh Nahayan Mubarak Al Nahayan, Minister of Higher Education and Scientific Research, Chancellor of the Higher Colleges of Technology and Tawfic S. Khoury, Executive Vice President.

By this agreement, CCC will fund for three years the "Said Khoury Dean in Construction Engineering" position. The dean will be an international expert in construction technology and will work with other deans, department chairs and engineering faculty from across the organization to review, design and develop state-of-the-art programmes that meet the needs of students and industry. The dean will promote best practices, monitor and improve academic standards, evaluate student performance, facilitate faculty development and develop relationships across the system and the community.

"The funding of the dean's position in construction engineering, named after our chairman and president, Said Khoury, shows our support for HCT which provides the nation with highly qualified UAE construction graduates" said Tawfic Khoury.

Dr. Tayeb Kamali, Vice Chancellor of HCT, stated:

*"We thank CCC who shares our commitment in the development of UAE nationals in the field of construction engineering and the development of world-class construction engineering programmes".*

*Bulletin Staff*



## Gastech 2009

In its continuous desire to be represented at major oil and gas events, CCC successfully participated in Gastech 2009, held in Abu Dhabi in May 2009.

The CCC team consisted of Samer Khoury, Najib Khoury, Farid Asfour, Samih Zaben, Nazih Abdel Kader,

Georges Assi, Deepak Chunodkar Bheela Wadehra, Hanaa El-Habrouk, Nizam Salem, Elie Khoury and the undersigned.

The Gastech series of conferences and exhibitions usually attracts most of the major players in the oil and gas industry and is heavily attended by most of their top management.

The CCC stand, with its new-look design, was the largest in size of all our previous stands and was visited by many senior representatives of major oil and gas clients and partners.

Worth mentioning too is that our faithful 'yellow helmet' was with us, looking as young as ever since starting its career 25 years ago. Born in the UK, it has travelled extensively to many countries: from Kuala Lumpur and Bangkok in the east to Bilbao and Barcelona in the west, passing by most of the GCC countries. It is now residing in Abu Dhabi and looking forward to its next trips to Oran, Algeria for LNG 16 in April 2010 and Amsterdam for Gastech 2011.

*George Dabbas  
Senior Manager, Business Development*





# Bulletin

December 2009

Issue No. 92

## Carnegie Mellon University in Qatar

CONSOLIDATED CONTRACTORS COMPANY





## The Routes of the Olive Tree



On 22 October 2009, Spyros Kouvelis, Deputy Foreign Minister of Greece, Ismail Ismailov, Deputy Minister of Sports of Azerbaijan, and Chingiz Husianzade, First Deputy President of the Olympic Committee unveiled the plaque which CCC donated to commemorate the planting of the olive tree on 20 July 2008 by the Greek motorcyclist team that came to Baku, Azerbaijan.

Ioannis Metaxas, the Ambassador of Greece in Azerbaijan and Juan Boulos, CCC's Manager, Business Development, participated in the ceremony which took place in

front of the Olympic Committee of Azerbaijan and which was covered by the media.

I am proud that CCC supports such cultural events in my country.

*Alibala Panahli  
CCC Azerbaijan*





## CSR News Report

### Contribution to CSR Initiative

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

### "Seal the Deal" on Climate Change Campaign

CCC is participating in the 'Seal the Deal' Campaign (21-25 September 2009) as a member of the UN Global Compact, which calls world leaders and governments to take urgent action on climate change. The campaign coincides with the United Nations Secretary-General's High Level Summit on Climate Change taking place on 22 September 2009 and aims to urge heads of state and governments, who will be meeting in Copenhagen on 7-18 December 2009 to take urgent action. CCC's



'Susan G. Komen for the Cure', the world's largest grassroots network of breast cancer survivors and activists, was teaming up with the 'Alma Zois Panhellenic Association of Women with Breast Cancer' to organize Greece's first

Race for the Cure. It included the options of a 4-kilometer run and a 2-kilometer walk. The aim was to unite in the global fight against breast cancer and to raise funds for breast cancer research, prevention and early detection awareness programmes as well as for counseling and support programmes for women with the disease.

CCC was assigned a kiosk at Zappeion along with the other sponsors and a number of CCC employees took part in the race. The race turned out to be a success, since around 6,000 people from all over Athens had registered. This proves



employees are participating in this campaign and CCC as a company is joining the "Caring for Climate" initiative which is a voluntary and complementary action platform for UN Global Compact participants who seek to demonstrate leadership on the issue of climate change.

### Greece

### Race against Breast Cancer

On Sunday, 27 September 2009, CCC/CSR was present as one of the main sponsors at the Greece Race for the Cure of Breast Cancer at Zappeion in the centre of Athens.







that there are quite a number of people aware of this severe illness and willing to help its cure.

## Yemen

### CCC and the Education for Employment Foundation Go Green

EFE Yemen, headed by Abdel Karim Al Eryani, a political advisor to the President, organized a cleaning and tree planting campaign on 1 July 2009 in Al Sabaeen Public Garden in Sana'a: the campaign was sponsored by CCC. Ronald Bruder, the founder and CEO of EFE, participated in the event along with more than 40 graduates of EFE Yemen, a number of employees from CCC Yemen and Suzanne Samara from CCC Jordan. During her stay, she represented the CCC Group in all EFE activities.



### Vocational Training Corporation Partnership

On Thursday, 20 August 2009 Suhail Sabbagh, Director, Group Human Resources, signed a memorandum of understanding with the VTC Headquarters in Amman to renew the CCC-VTC partnership to train youth on pipe welding and pipe fabrication at one of the vocational training centers in Sahab.

### Jordan Career for Employment Foundation Graduation Ceremony

On Saturday, 29 August 2009 CCC representatives attended a Graduation Iftar Ceremony held at the Arena Space Hotel honouring the second group of graduates from the CCC-JCEF Land Surveying Course and other JCEF training programmes.

*Tony Awad  
Corporate Social Responsibility Manager*



## Greco-Roman Style Wrestling in Turkmenistan

The Wrestling Centre of Turkmenistan held a Greco-Roman and freestyle wrestling competition on the occasion of the birthday of the President, Gurbanguli Myaligulyevich Berdimukhamedov. CCC had the honour of supporting this remarkable sporting event (which took place on 27-28 June 2009) as an official sponsor, thus furthering its CSR goals in the area.

One hundred wrestlers from all the different regions of Turkmenistan participated, this kind of wrestling being very popular among the Turkmen people.

The event was attended by a great number of sports fans, mass media representatives and high-ranking officials from the ministerial departments of Turkmenistan.

CCC supplied the sixty gifts (television sets, DVD players, vacuum cleaners) which were presented to the victorious wrestlers.

Our company was made a member of honour of the Wrestling Centre of Turkmenistan and was presented with a cup of honour and a letter of commendation from the National Sports Committee of Turkmenistan.

*Ahmad R. El Refai*  
Country Manager (Turkmenistan Branch)



*Ahmad El Refai (centre) in Turkmenistan national dress*



## First Water Festival in Jordan

It all started as a vision shared by the leading members of the CCC initiative pertaining to water conservation. Ghassan Danan, Talal Qadan, Ghassan Alami and other CCC managers from Jordan decided to bring awareness to water conservation within local communities by means of campaigns targeting young children and their families.

After many deliberations with the Greater Amman municipality and the Jordan Water Company (Miyahuna), the vision became a reality through a three-way partnership: the first water festival for children was launched at Queen Rania Park on Tuesday, 18 August 2009.

The festival began with the arrival of some 300 children aged between 6 and 12 years, accompanied by their parents. The children were face painted and seated and awaited the festivities to commence.

Upon the arrival of the mayor of Greater Amman, His Excellency Omar Maani; the Director of Miyahuna, Zakaria Tarawneh and CCC representatives Suhail Sabbagh, Tony Awad, Shail Halaby, Ghassan Alami and the undersigned, the event started with a welcoming address and speeches.



*Children at the water festival*

These were followed by an interactive water meter reader live show and a “Farah & Rayan” play on water conservation awareness.

After the distinguished guests departed, the children enjoyed water games, a puppet show on the importance of water conservation (the educational scripts being prepared by CCC and Miyahuna), water handmade crafts, a water saving devices live show for mothers, water awareness brochures corner,

water awareness and promotional gifts, a jumping castle, balloon shaping, mascot characters, cotton candy and a popcorn machine.

Media coverage of the event included Jordan TV and seven other television channels (local and satellite), seven radio stations, three magazines and nine newspapers.

The festival was a great success thanks to the contribution and efforts of all the parties involved.

*Suzanne A. Samara  
Administration & Training  
Coordinator  
Human Resources, Jordan*



*front row from left to right: Tony Awad, Zakaria Tarawneh (Director of Miyahuna), Omar Maani (Mayor of Greater Amman Municipality), Suheil Sabbagh, Suhail Halaby*



## SSCF Project's Contribution to CSR

Corporate Social Responsibility (CSR) is a concept whereby organizations consider the interests of society by taking responsibility for the impact of their activities on customers, employees, communities and the environment in all aspects of their operations.

Since the award of the SSCF Project in April 2008, CCC management has put an emphasis on continuing the CSR programme the company started at the Karachaganak projects starting in 1999.

In order to achieve long-term relationships within Kazakhstan, CCC has taken on the commitment to be integrated within the Kazakh community. This has been achieved through the participation and the sponsorship of social, educational, cultural and other activities.

- Social contributions, sponsorships and donations highlights for 2008-2009 are:
- Donations to several humanitarian and social organizations.
- A donation for upgrading the infrastructure of Makat village.
- A donation for the construction of two bridges in Atyrau city.
- The distribution of food parcels to 150 disadvantaged families in Inder and Makat villages.
- The purchase of camp furniture and linen from an institute for the blind.

An emphasis has been put on the issue of training the Kazakh workforce so that they may acquire new skills, becoming better qualified and adapt to safety and quality norms. Russian and English courses have been offered free of charge to locals and expatriates. Training and advancement has been highly encouraged. Basic training modules have been developed for both Kazakh and the expatriate workforce covering all construction-related trades.

Finally, CCC looks forward to a long future in Kazakhstan, continuing to expand its relationships with national communities and industry and will continue to pursue a development programme beneficial to the infrastructure and to the welfare of the people of the Republic of Kazakhstan.

*Fadi Mustafa  
Head of Administration  
SSCF Project, Kazakhstan*



*Food parcels to disadvantaged families of Inder village*



*A day with the orphanage children*



*Food parcels to the disadvantaged families of Makat village*



# Bulletin

April 2010

Issue No. 93





## CSR News Report

### Contribution to CSR Initiative

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

### Donations to Haiti

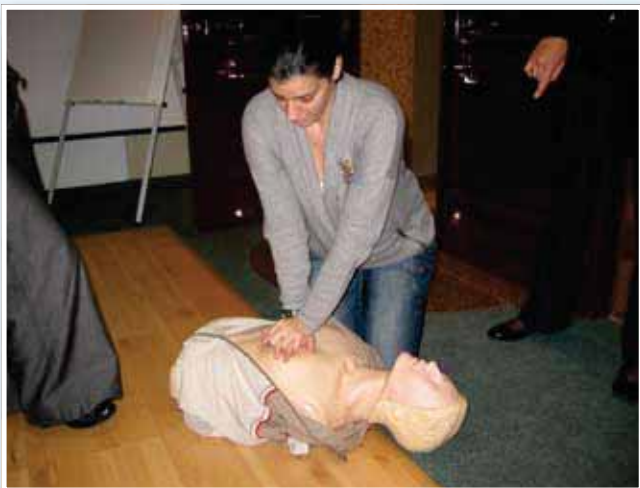
After the earthquake disaster that hit Haiti in January, CCC Management at MOA, Areas and Projects along with the employees have transferred an appreciable contribution to the International Federation of Red Cross & Red Crescent Societies and for Relief International, two international relief organizations that are active on the ground, helping in relief activities for the Haitians.

### Carbon Footprint

Reducing emissions is a global initiative led by world leaders, governments, organizations and conferences leading to stringent legislations, regulatory procedures and control systems. In the near future our operations will have to comply with such regulations. Our CO2 emissions as a Group have to be quantified, controlled and reduced, and to this effect, committees from the different disciplines within the company are busy exploring options and means to reduce our Carbon Footprint. This is a major achievement towards CCC Going Green Initiative.

### Greece: First Aid Courses

In line with the commitment of the Company towards the welfare of its employees, their families and communities they are living in, First Aid Training sessions were organized by MOA CSR Committee along with PNOI (Friends of Children in Intensive Care), a Greek NGO. Nine three-hour training sessions, two in Greek and seven in English, were attended by over 150 staff and members of their families at MOA during last December, January and February. Although the sessions were compact with basic information about first aid life saving procedures and techniques including CPR and a wide coverage of other related first aid scenarios, the feedback from the participants was positive and expressed the necessity for everyone to attend such training courses; all requested further follow up sessions with more hands on training specially on CPR procedures. This will be explored in the near future.



### Greek Summer Trainees at CCC Projects

Upon the initiative of the CSR-MOA Committee in co-operation with the HR Department, Greek summer trainees were placed at CCC projects in Abu Dhabi, Oman and Qatar. The activity aimed to engage the Greek society more with CCC projects and to acquaint the students with large-scale construction projects. The trainees expressed their satisfaction with their experience and considered it quite enriching and purposeful. They became acquainted with CCC and the Arab environment and showed further interest in joining CCC upon their graduation. The trainees' supervisors were satisfied as well from the work attitude and behaviour of these trainees and recommended them for future employment.

### Kazakhstan: Winter Clothes to Atyrau Orphanage

In line with CCC Kazakhstan's CSR Programme, a donation of winter clothes was made to the Atyrau Orphanage. The Orphanage accommodates 95 orphans aging between three and seventeen years.



### Lebanon: LASE

The Lebanese Association for Sustainable Energy was recently established with a mission statement to advise and support the Ministry of Energy and other stakeholders of the need to adopt a sustainable electricity production policy for Lebanon, with renewable energy an integral part, and push for the implementation of such policy before the year 2020. CCC is a founding member of the Association.

### Jordan Million Tree campaign II

CCC sponsored the Million Tree campaign II organized by the Arab Group for the Protection of Nature to plant trees in Beit Iksa, Beit Anan, Biddo, Al Shaikh Ijleen and Deir Al Balah in Palestine. CCC contributed JD 1000 (200 trees) and purchased 10 tickets for their Annual Dinner held at the Landmark Hotel in Amman, each ticket purchased represented the plantation of 6 trees. A number of CCC employees attended the dinner on behalf of the CCC Group.

*Tony Awad  
Corporate Social Responsibility Officer*

## Support to the Local Community in the State of Qatar

Long before CSR became a “buzz” word in international business circles, CCT JV Ltd. in Qatar had always been championing the effort to give back to the same local society within which we have flourished since the early 1990s.

Over the last three years, this effort has been highly evident through collaboration with Qatar’s Traffic Department. Through generous financial donations (exceeding US\$50,000.00) to the periodic GCC Traffic Safety Week(s) and assistance with MOI Traffic Department’s monthly “Road Safety” magazine, we have been able to combine both CSR with our own promotion for road safety standards and safe driving practices.

We have also been very supportive of the local Al Amal Hospital (part of Hamad Medical Corporation facilities). We have generously assisted this specialised hospital with organising the inaugural cancer conference as well as with its pioneering cancer research efforts.

CCT JV Ltd. is additionally committed to supporting the local expatriate communities with a multitude of nationalities, cultures and cuisines. By way of example only, this support includes:

- Assisting the Indian Cultural Centre in preparation for Independence Day and Republic Day annual celebrations.
- Assisting the the Goan Welfare Association with their annual May Queen Ball.

- Fund raising efforts to support severe flooding relief operations in the Philippines.

CCT JV Ltd. has also donated several pieces of office equipment and funds to both the Lebanese and Palestinian schools here in Doha. The Lebanese Embassy has also been a grateful beneficiary of several fund-raising efforts for their new buildings complex.

*Ramzi Dahdah  
QGXI Project Manager*

## The Copenhagen Climate Change Conference

This conference eventually convened in December 2009 with mobilization by citizens, non-governmental groups and UN agencies starting since September (Seal the Deal campaign). The conference aimed to plan for the following commitment of the Kyoto Protocol (signed in 1997 and entered into effect in 2005) which ends in 2012. The result of the conference (COP15) was to ‘take note’ of the Copenhagen Accord. The Accord entailed many points which include agreement that increase in global temperature should be below 2 degrees Celsius. The Accord recognizes that deep cuts in global emissions are required. It endorses that developed countries would commit to economy-wide emissions targets for 2020 and slow growth in their carbon emissions which are to be submitted by 31 January 2010.

The Accord recognizes the crucial role of reducing emission from deforestation and forest degradation and the need to enhance removals of greenhouse gas emission by forests. It endorses as well the goal for the world to raise \$100 billion per year by 2020, from “a wide variety of sources” to help developing countries cut carbon emissions (mitigation). However, it does not commit countries to agree on a binding successor to the Kyoto Protocol ending in 2012. Four emerging economies – Brazil, South Africa, India and China, constituting the informal BASIC group –played a key role in Copenhagen. The Accord set the deadline of January 31, 2010 for submitting

climate targets. By this date 55 out of the 194 signatories to the 1992 Climate Convention signed. Despite this small number, the UN points out that these countries represent 78% of the world’s greenhouse gas emissions.

As for the Arab world and Africa, the climate is predicted to become even hotter and drier in most regions. Higher temperatures and reduced precipitation will increase the occurrence of droughts, an effect that is already materializing in the Maghreb. It is further estimated that an additional 80–100 million people will be exposed by 2025 to water shortages. In addition, agriculture yields, especially in rain fed areas, are expected to fluctuate more widely, ultimately falling to a significantly lower long-term average. From the perspective of these countries, the conference fell short of responding to their needs and so on the one hand they need to exert more pressure on developed countries to make progress in the Copenhagen Accord and on the other hand there is need for actions to be taken by governments, businesses (as CCC is starting to adopt) and non-governmental associations.

*Salma A. Shawa, PhD  
Training and Career Development  
HR Department, Athens*



## Reducing Waste at Ras Laffan, Qatar



On several project sites at Ras Laffan, Qatar, we follow the Corporate Social Responsibility code of conduct for reducing the waste generated on site. This is carried out through the process of material segregation and recycling.



The material segregation being done on site involves the separation of hazardous and non-hazardous materials. An area is dedicated to the separation and isolation of different waste materials into the different streams (i.e. domestic waste, paper and cardboard, plastic, and so on) which



are in turn sent to local third party companies specialising in recycling and/or disposal to approved locations by the local authorities.

Hazardous waste such as used oils, tyres and batteries are segregated and then sent to the proper authorities for recycling. Tyres for example, are collected by a firm specialising in refurbishment for use on low risk off-road vehicles.

Another way of recycling is the transfer of useful signboards (site speed limit signs, barricade signs, and so on)



used from one project to another. This simple form of recycling not only reduces manpower and material costs, but is also environmentally responsible.

To increase the recycling of basic office waste (paper, plastic drink bottles, aluminium drink cans, and so on)



we have installed, along with assistance from our client Qatargas, recycling bins outside each office block. These bins are cleverly designed with attractive colours that capture the attention of staff and workers. Ensuring very early segregation of office-generated waste makes life a lot easier not to mention cost-effectiveness.

*Fadi Boustani  
Project Administrator  
Ras Laffan*



## Corporate S A N T A Responsibilities

The CCC/CSR Committee in Athens is not only following projects with an environmental or ecological aspect, but it is also helping on a social level.

On 4 January 2010, members of the CSR Committee had the joy to visit a nursery in Athens for small - mainly African – children of immigrants with poor financial means and to distribute gifts to the kids for the seasons' holidays.

The lady who founded the nursery and who is successfully running it is Mrs. Lilly from Kenya. She has been doing

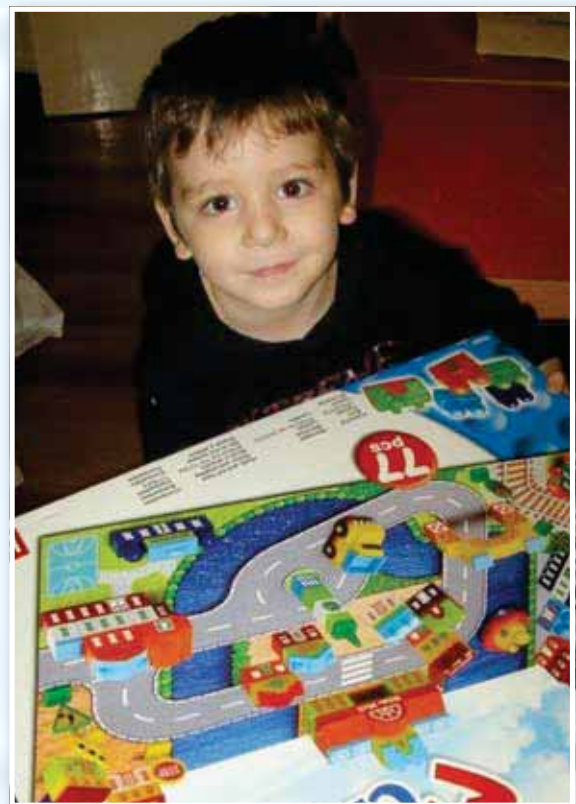


a remarkable job and the kids are fortunate to receive lots of love in a simple but caring environment where funds are scarce. The CSR Committee is looking into the possibility of offering much needed help (other than financial) to bring more sunshine to the children's lives.



We already have an offer from a pediatrician and a child psychologist to examine the children and we will be happy to have volunteers assist in any other way.

*Yvonne Wyss  
Personal Assistant*



## Your Company Needs You!

### **“Ask not what your company can do for you, but ask what you can do for your company and yourself”**

In the increasingly conscience-focused marketplaces of the 21st century, the demand for more ethical business processes and actions is increasing. Simultaneously, pressure is applied on corporations to improve their principles and values on workplace procedures. Environmental issues have become major topics at world business conventions and conferences.

It is therefore no wonder that, in his closing speech at the CSR Europe's General Assembly that took place in Brussels on the 11 June 2009, Mr. Jost Manuel Barroso, President of the European Commission, stressed the importance of re-building trust in businesses by pointing out that Corporate Social Responsibility is even more crucial today than ever due to the current exceptional and extreme circumstances.

“We need a new culture of ethics and responsibility” he stated.

This point has been validated by the growing number of companies who have come to understand the value of assessing their social and environmental performance on a regular basis. It is interesting to see that companies nowadays are seeking information from special services about how they are viewed in the market and how they are progressing in meeting with the expectations of investors, employees, customers, business partners and other concerned parties on a range of corporate social responsibility issues.

Certainly, Corporate Social Responsibility can make a significant contribution towards sustainability and competitiveness in small businesses and giant corporations such as CCC.

However, the vital role of CSR as a contributing factor to improve the social environment and to integrate ethical standards in business does not depend only on the recognition and execution by the employer or management, but also on the involvement of the workforce.

Therefore, CSR not only would boost the standards of a firm to a higher level but also would motivate and encourage the workforce to uplift their morale, increase their productivity and respond to their responsibilities and consciousness towards ethical and environmental issues. It is a key rule in CSR that the workforce should play an active role in supporting activities and volunteering for programmes that could elevate our principles on environmental matters and increase the standards of our workplace and society.

Certainly, we can all help out and get seriously involved in many fields knowing that whatever good we may add to our workplace and community it will be definitely to our benefit and interest. In order to achieve our mission as a workforce we simply need to comply with basic rules

of ethical behaviour towards the management and not only expect from the management to play its role. This has brought to my mind a famous quote which I have rephrased into:

**“Ask not what your company can do for you, but ask what you can do for your company, and yourself.”**

Our obligations towards the management should be met with good faith, especially when such management is as highly regarded and supportive as CCC's.

Hence, there are basic rules of ethical and environment issues that we should seriously consider in order to meet with our commitments as a workforce towards the management, develop good values and make our contribution to CSR programme.

### **1. Participating in Environmental Activities.**

Taking part in environmental missions and supporting such activities as a workforce would certainly improve not only our reputation as a company but also would keep us aware of the need for a better and safer environment in our communities.

### **2. Right Attitude to Recycling.**

We must accept the fact that we live in a world with a rapidly growing population and with an ever increasing drain on the material resources of our planet Earth which has pushed recycling into the top most urgent issues in business.

### **3. Confidentiality.**

As responsible staff we are obliged to maintain the confidential information entrusted to us and avoid any use of it that could be beneficial to competitors or harmful to the Company or its customers if disclosed.

### **4. Protection and Proper Use of Company Assets.**

All personnel should endeavor to protect the Company's assets and ensure their efficient use. For instance, improper use of hardware could have a direct impact on the Company's profitability which in turn would affect the workforce.

### **5. A conflict of interest**

Any member of the staff should not let his private interest interfere in any way with the interests of the Company. This is a basic rule for a healthy relationship between employee and employer.

The bottom line is that the employer may be the main factor in leading and applying CSR policy in a business to facilitate the progress and improvement of relationship with the associated parties. On the other hand, the workforce should see CSR programmes as an opportunity to prove first to themselves and then to the management their goodwill and to share in the responsibilities.

*Alex Khoury*

*Member of the CCC/CSR Committee, CCC Workforce*





## Leadership Campaign at INJAZ

One of the organizations being supported by the President and EVPs is INJAZ, for the creation of economic opportunities for Jordanian youth, through their special curriculum in the majority of state schools in Jordan.

One of their activities is the Leadership Campaign where CEOs of various firms from different fields go to boys or girls schools to inform them of their own experiences in their particular fields and to help them decide what to specialize in at university level. Each CEO is assigned one hour to make their presentation.

My session was at one of the girls schools on the outskirts of Amman. I believe this was rather successful: I guided the girls on the different steps to be taken whilst choosing a field (by researching on the Internet and calling upon companies working in their field of interest).

The students were urged to achieve excellent grades which will influence the specialization they wish to enrol in as per university entrance rules in Jordan.

The main purpose of the session was to boost the students' confidence, encourage and guide them as to how they can achieve their goals: a presentation on contract-

ing and construction management and their specializations was made to show the girls that they also could be active in these fields.

It is difficult to describe the sense of fulfillment experienced when seeing the students' positive reaction to such encouragement, especially as they came from different social and economical backgrounds.

*Suhail Halaby  
Construction Management Division  
Jordan*



## Public School Library Development Project in UAE

The Emirates Foundation is a nationwide philanthropic organization established by the Government of the Emirate of Abu Dhabi in 2005 with the vision and commitment to improve the quality of life of all people in the UAE through a variety of projects including education, science and technology, arts and culture, environmental development, social development and public awareness. These projects will eventually stimulate intellectual and social growth.

In 2008 CCC was invited by the Emirates Foundation to attend a meeting along with more than 50 major companies operating in the UAE in which the Emirates Foundation introduced its vision and mission and ascertain the joint sponsorship, with the private sector, of their 50 new projects for 2008.

The Emirates Foundation was looking for the active participation of the private sector in their projects, through partnerships and collaboration with the aim of achieving corporate citizenship and social responsibility. During the break-out sessions, we showed interest in the "Environmental and Social Development projects" within the areas of Corporate Social Responsibility (CSR), since CCC's top management was seriously committed to it.

Following that introduction, we had successful meetings with the executives of the Foundation whereby CCC's commitment was stressed again and various projects were

discussed encompassing social development with a view to helping the communities in our area of operations within the Western region where our major projects and resources were located. Our signature project was identified as "Public School Library Development" which is a nationwide initiative with concentration, in our case, on the Western Region's schools. The Foundation's budget for this project that covers 50 schools is AED 2 million per year and our contribution is of a major value.

CCC was invited to attend a joint press conference to announce to the media the Emirates Foundation education projects in partnership with the Ministry of Education. His Excellency the Minister of Education announced the embarkation of the initiative giving further information about its nature and purpose. At the same time officials from Emirates Foundation announced to the press and the media the names of the three sponsors of this project, namely CCC, Partex Oil and Gas and Bin Darwish Group. CCC's Logo was displayed with the others at the background.

We have been attending regular meetings and having active participation in the Initiative.

*Avak Dakessian  
Manager, Area Personnel and Admin*





# Bulletin

June 2010

Issue No. 94



## Dugm in OMAN

CONSOLIDATED CONTRACTORS COMPANY



### Contributions to CSR Initiative

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

### Paper Recycling

Awareness toward the 3-R's of paper: "Reduce - Re-use - Recycle", is spreading and continuously expanding around the offices, areas and projects. Intensive local campaigns are initiated that are fully supported by their respective senior managements. A reminder to all concerned is that the recycling achievements and results of the different areas and projects will be evaluated and rewarded according to the "Search of Excellence Rewards Programme".

The following statements are getting popular and are being used more frequently as email signatures:

- Think before you print.
- Think of the environment before you print.
- Please don't print this e-mail unless you really need to.
- Think before you print: minimize printing and save paper.

### Greece

#### An Update on the 2009 Reforestation at Nea Pendeli

CCC's Reforestation Campaign at Nea Pendeli took place in March 2009. CCC donated 12,000 pine trees and two open-top water tanks with a capacity of 40,000 liters each, to facilitate water uplifting by helicopters during firefighting operations. You will see from the photos that the trees are growing and the two tanks are situated on a high spot on the Nea Pendeli Mountain.



### Kazakhstan

#### International Women's Day

Women's Day is an important holiday in the CIS countries and CCC could not let it pass by without making its own contribution and showing appreciation for the local culture. A concert was held in Atyrau theatre and many employees from CCC, local companies, and children from local orphanages were invited there. The concert was comprised of a very interesting programme (songs, dances of different cultures like Kazakh, Arabic, Russian and so on). CCC presented beautiful flowers and gifts to all the ladies contributing to our success in Kazakhstan.



#### Nauruz Holiday

Nauruz is a holiday which unites many people of different nationalities with their traditions and culture, especially in Kazakhstan. Every group offers samples of its national food, wears traditional clothes, performs national songs, and dances. CCC took part in these events and presented a beautiful show of Dabka and delicious Arabic food.

*Tony Awad  
Corporate Social Responsibility Officer*





## Hassib Sabbagh Reforestation Campaign

Following last year's reforestation campaign, a second tree planting event took place on Sunday, 14 March 2010 in collaboration with the municipalities of Nea Pendeli and Melissia. It was jointly organized by CCC MOA's CSR Committee and The Lions Athens Continental Club (whose President is Suhail Sabbagh).

This year's reforestation activity was held in commemoration of our late Chairman, Hassib Sabbagh, and the area where the activity took place on the outskirts of Melissia had been allocated by the municipality to CCC for this special event.

Last year the children enjoyed the hands-on experience of planting trees. This year another excitement was added to the event which generated more interest for all participants: **ADOPT THE TREE YOU PLANTED**. Special name tags were distributed to label the planted trees so that the participants would periodically go back to check on them, do a bit of clearing and maintenance and enjoy their growth progress. This way, we can make sure that the Hassib Sabbagh Reforestation Campaign will maintain its growth.

CCC's contribution to this campaign consisted of 1,000 pine trees, an 8,000-litre water tank and an irrigation network which will be installed at the location for ensuring the proper watering of the trees. In addition to that and to support the volunteer firefighters who put themselves on standby to protect the Nea Pendeli and Melissia forests against any possible fires, CCC has donated special firefighting equipment and protective helmets.

*Tony Awad  
Corporate Social Responsibility Officer*



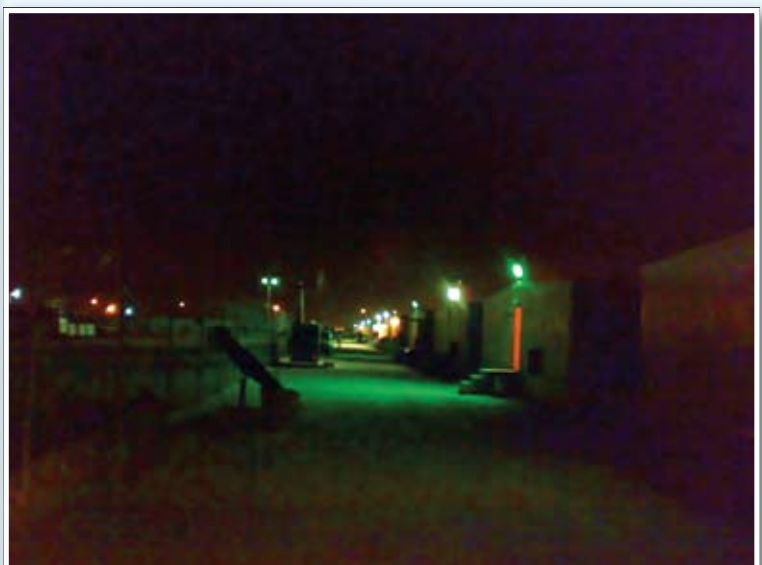
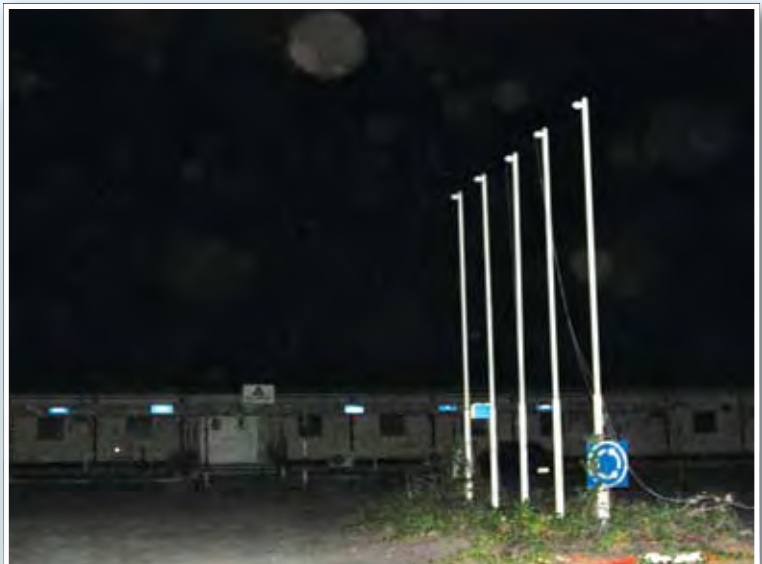
## Earth Hour

On Saturday, 27 March, Earth Hour 2010 became the biggest Earth Hour event ever. A record 128 countries and territories joined the global display of action for Earth Hour 2010, making it the world's largest ever global climate change initiative. Landmarks from Asia Pacific to Europe and Africa to America switched off their lights.

A participant of this initiation was the CCC Group with CCC employees, offices, areas and projects switching off their lights between 8.30 to 9.30 pm local times, to support the Global Earth Hour.

Projects, camps and entire cities with their lights turned off is a very rare and interesting sight. Many CCC employees had the idea and the chance to capture this event and share with us photos showing how they spent this Earth Hour and what a camp looks like in darkness.

*Dimitra Ntalachani  
Secretary, CSR Committee, Greece*





## Polo Cup raises over US\$ 353,000 for Welfare Association of Palestine



CCC sponsored the first-ever UAE-Palestine Polo Cup which took place in Dubai in January 2010. The event met with resounding success and raised over 1.3 million AED (US\$353,000) in funds to benefit the neediest residents of the West Bank and Gaza.

The fun-filled day of polo, prize draws and a charity auction brought together polo enthusiasts as well as the UAE and Palestinian communities to support this humanitarian cause.

Rashid Al Habtoor, one of the players and organizers of the event, commented:

“This polo challenge has increased awareness and delivered a significant amount of funds for the Welfare Association of Palestine, and we hope to increase the community participation and funds raised as part of an annual polo event to provide aid to Palestine”.

The UAE polo team narrowly defeated Palestine by 5.5 goals to 5 goals in a thrilling finish.

*Tony Awad  
Corporate Social Responsibility Officer*

## The CCC Sustainable Construction Committee

Based on the World Economic Forum's SlimCity Sustainable Buildings initiative (which had a two-year mandate and which ended in March of this year) the CCC Sustainable Buildings Committee was created in order to follow up on this initiative.

During their first meeting the committee members agreed that the scope of the WEF Initiative for SlimCity Sustainable Buildings was very limited considering the strategic and global nature of sustainable construction. With this in mind, the members developed a mission statement for the committee which was sent to the EVPO, Samer Khoury, who approved it and also approved the subsequent proposal to change the committee's name to Sustainable Construction Committee since it was the collective opinion of the members that sustainability should not be limited to buildings.

CCC's Vision & Mission in this regard is to:

- Contribute towards a sustainable future for the Environment.
- Plan, source, deliver and manage environmental solutions to realize measurable values to our stakeholders, clients and the environment through our expertise.
- Promote preservation of the environment in CCC's areas of operation.

The main short-term target for the committee is to establish a sustainability entity within CCC while the long-

term target is to achieve a leadership position on construction sustainability for our industry.

During the next meeting which will be the fourth and is scheduled to be held in September 2010, the committee is determined to produce its final proposal and make specific recommendations to the EVPO for the establishment of a new department within CCC for sustainable construction, manned by suitably qualified professionals. It is the consensus of all the committee members that such a strategically important subject that encompasses and affects all construction disciplines and that needs to be incorporated into how CCC does business on an everyday basis cannot be handled by a committee that works on a part-time basis. It goes without saying that the existing committee will gladly stay and work together until such a department is formed and is able to perform on its own.

Finally, the committee members who are Ziad Bishouty, Camile Kanaan, Eyad Batarseh, Ghassan Alami, Hani Asfour, Harry Lakeman, Ihab Kilada, Nicolas Zeidan, Ramzi Dahdah, Samer Haddad and Thamer Rushaidat, are ready to receive any proposals or recommendations regarding this matter.

*“Treat the Earth well. It was not given to you by your parents. It was loaned to you by your children”*

*Thamer H. Rushaidat  
Proposals Leader, SPC-MOA*

# Bulletin

September 2010

Issue No. 95

## Borouge Ethylene Cracker



CONSOLIDATED CONTRACTORS COMPANY





## CSR News Report

### Contributions to the CSR Initiative

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

### Donations to Pakistan

After the floods that hit the Indus Valley in Pakistan in July and August, CCC Management at MOA, Areas and Projects along with the employees have transferred an appreciable contribution to the International Federation of Red Cross & Red Crescent Societies and for Relief International, two international relief organizations that are active on the ground helping in relief activities for the Pakistani victims.

### Qatar

#### Certificate of Appreciation

Consolidated Contractors/Tayseer were awarded a certificate of appreciation from the RasGas Company in appreciation of their support and generosity at the 5th Annual Charity Gala Dinner 2010 in helping to make a real difference to those in need in Qatar through the RasGas Sunduk Al Kheir Charity Fund.

### Palestine

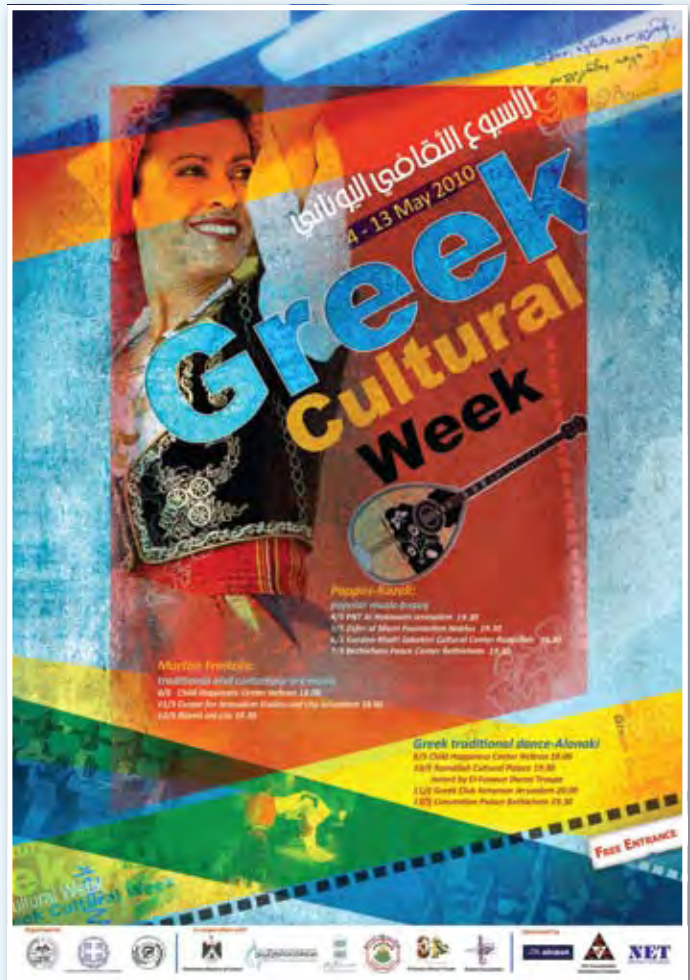
#### Greek Cultural Week

Again this year CCC Palestine was the major sponsor for the Greek Cultural Week event that took place in Jerusalem, Nablus, Ramallah, Bethlehem, Hebron and Birzeit between 4-13 May, 2010. It was organized by the Consulate General of Greece in Jerusalem and the aim of the event was to promote Hellenic civilization, which included film screening and Greek traditional music concerts. The final performance which was about Greek traditional dances – Alonaki, was held at CCC's Convention Palace in Bethlehem. Members of our CCC Palestine Area were present to support the events.

### Greece

#### Computers to Paleo Faliro Primary School

In continuation of CCC's support to the welfare of the Greek community, ten PC systems were donated through the MOA CSR Committee to the 10th Elementary Public School in Paleo Faliro.



## Kazakhstan

### Cricket Tournament

In early June, the CCC camp administration in Atyrau launched a cricket tournament at the CCC camp with the participation of three companies; CCC, Punj Loyd, and Bureau Veritas. The CCC team won the final game. Project Management congratulated CCC's cricket team and thanked the organizing team for organizing this event.

### Foot Race

During April, the CCC camp administration organized running races of four distances; 100m, 200m, 1km and 4 km. The event was successful and the winners were awarded with medals and trophies.



*Tony Awad  
Corporate Social Responsibility Officer*





## The CSR Committee, Egypt

CCC Build, Heliopolis, Cairo set up a Corporate Social Responsibility committee at the end of February 2010 to initiate and implement CSR at CCC Build (CCCB) following the CCC global initiative. Ideas were subsequently gathered from all CCCB staff. 49 ideas were forwarded. A committee was formed, committed to researching and implementing CSR ideas that are aligned with CCC CSR's objectives.

**MISSION** - Undertake Corporate Social Responsibility externally outside of CCC Build (Social & Environment) and internally within CCC Build Office.

**VISION** - Generate Corporate Social Responsibility ideas, research, obtain approval and deliver these ideas. Integrate this as part of what we do within and outside CCC Build, thus making it a part of our team corporate culture.

CCC Build suggested the way to implement CSR ideas in accordance with CCC Corporate Objectives:

- Evaluation and selection of ideas and drawing up a plan of action.
- Detailed research of projects and ideas and formulating business proposals by task teams.
- Approval by the committee to see if the project will work and comply with CCC CSR objectives.
- Presentation to CCCB Directors for approval.
- Approval / rejection or re-look at proposal/plan and resubmit.
- Project planning and organization.
- Implementation of project.
- Project Completion and Coordination.
- Feedback and onward operation of project where necessary.

### So what have we achieved so far?

**Initiative Nr. 1** - We made a collection box for people returning from CCC business trips with spare currency and loose change (we hope to use this money to buy an acre of tropical rain forest in South America for environmental conservation to offset CCC Build Carbon footprint).

**Initiative Nr. 2** - We have started recycling all used office paper and drawings. We placed recycling boxes in all the offices and at all the printers. "Resala" a local charity in Cairo collects paper on a regular basis and sells it to a recycling company; Resala in turn uses the money for

their charity works throughout Cairo.

**Initiative Nr. 3** - We produced and circulated a CCCB guide on office ergonomics to all CCC Build staff. This is to ensure that staff physical health and wellbeing is maintained.

**Initiative Nr. 4** - We collected old clothes and shoes from all staff at CCC Build for Resala for less privileged people than ourselves.



CCC Build Cairo CSR Team



Build CSR Team planting a seed for each staff member's workstation (Initiative Nr. 6)



Build CSR Team planting a seed for each staff member's workstation (Initiative Nr. 6)

**Initiative Nr. 6** - We planted seeds for each staff member in old used yoghurt cartons. Once these plants are mature, we aim to give a plant to each staff member to make their workstation greener.

Thank you to the CCC Build Cairo Committee members, and keep up the good work. The team members include: Mohamed A. Tantawy, Tarek Tantawi, Andy Thomas, David Payne, Mohammed Gad, Tamer Abdel Hamid, Ahmad Kachmar, Ahmed Refai, Senthil Balasubramanian, Sara SON. Othman, Dina Farid, Venes Faied, Douglas Hiscock and thanks and appreciation to Azam Fedda, Director CCC Build for his permission to carry out these projects.

Adrian Crowley  
CCC Build,  
Cairo CSR Committee

**Initiative Nr. 5** - We e-mailed and placed posters over each light switch to ask staff to switch off lights, computers and airconditioning units - to save electricity and cost and the environment at the end of each day.





## CCC Oman: Blood Donation Day

A Blood Donation Day was organized on 31 July 2010 at CCC-ASCS main office villa in collaboration with the Department of Blood Services, Ministry of Health, Sultanate of Oman.

The initiative was taken by Quality Control/Quality Assurance heads of both the organizations. The idea was welcomed by the project management and all staff members as a good gesture and CCC's continued contribution towards Corporate Social Responsibility.

It started at 8:30 in the morning and continued till the afternoon. The donor was required to fill in a form giving basic data and information about his health and medication. Then he/she would go for a haemoglobin count test. The form and test results were placed before a doctor from the ministry who interviewed the donor to decide if he/she was fit to donate blood. Finally the blood donation process would start. Refreshments and snacks were arranged for donors.

All in all, it was a well organized and well sequenced operation. The sign boards placed outside the office building to guide donors from CCC staff members also caught the attention of the local people and some willingly contributed towards the noble cause. The project consultants also participated in the cause.



A total of 72 people volunteered, out of which 65 were accepted to donate blood while the remaining 7 were not considered fit, primarily due to the medication they were taking.

Lauding the success of this CSR campaign, the organizers suggested repeating it every six months.

*M. Ayaz Mirza  
Contracts Manager  
CCC - ASCS Contract 5B*

## CCC Khartoum: Blood Donation Campaign

CCC teamed up with the Sudanese Blood Bank to conduct a major blood donation campaign. The event took place at MUP in Khartoum on 1 July, 2010. About 35 litres of blood were collected.

A professional nurse from the Sudanese Blood Bank gave useful information to all potential blood donors to raise awareness about the importance of performing such an act.

"We are honoured to help the community and we would be very excited to join efforts with any local Sudanese group in the near future to develop additional corporate social responsibility programmes such as environmental projects and road safety programmes. In this respect, the noble act of donating blood will not only give the gift of life to many, but it will also increase our humanitarian support within our local community" said MUP Project Manager, Zikar Masroua.

CCC expressed pleasure and gratitude towards all blood donors, and is looking forward to holding a blood donation campaign twice a year, as a large number of local and



foreign employees pledged to donate blood on a regular basis.

*Farid Azar  
Structural Engineer  
MUP Project-Sudan*



## CCC Khartoum: Open Day for Orphans



No one can deny that the problem of poverty is one of the most important global problems that affects all aspects of life negatively. Limited opportunities and resources lead to ignorance and illiteracy, and often cause family breakdown in any society. From this premise came the idea of a work day open to student orphans who have lost one parent and/or supporter. The number of orphan children in Sudan has been estimated by the Ministry of Social Welfare to be 167,000. Sudanese Life Makers

Group and the Sudanese Assembly Tomader organized the event with the support of CCC; Qatari Diar, Qatar Project Management and Khatib & Alami that sponsored the event and helped in planning it. Entertainment of orphans took place on Friday, 11 June, 2010 in the Hall of Martyrs in the city of Omdurman.

Participants in the celebration were Sudanese officials, the companies previously mentioned and volunteers. In his speech, Musheirab Project Manager, Zikar Masroua stressed the role of CCC in helping the

needy and contributing to lighten community problems as a family. In total, 750 individuals attended the ceremony and participated in various games, songs and puppet shows. In addition, 1000 school bags and uniforms were given to participants.

*Farid Azar  
Structural Engineer  
MUP Project-Sudan*





## Al Houara Project: Newsletter Issue No. 1 (June 2010)

### C.S.R. / SILATAK

The Al Houara Coastal Resort Project in Tangiers, Morocco, has taken on eight trainee HSE officers. These are local Moroccans who have come on board under the CSR & SILATAK schemes as the HSE culture is in its preliminary stage in the construction industry in Morocco. To date, the trainees are delighted to be part of a new concept and develop a career in HSE.

The project has also recruited a local trainee training officer, Nabih El Mahdi, a 2008 English Literature university graduate. Madhi, who was previously employed as an English teacher at a local school said:



*"I am excited to be part of the HSE Team here in Tangiers and to be given the chance to develop my skills and achieve job satisfaction, in this a new era in HSE while it is still in its infancy here in Morocco and to know that I will be part of the change that can make a difference to people's attitudes regarding HSE. We at the project welcome them too and look forward to a safe and rewarding project."*

### What's Happening

At present we have four qualified and professional HSE Officers on site:

- E. Lanzi
- R. Dasig
- F. Cancino
- S. Fahed
- Heading the team up is J. McInnes.

Mr. McInnes added at present we have six HSE trainees on site and one training officer and the HSE Department looks good at the moment. I feel that the C.S.R. / SILATAK programme will benefit everyone involved and it is also an excellent way to bring the HSE culture to Morocco.

### Status

In mid-March we initially took on board six trainee HSE Officers. A month later we added another seven totaling thirteen. These men are all local Moroccans. They were put on a probationary three-month trial period and began training on site.

At the moment, the Al Houara Project is divided into phases and sectors so the boys were separated and put into hands-on training with experienced CCC HSE personnel. They were given specific training on working at height, manual handling hazard awareness and power tools. They were also given continuous training and workshop training, through a selective programme and exams. We have now reduced this number to seven. We will continue to train the boys in HSE procedures and activities and we are sure that we have a dedicated and committed trainee team on board.



*"As I had heard about safety in construction sites and previously worked in communication, I thought this would be a good move for me. I am enjoying the job but in construction the hours are long and my family lives far away. But maybe CCC will get a contract nearer to my home and everything would be better then. I also enjoy the fact that I am helping people: that makes me feel good."*



*"When I applied for a job in CCC I never knew what HSE was. Now I am glad that I was accepted in the department as I like learning new things and I like to save other people like me. I hope that I can do this job for a long time."*



*"After leaving my last job and did not know what I wanted to do when I was offered the job in safety, I was very happy as I felt that God was giving me a chance to help other people and keep them safe. I don't know everything about HSE but I am learning every day and I know this job is giving me the opportunity to give something back. I am very happy and enjoy working as part of the team."*



*"Before joining CCC I worked in security and emergency so I knew what safety in the work place was about although it was not a big thing in Morocco. I had never worked in construction before and like the fact that I can combine the two. I am learning new things everyday and this keeps me busy. I hope other companies start to develop HSE as it save people's lives."*



*"Previously I was involved in security in a factory in Tangiers and saw a few accidents there. When I heard that CCC was looking for people in the HSE Department although I wasn't sure what that was, when I discovered it involved safety, I was very interested as I want to help people and this was a good chance to do that. I like my job and like all the new things I am being taught."*

## Soccer in Sangredi (Equatorial Guinea)



The first day of CCC football tournament started good humouredly with everybody in the town of Sangredi asking about CCC and their activities. All the local authorities attended.

Throughout the seven days of the tournament the stadium was almost full with the very high spirits of the audience. The name of CCC after this tournament became well known and appreciated by everybody in our territory.

The final day was really competitive from both the team and the audience, between the expatriates from CCC and the client. Finally the UNISECO School won by penalty shots 4 to 2.

*Ahmad Karzon*





## Forestation in Crete, Greece



- **Date:** 26 June 2010
- **Event:** Forestation in Heraclion (Archalochori City), Crete
- **Venue:** ABC Sports Camp
- **CCC's involvement:** Donation of 500 trees and major sponsorship of the event.

The primary target of CCC zeroed in on the effort to inculcate in the children the principle of environmental awareness as well as to provide the incentive for "Think Green" activities.

Therefore, the local community camping site in collaboration with the ABC sports Camp furnished the appropriate setting for CCC to become the highlight of the event during the final day.

The "Think Green, play basketball" T-shirts provided Ahmad Hifnawi with the opportunity to converse with the "curious young children" about the CSR's activities. Mr. Hifnawi explained that though the actual contribution to the local community and to the environment is not presently lifesaving, however, it brings to the fore the moral obligation to start doing something about it.

Finally, parents and children, as well as the local authorities, were thrilled to experience the generous spirit of CSR's contribution to their Greek community, laying the foundation for further activities.

Last but not least, the requirements of an installed irrigation pipeline system and a written municipality confirmation for maintaining the trees were successfully met.

*Vangelis Magiras and Angelo Khoury  
CSR Committee, Athens*





# Bulletin

December 2010

Issue No. 96



**Yes. We are  
there ... Mate!**

CONSOLIDATED CONTRACTORS COMPANY





## CSR News Report

### Contribution to CSR Initiative

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

### Paperless Day

It was agreed with CCC Area and CM Management to declare all Sundays a paperless day at the Area offices and projects.

### Jordan

#### The Hassib Sabbagh Regional Academy for Health, Safety and Environmental Studies

An MoU was signed on 14 October, 2010 between CCC and the Ministry of Labour to renovate, develop and up-grade the existing Occupational Health & Safety Institute at MARKA to be the Hassib Sabbagh Regional Academy for Health, Safety & Environmental Studies and re-structure it to be a Centre of Excellence based on international standards.

#### Piping Supervision & Technology Training Programme

19 students graduated from the one year Piping Supervision and Technology Programme designed and delivered by CCC and held at the Al Hoson College in Irbid. The ceremony was held on 14 October, 2010 and was attended by Suhail Sabbagh, the Minister of Labour and representatives of USAID and Al Balqa' University.

#### Pipe Welding and Fabrication Programme - SAHAB

To date CCC has trained and graduated in co-operation with the Jordanian Ministry of Labour and the Vocational Training Corporation 323 pipe welders and 145 pipe fabricators.

#### Land Surveyors Training with EFE/JCEF

To date CCC has trained and graduated 40 land surveyors in co-operation with the Education for Employment Foundation.



*Suhail Sabbagh (left) signs MoU for the Hassib Sabbagh Regional Academy for Health, Safety and Environment*



*Students graduate from the Piping Supervision & Technology Training Programme*

## Greece

### Physiotherapy Training Bicycles

CCC has donated two training bicycles to the physiotherapy departments of the Social Welfare Centre for Senior Citizens at the Municipality of Vyronas, suburb of Athens. A letter of thanks was received from the president of the centre in which she expressed her appreciation to CCC for their kind gesture.

### Greece Race for the Cure

For the second year running, CCC was one of the main sponsors of the event "Greece Race for the Cure 2010" that took place in Athens on 26 September, 2010. The race was organized by "Alma Zois", the Greek Association for Women with Breast Cancer in cooperation with the American Association "Susan G. Komen", and more than 8,000 women, men and children of all ages took part in the symbolic race. The purpose of this race is to make people more aware of this illness and of the methods of early diagnosis which nowadays can save many lives.

## Qatar

### Letter of Appreciation - Environmental Initiative

Ras Laffan Industrial City (RLC) Environmental Section have expressed to the project director of Ras Laffan Port Expansion Project their appreciation towards the efforts, cooperation and dedication taken by the company and its environmental team in maintaining and enhancing the RLC conservation area. The entire conservation area has been given an extensive turnover and the letter ended by saying "We recognize and regard your keen efforts in the environment conservation of Ras Laffan and hope CCC continues as a role model to others to support the environmental protection and conservation efforts in the industrial city".

## Kazakhstan

### Social Activities

Kazakhstan's CSR Team, as usual, continues to support local communities. A few of their recent initiatives included a full day visit of playing music and singing with the elderly; a donation of 50 food parcels for the needy families of Dossor and Makat Villages; a visit to the orphanage school in Dossor Village where they shared with the orphans their inauguration party of the beginning of new educational season 2010-11 and donated 300 sets of kitchen cutlery and crockery to the school. On the occasion of the month of Ramadan and under the slogan of "Stop Hunger", the CSR Team donated 10 fresh lambs to the orphanage association in Atyrau City and also celebrated Thanks Giving Day with the children.

*Tony Awad  
Corporate Social Responsibility Officer*





## The Palestine Youth Orchestra at the Athens Concert Hall (Megaron Mousikis)



On the occasion of the International Day of Solidarity with the Palestinian People (the previous day), the Palestinian Youth Orchestra performed a concert at the “Megaron” on Sunday, 28 November, 2010. The event was sponsored both by CCC and its President Said Khoury, and the Athens Concert Hall (Megaron Mousikis).

The young Palestinian musicians performed in front of a packed audience consisting of different ages and social ranking; a performance that many a professional musician would have been proud of.

This event was perhaps even more remarkable when one considers the troubled background against which it has emerged, within cities such as Gaza and Ramallah, and of course of Palestinians in diaspora.

Rawan Elleyan a girl born in Gaza in 1991, Osama Diab (they both won the Palestinian National Music Competition of 2010) and also Oday Al Khatab were able with their warm and rich voices to touch the whole audience (even the people unable to understand the words) by performing three well known Arabic songs.

The Palestinian ambassador to Athens, Samir Abou Ghazaleh, made the welcoming address. The Palestinian Authority and its president Mahmoud Abbas were represented by Dr. Nabil Shaath.

The eclectic programme, conducted by Sian Edwards, consisted of a classical piece by Haydn, a Gershwin medley from “Porgy and Bess”, three traditional Arab songs and orchestral works by Arab composers Ahmad Al-Khatib, John Bisharat and Issa Boulos. It was generally agreed that the performance was highly accomplished at a professional level.

Among the audience were Greek leaders of the main political parties as well as the former Parliament president Apostolos Kaklamanis who is head of the Greek Parliament’s Greece-Palestine Friendship Committee.

The PYO invited five Greek guest musicians to join them during this highly successful concert.

It is worth mentioning that The Palestine Youth Orchestra, of the Edward Said National Conservatory of Music, was created in 2004 and consists of 75 young Palestinians from the Palestinian territory, other Palestinian areas and also the ones living in different countries all over.

*Magdi El Halawani*  
*Senior Administrator (Services & Relations)*



## Environmental Workshop and Painting Competition for CCC Children

Since children are as Piaget (the renowned Swiss developmental psychologist) described them, “active builders of knowledge – or - little scientists who construct their own theories of the world,” raising them on environmental awareness and on greener ways of living will reconstruct their worldviews, values and beliefs according to these conceptions.

They will appreciate the environment and they will try to protect it in the future. These perceptions of the environment will become memories that permeate their minds and shape their thoughts and directions in the future. Moreover, using art to communicate these perceptions visually, helps to build the self-esteem of children since they take pride in the works of art they create. Art also helps to develop the problem-solving skills of children since they are faced with unlimited questions on how to express the environment they live in.

As a result of the above, the CCC's Corporate Social Responsibility Committee in Athens organized a brainstorming interactive workshop on the 23 October, 2010 for the children of CCC staff to raise their awareness and educate them on issues related to the protection of the environment.

The workshop was organized in collaboration with Mesogios “Mediterranean” SOS and took place at the ACS in Athens where concepts on ecology and the environment were raised, explained and discussed. The number of children participating was 23 and their ages ranged from 4 to 11. Through the theme of our ‘Beautiful City’, these children’s imagination flowed to think of how to make our cities greener, friendlier and harmonious with nature.

These children were divided into groups to discuss issues such as water, recycling, ecological means of transportation and so on. They collaborated with team spirit and came up with recommendations for beautifying our cities. Then they reflected on what they absorbed and expressed them in painting and collage assemblage. They emphasized the green and blue colours in their paintings; they included a lot of animals, birds, fish, crocodiles, trees, the sea, flowers and the sun. They stressed using bicycles and saving water.

The CSR Committee congratulated each child who participated and awarded him/her with an easel and colours and distributed them in a ceremonial way which made the children quite proud of their achievement.

In appreciation of the efforts of these children and as an encouragement to their parents, CCC-CSR in Athens has assembled these paintings into a calendar which will be a memento of the first activity to be organized by CCC regarding children and the environment and it will be distributed to employees at MOA and the areas.

*Salma A. Shawa, PhD  
HR-Training and CSR Committee Member*





## 21/11 - A Day with the Fire Brigade!

Firefighters and stories related to them never fail to capture children's fantasy, inspiring feelings of bravery, courage and boldness. On a sunny November morning the MOA CSR committee offered the opportunity to the children of CCC MOA employees to enter one of Greece's most up-to-date fire stations.

The visit took place a few kilometres east of Athens in the small town of Markopoulo that hosts the Command of Fire Fighting Services of Eastern Attica, operating in its new quarters since 2004. The well-equipped fire station is the operational centre for a vast sector of several hundred square kilometres.

The event was scheduled and organized by the MOA CSR Committee in close collaboration with Brigadier and Chief Commander of the station Anastasios Vlachos and the scientific advice of the Head of Environmental Training of Primary Education in Eastern Attica, Sophia Perdikari. The visit to the fire station was prepared and organized having in mind a dual objective that follows the principal commitments of the Corporate Social Responsibility team in Athens: the first and most obvious aspect of this is to offer to CCC employees and their families the opportunity to gain useful and on many occasions necessary knowledge that might not be obtained through other channels or fields of their social life. Secondly and by no means of less importance is to help strengthen the bonds between the expatriate community of CCC with the local population and culture by exchanging knowledge, experience and voluntary work.

Based on the above guidelines, apart from the guided tour at the station, the visit included lots of interaction for all participants. A detailed demonstration of the firefighting equipment, the communications/operational centre and the fire engines (a once-in-a-lifetime ride included!), going down the famous firemen's slide (that allows the firefighters be at the fire station's gates within 40 seconds from the time the fire alarm is given!), as well as discussions with the fire brigade and volunteers, equally interesting for children and adults were some of the activities that took place within two hours. The highlight of the day was a real-time drill and operation on a burning car professionally performed by the personnel of the station.

Although the activity was organized and planned initially for children only, it was the overwhelming participation and enthusiasm shared by the parents too that made this Sunday morning a day to remember. More than a hundred attendees equally split between children and adults made this initiative among the most successful ones organized by the CSR committee in Athens.

*Stamatis Koutsouflakis  
HR and CSR Committee Member*



## First Aid Training in Cairo



During mid-October, the CSR Egypt Committee organized with the help of the Egyptian Red Crescent a first aid training programme for staff members from various projects and offices in Egypt.

Nominated staff were trained by doctors at the Red Crescent premises to provide temporary support in the event of a medical emergency by evaluating the required assistance needed and applying the necessary first aid. The training included choking, laceration, wounds, cuts and amputations, minor and chemical burns, broken bones and sprains, heat stroke and frost bite, heart attacks, accident injuries, and most importantly general awareness on what should and should not be done in emergency situations.

This learning experience was exciting for those participating, with much applied training on the famous “Anne Doll”. The initiative was a great success and employees met international requirements to become certified volunteer first aiders by completing the three-day training programme. This may indeed protect staff members in the unfortunate event of a medical emergency and we wish to thank CCC management for this opportunity.

*Serene El Kreidli*  
CCC Project Coordinator- Barwa New Cairo Project  
(BNCP)  
CSR Egypt Committee Member

## A Gift of Water



On Saturday, 30 October, 2010, Hurricane Tomas impacted Saint Lucia with sustained winds in excess of seventy miles per hour and deposited twenty inches of rain in 24 hours.

The passage of Hurricane Tomas caused untold widespread damage to Saint Lucia’s infrastructure, agriculture and livestock. While some communities sustained major damage others were declared and still remain disaster zones.

Saint Lucia was faced with an acute shortage of potable water immediately following Tomas as a result of

partial or total damage to most water intake systems. Indeed, the need for water was, and still is, at the time of writing these lines, viewed as the most important commodity of the recovery efforts.

As a result of this urgent need, on Friday, 12 November 2010, CCC made a donation of four hundred cartons of bottled water, sourced from Grenada, to Miss Dawn French, Director of the National Emergency Management Organisation. The presentation was made at the NEMO’s headquarters by Nelson Louison on behalf of CCC, who informed the NEMO representatives that “it was a pleasure for CCC to give back to a country that has given my company so much.”

The Director of NEMO on receiving the donation thanked CCC for the donation, and said that, “Saint Lucia can do with all the help it can get and most of the water donation will be distributed to the various homes for the elderly on the Island”.

*Lorraine Neptune*  
Public Relations Officer, St. Lucia



## A Complete House in Seven Days!

Consolidated Contractors Group S.A.L. (Offshore) (CCC) is currently constructing an all weather road from Mahalapye to Kudumatse (MKuRP) in Central Botswana. The client is the Central District Council and the work involves the construction of 49km of main road and 3km of access roads. The contract commenced on 2 November 2009 and is scheduled to be completed by 1 November 2011. Work has progressed well and the road works are well ahead of programme.

The road traverses three small villages where the presence of a big contractor is a considerable economical factor. We are following a policy of employing local staff and labour in collaboration with local authorities to ensure that all villages benefit from our presence. The company also is involved in assisting the the local village governments by, among other things, the maintenance of soccer fields and local roads, especially across the Mahalapye River.

After some discussions during the monthly site meeting about the house, the management of MKuRP decided at short notice that it would make a concerted effort to provide shelter for the woman and the toddlers before the serious rains would set in - and only we could do this. Members of the Mahalapye Sub Council of the Central District Council were contacted and the next morning a site visit took place. The Sub Council would provide the building blocks for the house from a Poverty Alleviation Programme; CCC would provide all other materials and the required manpower for the construction of a two and a half room house with an outside toilet. The house would be build under a scheme called into existence by the President of Botswana, Lt. Gen. Seretse Khama Ian Khama, which called for the construction of shelters for the needy. And CCC promised that it would be ready in 7 days - and it would be built under the personal supervision of the project manager.



*Grandmother and children. The council had already provided the tent as a temporary shelter*

At the end of August however a note was received from the Mokoswane Village Development Committee to assist with the provision of a house for a very destitute lady, who had been living virtually under a tree - together with three tiny grandchildren. CCC immediately delivered building sand and concrete stone to the proposed site of the house. Building activities were however not getting off to a start and by the early October no real work had been done; however, a plot of land had been allocated.

All arrangements were made the same day, approved drawings were received, building inspectors were organised, and a concrete mixer, shuttering and material were delivered to the site. We pulled both drainage teams with their carpenters and masons off the work in progress and the next morning at 7.00 hrs a start was made with the foundation. During the morning members of the Mahalapye Sub Council arrived for a groundbreaking ceremony which was led by the Senior Assistant Secretary, Mr. M. Moswete. At nightfall the foundation had been com-



pleted. On the second day the walls went up and doors and windows were installed. At the end of day three all the walls were up and the rafters for the roof had been placed. Also the pit and cover slab for the outside toilet were completed. Day four saw the plastering of the inside walls of the house, the building of the outside toilet and the completion of the roof on the house and the toilet. We even went off early - because it was Sunday!

With the start of the week work progressed well. On day five the painting of the inside walls started. The plastering of the outside of the house and was done and completed as well as the plastering of the toilet. Day six saw lots of painting and due to the high temperatures the paint dried rapidly. Window panes and doors were installed and at nightfall the house was lockable. On day seven the painting was completed and the complete building site was cleaned up, a pathway of gravel was laid around the house and to the toilet and there we were: a complete house in seven days!

In the meantime we handed the keys to the house to the 76-year-old lady; we provided her with beds and sheets and the four are safely installed out of the rain and storms. The Mahalapye Sub Council was maybe a bit caught short by the speed of it all and is currently making arrangements for the President to come to our site to take over the house and to present it to its new owner. We have long caught up with the delay to the culverts and have a now very proud team on site which brags that "we can build a house in 7 days!"

*Rolf Beunink  
Project Manager - Mahalapye to Kudumatse  
Road Project*



*Groundbreaking Ceremony on the first day: fourth from right: - the local councillor; third from right - the senior assistant secretary to Mr. Moswete; far right - Rolf Beunink*



*End of Day 7: the finished house and yard*