

CONSOLIDATED CONTRACTORS COMPANY



UNITED NATIONS GLOBAL COMPACT INITIATIVE

COMMUNICATION ON PROGRESS

2014





CONSOLIDATED CONTRACTORS COMPANY

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2014**



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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 one of the largest Engineering, Procurement and Construction Company in the Middle East and is rated by the ENR magazine in the top 25 among International Construction Companies and number 3 in the Middle East. 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



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STATEMENT OF CONTINUED SUPPORT

Management Commitment to Corporate Social Responsibility and UN Global Compact

Consolidated Contractors Company continues to be committed to the Corporate Social Responsibility as well as to support the Ten Principles of the UN Global Compact. CCC Board, CCC Executives and CCC Staff are committed to create a better place in the world throughout our 50 Countries of operation and to ensure that any project we build affects positively the society and the environment around us.

CCC is a Family Company, we consider all our employees, vendors and suppliers as part of our large CCC Family and that CSR is part of our Family DNA. We expect all those who work with us and for us to adhere to the CSR Policy.

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

Committed Corporate Responsibility is always a work in progress like the rest of CCC's business. Every activity and practice is meant to make a lasting impact, economically, socially and environmentally.

CCC's CSR Policy continues to promote and implement its '**Green Initiatives**' focusing on the 3-R's: Recycle, Reuse, Reduce.

Samer Khoury
President (Engineering & Construction)



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WE SUPPORT

The UN Global Compact's Ten Principles

Brief support statement

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

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

This report was created and developed by a select taskforce composed of staff stemming from diverse departments such as human resources, renewable energies and innovative solutions, construction support and development and health and safety.

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



HUMAN RIGHTS

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

In CCC, more than 100,000 people from 80 nationalities work side by side in harmony to deliver mega projects in energy and infrastructure that increase the standard of living of millions around the world.

While going about our impressive work achievements, we never lose sight of our enduring promise to uphold and respect human rights.

CCC upholds and respects the Universal Declaration of Human Rights (UDHR), the historic declaration adopted by the United Nations General Assembly on 10 December 1948. In its work related Article 23, the declaration highlights everyone’s right to “favorable conditions of work”.

In the context of construction, favorable work conditions significantly relate to:

- worker accommodation (to be further elaborated under Principle 2 in this report),
- food and hygiene, and
- safety and the relevant to these three parameters regulations, standards and achievements on our project sites.

Our unyielding commitment to offering to our employees food and hygiene of high standards at their messing and accommodation facilities, has not gone unnoticed in Qatar. CCC and about 25 other companies working under Mesaieed Industrial City participated in the QP Annual Food Safety & Hygiene Awareness Session that the prestigious local petroleum company organized in November 2014. CCC was awarded on the 27th of November 2014 “Certificate of Appreciation for compliance & excellent execution of food safety / hygiene regulations during 2014” from QP (photo of the certificate attached).



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Our Midfield Terminal Building (MTB) Project in the Abu Dhabi Airport UAE, implements a very strict policy on food and hygiene that actually exceeds the national norms and standards. The ultimate aim of this policy and practice is to ensure our workers receive the best care and welfare resulting in a win-win situation for all involved.

To this end CCC implements an integrated policy covering the follow aspects:

Food Safety Policy:

1. All kitchens are managed by a licensed food service company (catering company) or by food staff appointed by the accommodation facility management.
2. All kitchen staff must be trained & licensed, and go through periodic medical checkup to determine fitness to work.
3. All kitchens' designs must be approved by the relevant local authorities and equipped with high standard equipment and systems.
4. Supplementary utilities (i.e. raw materials receiving area, loading/offloading decks, cold stores and dry stores etc.) are all built to purpose and in line with the applicable codes and regulations.
5. Messing & Menus are prepared according to different nationalities and different cuisines.
6. Daily food samples are taken and sent to specialized laboratory for analysis; samples are kept for 3 days and then disposed.
7. Continuous maintenance and housekeeping in the kitchens, mess halls and all other dining areas.
8. Breakfast & Dinner are served in the accommodation (camp) mess halls, while lunch meal is transported to work site and served in dedicated welfare and dining facilities. Food transportation is governed by strict procedure and always in a well-controlled environment.
9. Self-cooking onsite (during working hours) is strictly prohibited.
10. Storing of food items onsite (for lunch) is strictly prohibited, food is distributed by CCC and served daily and fresh at lunch time.



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Hygiene Policy:

1. Dedicated full time hygiene staff deployed at each guest workers accommodation, following and implementing established hygiene plans and procedures.
2. Waste Management Plans in place, segregation of waste, recycling and reuse, and referral to disposal as the last option.
3. Pest Control procedures, regular implementation and utilization of qualified and specialized 3rd parties to carry out the pest control activities.
4. Healthy ventilation & lightening standards that meets or exceeds the international norms and best practices (in bed rooms, bathrooms, halls, dining areas, common facilities, etc...)
5. Dedicated professional laundry service (collection & return at least twice per week), also communal laundry is provided to residents (labors) who prefer to wash some of their clothes privately.
6. Ongoing training & awareness sessions, posters, signs, and promotional items to camp residents and labors (with refresher trainings and tool box talks on regular intervals)

Significant initiatives have also been undertaken in our MTB Project on safety, an issue that tops our Management's agenda in its perceived importance.

An HSE Incentives & Awards Program has been developed and implemented where recognition and rewards are given to those who make a positive impact on their surrounding working environment, the safety of themselves and their co-workers, and the workplace in general. The awards include special categories for drawings, sketches and slogans. Participants (mainly labors) are encouraged to express their feelings and to reflect on how they perceive safety and the wellbeing of themselves and their families. A large scale ceremony is organized on monthly basis where winners are congratulated by Senior Management and receive generous awards and gifts in front of an audience that consists of their peers, their supervisors, their senior managers and the Clients.



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Our MTB Project in Abu Dhabi, UAE, is our reference project in sustainability achievements, and provides us with precious knowhow, constantly informing our practices on human rights, labor, environmental and anti-corruption issues throughout the Group's activities.

CCC incorporates human rights when drafting employee ethics codes and policies, treats its people as members of a greater family, and interacts with supply chain associates, always in the spirit of the UDHR, in order to finally create a safe, friendly, and diverse workplace.



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QP Food & Hygiene Award, November 2014





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Representative photos showcasing our food & hygiene practices at our MTB project, Abu Dhabi, UAE.





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UN GC Principle 2: “Businesses should make sure that they are not complicit in human rights abuses.”

The responsibility of a company to respect human rights extends beyond the narrow framework of its own employees. On many occasions our mega projects require that in our capacity as the Main Contractor, we employ a large number of specialized contractors. These contractors often employ in turn further subcontractors, resulting in a heightened need for due diligence in the human rights practices of a long chain of command.

We have repeatedly demonstrated our respect and support of human rights of the employees of our subcontractors, in our efforts to provide to workers indirectly associated with our projects, favorable work and living conditions.

For this report we would like to highlight the relevant successes of our flagship -in terms of Sustainability achievements- Midfield Terminal Building (MTB) Project in the Abu Dhabi Airport.

All workers working at MTB Airport Project must be accommodated in camps that meet or exceed the requirements set in UAE Cabinet Decision No. 13/2009 (General Standards Manual for Group Labour Accommodation).

Compliance is mandatory among all Contractors, Subcontractors and Suppliers down to the last/smallest tier. The requirements are included in their Tender Package as well as in their Contract Documents so that every company working in MTB Airport Project is aware of the relevant standards prior to joining the Project.

All Contractors/Subcontractors must demonstrate compliance prior to mobilization through the submission of Inspection/Compliance Reports supported with evidence and photos etc. This is then followed up by other rounds of inspection & auditing by CCC (The Main Contractor).



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In average CCC conducts 1 audit per camp per contractor/subcontractor per month. This is a serious effort when we keep in mind the number of personnel & subcontractors working for MTB Airport Project (as of December 2014 nearly 25-30 Subcontractors with total manpower exceeding 14,000 employees).

Upon establishing initial compliance, CCC demands all Contractors/Subcontractors to carry out regular inspection & maintenance programs (weekly or monthly) and to provide status update reports to ensure that the same level of compliance is maintained at all times.

Companies which do not comply with the above said requirements are penalized through the issuance of NCRs (Non-Conformity Reports) and the withholding of the relevant sum of their monthly progress payments. If the situation is not rectified within the agreed time-frame, an escalation is made through the deduction of the relevant sum of monthly progress payments until such time Contractors/Subcontractors prove full compliance.

We remain committed to screening and acting upon potential human rights abuses of our business partners.

Abu Dhabi – By the end of 2014 we had successfully qualified 4 worker camps.

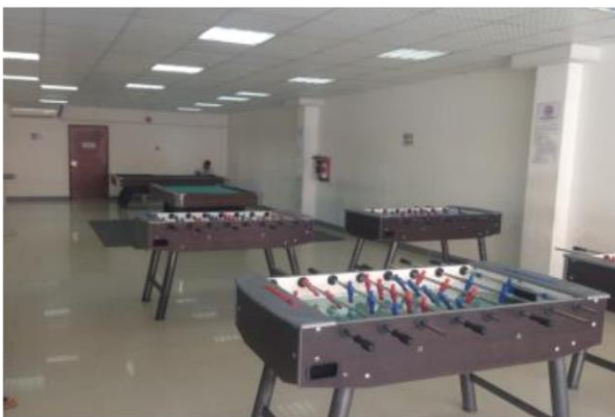
Representative photos of the qualified camps:





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LABOUR

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

Equal opportunities for employment and career development for staff regardless of gender, religion, race, age or sexual orientation are foundations of CCC's ideals and Human Resource policy. This policy has been incorporated as a staple in company procedures that must be adhered to at all projects, offices and sites of CCC, through concise instructions and regulations enforced.

We continuously aim to work towards the well-being of all staff, be it through continuous education and training, propagation of welfare committees that are responsible for living and working conditions at sites and through applying and adhering to HR policies and regulations which not only aid the company achieve its set goals but also contribute to a fairer, respectable and equitable work environment and society.

UN GC Principle 4: "Businesses should uphold the elimination of all forms of forced and compulsory labour."

As a devoted upholder of the United Nations Universal Declaration of Human Rights (UDHR) CCC adheres to the international labour laws of each country and provides its staff with the relevant and applicable compensation. In the case of overtime work, employees are duly remunerated for this. Wherever applicable, all extra emoluments are paid in a timely fashion as per the laws unique to each country.

UN GC Principle 5: "Businesses should uphold the effective abolition of child labour."

We are adamant in the international directives of not employing persons below 18 years old at all projects, areas and offices. This notion has been a core procedure and ideal of the company since its inception.



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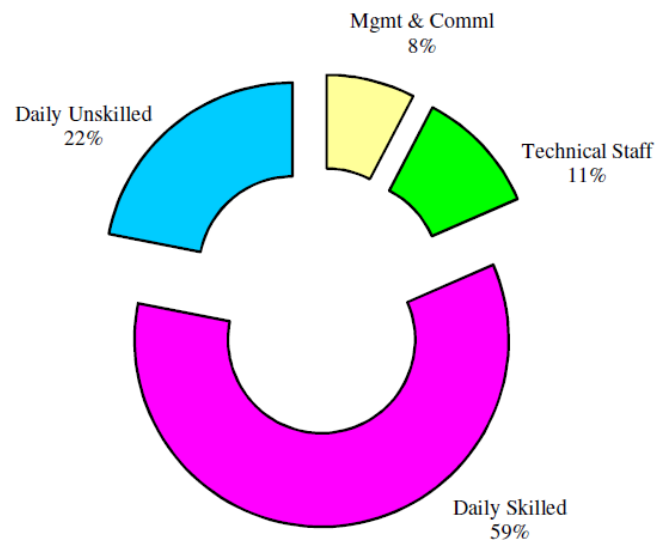


UN GC Principle 6: "Businesses should uphold the elimination of discrimination in respect of employment and occupation."

The CCC group provides employment for more than 104,000 staff members from over 85 nationalities around the world, a 9.11% increase when compared to end 2013. This rise is mainly reflected in the difference of a decrease of 2% for management and commercial staff and an increase of 2% for technical staff, in contrast to the previous year.

An increase of 10.45% was observed across the daily skilled and unskilled manpower, when compared to 2013. The distribution of manpower for 2014 can be seen below:

Distribution



An unanticipated movement between the female/male ratio occurred during 2014, adjusting to 37.99/62.01 respectively. The countries where social circumstances allow for this to be observed are the United Kingdom, Lebanon and Greece. It is encouraging to notice that an increase of the



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female number of staff has fluctuated towards an increase when comparatively the year before, the ratio was 30/70.

People that work for CCC differ in age, gender, religion, ethnicity and views and sexual orientation. This diversity is an important factor for our continuous success and distinctions are based purely on fundamental requirements of each particular employment position.

The array of talent, employment methodology and work experience has a conclusive effect on project work and cultivates the corporate culture in the company.



ENVIRONMENT

UN GC Principle 7: "Businesses should support a precautionary approach to environmental challenges."

Environmental Procedures

CCC Environmental Procedures are applicable to all activities and locations throughout camp and work areas within the Projects.

They outline the basic actions that will be taken during construction activities to mitigate any environmental impact; they also establish the compliance requirements for Environmental Management and describe the handling and disposal methods for all liquid and solid wastes generated during the execution of the project.

Moreover, our Environmental Procedures address air pollution prevention and control, noise pollution prevention and control, protection of water resources, and site reinstatement.

Furthermore, CCC continuously improves and updates its environmental procedures to make sure that they meet and even exceed local requirements.

These procedures have developed an environmental friendly mentality embedded within the company's culture.

Consequently, the Company has gained the ISO 14001 Environmental Management Systems certification by Bureau Veritas, ensuring that the company is dedicated to environmental conservation according to international standards.



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Item	Procedure	Synopsis
1	Environmental Management Plan	<ul style="list-style-type: none"> • Environmental Awareness among workforce (Training, meetings, tool-box talks, etc...) • Environmental Incident Reporting\Investigation • Monitoring levels of air pollution (Carbon Monoxide Emissions) • Minimize Dust & Dust Control • Water Pollution Prevention & Control (Fresh Drinking Water & waste water) • Noise Control • Land Pollution (Soil, spills, etc...) • Site Reinstatement (restore site to its original condition before construction started)
2	Waste Management Plan	<ul style="list-style-type: none"> • Solid Waste Management (Domestic, Construction and Hazardous) • Maintenance of Workshops • Waste Segregation • Waste Collection • Waste Storage • Waste Transport • Waste Disposal • Waste Recycling (upon nearby facilities availability)
3	Camp Sanitation and Hygiene	<ul style="list-style-type: none"> • Specifies the Project's health requirements necessary to maintain the hygiene, safety & environmental health on camps (rooms, offices, mess hall, kitchens, laundry, recreation, toilets...etc).
4	Chemical Hazard Communication and Storage	<ul style="list-style-type: none"> • Guidelines for protecting employees through appropriate hazard communication and control on site.
5	Site Restoration and Reinstatement Summary	<ul style="list-style-type: none"> • Applies to all site areas to be restored after completing work activities. • Outline the activities to be taken in order to restore the areas where work activities and scope have been completed to their initial condition or to a condition acceptable by the laws of the host country.
6	Spill Management & Reporting Procedure	<ul style="list-style-type: none"> • Outlines the basic actions that will be taken during construction activities to mitigate any oil / chemical spills and prevent any adverse effects on the environment.
7	Wild Life Procedure	<ul style="list-style-type: none"> • Define the safety & environmental requirements in the case of encountering wildlife animals.
8	Erosion\Sediment Control Plan	<ul style="list-style-type: none"> • Re-establish areas disturbed by construction works to a state capable of supporting vegetation, and in keeping with the surrounding environment whenever applicable, within the time constraints dictated by specified erosion performance criteria.



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9	Dust Control Procedure	<ul style="list-style-type: none">Setting the basic actions that shall be applicable to all activities and locations throughout the camp and the work areas within the Project in order to mitigate any environmental impact due to dust.
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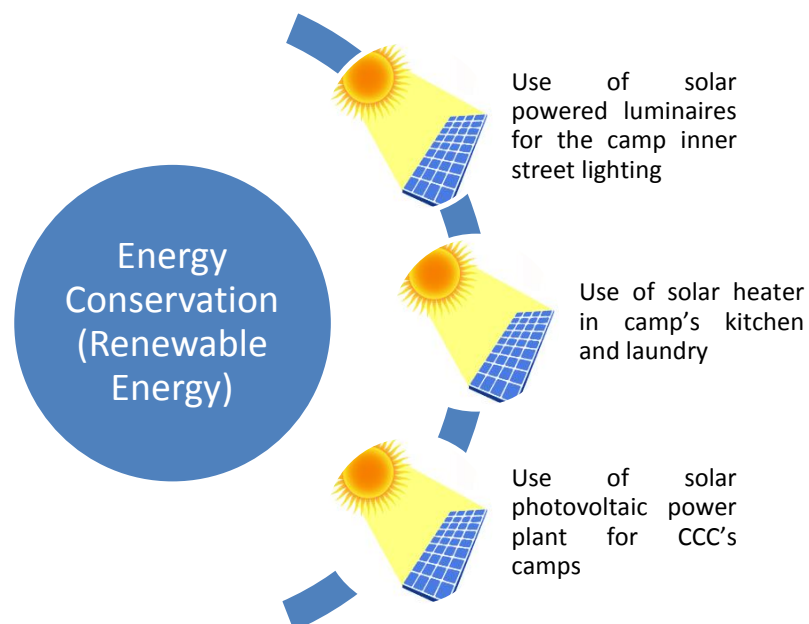
UN GC Principle 8: "Businesses should undertake initiatives to promote greater environmental responsibility."

Sustainability Initiatives

As a pioneer in the construction industry, and with a vision to lead in promoting green awareness, Consolidated Contractors Company (CCC) believes in providing future generations with a healthy and safe environment as well as social and economic prosperity.

As a result, CCC started examining the implementation of sustainability Initiatives in construction camps and project site facilities in the Middle East early on.

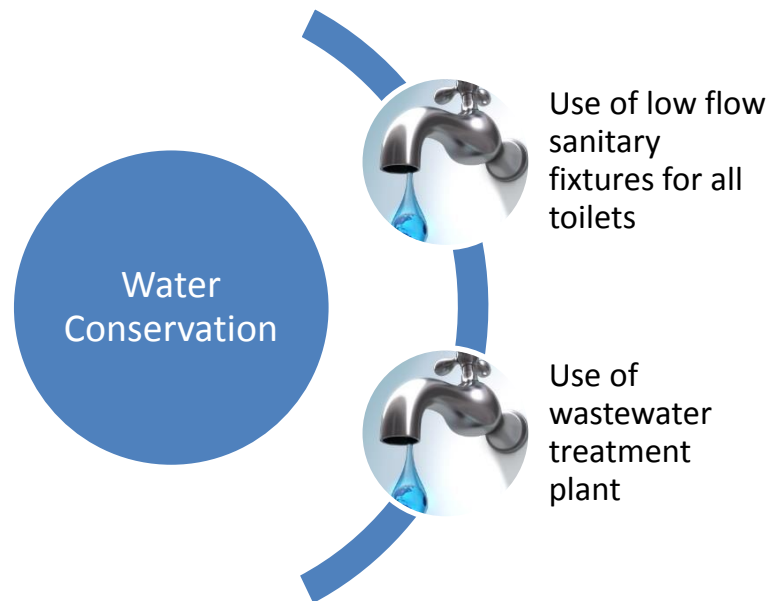
Those initiatives cover the following categories:







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Sustainability Initiatives Implementation:

CCC implemented the sustainability initiatives in various CCC units and projects as described below:

Camp	Initiative	Results	Image
Simaisma Camp Qatar	A solar-heated water with a total capacity of 11,500 liters provided to various units on site, including the laundry and kitchen. The photovoltaic lighting was provided to all camp's street lighting.	The daily hot water consumed by using the solar water heater system is approximately 58,400 liters per day. This clean energy initiative allow us to reduce the electricity consumption by 547 Megawatt-hours per year, and reduce CCC's carbon footprint by offsetting 376.0 tons of CO2e emissions annually.	
Qusahwira Camp UAE	The rooftop photovoltaic system with an output of 368 kilowatt-peak was one of the largest off-grid solar installation in the country. It powered a camp with more than 5,000 people working for an oil field development project in the desert.	The photovoltaic system installation generated approximately 610 Megawatt-hours per year, which was used for air conditioning, lighting, kitchen appliances and other daytime power activities. This clean energy initiative allow us to reduce CCC's carbon footprint by offsetting 420 tons of CO2e emissions annually which results from omitting using the diesel generators and the transportation of the diesel trucks.	








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Habshan Project & Camp UAE	<p>230 kilowatt-peak photovoltaic system was installed to provide a renewable power to the project site offices, also 92 photovoltaic lighting was installed to all camp's street lighting.</p> <p>Low flow fixtures are installed for all toilets, in addition a 180 waterless urinals were installed to reduce the use of water consumption.</p> <p>Wastewater treatment plant with Membrane bioreactors (MBR) technology used for sewage treatment on both site offices and camp, with an average capacity of 250 & 500 m3/day. The treated water is used for toilet flushing, dust control and irrigation uses.</p>	<p>The photovoltaic system installation generated approximately 381 Megawatt-hours per year, which was used for air conditioning, lighting, and other daytime power activities. This clean energy initiative allow us to reduce CCC's carbon footprint by offsetting 263 tons of CO2e emissions annually which resulted in omitting the usage the diesel generators and the transportation of the diesel trucks.</p> <p>The photovoltaic lighting installation generated approximately 15.5 Megawatt-hours per year, which was used for street lighting at the camp. This solar lights initiative allow us to reduce CCC's carbon footprint by offsetting 10.7 tons of CO2e emissions annually.</p> <p>The low flow sanitary fixture installation reduced water consumption by more than 40 percent, approximately 70,300 m3 per year.</p> <p>The sewage treatment plant installation reduced the freshwater supply by more than 250,000.0 m3 per year.</p>	   
Midfield Terminal Building Project UAE	<p>Wastewater treatment plant with Membrane bioreactors (MBR) technology used for sewage treatment on the site offices, with an average capacity of 300 m3/day.</p>	<p>The sewage treatment plant installation reduced the freshwater supply by more than 110,000.0 m3 per year.</p>	



CCC won the Best Green Initiative of the year 2014 at the BGREEN Awards, in recognition of the numerous sustainability initiatives implemented at its locations.



Best Green Initiative of the Year Consolidated Contractors Company

Consolidated Contractors Company (CCC) has implemented numerous sustainability initiatives in its units, including at the Simaisma camp in Qatar, where 11,500 litres of solar-heated water is used for various applications, including laundry and kitchen.

Solar power is also used to light the streets in the camp.

In their Habshan camp in the UAE, photovoltaic installation generates approximately 381MW per year, which is used for air conditioning, lighting and other daytime power activities.

This clean energy initiative reduces CCC's carbon footprint by offsetting 263 tonnes of CO₂ emissions annually, equivalent to the usage of the diesel generators and transport by diesel truck.



Samir Thabet (second from right), Sustainability Coordination Manager, Consolidated Contractors Company, receives the Best Green Initiative of the Year award from Fahad Ali Shehail (C), COO, Bee'ah



UN GC Principle 9: "Businesses should encourage the development and diffusion of environmentally friendly technologies."

Electric Pick-up Trucks and Hybrid Busses



CCC has been investigating the use of electric vehicles in its fleet, including hybrids and pure electrics. Already several electrical pick-up trucks & hybrid buses have been purchased, registered and are being used under pilot schemes mainly in the UAE.

The preferred pick-up trucks are pure electric vehicles and have proved to be more efficient than internal combustion engines.

The selected type of hybrid buses have a capacity of 47 people and are currently undergoing testing to examine reliability and fuel saving capabilities. They combine an electric motor connected directly to the drive shaft of the bus. During the drive the bus can work on electricity alone up to a speed of 40 km/h and after that the diesel engine begins operation in to provide the necessary power to for the bus to reach the maximum speed of 80km/h.

For CCC the benefits of embracing electric vehicles range from lower operating costs and less expensive vehicle maintenance as well as cleaner environment.



ANTI CORRUPTION

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

Commitment

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

Systems

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



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Actions

- The existing Ethics & Anti-Corruption Program was revised and updated to be in line with the International Acts and Laws relating to anti-corruption restrictions.
- In-house training sessions on Ethics and Anti-Corruption are continuously carried out in the different operational areas and projects around the Company. Targeted attendees are employees holding positions of authority at the different levels.
- Bespoke E-Learning Online Training Program designed specially to cover CCC's Ethics & Anti-Corruption Program is under development and will be launched in early 2015. The Program is bi-lingual, English and Arabic, and will be mandatory for all staff at all levels to complete it.
- Action plans to spread awareness towards the fight against bribery and corruption are in place and closely monitored.
- Strict measure are taken against parties that are suspected of being involved in any corruption activities.
- Internal and external audits are regularly carried out, and any non-compliance findings are immediately rectified as applicable.



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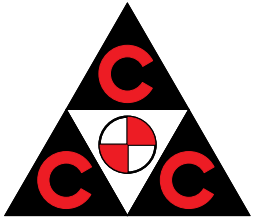
CCC's BULLETIN

Corporate Social Responsibility



News Section

January till December 2014



1st Quarter 2014

Issue 109

bulletin

Quarterly Magazine of Consolidated Contractors Company

Safety Always ...



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

Jordan

Charity Works



As part of the Samra Project CSR toward our local community, the Samra Wastewater Treatment Company (SPC), the Operation and Maintenance (O&M) Contractor and Expansion Engineering, Procurement and Construction (EPC) consortium jointly purchased 500 food packages that were distributed to needy families in Hashimiya and Bal'ama districts during the month of Ramadan. The distribution was administered by the companies' representatives through the Governmental Authorities and Community Based Organizations (CBO).

Museum for All



As a fruit of the partnership, the Mobile Children's Museum will operate in the Hashimiya district. The mobile museum will offer a unique experience for the children and families of Hashimiya who are unable to reach the museum for logistical and economic reasons.

Children's Museum

To grass-root the Samra Wastewater Treatment Company (SPC) engagement in the community through concrete and long standing CSR initiatives, the SPC partnered, through financial support, the Children's Museum Jordan which transpired as one of the Jordan's most attractive destination for families school groups and tourists.

Greece

Relief Assistance Following the Kefalonia Earthquake



Typical of CCC's care to their communities and especially during natural disasters, the CCC owners allocated a generous budget to be utilized for providing relief assistance to the community of Kefalonia Island after the devastation it went through as a result of the recent earthquakes.

On Tuesday 25 February, a big truck transporting CCC's relief assistance arrived on the island and the donated goods were off loaded at the main stores at the mayor's office. The items sent consisted of 16 pallets of dry and tinned food stuffs, toiletries, consumables along with one pallet of medical and hygiene necessities. The goods were received by the deputy mayor and his team who were representing the island community. On behalf of CCC, two CSR volunteers, Angelo Khoury and Mazen Stephanou, accompanied the shipment and were met by the mayor and deputy mayor who expressed their thanks and appreciation to CCC for their generous gesture in extending their support following the devastation that the island is going through.

CSR Basket - Blankets Campaign

A campaign for collecting blankets and warm covers was launched in January to be donated to KLIMAKA, a not-for-profit organization and a recognized NGO actively addressing the problem of homelessness in Greece. The CSR Basket was filled up with 50 blankets/warm covers from CCC employees and as promised, MOA CSR Committee complemented the collection by doubling the employee's donation with 100 blankets and 1,000 pairs of woolen socks. The 150 blankets/warm covers and 1,000 pairs of woolen socks were delivered to KLIMAKA who distributed them to the homeless in the areas of Athens and Piraeus while some were kept at the hostel and daycare centre where the homeless



find shelter. The donation was delivered just in time for the cold and wet weather that Greece went through that week.

Visit of Elpida Children to Earth Centre

MOA CSR Committee organized and sponsored a visit for the 35 children of Elpida (the Greek word for 'hope'), a special school which operates as a daycare centre that hosts mentally challenged children with Down's syndrome, autism and so on aged between 21-40 but mentally are between 5-15, to the Earth Centre Park in the suburbs of Athens. The visit was accompanied by two CSR volunteers and the sponsorship covered all expenses of the visit including snacks, gifts and transportation to which the children enjoyed the visit and programme that was set for them.





CCC Qatar and Corporate Social Responsibility

"From hard working to heart working. Let us all work with a heart"

This is probably the best illustration of how CCC Qatar lives up to the expectations of our Corporate Social Responsibility standards.

Just like the vital organ that pumps the life blood to the body, the significance of our contributions to community development cannot be set aside. They are always considered as part of any project's success story. It is our responsibility, as an international company, to see healthy growth from within and in the environment where we operate.

Let us look at some of the activities and events which highlight our commitment to support, promote and uphold the protection, preservation and development of our community.

Typhoon Haiyan

On 8 November 2013, a category five super typhoon, bearing the international name "Haiyan", touched land in the Philippines, leaving thousands dead and thousands more homeless



and broken-hearted. The world was shocked to see the aftermath. But the burden was felt heavier by the 126 Filipinos who work for CCC Qatar; whose families live in the areas ravaged by the super typhoon.

In view of this situation, CCC Qatar projects raised funds for the affected victims. It is our fervent hope that our collective efforts redefine our noblest intentions to build not only infrastructures but bridges of HOPE.

Every member of the CCC family willingly extended his token of support. The amount of QAR 246,536 was raised and awarded to the 126 Filipino workers to aid them and their families recover from the aftermath. This was witnessed by the Philippine Ambassador to Qatar, the Hon. Crescente Relacion.

Blood Donation Programme



Clearly, it is in our blood to help. In recognition of our golden commitment, a blood donation programme was initiated on 13 March 2013. The activity was fully supported by a vast majority of our workers. A good number of volunteers patiently queued outside the mobile facility, waiting for their turn to donate for the noble cause. This life-saving initiative was welcomed and highly appreciated by the Qatari community.



Report from Qatar

Qatar National Sports Day



is celebrated every second Tuesday of February as decreed by HH, the Emir of Qatar.

On 11 February 2014, CCC workers took time out to unwind and engage in various sports events such as basketball, volleyball, football, cricket and other indoor games. The activity aims to promote a healthy lifestyle among the workforce.

Football matches were arranged for CCC workers as part of their rest and recreational activities to boost their morale and inspire them to work efficiently.

A happy worker is a productive worker. Taking time out from work to motivate them through sports is a great contribution to every project's success story.

Qatar National Day Celebration

is a national commemoration of Qatar's unification and independence. It is celebrated every 18 December.

1,800 CCC workers joined the celebration on 18 December 2013 at the following venues:



Al Khor Club for the Nepalese community; Al Rayyan Club for the Philippine, Malaysian and Indonesian communities; Al Wakra Club for the Bangladeshi and Pakistani communities; West End Park for the Indian and Sri Lankan communities.

Camp Sports Tournaments

CCC also supports sports activities inside its camps as part of its employee welfare programmes. Among the popular ones include chess and basketball tournaments which ran from November to December 2013.

Festival Celebrations at CCC Camps

CCC supports the multi diverse culture of the community. Among the many festivities include:

Onam Festival - Hindu festival from 15-20 September.

Durga Puja Ceremony - Hindu festival from 11-16 October.

Christmas Celebration - Christian festivity from 24-25 December.

The Environment

CCC believes that a company needs to be responsible for its actions - socially, ethically and environmentally.

Coastal clean-up drives are more than just taking away the trash. They actually promote marine life preservation and cleaner oceans. Knowing the harmful effects of marine debris, CCC workers act together to collect and remove non-biodegradable wastes along the community shorelines. Among the frequent benefactors of the beach clean-up are QP industrial cities: Mesaieed Industrial City and Ras Laffan Industrial City.





Employee Volunteering and Community Investment

Abu Dhabi University Campus, Abu Dhabi

CORPORATE SOCIAL RESPONSIBILITY

As part of our CSR community outreach, a business innovation day camp was conducted for final year students of Abu Dhabi University. This initiative was part of the skill development programme introduced by Khaleefa Fund for Enterprise Development to inspire graduating students across Colleges and Universities in UAE to explore the perquisites of self-employment and exploit rampant opportunities lying ahead in the expanding business arena of the country. Youth Empowerment drive contributes significantly to the growing number of educated youth in UAE and a national programme under the auspices of The President.

Seventy students attended the business innovation day camp that lasted for 6 hours, starting from 8.30 in the morning. The schedules started with a presentation about CCC and endeavors of the company to support the local community to acquire the extra knowledge and skill required to become successful professionals and business leaders in UAE.

The training touched upon a vast spectrum of subjects including entrepreneurial marketing, creating and capturing value, how to finance an entrepreneurial company, successful pitching and selling strategies, innovative product development, etc., and it was narrated through a combination of high impact interactive teaching, team assignments and pitching practices.

The interactive sessions gave students the opportunity to voice their ideas openly and comment on the ideas put forth by other students, at the end of which students in accordance with their views and ideas formed smaller groups under a group leader and worked out their business development plan. Participants gained a deeper understanding of

the entrepreneurial culture prevalent in UAE and what it takes to accelerate business growth strategies in their home environment.

The programme went through an evaluating and marking process to classify viable and non-viable project ideas. Students were given the opportunity to present their business plan on stage under the eyes of a three member judging committee, who short listed the best three venture proposals and gave away the best proposal award. Students of the winning group will get opportunity to present their project proposal in an annual event, covering participants from all states of UAE for further scrutiny and subsequent acceptance by the Khaleefa Fund for sponsoring the project and funding.

CCC Volunteers from Area PMV, Area Administration & Sicon joined CSR department to successfully conduct this programme at the University Campus. The external joint organizers of the programme included INJAZ (NGO) and The Innovation & Entrepreneurship Centre, Abu Dhabi University.

Employee Volunteering (EVP's) impacts employee attitudes, strengthens work teams and builds employee skills as well as contributes to professional development. It also influences community attitudes towards the Company, coronate its image and attain high respectability for the dedicated approach.



The winning Team of Students with CCC Volunteers

Bio-Diversity Protection: Marine Ecosystem



As part of the UAE Area CSR activity, we volunteered to take part in an environmental protection initiative conducted by the Environmental Agency of Abu Dhabi (EAD) to conserve and protect mangrove forests in Abu Dhabi. The mangrove forests that cover thousands of hectares of land along the UAE shoreline form an integral part of the coastal ecosystem of the UAE and their protection is vital to preserving the rich natural habitat that is home to various indigenous species of flora and fauna.

The closest mangrove forest to Abu Dhabi city is located along the eastern ring road and is named the Eastern Mangrove Lagoon National Park. This unique ecological hotspot is part of the first of five national parks identified by the government in Plan Abu Dhabi 2030. Spread across a stretch of five miles along Eastern Ring Road in Abu Dhabi, the mangrove lagoon is a haven to over 200 fish species and 50 bird species.

Developmental expansion and excessive human activities close to the vicinity of the mangrove forest are increasingly affecting the efforts of the authorities to maintain this expanse as a pollution free habitat. The expedition undertaken by environmental activists and volunteers from commercial companies was aimed at mitigating environmental damage and ascertaining the extent of littering around the mangroves. A major mission of the initiative was to clean the shoreline of plastic waste (especially plastic bags) which prevents the growth of mangrove trees and releases pollutants



that could be harmful for their health. The team also identified affected areas where cultivation programmes to rehabilitate the mangrove ecosystem are warranted.

Under Plan Abu Dhabi 2030, the government is laying the foundation for a socially cohesive and environmentally sustainable community to preserve the Emirates' unique ecological diversity. The volunteering efforts of private sector companies are thus a highly regarded CSR activity.



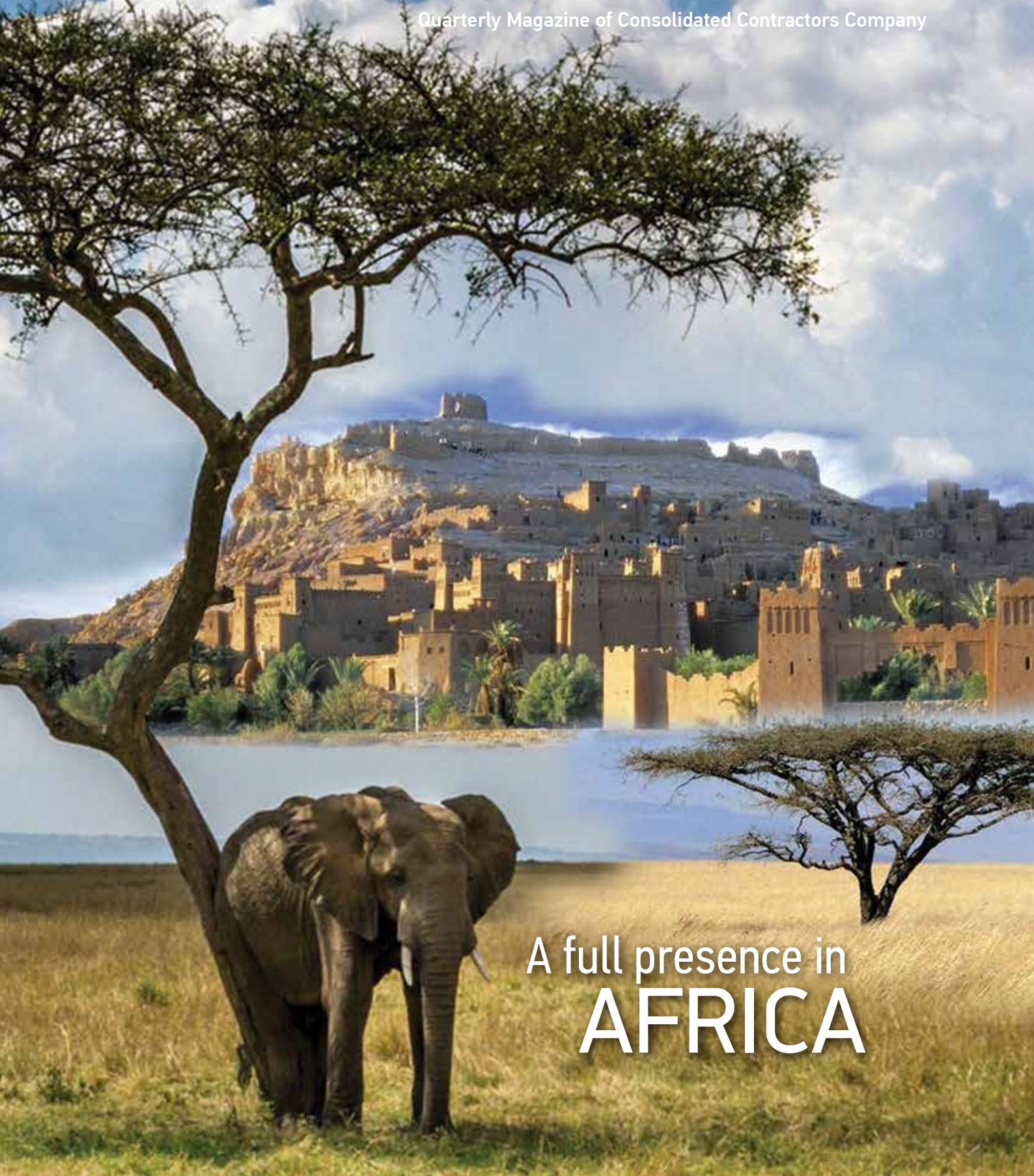


2nd Quarter 2014

Issue 110

bulletin

Quarterly Magazine of Consolidated Contractors Company



A full presence in
AFRICA



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.

JORDAN

Museum for All (a Follow Up)

The SPC Children's Museum Jordan Partnership Agreement that was announced in the previous Bulletin has been successfully accomplished. The museum operated during the period from 18-27 May 2014 in the Hashimiya Municipality and the total number of visitors was 2,846 of which 54.5% were from public schools. Based on visitors' feedback surveys, 100% of the Mobile Museum visitors found that their overall visit was excellent and 100% found their children's interaction was excellent. 94% of the visitors found the educational level of the activities is "Excellent".

B'S Waraq

The King Hussain Cancer Centre Project managed to establish a connection with a new Initiative in Jordan called "B'S Waraq" in coordination with the Ministry of Environment as they provided KHCC Project with Five Bins free of charge and will collect paper for recycling on a weekly basis. The project management is in the process of arranging items made of plastic, glass and metal to be included in the initiative also free of charge.

GREECE

Paradise Park

An educational and fun activity took place on 17 May 2014 for the children of our employees at the Paradise Park just outside Athens. The children got into contact with nature, the ways of developing the flora including different types of trees and vegetables and got acquainted with the domestic animals and the products that derive from them as well as the service they give to people. At the same time, they had lots of fun with different activities and games.



CCC UK

The Belize Inspiration Centre

The wife of the President of Belize was building a hospital for local children where CCC helped to move hospital equipment from Abu Dhabi to Belize a few weeks back by plane. During the opening ceremony of the Belize Inspiration Centre, the First Lady thanked CCC by saying "CCC's very kind donation added to making this dream and idea into a reality; the people of Belize are immensely grateful".



The Asian Cycling Championships, Kazakhstan



The 34th Asian Cycling Championships and the 21st Asian Junior Cycling Championships took place from 25 May to 1 June 2014 in Karaganda, Kazakhstan. This event is held on an annual basis in an Asian country elected during the ACC (Asian Cycling Confederation) Congress.

The 2014 Asian cycling championships were held in Astana (for track competitions) and in Karaganda (for road competitions). Lebanon had the honour of hosting the Asian mountain bike championships back in 2012, and as a leading country in cycling in the Middle East, Lebanon takes part through the national teams in the Asian cycling championships.

This year, the delegation composed of Nazaret Habibian and our young junior cyclist Pegor Yacoubian, headed by the President of the Lebanese Cycling Federation and member of the Olympic Committee all took part in the said event in Karaganda.

30 Asian countries including Korea, China, Japan, Kazakhstan, Malaysia and many others participated in the events mentioned above. Arab countries that took part in the championships were Qatar, Syria, UAE, Jordan, Iraq and Saudi Arabia.

As for the junior category, 46 cyclists took part among them our promising Lebanese cyclist along with Qatari and Jordanian cyclists. The length of the race was around 126 km (8 laps of 15.2 km).



The Asian Cycling Championships are held under the supervision of the UCI (*Union Cycliste Internationale*) the International Cycling Federation.

Once again Lebanon could take part in these very important cycling championships and through the hard work of the federation and sponsors such as CCEP (Consolidated Contracting Engineering and Procurement) with the support of his Excellency Vazken Kavlakian the Ambassador of Lebanon to Kazakhstan, we made a young rider's dream come true and engraved our country's name among the best Asian countries.

On my behalf and the Lebanese Cycling Federation we thank everyone and in particular CCEP for sponsoring the Lebanese team.

A New Labour Mess

8 April 2014 was a special day at the Rabab-Harweel Integrated Project (RHIP) Early Works in Oman. The new labour mess was opened and the workers' dining room was moved from the old mess of the previous contractor. The new dining hall provided by CCC was more spacious to accommodate the large number of workers on the project.

To mark the occasion, a special dinner was organized by CCC RHIP Management. CCC RHIP Kitchen personnel prepared a selection of sumptuous food with side dishes, fruits and drinks.

This event was well supported by the client, Petroleum Development Oman (PDO). CCC and



PDO Project Management had dinner together with the workers. They observed firsthand the enthusiasm of the workers for this activity and the positive impact made on the workers' morale.

HR TEAM DKO

Career Days in Saudi Arabia

CCC Saudi Arabia participated in many social activities during the first 6 months of 2014 as a part of its CSR commitments.

Our attention was accorded to the provision of job vacancies for graduates of Saudi and foreign universities and colleges, and the general public of men and women and those with special needs.

This was achieved through the three following career day events:

- TVTC Career Day 30-31 March, for the training and recruitment of Saudi national graduate
- Jubail Industrial College Career Day, at Jubail Royal Commission, from 21-23 April, for the training and recruitment of Saudi national graduates.
- A Career Day in Riyadh, was held by the Riyadh International Convention & Exhibition Center-RICEC, from 11-13 May, for the recruitment of Saudi national graduates. This is one of the major events the CCC team attended for the recruitment of both employees both male and female.

The CCC team made a great effort during all these career days, selecting and collecting more than 750 CVs and interviewing many applicants. Our team was pleased to have the support and assistance of the Human Resources and Public Relations Area Manager, and area management in all career day events, which led to enhancement of the affirmative image of care on the part of CCC's CSR commitment in Saudi Arabia.



Community Volunteering - Environmental Ambassadors



The Environmental Agency of Abu Dhabi (EAD) is embarking on a rigorous campaign to protect and preserve the shared natural resources of the country. To ensure participatory-involvement of major segments of the society, members from government departments, public sector organizations, major private sector companies, educational institutions and NGOs were invited to take part and contribute in the campaign and project implementation programmes.

As part of our CSR outreach, we have been a distinguished contributor to the cause of environmental protection in Abu Dhabi, by involving ourselves in various programmes introduced by EAD. The active participants of the programmes are considered as Environmental Ambassadors to EAD. A meeting of the Environmental Ambassadors was held recently, headed by the Director, Environmental Outreach of EAD to introduce their latest initiatives. This event was well represented by all sectors of the society. The number and diversity of participants in the meeting can be seen in the photograph.

Key environmental and sustainability challenges faced by the Emirates were presented to those who attended the meeting. A nine-member task management committee has been formed by EAD comprised of selected members from all sectors of society who attended the meeting. The committee selected Dr. Ali Awadh Al Amoudi

from Abu Dhabi Oil Refining Company (TAKREER) as leader of the committee and the Lead CSR Coordinator from CCC as assistant leader. Other members of the committee are from Ministry of the Interior, Public Works, Municipality, and so on. The committee has been entrusted with the responsibility of preparing a plan of action by identifying critical areas from the overall programme of EAD and initiate action by forming different project. The management committee of volunteers will also support EAD to organize functions, field works, logistics and technicalities required to carry out the campaign message to all sectors of the society.

The Emirate of Abu Dhabi is among the highest per capita greenhouse gas emitting countries in the world, at around 47.62 tons of GHG per year, according to the Greenhouse Gas Inventory. The growing GHG emissions percentage is of great concern to the authorities, as this will have negative environmental, economic and social impacts.

The Project Management Committee held its first meeting at the end of May 2014 and decided on the amount of volunteer support that would be required to implement the programme.

The volunteers are to play an active role in raising awareness of the issue of water scarcity in the country and efficient usage of high cost



First meeting of the Environmental Ambassadors Management Committee

Community Volunteering - Environmental Ambassadors

energy, through engagement with business, government departments, farmers, educational institutions and the general community. The volunteers are also building a Juniors Team, by selecting students from schools as junior environmental ambassadors.

The Juniors Team brings together all children and youngsters with potential to lead by example and encourage positive environmental practices within their families, schools and peers. The volunteers will train them to be role model to other peers by adapting positive environmental practices in daily life and share learned knowledge with their family members and peers to encourage them to be environmentally friendly in all spheres of daily life. The juniors will be able to generate enthusiasm among other students to save energy, reduce food print, purge plastics, go greener and share ideas and suggestions on how to promote environmental practices among children and youth. A Communications Team led by school teachers was selected to expedite the activities of the Juniors Team and monitor its progress.

Water has been considered equally or more important than oil for the UAE as Abu Dhabi has one of the world's highest per capita water consumption rates. The climate condition being hyper-arid, ground water in the Emirates is effectively a non-renewable resource. If

society neglects to collectively address its approach to water use, the demand for ground water is predicted to increase by 30% by 2030 to keep up with socio-economic growth. The diminishing ground water level and the true cost of desalination are a major cause of worry. The Abu Dhabi power and water plants combined generated over 30 million tons of greenhouse gas emissions which is 31% of Abu Dhabi's total GHG emission, an influential factor in climate change.

Marine discharge of heated brine from desalination process is also raising seawater temperatures and salinity, which endangers marine bio-diversity, a contributing factor to climate change. There are things that everyone can do, irrespective of roles and sectors. Act now and collectively, to change society's fundamental relationship with water and power, is the message to all and the volunteers led by the Project Management Committee will do their best to take this message to all.

Our continued volunteering support to EAD has put CCC among the major CSR contributors from the private sector companies in Abu Dhabi. It is a rewarding one, as we are selected to jointly lead the activity with members from major public sector oil companies and government departments.



Earth Hour

Opera House Downtown Dubai Project



CORPORATE SOCIAL RESPONSIBILITY

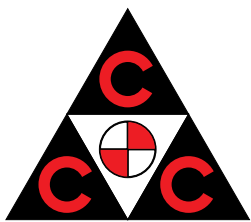
Earth Hour, the global movement committed to reducing environmental impact, was observed in all UAE Area projects and offices on 29 March 2014 from 08.30 to 09.30 pm.

However, for the Opera House Downtown Dubai, the new project in Dubai, the attitude and celebration was clearly noticeable because of its particular setting in the busy and bustling atmosphere of the Dubai Metropolis. The project site, which is also in the vicinity of the tallest building in the world - the Burg Khalifa – on the night of Saturday, 29 March 2014 was pictured as seen in the photographs.

The ultimate aim of celebrating Earth Hour is to remind everyone to help make tangible changes that impact the planet by engaging and inspiring employees and families to uphold and carry the spirit of Earth Hour to the hours beyond.

The OHDD Project has set a visible and valuable precedent in delivering their corporate social responsibility in this instance.





3rd Quarter 2014

Issue 111

bulletin

Quarterly Magazine of Consolidated Contractors Company



Technical Training

... good for CCC ... good for you



Contribution to CSR Initiative

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CSR Volunteers

A new section devoted to the achievements of the CSR Volunteers will be introduced within the CSR Section. The purpose of this section is to encourage volunteers to take part in CSR activities around the Group, highlight and acknowledge their achievements towards what they are doing for their communities.



JORDAN

B'S Waraq

Further to the new Initiative of the KHCC Project to participate in the "B'S Waraq" Campaign which was reported in the previous Bulletin issue, the Saraya Aqaba Project joined the campaign by delivering 1.7 tons of paper to the "Himetna Ghair" Youth not-for-profit organization in the Municipality of Tafelah, South Jordan, for recycling.

GREECE

Serbia Relief

CCC received a call for help towards the victims of the terrible floods that occurred in Serbia last May. MOA CSR Committee secured CCC's Senior Management's approval to go ahead in procuring a generous shipment of dry and canned food, toiletries and other emergency supplies. Free shipment from Athens to a destination in Serbia was offered and handled by Makro Stores and the whole operation was completed successfully in coordination with the Serbian Embassy in Athens. The Serbian Embassy expressed their thanks and gratitude to CCC for their honourable and well appreciated gesture.

UNITED ARAB EMIRATES

Blood Donation Campaign

EPSO conducted their third blood donation campaign on 1 September 2014. The campaign was successful and 58 donors participated. To encourage their employees' involvement in such initiatives, a raffle was held to honor the donors. Three prizes were given away to three lucky winners namely, Mohammad B. Khan and Mahesh, both from EPSO and Malla Reddy from Area Personnel.



CSR Volunteers



Corporate Social Responsibility (CSR) is built on VOLUNTEERS and all the CSR initiatives and related activities in all the areas are performed, each by their local volunteers.

In order to encourage CCC employees to take active roles in CSR, we are introducing this addition to our CSR News Section which will be dedicated to introducing volunteers from the different areas and to acknowledge their achievements. Therefore, we request all areas to send us their nominated "Volunteer of the Month or Quarter" to include in the next issues.

This being the first issue, I would like to talk about the volunteers in CSR Athens. Since CSR was established as an entity during 2007, the Athens CSR Committee was formed by a few volunteers who have been meeting regularly every Thursday at 10:00 on the 8th floor to discuss, plan, carry out, communicate and perform all the CSR initiatives and activities that have been taking place in Athens.

A few of the activities that took place during these past seven years include reforestation, beach cleaning, children's educational activities, first aid and personal security sessions, food

and clothes drives, Greek and Arabic classes and many others. These were all organized and performed by the volunteer members of the Athens CSR Committee, who form the permanent core members. In certain activities, other volunteers from CCC staff join and support the specific activities.

Having said that, I would like to acknowledge and thank all my volunteer colleagues for their dedicated interest and support during the past seven years in keeping CSR Greece active and successful. They are Dimitra Ntalachani, Yvonne Wyss, Salma Shawa, Thomas Kafarakis, Stamatias Koutsouflakis, Lila Aggelopoulou, Mazen Stefanou, Angelo Khoury and Elie Alexandros.

I would also like to extend my thanks to the support volunteers who helped in different activities, namely: Helena Kouvaras, Muhammad Zimmo, Haigo Kourouyan, Labrini Milioni, Abdelhamid Abdelhamid, Nisrin Issa, Sophie Najjar-Chahda, Maria Athanasopoulou, Vicky Nicholas and Zahida Khanum. We are always looking for help from more volunteers, so please join us to maintain our future CSR activities.

S. KHOURY

Gaza Contribution Campaign

Gaza, the resistance "rock" of Palestine was being unfairly attacked without morality and with impunity, inflicting massive human casualties and loss of property.

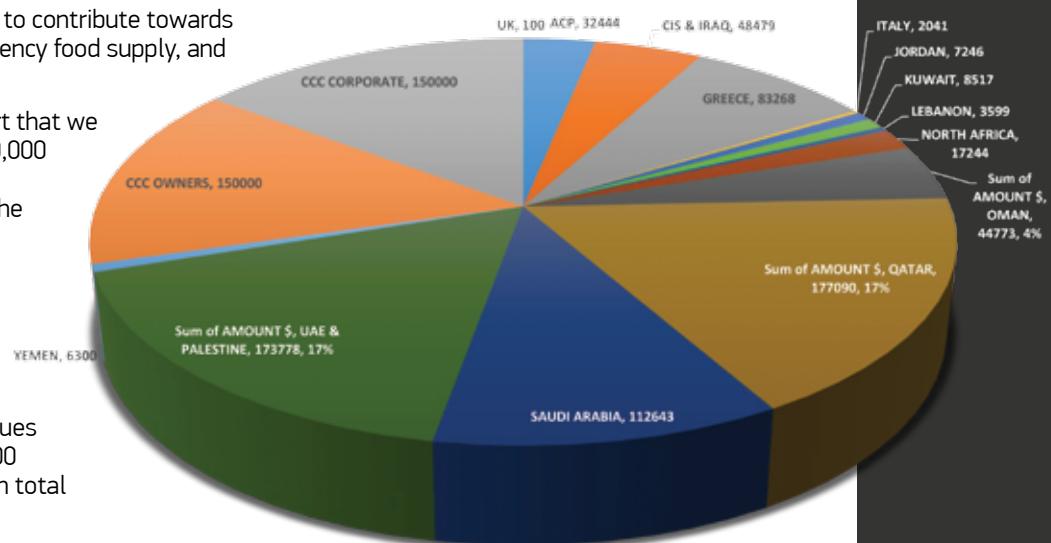
CCC's employees could not sit still and rallied behind a management call to contribute towards medical assistance, emergency food supply, and sheltering.

We are very proud to report that we have collected over \$1,000,000 from the employees in the various areas donated to the International Red Cross, the UNRWA, the Welfare Association and the Al-Makassed Hospital.

This has been a record for CCC. Within such a short period, donations of all values ranging from \$10 to \$15,000 were happily collected with total appreciation.

Thank you, CCC, for making us proud and for showing your genuine humanity!

Gaza Donations as at 30th August 2014



CORPORATE SOCIAL RESPONSIBILITY

Every year, the Global Compact publishes its International Yearbook in which are included around 40 examples of 'good practice' from different companies, which illustrate how to implement the Ten Global Compact Principles in daily business and projects. Two years ago, CCC was chosen for the good practice achievement towards the environment in "Habshan 5 – Going Green" Initiative. Last year CCC was chosen again for "60 Years of Contributing to the Communities" and this year was chosen for "CCC's Solar Power Adventures".



CCC'S SOLAR POWER ADVENTURES

ADVERTISING

By Terry Howard, Consolidated Contractors Company

As a pioneer in the construction industry, and with a vision to lead in promoting green business, CCC believes in providing future generations with a healthy and safe environment, as well as social and economic prosperity. As a result, CCC started examining the implementation of solar energy applications on construction camps in the Middle East early on. At the moment, solar technology is put to successful use in various CCC sites and projects. The rationale behind these schemes is to reduce the electrical energy consumed by camps by utilizing environmentally-friendly technologies.



Sinmalaga Camp — Qatar. It started with a pilot project at the Sinmalaga Camp in Qatar. Upgar's comprehensive water treatment system, it provided solar-heated water to the camp's 100 residents on-site — as well as the laundry and kitchen — as well as the water for lighting. Following this, UGC has successfully installed its water treatment technology at a number of locations in different projects, including the United Nations (UN) Camp, Greece, UAE, with the most important being at the Qatariya Camp (UAE).

This was the first off-grid system in the United Arab Emirates, where the system with an rooftop photovoltaic system was one of the largest solar installations in the country. It generated a camp with more than 5,000 people working for an oil field development project in the desert.



Princess Fahda
University in
Riyadh-Saudi Arabia

Recognized as one of the world's most
green, the green building complex
Princess Nourah bint Abdulrahman
University (PNU) is the first of its kind
in Saudi Arabia and one of the world's
most sustainable.

Chubb's first move was to

The solar plant is the
size of a shopping mall
and is the equivalent
of a small town. It
will generate power
for 100,000 homes.

...the ...
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The new *Pharmaceutical Patent in Dispute*, published by the Pharmaceutical Manufacturers Association, says that the industry has been "suffering from a lack of innovation" and that the industry has been "suffering from a lack of innovation" and that the industry has been "suffering from a lack of innovation".

[illegible]

international trading partner for transformation of the Soviet Pharmaceutical QV.

...in Einstein's language, a super-
luminal velocity of light, a
violation of causality. It is clear that Einstein
was right. It is also true that Einstein
was wrong in his explanation of the
phenomenon. The phenomenon is due
to the fact that the speed of light is finite.

...the ...
...the ...
...the ...

Although the underground value of the product is approximately 25¢/lb, sellers find it difficult to sell more than 100 lb at a time. Suppliers and manufacturers use a 100-lb sack, 24-in. diameter, with the 100-lb mark on the bottom panel. The general tendency is to pack 100 lb in a sack, and to use a 100-lb sack.

Four and Vegetari

- The growing

[illegible][illegible]

CCC Egypt CSR Team Visit to the Children's Cancer Hospital



Giving donations to help those suffering from ill-health is one of the important CSR tasks in Egypt.

On the agenda of the CSR team was a visit to the Children's Cancer Hospital to extend constructive support to the institution that provides much needed medical assistance to these children. During the visit we gave the cash collected from CCC employees to the hospital Donation Department. In addition, the team distributed many gifts, mainly toys, to the children. Patients and their families expressed their gratitude for our visit. We commented on the high quality service that the hospital is providing to raise the spirit of the patients through setting up playing areas and teaching classes.

The CSR team made the commitment to arrange for more frequent visits by various CCC employees from the Area as well as the current projects to create a continuing bond to encourage and spread the "notion of caring" to needy and deprived children.

Our team will also highlight the contribution being made by this hospital to various third parties that CCC deals with in the hope of spreading awareness and support of such facilities.



CCC Hosts Nigerian Tennis Tournament

CORPORATE SOCIAL RESPONSIBILITY

As part of its CSR activities, CCC Construction Nigeria Limited, the Nigerian subsidiary of the CCC Group, hosted and sponsored the maiden edition of the All American Tennis Tournament at the Shell Lawn Tennis Club, Ogunu-Warri, Delta State, on 21 June 2014. The tournament, commissioned by Capo' Marshal Weaweh (Shell Tennis Club Captain) was actively attended by veterans, professionals and amateur tennis players from Warri and its environs, who vied for honours in various categories.

It was a groundbreaking event which attracted a lot of tennis enthusiasts, men and women alike, from this area. It was a day filled with fun and amusement that would remain in the memories of the people of Warri and Delta State at large.

As a token of appreciation, Shell presented an award to CCC for the successful hosting of the tennis tournament where ten players emerged winners out of the 48 participants. The winners were presented with various prizes such as split unit air-conditioners, generators, refrigerators, micro-wave ovens, gas cookers, blenders, cooling fans, DVD players, frying pans and sandwich toasters.

On behalf of CCC, A. G. Walmsley, the Project Manager, expressed his appreciation for the opportunity availed to CCC to organize this tournament and also thanked the Warri people for their warm hospitality and friendship extended to CCC and its employees.

Reflecting on the sponsorship, CCC Construction Nigeria Limited, under the patronage of the Area Operations Manager, B. Kawash, is resolute in its commitment to the ideals of promoting development in all areas of human endeavour. As part of its Corporate Social Responsibility (CSR), 40 junior rackets were also distributed to junior tennis players in Warri and Asaba respectively. CCC will not relent in giving back to the society through different sporting and social platforms of this nature.

CCC Nigeria will continue to reinforce its Corporate Social Responsibility in line with the CCC Group philosophy.



World Refugee Day



UAE Area CSR remembers the plight of millions of forcibly displaced people around the globe, especially the Syrian and internally displaced people of Iraq on the eve of World Refugee Day, held on 20 June every year.

According to UNHCR, more than three years of conflict in the Middle East region have created a protracted refugee emergency with over 2.8 million Syrian refugees registered in the region as of June 2014. As the situation inside Syria continues to deteriorate, humanitarian partners foresee up to 3.86 million refugees in the region by the end of 2014. And we have a natural responsibility to respond to such emergencies and human tragedies as part of our conscious CSR efforts.

This year World Refugee Day falls closely on the heels of the Holy Month of Ramadhan. To mark this occasion, a relief supply program was initiated by the CSR Department, calling on all staff members to vigorously participate in our efforts and generously contribute to the relief supply campaign.

A good response was evoked and we were able to purchase and deliver some much needed relief and utility items for the refugees. The relief supply items included garments for children of various age groups, male and female clothes,

plastic sleeping mats, bed sheets, pillows, blankets, bars of soap, detergent powder, dining plates, tea cups and so on which are apparently the high priority items that are commonly needed in refugee camps. All items were well packed in individual cartons with a separate packing list for each carton, prepared in a manner ideal for relief organizations to meet the delivery check-post requirements and for speedy distribution among the neediest people during the Holy Month of Ramadhan.

The generosity of those who wholeheartedly supported the initiative and their magnanimous contributions enabled us to respond to the emergency aid call of UNHCR and to discharge a noble CSR duty.



Relief Supplies Packed In Cartons Ready for Delivery

Beach Volleyball Championship, Azerbaijan



Earlier in 2014, CCC, in collaboration with the Greek Embassy in Azerbaijan, decided to sponsor Greece's participation in the European Volleyball Confederation Beach Volleyball Championship 2014 Baku Masters which started on 9 September 2014.

The 1st Women's Greek National Beach Volleyball team, comprised of Vicky Arvaniti and Maria Tsiartsiani, was to represent Greece in the tournament but due to the injury of one of the athletes, this team was replaced by the Greek Junior Women's National team (Dimitra Manavi and Ioanna Parisaki) who had just participated in the Under 20 Beach Volleyball European Championship and had taken 17th place.

The Greek Junior Women's National team's first game was with the top-ranked German Women's Beach Volleyball team. The first set was neck-and-neck and the young Greek Junior team played valiantly against the all-powerful German team and took the first set with a tie-breaker score of 23-21, but lost the second and third sets with scores of 21-14 and 15-6. The game lasted for 48 minutes.

The 1st Men's Greek National Beach Volleyball team, comprised of Nikos Zoupanis and Georgios Kotsilianos, fared quite well and edged out the Austrian and Serbian teams to take the 5th

place, playing against many of the world's top men's beach volleyball teams.

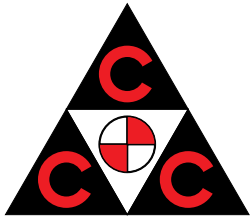
Many believe that participating in beach volleyball tournaments is fun because of the word "beach" but the reality is quite different, as players practice almost every day and continuously participate in official tournaments, sometimes every week, in order to accumulate enough points from each tournament to qualify for participation in world championships.

The Head of the Beach Volleyball Department of the Hellenic Volleyball Federation, Agis Skarvelis, thanked CCC for its sponsorship noting that:

"The contribution of CCC has been of great importance to us."

The Head of the Delegation, Evangelos Stathopoulos and the athletes were very appreciative of CCC's sponsorship as it afforded an excellent opportunity and valuable experience for the Greek National Beach Volleyball teams.





4th Quarter 2014

Issue 112

bulletin

Quarterly Magazine of Consolidated Contractors Company



CCC in Kuwait

The Renaissance



Contribution to CSR Initiative

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CHINA

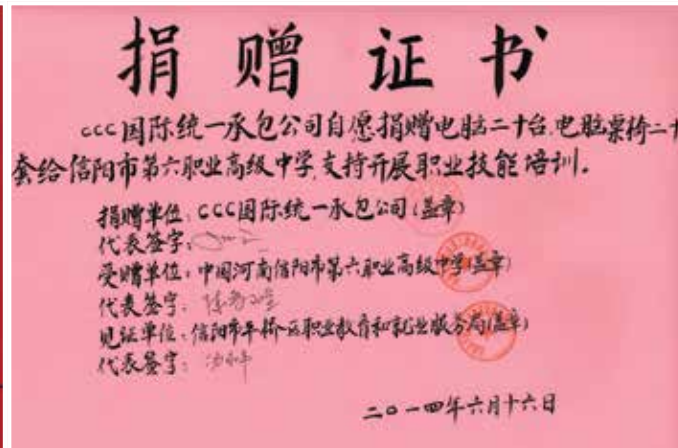
Certificate of Donation

CCC received the following Certificate of Donation from XINYANG, the 6th Vocational Senior School in China:

"Consolidated Contractors Int'l Company S.A.L. voluntarily contributed 20 computers together with 20 sets of computer desks and chairs to Xinyang, the 6th Vocational Senior School, in order to help the students to develop their vocational skills.

Authentication: Vocational Education and Employment Services

Date: 16 June 2014".



GREECE

Visit to the Acropolis

The Athens CSR Committee organized for CCC employees and their families a guided tour to the Acropolis Monuments, on the Acropolis Hill of Athens and the nearby new Acropolis Museum (on Friday, 10 October 2014).

The Parthenon and other main buildings on the Acropolis Hill were built by Pericles in the fifth century BC as a monument to the cultural and political achievements of the inhabitants of Athens. The Parthenon took nine years to build and was completed in 438 BC and is one of the most recognizable structures in the world.

We also visited the nearby new Acropolis Museum to admire the exhibits illustrating 5000 years of history. It is an archaeological museum focused on the findings of the archaeological site of the Acropolis. It includes (among the real marbles) exact replicas of the famous "Elgin Marbles", currently on display in the British Museum in London.

The whole activity was very educational and successful and all participants look forward to enjoying similar activities in the future.



Visit to the Evgenides Digital Planetarium in Athens

The Athens CSR Committee organized an event for CCC families and friends for the discovery of the stars and oceans at the Evgenides Digital Planetarium in Athens on 7 December 2014. The Planetarium is one of the largest and most advanced digital 3-D 360 degree planetariums in the world. The event included two shows, one for children from



four years and above about the Enchanted Reef and the second show was for children seven years and above about the Milky Way. 150 participants attended the event where CCC arranged for the transportation and refreshments. All participants greatly enjoyed the shows.

Christmas Food Basket

Before the Christmas and New Year holiday season, the Athens CSR Committee organized the following social contribution initiatives aimed at offering food supplies:

Thanks to the employees' participation, fifteen cartons containing pasta, rice, pulses, canned food, flour, sugar and biscuits were collected. These were divided equally and delivered to the two selected organizations, supporting families, children and youth:

- The Athens Shelter & Solidarity Centre.
- The Society for the Care of Minors.

This project was conducted in collaboration with the Boroume ("We Can") volunteering organization. We would like to thank the CCC Athens employees and their families for their valuable contribution. Their active participation in such schemes reflects the social responsibility applied in CCC.





Supporting the Friends of the Child Nursery School

Friends of the Child is an organization that provides widespread assistance to over 450 families annually. One of the several programmes it runs is a day care for neglected children, who come from families living in severe poverty. Here the children eat, sleep and bathe and engage in educational and recreational programs. The Athens Committee is providing support to cover the nutrition needs of the children attending the nursery school.



Parenting Seminars and Support Groups

This is a new Athens CSR Committee initiative which focuses on the well-being and work-life balance of CCC employees and their families. The complexities of modern life put heavy pressure on working people and their spouses, those having to adapt to changing environments and those living in multi-cultural surroundings. This new CSR initiative aims to help CCC parents to cope with these factors and to build their children's resilience to cope with today's high pressures and increasing expectations. The topics



cover both children and teenager issues such as: understanding teen misbehaviour; peer pressure and bullying, discipline and fostering self-esteem. They also include mentoring of children and teenagers themselves. These sessions are offered by CK Mentoring who offer as well Parent Support Groups and the first Parenting session took place on 12 December 2014 at the Athens office.

Donation of Electronic Whiteboard to Special Needs Vocational Training Workshop

Although based in Greece's capital Athens, the city called home by nearly half the country's population, the Athens CSR Committee has always been open to supporting the efforts against social exclusion in challenging times. Such a distinguished effort is taking place at the Workshop of Special Vocational Educational and Training in Pylaia, Thessaloniki. A group of highly specialized teaching professionals and social workers are guiding around 50 students experiencing disorders such as cerebral palsy, quadriplegia, mental retardation, autism, vision impairment, even blindness, severe and mild disabilities, epilepsy just to name a few. Responding to the school's request, CCC donated and installed in the main classroom an electronic whiteboard along with an iPad, where the latest software in special education can be utilized.

2015 CSR Calendar

This is the fifth year that the Athens CSR Committee has produced an annual calendar. The theme of this year's calendar is dedicated to CCC's commitment to Corporate Social Responsibility.



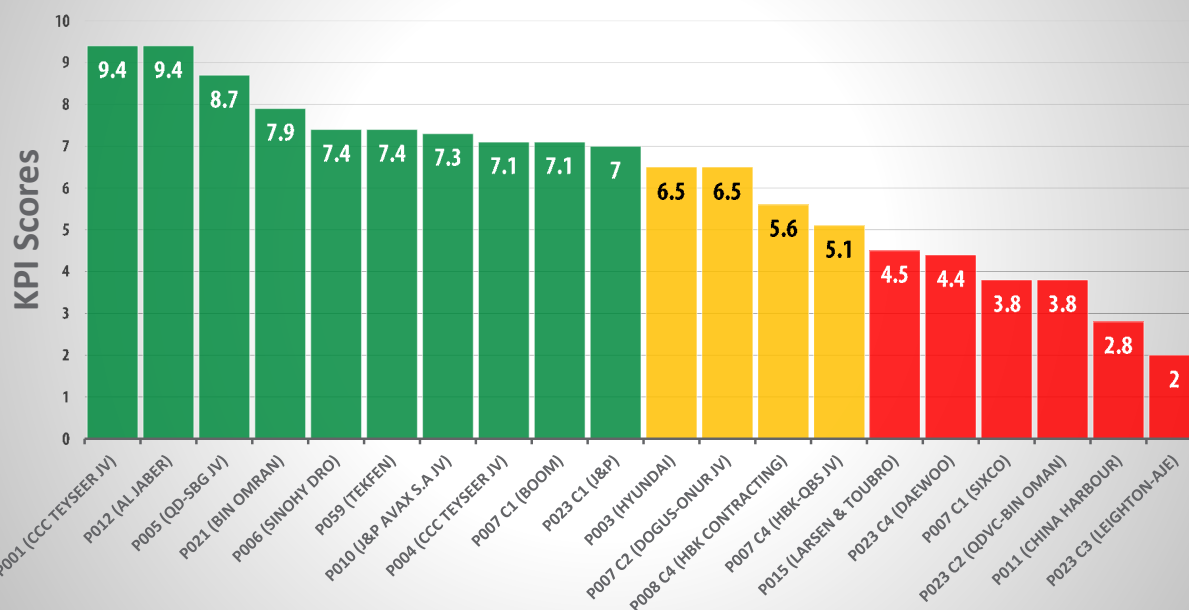
CORPORATE SOCIAL RESPONSIBILITY

QATAR

Workers' Welfare

The client, KBR, of the F-Ring Road Project in Qatar, ranked CCC in the first place for the year 2014 among various expressway projects regarding the welfare performance for workers. The scores were shown in a presentation by KBR in Qatar (see the chart).

Contractors' Performance on Workers Welfare - November 2014





This section is dedicated to acknowledge and appreciate the participation of volunteers in CSR initiatives, campaigns and activities that take place in the different areas, projects and departments of the Group.

In this issue our appreciation goes to, **Sherif Zaklama** (Nile Cornish Project).



New Farm United Soccer Club

Australia



As part of CCC's commitment to supporting local communities, CCC Australia sponsored the New Farm United Soccer Club in another strategic approach related to social needs in this community and atmosphere.

About the Club:

In 1986, local New Farm children commenced playing competitive soccer matches at the New Farm Park fields and the New Farm United Soccer Club (NFUSC) was officially formed.

Located in Brisbane's suburb of New Farm and over the following 26 years the club grew into a vibrant junior club with over 250 boy and girl players ranging in age from six to seventeen. The facilities used by NFUSC are leased from Brisbane City Council and NFUSC has exclusive use for the support of community sport.

In 2013, CCC Australia became a Gold Sponsor of New Farm United Soccer club with CCC's logo printed on four team jerseys for various ages for at least the coming three years. In addition to jerseys, the CCC logo is also displayed on the club's notice board and the club's website.

The President of NFUSC, Barry Neighbour, thanked CCC Australia for their sponsorship and contribution towards the club and local community.

"New Farm United Soccer Club is very appreciative of the generosity and commitment that CCC has demonstrated in taking on a Gold Sponsorship for our community club. The support of CCC plays an important role in helping our 100% volunteer-run club deliver a quality, inclusive and positive community sport experience to children and families in our local area."





The beauty of Egypt stems from its oldest places and continues to the newest, a multi-layered **culture**, which seems to accord equal respect to ancient and modern. Today, among the most popular places to visit are the monuments of the Nile Valley, the souks, mosques and churches and many other recreational sites.

Since CSR Egypt was founded, it took the responsibility of supporting tourism in Egypt by running an initiative called **Helwa Ya Baladi (My Country Is Beautiful)** in order to discover the beauty of Egypt and to visit historical places in particular which most of us have not yet seen. As well as promoting the tourism industry, employees would get a chance to meet in one place and increase acquaintances between them.

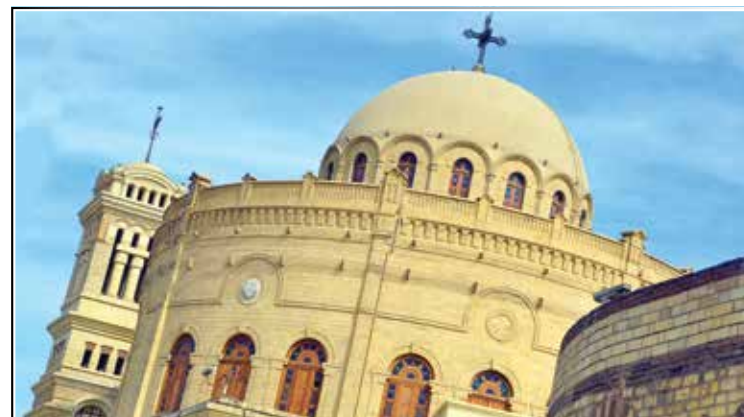
Christianity and Judaism

On Friday 7 November 10:00am quite a good number of CCC employees at the call of CSR initiative hired a couple of tour guides to illustrate and demonstrate the historical backgrounds which spread useful knowledge to the CCC attendees about the various monuments. It was a great opportunity to take plenty of fascinating pictures of those places as well as many photos of the group of employees.

The tour started with the Amr Ibn El-Aas mosque which is the first mosque built in Egypt and Africa, and the fourth mosque built in Islam after the mosques of Medina. Then the tour continued to the neighbouring Hanging Church, one of the most important churches. Its name comes from the fact that it was built over the Roman fortress of Babylon at a height of 13 meters above the ground. The tour concluded with a visit to the synagogue which was originally a temple, then turned into a church until the reign of Ahmad Ibn Tulun, when it became a temple again after his allegiance with the Jewish leader at that time, Abraham Ben Ezra. This temple is also known as the Temple of Ben Ezra.

The participants had a great time mixed with fun and everyone enriched their knowledge and discovered that Egypt is really beautiful and worth visiting.

All the participants were enthusiastic about joining a future trip, to be announced.



Clothes & Shoes Donation

Egypt



Helping less fortunate individuals who cannot afford to buy new clothes and shoes is one of CSR's goals, in addition to clearing out unwanted clutter from our closets and allowing for space to buy new items.

The CCC Egypt CSR team took the occasion of Eid El-Adha as a great opportunity to help poor people by carrying out one of our annual initiatives.

We invited CCC employees in all offices and sites to participate in donating extra clothes and shoes. Each office and project allocated a space to compile donated items.

Arrangements with reputable charity foundations were made to collect the donated items on an agreed date and time from our offices and projects. Their responsibilities were not limited to collecting the donations only, but to washing, ironing, packing and delivering them to really needy people in Egypt.

We were glad of the results of this initiative which proved that CCC members did not spare their efforts to contribute with a good number of different items suitable for needy males and females of all groups and ages.

We felt that we could draw a smile on the faces of those who are in need.



Assistance for Gaza



As a part of CCC's contribution to displaced people in Gaza, 100 tents and 1,000 blankets arrived in Gaza through the Rafah crossing in full coordination with CCC Egypt and the Egyptian/ Palestinian Red Crescent, according to the instructions of Samer Khoury.

CORPORATE SOCIAL RESPONSIBILITY



CCC

CSR Activities in Qatar



CCC believes that a company needs to be responsible for its actions socially, ethically and environmentally. CCC recognizes and understands its commitment to the communities in which we operate around the globe. We firmly believe that we can help in creating an active compliance with the spirit of law, ethical standards and international norms. Our approach is driven by three main principles:

- Collaborate and co-operate to make a social impact.
- Leverage our expertise and talent to address social issues.



- Create an impact that is long-lasting.

CCC Qatar participated in two SCR events in 2014. The first activity was the Blood Donation campaign and the second activity was the Beach Cleaning Day.

Why Blood Donation and Beach Cleaning Day?

Blood donation is a core activity of CCC Corporate Social Responsibility Programme and it benefits more than just those who receive blood. Donating blood is advantageous for the giver as well due to the following personal and health benefits:

- Free health screening: every time you give blood, your blood pressure, pulse, temperature and iron levels are checked.
- Reduced risk of heart disease: some doctors and scientists believe that giving blood may prevent heart disease. Although still under investigation, numerous physicians have noted that blood donors typically have fewer cases of heart disease than non-donors.
- Boosts the production of red blood cells: the donation of blood reduces the number of red blood cells in the blood. The bone marrow immediately replenishes the lost cells. As a result, the blood of a donor is refreshed every time they donate because of the increased production of new blood cells.
- Psychological Advantage: acts of altruism make you feel good! Giving feels great, especially when you understand that one hour of your time and one pint of blood can make such a difference.
- Beach cleaning is not just about trash for CCC; it's about the need for clean oceans, shorelines and waterways and about employees acting together to create lasting solutions to marine pollution. Our oceans and waterways have been a dumping ground for man-made debris. The harmful effects of marine debris are severe: negative economic and aesthetic impacts, harm and risk to human health and safety, injury and death to animals through entanglement and ingestion and habitat destruction.

Environmental Ambassadors

Abu Dhabi



CORPORATE SOCIAL RESPONSIBILITY

As part of our CSR commitments, we have been rendering volunteering support by organizing awareness campaigns on environmental issues and community related programs for the local authorities here in Abu Dhabi. We are a member of the volunteering group called 'Environmental Ambassadors', formed by the Environmental Authority of Abu Dhabi, to sustain environmental awareness campaigns and community support programs.

The last two months were a busy period for the Environmental Ambassadors in community volunteering because of various new community related environmental initiatives introduced by the Agency in Abu Dhabi. "International Day for the Preservation of the Ozone Layer, CITES Awareness, Dugong Protection and Sustainable Campus" are some of the latest initiatives undertaken by EAD.

International Day for Preservation of the Ozone Layer

The authorities highlighted the danger of what will happen if ozone layer depletion continues at the present level and the potential dangers to the community due to the increase in skin cancer rates, weakened natural immunity of living beings, increase in certain eye diseases, increase in desertification and so on. EAD distributed campaign material and flyers to participating companies to post them in their offices and camps to ensure that the message reaches out to all sectors of the employees in the languages known to them and the communities living around.

CITES Campaign and Dugong Protection

Though these are relatively nugatory areas as far as the companies are concerned, the local



Community Awareness Campaign Committee Meeting held at EAD

authorities needed involvement of companies to reach out to certain segments of the community to ensure abidance of state rules and compliance of international commitments. Awareness campaigns were conducted at Mushrif Shopping Mall, Abu Dhabi and a drawing competition was organized for children to get the families attracted to the event.

Sustainable Campus

A programme review committee was convened by EAD; the committee members included academics, selected members from companies and EAD representatives. The authorities stressed the importance of balancing economic growth with environmental sustainability. Education is one of the key strategies for achieving it and students are considered to be the true custodians of sustainability. An initiative meant to be spread all over UAE, it was formally launched by the authorities on 3 November 2014.

UAE Area fulfills its social commitments by joining various social and environmental programmes introduced by the government authorities and state owned community organizations entailing wide acceptance and appreciation from local authorities and the local community.



Sustainable Campus Committee Meeting

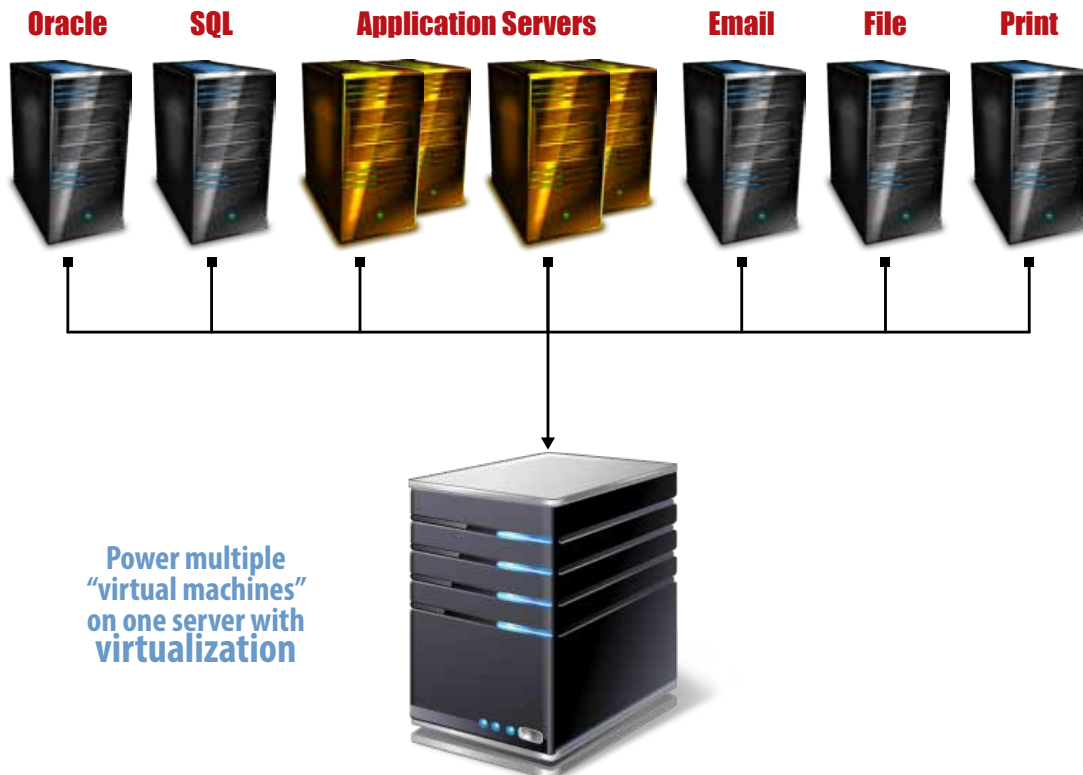
Five Steps towards a Greener Datacenter at Athens Office



During the past few years, the ISD infrastructure team has dramatically improved the performance and reduced the costs associated with our datacenter at the Athens office. The target was to align with the company's Go Green strategy. In our datacenter in Athens, we have followed the below five strategies to reach our goal:

1. Virtualization

By using virtualization we were able to reduce the number of physical servers from 200 to 14 and thus decrease the carbon footprint.



2. Improved Overall Storage Practices

We have applied several storage techniques to enhance storage efficiency and reduce costs.

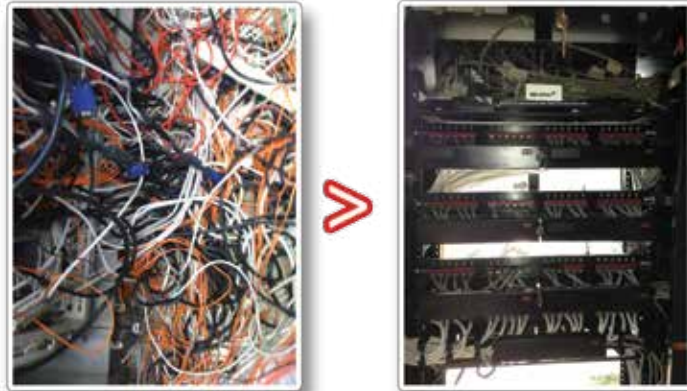
- Tiered Storage: Four-Tier storage helped us increase effective utilization of storage resources, improve our performance and reduce costs.
- Data duplication: To improve backup speeds and better utilize the storage.



Five Steps towards a Greener Datacenter at Athens Office

3. Hardware Refresh Cycle

Replacing older hardware every five years will result in significant cost and energy savings. New hardware now offers green, energy-efficient options, a smaller foot print and better management.

**4. Datacenter Airflow**

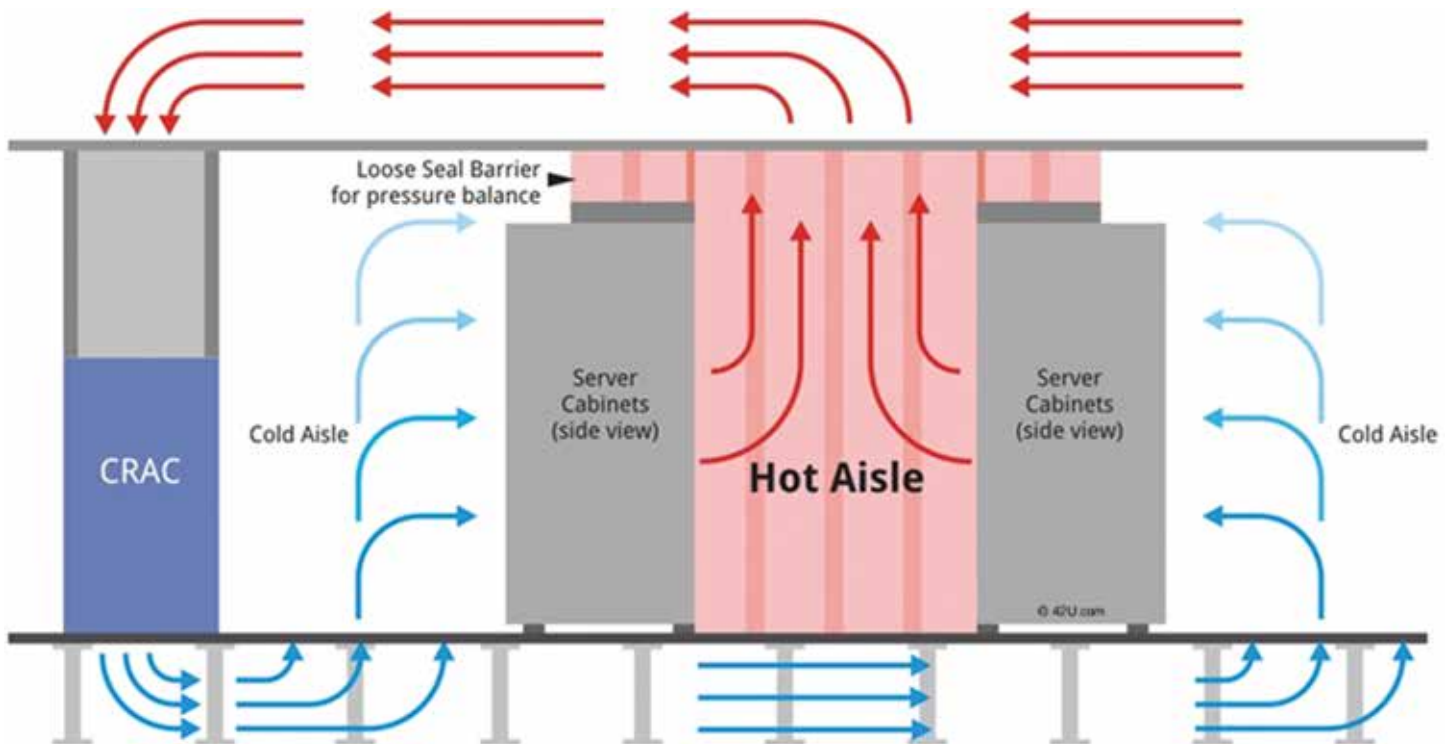
We have applied the following strategies to optimize the cooling in our datacenter:

a. Hot Aisle/Cold Aisle design:

Equipment is placed on racks to ensure that air intake comes from a cold aisle and all output air is expelled into a hot aisle.

b. Datacenter Temperature: The datacenter should not feel like a freezer; overcooling in a datacenter is a common problem.

c. Replaced the air conditioners with VRF types (Variable Refrigerant Flow): The VRF results in superior energy savings, redundancy and sound levels as low as 23dB.



Five Steps towards a Greener Datacenter at Athens Office

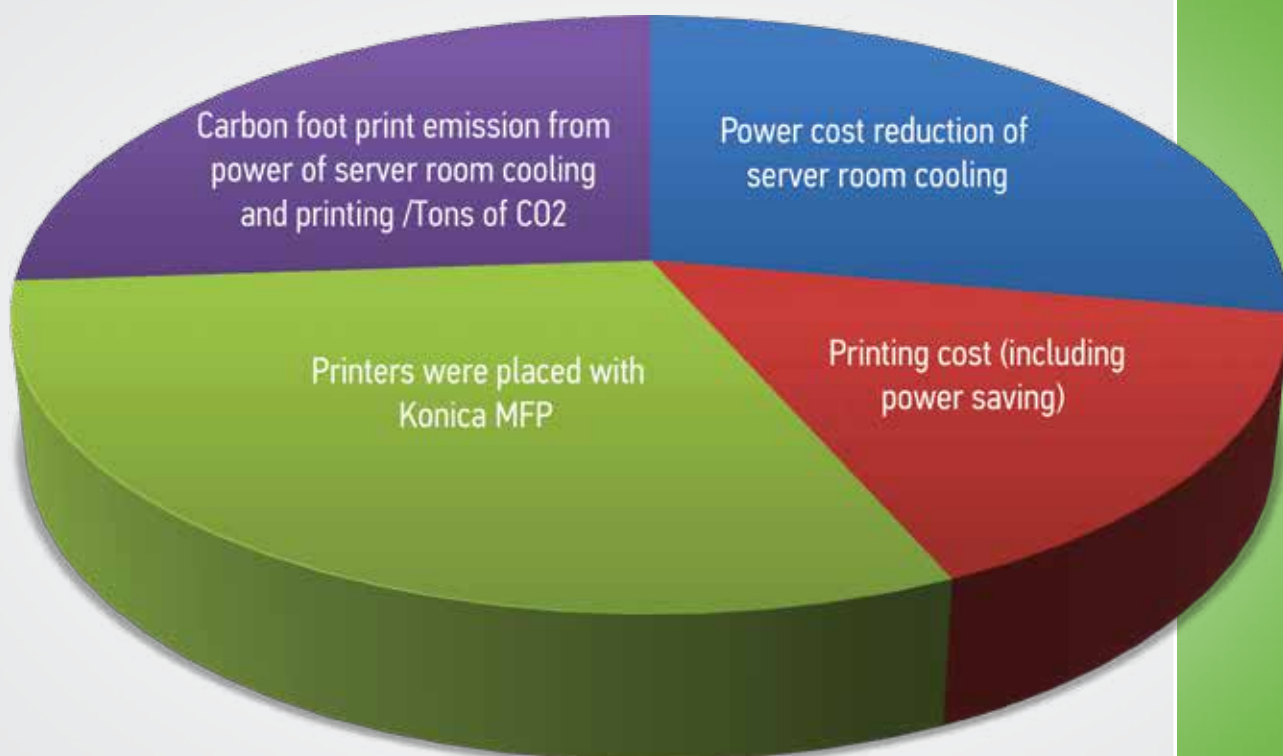
5. Multifunction Printers (MFP) and Managed Print Services (MPS) with Security

By choosing the right printer model that has all the features that the user needs in terms of printing and security, we were able to cut down the number of printers by more than half. Printing is now also secure as all the new MFPs have access card readers that will enable the users to use their existing security cards to collect their printouts.



To summarize, the five steps above have led to the reduction in costs in the Athens datacenter as shown below. Our next goal is to implement these steps in other areas and projects.

- Electric power cost reduction of server room cooling is down by 67%. It decreased from 162,000KWH/year (24,300€/year) to 54,000KWH/year (8,100€/year). Saving = 16,200€/year.
- Printing costs including power saving are reduced by 37%. They decreased from 130,944€/year to 95,577€/year. Saving=35,368€/year.
- Printers were reduced by 67%. 85 printers were replaced by 28 MFPs. Saving=57 Printers.
- Carbon footprint emissions from the server room cooling and printers were reduced by 60%. They decreased from 178 TONs CO₂/year to 70 TONs CO₂/year. Saving = 108 TONs CO₂/year.





CONSOLIDATED CONTRACTORS COMPANY

**COMMUNICATION ON PROGRESS
2014**



Appendices

❖ Certificate of Appreciation ❖

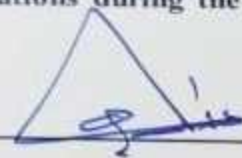
This Certificate is awarded to

CCIC (Mesaieed)

for compliance and excellent execution of food safety/hygiene regulations during the year 2014.



ABDULLATIF IBRAHIM AL-MOHANADI
MANAGER, INDUSTRIAL CITIES OPERATIONS



ADEL ESMAEL RAHIMI
MANAGER, MESAIEED INDUSTRIAL CITY

November 27, 2014