CONSOLIDATED CONTRACTORS COMPANY

UNITED NATIONS GLOBAL COMPACT INITIATIVE

COMMUNICATION ON PROGRESS

2015

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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 by far the largest Engineering, Procurement and Construction Company in the Middle East and is currently rated by the ENR magazine as #22 among International Contractor Companies. CCC currently operates in 40 countries across 5 continents, employs over 110,000 employees from over 85 nationalities, building some of the most challenging and complex facilities.

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

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

CONSOLIDATED CONTRACTORS COMPANY

COMMUNICATION ON PROGRESS
2015

STATEMENT OF CONTINUED SUPPORT

Management Commitment to Corporate Social Responsibility and UN Global Compact

Consolidated Contractors Company, since its inception more than 60 years ago, put Corporate Social Responsibility as one of our Core Principles of operation and it is reflected in all that we do. When the United Nations came with UN Global Compact Initiative, CCC were among the first to join and support it, and we continue to do so.

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)

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. CCC has approached this response in relation to the following four key areas – Human Rights, Labor, Environment and Anti-Corruption.

CCC's ongoing commitments display 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 access 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

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,
- Food and hygiene, and
- Safety and the relevant to these three parameters regulations, standards and achievements on our project sites.

Workforce well-being is at the core of human rights. Work stress, tight deadlines, distance from family, long working hours and many other life and work pressures are contributing factors that affect our workforce's welfare and lead to stress, depression and feelings of anxiety among others. In CCC, we acknowledge the fact that that the good of our workforce is beneficial for both the staff and the business and we are performing a number of actions to improve workforce well-being beyond the industry standards, namely:

1. **Management of work related stress**

On all our projects, we conduct Pre-employment Medical Screening that covers the psychological aspect of the workforce. On regular bases *(i.e. semiannually or annually)* a post-employment medical screening follow up is conducted, part of which measures any work related stress. With stress becoming such a valid concern, we are including it as a factor in our risk assessments and therefore aim to cut down these figures to as low as reasonably practicable.

2. **Creation of a healthy working environment**

We strive to create an environment for our project staff that is both safe to work for and healthy to live in. We pay particular attention to helping our workforce release the work stress of the day.

We achieve this by constantly improving the conditions of our worksites and off accommodation by:

a) Ensuring that everyone involved in the production of our work is treated with respect and that the worksite is safe, comfortable and conducive for work
b) Developing and maintaining a worker welfare plan

c) Ensuring worker accommodation and associated facilities cater to the needs of the staff by providing access to areas such as social events, vocational training, retail services, to name a few
d) Providing for different nationalities to be in separate dormitories
e) Providing recreational and welfare facilities such as cinema rooms, exercise and outdoor recreational areas, as well as sporting and religious facilities

3. Adding to workforce benefits

We run generous monthly incentive schemes for good HSE performance for construction personnel, HSE staff and office staff (Administration, Technical support, others, etc.), such as best near miss report, hazard spot prizes, supervisor/foreman of the month and other

4. Communication with the workforce

Often, the best way to ensure that our staff have everything they need is to ask them. The benefits of doing so are two-fold. First, we will be getting the information we need on how to manage our workplace. Secondly, communication in itself is one of the most effective ways to boost morale. Additionally, a Labor HSE Committee is established on all CCC Projects. In this committee, the labor force are more involved in safety in order to foster ownership and feedback in terms of safety issues at the worksite. Through this committee, selected representatives of the workforce have the capacity to raise safety enhancing ideas or concerns to the Project Management Team.

5. **Medical/Health Culture**

Building a culture of health involves all levels of the organization and establishes the workplace health program as a routine part of business operations aligned with overall business goals.

CCC's culture of health is the creation of a working environment where employee health and safety is valued, supported and promoted through workplace health programs, policies and benefits. The wellness lifestyle is a positive notion for achieving wellness when we find ourselves in good enough shape to do what we like without difficulty, when we can manage stress without being overcome by it, when food is a healthy pleasure and not a daily obsession, when physical activity and exercise are an integral part of our week.

To achieve the above goals, CCC has a health/medical policy that is highlighted by the health prevention and reporting as well as the health management promotion initiatives.

Our above initiatives and their results have not gone unnoticed at our "Expansion of the Bab Gas Compression Project" in Habshan, outside Abu Dhabi UAE, where our employer acknowledged our application of Safe Working Practices during 2015 with the below Certificate of Appreciation.

Petrofac
Petrofac Emirates

Certificate of Appreciation

This certificate is awarded to

CCC - BTG
CAMP MANAGEMENT TEAM

In recognition of the camp team's valuable support in performing "Safe Working Practices" from June 2014 to January 2016 at the **Expansion of Bab Gas Compression Project, Habshan, United Arab Emirates**

Charlie Manning
Sr. HSSE Manager, Petrofac

Brian Lincoln
HSSE Manager, CCEP

Below we have a selection of representative photos displaying our qualified accommodation camps and food & hygiene practices at our BTG Camp Operation in Habshan, Abu Dhabi UAE:

Our kitchens cater to the various dietary habits of our multicultural workforce (photos from our Riyadh Metro Project South Village Mess Hall):

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

In CCC, we understand the importance of due diligence with respect to the Human Rights practices of our subcontractors and suppliers.

A typical example is demonstrated in our relevant HSE policies. All subcontractors, stakeholders and suppliers are to implement and follow CCC HSE Management System requirements as follows:

1. The subcontractors shall fully meet and comply with the requirements of CCC HSE&S management system, HSE&S management plan and HSE&S procedures as applicable to and approved for the specific project.

2. For specialized tasks, activities or work scope that are to be executed by a subcontractor, and are not covered by CCC HSE&S management system, HSE&S plan, or HSE&S procedures, then the Subcontractor shall submit their HSE&S Procedures covering the specialized tasks, activities, or scope of work for CCC approval. Approved procedures covering the specialized tasks, activities, or scope of work shall be considered part of CCC HSE&S management system, HSE&S plan, and HSE&S procedures applicable to and approved for the project.

3. In the case where subcontractors are required to have their own HSE&S staff for any activity they will have to submit to CCC Project HSE&S department, CVs of their staff for approval by the CCC HSE Department.

4. We ensure that only approved HSE&S staff are working on our projects. The approved HSE&S staff cannot be replaced or released without CCC's prior written approval.

Our Midfield Terminal Project in Abu Dhabi UAE remains our flagship project with respect to due diligence practices.

As stipulated in the contract documents, all engineering, construction and commissioning works on the Abu Dhabi International Airport – Main Terminal Building project shall be executed in accordance with the local Estidama principles & requirements.

Estidama, which means "sustainability" in Arabic, is an integral part of Abu Dhabi's Vision for 2030. The Estidama Pearl Rating System is a framework for sustainable design, construction and operation across the Emirate of Abu Dhabi. The Abu Dhabi Executive Council has mandated that all new communities, buildings and villas be required to achieve the minimum one Pearl rating. Government-owned and operated buildings are required to achieve at least a two Pearl rating. MTB has a 3-Pearl Rating requirement which means that the requirements are of the strictest to be found in the industry.

Human Rights due diligence as demonstrated in accommodation arrangements, food & hygiene conditions and Labor practices are very high on Estidama's agenda.

In our capacity as the General Contractor (in the TCA JV) we require all subcontractors to fully comply with and adhere to the Estidama requirements.

All Subcontractors are required to have fully made themselves aware of the ESTIDAMA requirements for the works. They are also requested to submit an "Estidama Execution & Compliance Strategy" that clearly explains how they intend to manage and execute the Estidama obligations for the three pearl rating. The plan should be submitted to the General Contractor before mobilization.

Subcontractor compliance is ensured by close monitoring of their record through all the commercial and construction phases:

Bidding Stage:

- Project specific sustainability requirements are embedded in the tender documents
- Clarification meetings are held with various bidders to ensure they fully understand the requirements

Selection Stage:

- Upon selection of subcontractor a dedicated sustainability kick-off meeting (KOM) is held in the presence of their senior project management team, the Contract sustainability requirements are again presented and a CD containing all the regulatory framework documentations (plans, procedures, laws, etc.) is handed over to the subcontractor and an acknowledgement sheet is collected and kept on file

Execution Stage:

- Training: subcontractor senior staff and related personnel are trained by the main contractor on the project's sustainability principles. Each subcontractor is then requested to establish and implement their own detailed sustainability training plan (either in-house training or utilizing 3rd party consultants)

- Deliverables: the subcontractor is requested to put forward a submittal log/matrix for their own sustainability plans within the agreed period

- Reporting: subcontractors are enforced to report their sustainability performance indicators on weekly and monthly bases using the provided templates. Main Contractor then run "trend analysis" reviews and compare the actual performance against the targets & goals

- Sustainability audits are scheduled and carried out using standardized template/checklist

- Delays or non-compliance is penalized through withholding monthly progress payments

- Compliance and good performance is rewarded monthly through Subcontractors' League where the leading subcontractor is awarded the "Best Subcontractor of The Month " Award

Post-Completion Stage:

- The subcontractor's performance (in terms of sustainability, HSE, Estidama, etc…) during the whole duration of the project is evaluated using the Subcontractor Performance Report template. This report can later on be used as a tool to decide on whether this particular subcontractor can be recommended for future jobs or not

Our MTB project offers us the necessary experience and knowledge to expand the industry leading due diligence practices to an ever-increasing number of our construction sites, which remains our main goal.

LABOUR

UN GC Principle 3 – The support of freedom of association and the recognition of the right to collective bargaining

The engagement and development of our people are critical to business operations. Professional development is constantly one of our top priorities as diversity is constantly prevalent in the workforce. Taking all these factors into consideration the company advocates constant and open communication between all levels of staff and this is supported though the open channels that are in place.

We are continuously working towards the local advancement of communities and their people in the countries that we operate and we have set targets to support the organization of programs designed to maximize value creation, including promotion of employee volunteering, creation of employment positions and education programs.

In 2015, there were no human rights breaches reported at any of our sites, projects and offices.

UN GC Principle 4: The elimination of all forced and compulsory labour

As a devoted upholder of the United Nations Universal Declaration of Human Rights (UDHR), CCC adheres to the labour laws of each country and provides its staff with the relevant and applicable compensation.

All suppliers used by CCC have provided the company with straightforward and descriptive licenses for their scope of work and supplying of materials and services. We also check that suppliers utilized by the company adhere to federal labor laws of each reciprocal country for avoidance of unbecoming business practices.

UN GC Principle 5: the effective abolition of child labour

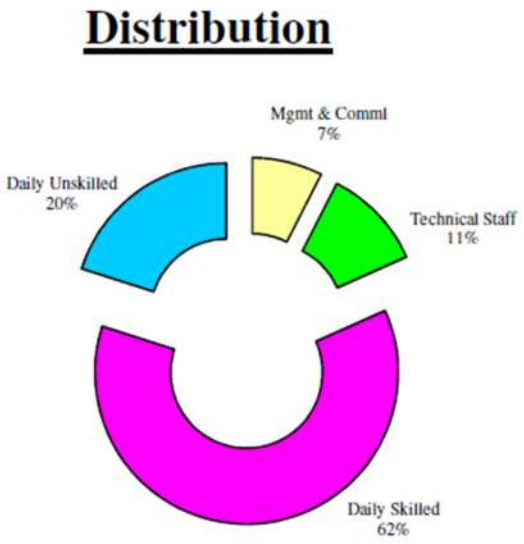
CCC is adamant in the international directives of not employing persons below 18 years old at all projects, areas and offices. This notion has been a core ideal and procedure of the company since its inception.

We support all initiatives directed towards the protection and propagation of children's health, wellbeing and interests. These notions are achieved with direct engagement of staff members' children in various company activities such as family activity days, interactive child-parent seminars, company excursions and participation in various volunteering programs to name a few.

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

The company currently employs over 110,000 staff from over 85 nationalities around the world, reflecting an 8.6% increase when compared to end 2014. This rise is mainly reflected in the difference of an increase of 3% in the daily skilled staff, whereas a reduction can be seen in management and commercial staff and the daily unskilled staff, a decrease of 1% and 2% respectively.

The distribution of work force for 2015 is shown below:



An effort was made during 2015 to tabulate and present concise male/female ratios in the countries where social challenges should be met concerning female employment. Areas of operation where this occurs come to a total of ten, in addition to European countries such as the United Kingdom, Italy and Greece where the managing office is located. The aggregate amounts of the Middle Eastern countries reflect a 12.3/87.7 female/male ratio of staff and European staff amounts to a total of 33%. Collectively, the female/male ratio of the entire company comes to 18/82, expected to not have large fluctuations in the future as it has also been observed in the past.

Making changes in a work environment entails an all-level engagement. The key is proceeding with simple amendments that can assist in a smooth transition. Efforts can be then multiplied through raising understanding that can be propagated through the operational network or for individual needs and practices inside the organization.

The above is evident through the several seminars, workshops and vocational training that are held on an annual basis for staff at project offices and sites. Once again, for 2015, training has been calculated to equal to one training day per employee regardless of where he/she is located.

We are continuously adhering to policies put in place when it comes to equal opportunities and treatment in employment and occupation regardless of gender, race, religion, nationality and other such demographics. Differentiation of staff is made with criteria such as qualifications, work experience, skills acquired and needed, specialized education undertaken, etc., that are relevant to each unique job position.

Communication is the most significant aspect to guarantee all-time efficiency. If adequately provided, guidance and orientation can motivate staff to get enthusiastically involved in implementing policy, and have impactful consequences internally and externally.

Open lines of communication are constantly encouraged and promoted in all areas of operations as this helps promote active engagement between management and staff for addressing issues and finding solutions to any problems that may arise.

Engagement and consultation is supported by communication achieved through the quarterly Bulletin magazine where featured articles discuss an array of subjects of the company, and the Knowledge Management internal platform where staff can display write-ups on several business, social and vocational issues occurring in the company. This platform also allows for other staff who read these articles to comment and weigh in their opinions in order to engage further interaction.

ENVIRONMENT

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

Sustainability Policy

CCC's Sustainability Policy (*enclosed*) crystalizes our environmental commitment with respect to our construction operations, including alleviating environmental impact, efficient use of resources and prevention of site nuisance. This policy defines the framework of sustainability within CCC and reflects the basic principles of conduct. All CCC projects follow CCC's Sustainability policy. *(Appendix 1)*

Sustainability KPI's

Dedicated to fulfill our sustainability commitments and in accordance to this policy, CCC has established key performance indicators (KPI's) and targets (example *enclosed*). These help us measure our economic, environmental and social performance. The KPI's are necessary to keep track of our progress, drive improvements and prepare CCC's Sustainability Report. The selected KPI's focus on sustainability issues that matter the most to CCC and are based on internationally accepted indicators and values (Global Reporting Initiative, UN Global Compact).

In 2012, we introduced a system for assessing our sustainability performance in relation to our projects and area offices. We closely monitor these metrics and share them widely within CCC. The objective being to work together towards overcoming challenges and fostering improvement ideas. In general terms, our KPI's provide us with a basis for strategic thinking, detailed planning and guided execution in terms of managing our energy performance. *(Appendix 2)*

UN GC Principle 8: Undertake initiatives to promote greater environmental responsibility

We emphasize on environmental excellence as being an integral part of our construction operations. One of the ways to achieve this is by applying initiatives to mitigate our environmental impact. At our projects, camps and offices CCC follows a meticulous sustainability strategy underpinned by detailed practices in the fields of energy efficiency, water conservation, renewable energy and overall environmental responsibility. Some of our applied measures include: solar power plants, PV powered lighting systems, wastewater treatment plants and recycling construction materials.

Examples of CCC's applied initiatives together with the specific results generated are included in the table below:

#	Initiative	Result
1	368Kw PV Power Plant	• Reduced electricity consumption by 381 Mwh per year • Offset 18,025 tons of CO2e emissions (annually)
2	PV lighting systems	• Reduced electricity consumption by 15.5 Mwh per year • Offset 10,7 tons of CO2e emissions (annually)
3	Solar heated water system (Total capacity of 11,500 lt.)	• Reduced electricity consumption by 547 Mwh per year • Offset 376.0 tons of CO2e emissions (annually)
4	Wastewater treatment plant (MBR technology) (Avg. capacity 250 & 900 m^3/day)	Reduced freshwater supply by 410,000.0 m3 (annually)
5	Low flow sanitary fixture installations	Reduced water consumption by 70,300 m3 (40%)
6	Recycling Concrete & Aggregates	• Total of 992,160 m3 recycled concrete & aggregates • On-site recycling offset 2,469 tons of CO2e emissions (annually) by avoiding transportation

Wastewater treatment plant

PV Power Plant

In fact, CCC has been internationally recognized for its dedication to environmental responsibility and sustainable development. Specifically, it received the **2015 Gold Award for "Energy Efficiency-Private Sector"** from the Dubai Supreme Council of Energy. The award was conferred in recognition of the initiatives applied at construction camps and site facilities of CCC projects in UAE (Habshan) and Qatar (Qusahwira). The Emirates Energy Award honors best practices and business leaders in the fields of energy efficiency and sustainability. Once again, CCC is confirming its worldwide leadership in construction this time by setting the example as a responsible corporate citizen.

Energy Efficiency-Emirates Energy Award

CCC Executives Receiving Emirates Energy Award

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

Green Building Contractor

We are involved in the development of environmentally friendly, energy saving construction projects, committed to fulfill the requirements of 'design for sustainability' and green buildings. Our business strategy is to provide holistic green building solutions covering the entire life cycle of infrastructure projects and including recourse-conserving use, environmentally friendly materials and efficient energy management.

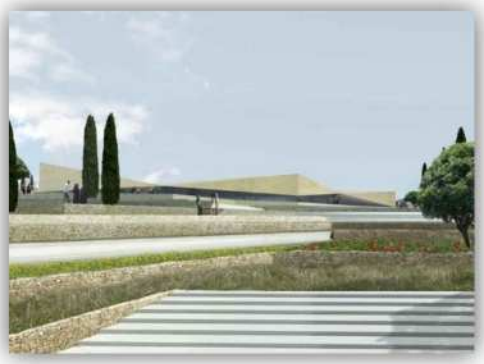
Our projects below set benchmarks for their green design and construction features:

No.	PROJECT NAME	LOCATION	PROJECT PHASE	
			DESIGN	CONSTRUCTION
COMPLETED				
1	**Princess Noura University Project**	KSA	Certified LEED Gold	Certified LEED Gold
2	**LMH Project (Multipurpose Hall at Lusail Sports Club)**	Qatar	Certified 3-Stars GSAS	Certified 4-Stars GSAS
IN PROGRESS				
1	**Abu Dhabi Plaza (Mixed-use development)**	Kazakhstan	Target LEED Silver (In-progress)	Target LEED Silver (In-progress)
2	**Abu Dhabi International Airport - Midfield Terminal Building**	UAE	Target ESTIDAMA 3-Pearl (In-progress)	Target ESTIDAMA 3-Pearl (In-progress)
3	**Riyadh Metro, Lines 1 & 2**	KSA	Target LEED Silver (In-progress)	Target LEED Silver (In-progress)
4	**Palestinian Museum**	Palestine	Target LEED Silver (In-progress)	Target LEED Silver (In-progress)
5	**New CCC Oman Head Office**	Oman	Target LEED Silver (In-progress)	Target LEED Silver (In-progress)
6	**CCC KIZAD logistic facility**	UAE	Certified ESTIDAMA 1-Pearl	Target ESTIDAMA 1-Pearl (In-progress)

Princess Noura University Project (KSA)

LMH Project (Qatar)

Abu Dhabi International Airport-MTB (UAE)



Palestinian Museum (Palestine)

LEED Headquarters in Oman

We wanted our new corporate headquarters in Oman to demonstrate our commitment to sustainable building practices. Therefore, CCC's new offices in Muscat are being constructed in accordance to the standards of green design and technology and aiming for a minimum LEED-2009 certification from the U.S. Green Building Council (USGBC). When complete, CCC's headquarters will be one of the first LEED certified buildings in Muscat. The project is a model for sustainable and economic development, which minimizes environmental impact and seeks to restore ecological resources. Aiming for certification, CCC applied and included many environmentally friendly elements, related to: energy and water efficiency, recycling and indoor environmental quality.

CCC Muscat Corporate Headquarters (Oman)

Anti-Corruption

UN GC Principle 10 The promotion and adoption of initiatives to counter all forms of corruption, 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 corruption in all its forms.

Systems

- CCC's Core Values, Guiding Principles and Code of Practice include our commitment to conduct business ethically in full compliance with CCC's Ethics & Anti-Corruption Program (EACP) and to fight corruption at all levels.
- CCC's "Ethics & Anti-Corruption Program" (EACP) Revision 2 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.
- Periodic training workshops are conducted across the Group to increase awareness of the staff on the implementation of EACP and the importance of fighting corruption.
- Internal and external auditing systems and management monitoring procedures are in place to ensure the prevention of bribery and corruption.

Actions

- Conflict of Interest Procedure was prepared and issued as an addendum to the Ethics & Anti-Corruption Program for immediate implementation.
- A new version of CCC's Core Values, Guiding Principles and Code of Practice was published to include the Arabic translation of the document. The new bi-lingual Booklet was distributed to all employees.
- In-house training workshops on Ethics and Anti-Corruption are regularly carried out in the different operational areas and projects around the Company. More than 100 employees holding positions of authority at different levels attended the training workshops and received their completion certificates in 2015.

- Development of a bespoke e-Learning Online Training Program designed specifically to cover CCC's Ethics & Anti-Corruption Program was completed and launched in early 2015. The Program is bi-lingual, English and Arabic, and is mandatory for all staff at all levels to complete it. New recruits joining the Company must also complete the training as part of their induction program.
- The Online Program was distributed to approximately 5,500 employees; acceptance of the e-learning concept was very successful and participation exceeded 90%. All participants who completed the program have received their completion certificates online and a copy automatically was sent to their personal files at HR Department.
- Annual declarations and commitments of staff are actioned as stipulated in the clauses of EACP.
- 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.

CCC's BULLETIN

Corporate Social Responsibility

News Section

January until December 2015

1st Quarter 2015

Issue 113

bulletin

Quarterly Magazine of Consolidated Contractors Company

Risk Management

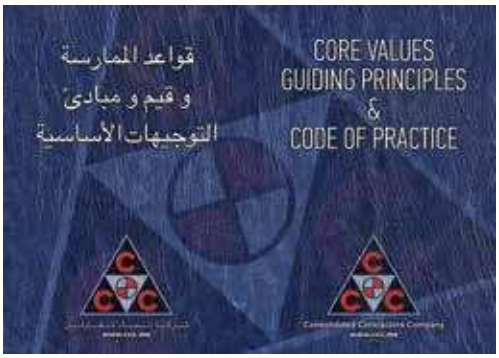
CSR News Report

Contribution to CSR Initiative

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

Core Values, Guiding Principles & Code of Practice

A new publication of the Core Values, Guiding Principles & Code of Practice Booklet containing both English and Arabic versions has been reprinted and individual copies are distributed for personal reference and keeping.



GREECE

Visit to the Archaeological Museum

The Athens Office CSR Committee organised a guided tour for CCC employees and their families to the famous Archaeological Museum of Athens on 8 February 2015 which was much appreciated. The National Archaeological Museum is one of the most important museums in the world devoted to Ancient Greek art. It was founded at the end of the 19th Century to house and protect antiquities from all over Greece, thus displaying their historical, cultural and artistic value. The Museum's collections - Prehistoric and Egyptian Antiquities, Sculpture, Vases and the Minor Arts and Bronze - are among the most comprehensive in the world.

Our goal is to introduce the archaeological treasures that our host country has to offer to the employees. With the help of tour guides, the importance of archaeology in Greece was underlined in a more explicit way and offered enhanced knowledge of the Greek culture to the foreign employees.

Clothes' Collection Campaign

Various humanitarian and charity organizations in Athens that help refugees and other impoverished people are raising awareness for the urgent need of clothes. Being aware of this fact prompted Athens Office CSR Committee to organise a collection of clothes among the CCC employees. 50 large boxes of clothes for adults and children and toys were delivered to the following institutions: Amigdaleza (Centre for Refugees), Boroume (Shelter for the Homeless/ Red Cross), Praxis (general care for unaccompanied minors and refugees), and Mazi Yia to Paidi (a children's care organization).

The donations were much appreciated by the individuals in need who received them, and they went on to express their sincere thanks to CCC and their employees for this honourable gesture.

Donation to the Municipality of Marousi in Athens

Over the years, CCC has gathered stocks of old and non-useable items including chairs, desks, PC's and their accessories, printers, photocopiers, scanners and various other obsolete items that were of no use to CCC. Instead of disposing these items to scrap, the Municipality of Maroussi was happy to take all the items in bulk and plan to repair and make use of them in the different facilities that they support. These include but are not limited to: schools, retirement homes, orphanages and others. We were assured that the donation was put to good use to help the needy organizations, and to save the environment by recycling the materials instead of letting them go to waste in scrap yards.

CSR - 3R's Campaign

Three years ago the Athens Office CSR Committee launched the CSR - 3R's "Reduce - Reuse - Recycle" Campaign for the purpose of raising awareness, implementing ideas and achieving goals related to the subject. A team was formed at the time and they implemented a few initiatives that are still visible today around the Athens Office but the members were relocated to different areas out of Athens and the campaign slowed down.

In order to revive this important and essential campaign, a new team has been formed to pursue the "3R's Campaign". The new CSR - 3R's Team will be developing awareness campaigns using in-house posters and other informatory means. Additionally, it will be implementing ideas and actions for achieving its goals and the team is also open to receiving new ideas and recommendations to complement their task.

3R's Teams from the different Areas are welcome to communicate with the Athens Office CSR team through "CSR-CCC" email address csr@ccc.gr.

KUWAIT

Beach Cleanup Drive - 2015

Kuwait Area accepted an invitation from the American Society of Safety Engineers - Kuwait Chapter - to take part in their Beach Clean-up Drive 2015 that took place on 21 March 2015 at Mahboula Beach. Due to the heavy rainfall that day, the organisers postponed the activity until further notice and left the beach but CCC's volunteers refused to leave before completing the job. **Thumbs up to our dedicated and persistent volunteers!**

CSR Volunteers of the Quarter

We are pleased to acknowledge the participation and continued support of the following volunteers towards CSR Initiatives in their respective Areas during the first quarter of 2015.

QATAR

CCC Qatar Management acknowledged **P. Gottumukkala** as the Active CSR Qatar Volunteer of the quarter due to his achievements. Prasanth played a great volunteering role by organizing, participating, communicating and providing volunteers feedback during the following 2013/2014 CSR Activities:

- Beach Clean-up (02 Activities).
- Blood Donation Campaign.
- Medical Mission for workers.
- Worker Cultural activities.

UAE

H. Ghanadreh, OHDD Project Dubai, was the major contributor to the Emirati Youth Engagement and Advocacy programme conducted at the project site for students from Heriot-Watt University, Dubai Campus. He made extra efforts to take the time out from his busy professional engagements to conduct the programme in two schedules. His efforts were lauded and graciously acknowledged by the Academic Head of University's Center of Excellence in Sustainable Building Design.

The Kazakh Golden Warrior Monument Unveiled

In line with CSR initiative, CCEP continues with the pre-set charity programme adopted for the different cities and villages in the republic of Kazakhstan.

The Golden Man, whose remains were recently discovered near Kulsary City, are of great endearment to the people of Kazakhstan seeing as it is an important historical discovery.

The Kulsary municipality has requested CCEP to contribute by sponsoring the construction of the Golden Man Monument at the main square of Kulsary City.

CCEP Management accepted with great pleasure and has financed the construction of the Golden Man Monument to the impressive size of 2.5 m x 5.0 m.

The opening ceremony of the Golden Man Monument took place recently and was attended by many government representatives: the Mayor of Kulsary City, deputy head mayor of Atyrau, delegates, media representatives and local authority envoys from Atyrau, Oblast, together with Consolidated Contracting Engineering & Procurement SAL - Offshore CCEP.

A. Mushtaha, the CCEP Public Relation Manager, stated that:

"We are proud to be representatives of Kazakhstan where history was made and culture existed. The discovery of the Golden Man in Kulsary City has added valued proof of the deep history that this country exhibits. Congratulations are due to the Kazakh people in unearthing this monument."

Unveiling the Golden Man statue in Kulsary City

On this occasion, Maksim Shafekevish, the Mayor of Kulsary extended his appreciation of the continued efforts and support of CCEP - Kazakhstan branch, and he requested to forward his gratitude to all CCIC/CCEP Management and employees for their support of the Kazakh culture. He granted Ghazi Anouti, Area General Manager - KZ Area, the certificate of appreciation for his limitless support.

Despite the cold weather and chill winds experienced during the day of the ceremony, many people of Kulsary City attended the celebration events performed in the main square of Kulsary City.

Local press media and TV covered the unveiling of the Golden Man Monument ceremony.

Maksim Shafekevish, Mayor of Kulsary City, presented a certificate of appreciation to Ghazi Anouti, CCIC/CCEP Area General Manager KZ Area

N. KADDAH

A Special Case from Gaza

A CCC employee granting Bilal a laptop so that he can continue his university studies.

Bilal and the CCC employee discussing his studies at Al Quds Open University.

The destruction that Gaza underwent during Israeli bombing in July 2014.

Bilal Abu Zaher, a 24 year old resident of the eastern Gaza border area, was severely injured during the war in Gaza in July 2014. During the Israeli bombing in Gaza, Bilal fell out of the second floor of his home. He suffered extensive physical damage: a brain clot that has impacted his memory and paralysis is gradually overtaking his body.

However, none of this impacted his determination to study. He is currently enrolled at Al Quds Open University where he is undertaking a degree in English Language Education free of charge. Facing severe economic hardship, Bilal along with his family, live in a tent with very basic amenities. Bilal has a straightforward aim: despite all odds and his physical disabilities, he is determined to succeed and gain his degree with flying colours.

A CCC employee, hearing of this young man's impressive story, took it upon himself to extend a humanitarian helping hand to Bilal. He provided Bilal with a second hand laptop (so that he can continue his studies regardless of his disabilities), clothes and fresh bedding.

This only highlights the fact that when you have a dream, you can make it materialise despite all odds.

Qatar: Worker Traditional Celebrations & Sports Activities

CCC believes that a company needs to be responsible for its actions socially, ethically, and environmentally. CCC recognises and understands its commitment towards 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 impact that is long-lasting.

CCC Qatar has made concrete efforts to update and expand the scope of worker welfare and to give workers a voice in deciding what they need. Measures to this end include Worker's Welfare Act, which provides funding for religious traditional festivals, cultural programmes, musical nights, outdoor and indoor tournaments, sports events and other needs. These activities are all aimed at improving the quality of workers' lives, as well as improving job efficiency.

CCC Qatar participated in many CSR activities during 2014/2015. Some of these activities were:

- Religious Traditional Festivals (Onam, Christmas, and so on...)
- Musical Nights and Cultural programmes (New Year, Qatar National day, and so on...)
- Outdoor Sport Tournaments (Basketball, Volleyball, cricket, and so on...)
- Indoor Tournaments (Carrom, Chess, and so on...)

Basic Needs Met in Tanzania

C. Underhill discussing the need for mental health services at a Basic Needs Foundation presentation.

Basic Needs Foundation members and G. Deeb combining forces to advocate for better mental health services.

G. Deeb, Chris Underhill and J. Mbatia standing together in the name of improving mental health services in Tanzania.

CCC operations began in Tanzania in late 2010 after being awarded the "Upgrading of Tunduma Ikana Road Project (64km) to Bitumen standards." Our client was the US Government through its local entity Millennium Challenge Account-Tanzania (MCA-T); the consultant was EGIS International. The project was fully completed in late 2013 and was followed by a one year maintenance period.

Since its establishment in Tanzania, CCC has undertaken multiple CSR initiatives that aimed to improve the lives of disadvantaged Tanzanians, the latest of which is CCC Tanzania's sponsorship of Basic Needs Foundation - Tanzania (BNF-TZ).

BNF-TZ is a non-profit organization working to address the lack of access to quality healthcare and support for the mentally ill through the provision of technical training for health care workers and community empowerment. It is a crucial organization since it is estimated that only 20% of the estimated 2.5 million people that suffer from mental illness within Tanzania have access to mental health services. Without access to a functioning mental health care and support services, the mentally ill are increasingly vulnerable to poverty, poor health outcomes and discrimination.

The elements of the sponsorship were decided through a consultative process between CCC and BNF-TZ so as to ensure that any support offered by CCC would be effective at improving the strategic outcomes of BNF-TZ. To this end, CCC has donated a Double Cabin Toyota Hilux from its project assets to the BNF-TZ head office located in Dar Es Salaam and agreed to subsidise administrative costs of the organization for an initial period of six months; this support will be reviewed later on by Athens Office for possibly extending such period.

At a BNF-TZ launch held on the 24 February 2015 in Dar Es Salaam, that was attended by George Deeb - Contractor's Representative for CCC-Tanzania - the trustees of BNF-TZ publicly extended their deepest gratitude to CCC and to its President for the support and generous donation.

UAE: Youth Engagement & Advocacy Programme

Some of the students attending the presentation.

As part of the Dubai Emirates programme for youth empowerment, students studying in UAE Universities and Colleges are encouraged to gain access to the latest technologies and developments implemented in order to gain professional skills in terms of modern technological application. We are proud to say that CCC is continuously approached by universities in order to support final year university students by giving them access to our construction sites so that they gain on site experience.

Opera House Downtown Project, Dubai, had the privilege of hosting 45 postgraduate civil engineering students from Heriot-Watt University, Dubai Campus. The occasion was utilised by the students to gain exposure in a busy work environment and acquire skills that would help shape their career path. Students were able to gain insights into construction technology and witness the professional expertise of CCC engineers working on the project.

Presentations about the technical features of the project and the modern construction technologies and processes applied at OHDD were given to students.

The students that attended the programme were from the School of the Built Environment. They stemmed predominantly from construction and real estate backgrounds and this rendered the programme quite pertinent to the participants. The students were briefed about the engineering design of the project, proper perspective of engineering plans which consequently enabled them to grasp clear understanding of complete construction technologies and how they can be used to transform basic plans to practical project realities.

This comprehensive CSR programme conducted at the behest of OHDD Project Management was praiseworthy and thought provoking.

Both students and project team members that had organised the event enjoyed the process, the positive atmosphere and were pleased with the outcome.

A group of students photographed together with the project staff.

M. MAMUNNI

UAE: Al Noor Foundation for Special Needs Children

Al Noor Foundation is a leading training centre for children with special needs in the UAE. The services rendered by the foundation for children with special needs are exemplary and it maintains the highest appreciation levels among the society and local administration for its esteemed services. Every year they hold a successful fundraising event called Hope for Children, involving corporate companies and the general public.

This year the UAE Area CSR Department participated in the Hope for Children fundraising programme by accepting 500 fundraising coupons. These coupons were offered to employees from Area Departments and OHDD Project for voluntary acceptance. Approximately 400 employees cooperated with mass enthusiasm and all of the 500 coupons were taken up quickly.

The Hope for Children fundraising event culminated with a Family Fun Fair, a community event filled with a lot of fun and excitement for all. The event was certainly a rewarding one for us as it highlighted growing interest in charitable activities among our employees. The fund collected was handed over to the Senior Fundraising Executive of Al Noor Foundation in their premises on 26 February 2015.

Presenting the fund collected to the Senior Fundraising Executive of Al Noor Foundation.

Children with special needs at the Al Noor Foundation.

USA: CSR News from the Morganti Group

Morganti Young Professionals

Founded in January 2015, Morganti Young Professionals (MYP) consists of the younger generation of Morganti employees. The MYP will be focused on achieving numerous goals: community outreach, internal growth, networking and business development. They will be making an effort to participate in various community activities including Habitat for Humanity, food drives, toys for tots, community specific walks/runs, and so on. Community outreach will also tie into business development. The MYP can focus on community involvement within targeted areas to gain positive exposure for Morganti. Eventually, this generation will grow into the future project managers, executives and possibly more advanced management positions.

Morganti Mentor Protégé

Morganti recently initiated a Construction Management Mentor/ Protégé Programmw to aid in Small Business and Minority Contractors' participation goals in local cities. They recently signed a mentor protégé agreement with Verdi Construction Company of Bethel, CT and Optimum Building & Inspection Corporation in Springfield MA. A key goal of Construction Management Minority Mentor/Protégé Programme is to coordinate, train and assist small and/or minority owned-companies to win contracts with large companies. With their years of experience, Morganti can help these companies accelerate their growth by focusing on those with the potential to succeed and create jobs. Morganti will act as a mentor, meet with company owners and advise them on improving operations and building strategies, while connecting them with larger customers. The goal is to help small companies grow into bigger ones so they can make a greater contribution to the local economy.

Morganti Sponsors Lebanon-American Club Exchange Programme

Morganti sponsored an exchange programme offered by the Lebanon-American Club of Danbury this past February. Danbury teacher Kevin Haddad recently got a chance to visit the International College (IC) in Beirut, Lebanon. IC is a K-12 school that follows the International Baccalaureate Curriculum—known as the Primary Years Programme (PYP) in their elementary school. Classes are taught in either English or French—they have three sections of each at each grade level. They also offer additional Arabic language instruction, as well as Music, Art, and P.E It was beneficial for Haddad to see how they incorporate technology in their classes and to see the subtle cultural differences in the classroom. In turn, Haddad was able to serve as a knowledgeable resource in the classrooms as well. Questions about what America is like were raised and teachers were advised about American instructional strategies. Morganti was proud to sponsor such a valuable programme and partake in the diverse community where they do business.

2nd Quarter 2015

Issue 114

bulletin

Quarterly Magazine of Consolidated Contractors Company

CCC "Energized"

The Story of CC Energy Development

Contribution to CSR Initiative

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

GREECE

Safer Internet Awareness Campaign

In line with our commitment to the welfare of our employees and families, Athens Office CSR Committee organized a Safer Internet Awareness Workshop and Presentation on 16 May. Three sessions were conducted by a UK Cyber Security expert for parents and their children (they were subsequently divided into two age groups). The sessions were a great opportunity to highlight Internet safety issues such as online damage reputation, cyber bullying, cyber grooming and so on. All participants were very appreciative of the exposed threats.

Fun moments in Attica Zoological Park

Attica Zoological Park is the largest animal park in Greece and is definitely worth a visit by all means. The Athens Office CSR Committee embraced the idea of organizing a visit for the employees of Athens Office and their families. On a sunny Saturday afternoon, around 200 visitors with ages ranging from 1 to 60+ showed up to participate in our initiative. Not only was this a unique chance to see some of our planet's most impressive animal inhabitants but also a comprehensive educational activity on how these animals live in their natural environment and the risks many of them are facing for their existence. Many of our younger visitors had the privilege of participating in the animal feeding - an experience that will surely remain in their memories.

CSR - 3R's - Personal Paper Recycling Box

The first initiative for this year was the redistribution of the Personal Paper Recycling Boxes to all Athens Office employees (to those who do not have or they need to be replaced). These boxes are placed on or next to the employees' desks within reach for depositing the unwanted documents rather than disposing them in dustbins. When the boxes are full, they are emptied in the main recycling containers that are located on the floors.

OMAN

Beach Cleanup Drive - 2015

In continuation of the Development of Muscat International Airport Project's CSR commitment supporting the local community in Oman, 24 of our project-used computers were donated to local schools and orphanages including Markaz Riaayat al Toufoula (orphanage), Kaaeb Bin Zeid (local school) and Al Tafaouk (local school). Moreover, an additional 14 computers have already been prepared to be distributed to other local schools shortly.

This initiative allowed us to give back to the local community by assisting children to grow and extend their computer knowledge and education. Our computers have an extended life cycle, ensuring that anything that can be re-used is recycled and benefited from.

CSR Achievements at the Australia Pacific LNG Project

The Australia Pacific LNG project is a joint venture between Origin (37.5%), Conoco Philips (37.5%) and Sinopec (25%) to monetize coal seam gas reserves in the greater Queensland (Australia) interior via liquefied natural gas. Origin is responsible for the Upstream scope (drilling of wells, gas production, gathering, initial treatment and transmission of the gas via pipeline) and Conoco Phillips is responsible for the Downstream scope (the LNG plant and related facilities, shipping and marketing) of the project on behalf of the joint venture.

CCC and its joint venture partner McConnell Dowell Constructors (MCJV) contracted to Origin for the upstream project to deliver the Main Pipeline System on an Engineer, Procure and Construct (EPC) basis.

In a single delivery team approach, both client and contractor have committed to contributing to local communities, improving the quality of life of their employees and their well-being, and positively engaging with society at large. MCJV has actively considered and managed the social and environmental impact of their decisions which were key to the success of the CSR initiatives.

At MCJV we take pride in our CSR achievements that have continuously included a broad range of practices and activities including charitable donations, cause-related branding and business strategies that address community issues. The client, partner, and CCC's CSR initiatives have influenced our commitment and increased the frequency of selected services and practices.

CSR Achievements at the Australia Pacific LNG Project

YEAR 2010

CSR Initiative - Donate Money - Charities

YEAR 2011

CSR Initiative - Donate Money - Charities & Support Community through Volunteer Work

YEAR 2012

CSR Initiative - Donate Money - Charities, Support Community through Volunteer Work, Sponsorship, Indigenous Employment and Training & Development

YEAR 2013

CSR Initiative - Donate Money - Charities

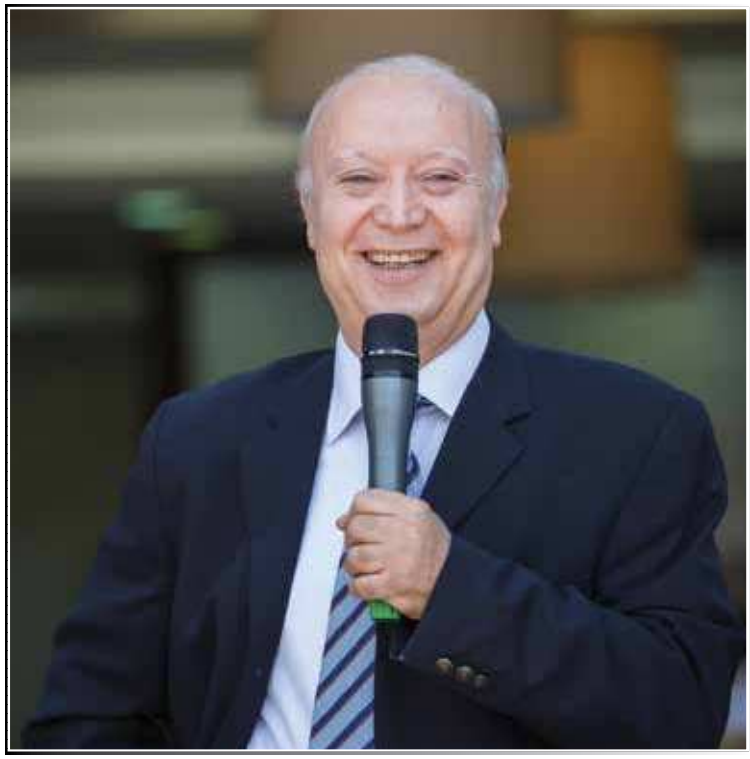
YEAR 2014

CSR Initiative - Donate Money - Charities and Donate Goods

CCC Egypt Memorable Photo Gallery Event

CSR Egypt organized a Memorable Photo Gallery event that brought together the majority of CCC Egypt office staff to cherish and remember the CCC family spirit that is at the core of company culture and values. Egypt's CSR team wanted to celebrate the CCC Egypt family by collecting photos from staff in projects and offices. With everyone's participation we were able to build a large photo database which was put on display to share both personal and memorable photos of colleagues, project teams and departments in the CCC Egypt Office.

The gallery reflected the faces of CCC Egypt across the years since its early presence in the late 1980s. This event was shared in the presence of Mr. Samih Zaben and Mr. Bassam Daher who addressed the staff about the history of CCC Egypt's projects and CCC Egypt's future plans and possibilities. Mr. Daher made a special tribute to staff members that have been with CCC Egypt for more than 25 years and continue to be committed and loyal to the company - he also encouraged staff to remain actively involved in CSR initiatives and growth.



The gallery included photos dating from the 1990s until 2015. A timeline was also visually presented outlining projects completed between 1986 and 2015 - thus highlighting a total of 24 projects and the establishment of Building Information Management (BIM), CCC Central Estimation Department covering North Africa tenders and CCC Build Units.

The event was held over two days. On the first day it was held in the Egypt Area Office in the presence of Area Office staff, BIM staff and CCC Build staff. The event then took place at the Nile Corniche Project (NCP) where Mr. Zikar Masroua addressed the NCP staff during the event. Both events were a success in that they brought together all attendees in a friendly environment to remember and reflect on the many pleasant memories they shared across the projects and offices with their colleagues and associates.

CCC Egypt Memorable Photo Gallery Event

CSR Volunteer of the Quarter

We are pleased to acknowledge the participation and continued support of volunteers towards CSR initiatives in their respective areas during the second quarter of 2015.

ATHENS OFFICE

Abdelhamid Abdelhamid

... is a very active and dedicated volunteer who has continuously proven to be very willing to help and support the activities organized by the Athens CSR Committee since the early days when the committee was founded.

Every Christmas and Easter he takes it upon himself to prepare and cook more than 500 portions of food that he then distributes to homeless people in the poor areas of Athens. Because of his long and dedicated volunteering initiatives towards the community, he is nominated to be the Volunteer of the Second Quarter for 2015 for CSR Greece.

Abdelhamid in the blue apron and cap with the head of the Caritas charity.

A. MUSHTAHA

Donations to Children's Orphanage

Kazakhstan

On the occasion of Education Day (12 April) and in line with CSR values, CCC Kazakhstan continued its charity efforts in different cities and villages of Kazakshtan. CCIC/CCEP are proud to announce that they donated furniture and multiple computers to orphan children in need that live in Orphanage No. 2 in Koschogol village in Atyrau Oblast. Both the Head of Education in the Koschogul region, the Head of Orphanage No. 2 and the local Imam attended the event.

The event took place on 7 April at the orphanage and was a great success. The CCEP team spent time with the children and presented them with their donations; finally, the event concluded with kind words whereby they wished the children a prosperous future and good health. The head of the orphanage and the Head of Education thanked CCEP management and members for their charitable efforts.

Assistance to Flood Victims in Atyrau

CSR

Due to the recent floods in Atyrau, which left thousands of homeless people in its wake, CCEP Management decided to donate and support the affected people in order to provide relief to their suffering; this concurred with the Atyrau City Mayor's request.

Donations consisted of 125 double beds, mattresses, bedsheets, pillows, quilts, tables and the hiring of two cooks to feed the suffering people for a period of two months. Moreover, on behalf of Mr. Ghazi Anouti, the CCEP representative, 200 prepaid vouchers worth US$5,500 were donated to the suffering people on 22 May.

The Deputy Mayor of Atyrau, Mrs. Gulmera Shekerovna, appreciated the initiatives of CCEP and the efforts that were made to relieve the suffering of people in the Atyrau regions, and went on to state that CCEP had provided the largest number of aid donations. In turn, the CCEP representative expressed his heartfelt wishes for all Kazakhstan nationals and hope that the suffering caused by the flood will be over soon.

M. MUSLIAR

The Carbon Ambassadors Programme in the UAE

As part of CCC's UAE Area CSR Programmes, we are extending support to the local communities in various developmental initiatives, especially programmes pertaining to youth development and environmental outreach. A remarkable feat in this regard was accomplished by CCC when we partnered with Dubai's Supreme Council of Energy and supported their Carbon Ambassadors Programme (CAP).

Dubai's Electricity and Water Authority (DEWA) in conjunction with Dubai Carbon Centre of Excellence (DCCE) launched an empowerment programme called Carbon Ambassadors. A group of 40 final year university students are inducted into a year-long programme, during which they are trained on sustainable development, reduction of carbon emissions and activities designed to build social awareness.

CCC'S Scope of Partnership

The theme of this year's Carbon Ambassadors programme was to build Dubai's sustainable bus stops. We were responsible for the construction and final handing over of two bus stops on a turn-key basis. The scope of partnership included adopting the Carbon Ambassadors and empowering them to complete the turn-key project of re-using two 20 foot steel containers as a self-sustainable bus stop.

Construction was completed by 19 April 2015 while fully loaded and furnished bus stops were handed over to RTA, Dubai for display at the stands of the World Green Economy Summit (WGES) held at the World Trade Centre, Dubai, on 22 - 23 April 2015.

This year's WGES, inaugurated by HH Sheikh Ahmed Bin Saeed Al Makthoum, displayed the two bus stops constructed by CCC. Our participation was honoured with awards given by the DCCE Chairman and an Appreciation Certificate was awarded by the Chairman of DEWA. Both honours were handed over to Mr. Walid Salman, Regional Managing Director Operations, UAE & Palestine.

Conclusion

The pre-launch media coverage of the Carbon Ambassadors Programme and international media coverage of the World Green Economy Summit, the UN Secretary General's inaugural address, presence of Sheikh Ahmed Bin Saeed Al Makthoum and presence of several National and International dignitaries had a huge impact on the company's partnership in the programme. CCC's brand visibility during and after the inaugural function was stupendous. CCC UAE Area Management is proud of our partnership and a collaboration with DCCE and DEWA. This was a milestone in our community development initiatives within the UAE.

New CCC Oman Head Office

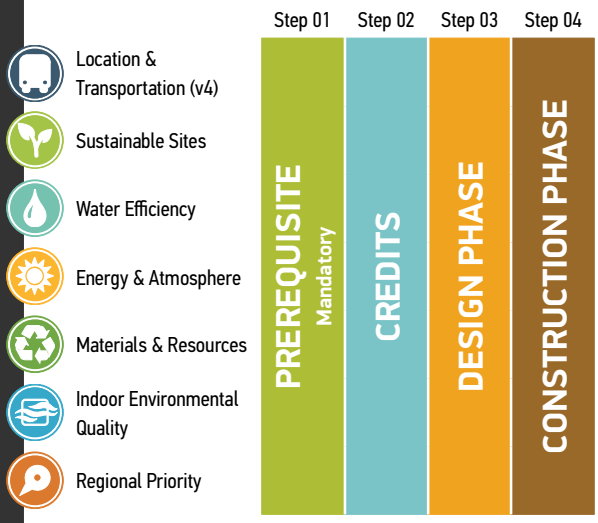
As a pioneer in the construction industry, and with a vision to lead in promoting green awareness, Consolidated Contractors Company (CCC) believes in providing future generations with a healthy and safe environment as well as social and economic prosperity.

CCC's top management decided to certify CCC's new corporate headquarters project located in Muscat, Oman with LEED certification. The LEED (Leadership in Energy and Environmental Design) rating system, developed by the US Green Building Council (USGBC), is the most distinguished and widely accepted sustainable design and green building certification systems across the globe.

Leadership in Energy and Environmental Design (LEED) is a leading-edge system for designing, constructing, operating and certifying the world's greenest buildings administrated by the United States Green Building Council (USGBC).

To know more about "Green Building/Sustainable facilities": it is facilities which are environmentally friendly and consume less energy, water and materials and produce less waste comparing to a traditional building.

LEED promotes a whole building approach in key Areas of Human & Environmental Health.



LEED Certification Process

LEED Certification Levels

USGBC has four levels of LEED, certification is dependent upon the number of points earned

LEED-BD+C: 100 base points + 6 Innovation in Design and 4 Regional Priority points.

Prerequisites and credits in the LEED 2009 for New Construction and Major Renovations addresses 7 topics:

- Sustainable Sites (SS)
- Water Efficiency (WE)
- Energy and Atmosphere (EA)
- Materials and Resources (MR)
- Indoor Environmental Quality (IEQ)
- Innovation in Design (ID)
- Regional Priority (RP)

LEED 2009 for New Construction and Major Renovations certifications are awarded according to the following scale:

- **Platinum:** 80 Points and above
- **Gold:** 60-79 Points
- **Silver:** 50-59 Points
- **Certified:** 40-49 Points

Project Highlights

The project is located in Shatti Al Qurum in Muscat. The headquarters consists of an 8 story building (3 levels underground parking, ground floor, three typical floors and Penthouse) with a total built up area of 62,172 square feet.

The project matrix consists of:

- Consolidated Contractors Company (CCC) is the Owner and the Main contractor.
- Huckle and Partners LLC is the main Consultant / Architect.
- Majan Engineering Consultants is the MEP Consultant.
- Ceres Management Services is the LEED Consultant.
- Salimus Consultant is the Thermal Modeling consultant.

The project is a model for sustainable, economic development that minimizes environmental impact and that seeks to restore and balance the site's environmental resources.

Several sustainability approaches are used and planned for this project. Here is more information on these approaches:

CCC aims to achieve at least a LEED certified rating for the project, under the following categories: sustainable site planning, safeguarding water, improving energy efficiency, conserving materials and resources and embracing indoor environmental quality. This project will be accomplished in 2015.

The project is registered with the USGBC under a new construction category, LEED-NC v2009, Project ID is 1000032020. Once completed, the project will be one of the first green LEED certified buildings in Muscat, Sultanate of Oman. As an organization, we felt that it was important to be a role model and a leader in the community.

Major renovations for the project related to LEED

Sustainable Sites (SS)

- Alternative Transportation: Bicycle racks and shower facilities are provided on site. Designated preferred parking spaces for car pool and low-emission/ fuel efficient vehicles are also located on site.
- Light Pollution Reduction: All outdoor lighting is directed downward to prevent light pollution.
- Heat Island Effect: High solar reflectance roof cement tiles are used to reduce the island heat effect. A three level underground parking was constructed to reduce this effect too.

Water Efficiency (WE)

- Water Use Reduction: The project reduced the quantity of water needed by at least 53% over baseline (EPA Act 1992) standards by specifying ultra-low flow fixtures.
- Innovative Wastewater Technologies: Water is conserved via dual flush toilets, waterless urinals and ultra-low flow faucets, saving 159,570 gallons of the potable water typically used.

Energy and Atmosphere (EA)

- Optimize Energy Performance: The project design exceeds ASHRAE 90.1-1999 by 28% using an efficient HVAC system (variable refrigerant flow system with one outdoor condensing unit and multiple indoor unit (evaporators) and an energy recovery wheel that recycles heat byproduct from the system), a high efficiency glazing system and high efficiency lighting controlled by motion sensitive occupancy sensors.
- Enhanced Commissioning: All building systems will be fully commissioned by a third party in order to verify that the building is designed, constructed and calibrated to operate as intended.
- Measurement and Verification: Building management system with effective sensors specified to control and measure the HVAC system and lighting requirements during the operations.

Materials and Resources (MR)

- Storage and Collection of Recyclables: Within the building are dedicated areas for the storage and collection of recyclables, including paper, plastic, metal, glass and cardboard.
- Construction Waste Management: Over 50% of all construction waste is planned to be recycled, including concrete, paper, metal and cardboard.
- Regional Materials: More than 30 percent of the construction materials were extracted, harvested or recovered and manufactured within 500 miles of Muscat.
- Certified Wood: Most of the wood specified in this project is certified to be sustainably harvested by the Forestry Stewardship Council (FSC).

Indoor Environmental Quality (IEQ)

- CO2 Monitoring: Sensors will be installed to monitor the building ventilation and CO2 content to improve and ensure good indoor air quality.
- Construction IAQ Management Plan: During construction, all absorptive materials will be protected from moisture damage and sealed ductwork prevented all dust particulates from contaminating the ventilation system; construction filtration media will be replaced before occupancy.
- Healthy Indoor Environment: Interior finish materials were carefully selected to provide a higher standard of indoor air quality (low volatile organic compounds (VOC's) in adhesives, sealants, paints, coatings, carpet, composite wood materials and furniture).
- Thermal Comfort: The HVAC layout and equipment selection is designed based on ASHRAE standard 55-2004 for human occupancy. A monitoring system is provided through the building management system to ensure that the building performs to the desired comfort criteria as determined in the design.
- Daylight: Natural light is strategically used throughout the building to allow for lighting reduction during the day via sensors that automatically turn off the lights when a room is unoccupied.

2 MAY 2015

Clean City Danbury Day - Danbury, Connecticut

Community involvement is a culture at Morganti and it has been a focus of the newly founded Morganti Young Professionals (MYP). "Clean City Danbury Day" was MYP's first community event and attracted a number of employees, their families and friends that worked hand in hand in cleaning up Exit 4 in Danbury, Connecticut. The Morganti volunteers spent the day picking up rubbish along city highways, streets and parks. Donning their new Morganti volunteer T-shirts Morganti worked toward their goal to help better the communities we live in and work together for a healthier and safer environment.

20-22 MAY 2015

Morganti Young Professionals Leadership & Team Building Forum - Danbury, Connecticut

Members of Morganti Young Professionals met at the Danbury office for OSHA Training, an introduction to the Morganti Transformation Project as well as the Leadership and Mentoring Program. Everyone participated in a team building challenge where they had to create the tallest, most durable, and most appealing structure out of a random assortment of materials including angel hair pasta and marshmallows.

15-17 JUNE 2015

BD Marketing Summit - Danbury, Connecticut

Marketing and BD Morganti members from the Connecticut, Florida and Texas offices met up in Danbury for a two day summit to discuss the collaboration between BD, marketing, rolling out the new branding and targeting successful project pursuits.

30 MAY 2015

AAAEA Tri-State Building Knowledge Presentation - Waterbury, Connecticut

Nabil Takla, President and CEO of the Morganti Group, gave a presentation at the Arab American Association of Engineers & Architects (AAAEA) Tri-State Building Knowledge III Event. He spoke about Bridging the Gap between A/E and Contractor for Successful Project Delivery.

30 MAY 2015

AIA Sandcastle Competition - Houston, Texas

In 30 May, 2015 Morganti Texas along with PGAL participated in the AIA Sandcastle Competition. Our team captains for this year's event were Drew Scahill and Kenny Eldridge.

10 JUNE 2015

Orange County Public Schools Minority Vendor Program - Orlando, Florida

Morganti was an active participant in this event working to promote their Minority Vendor Program. Our representative team networked the entire event as well as collected several potential vendor's information. This event is a cog in the plan to continue to develop and nurture this key client. Each and every piece is important and each and every one of us plays a vital role in plan success.

11 JUNE 2015

Connecticut Business Matchmaker

State of Connecticut small minority business Matchmaker event was held on 11 June at the University of Hartford - aligning small minority businesses with large contractors. Morganti supported the event with attendance and a bronze sponsorship.

Morganti Mentor-Protégé Program

Morganti's Mentor-Protégé Program was formed to coordinate, train and assist minority owned-companies to win contracts with large companies. Our goal is to help small companies grow so they can make a greater contribution to the economy.

Recently Verdi Construction Company, Bethel Connecticut, acting within the Morganti Mentor-Protégé Program has been awarded the Connecticut Institute for Communities, Inc. (CIFC) Greater Danbury Community Health Center $9 million construction contract. Thanks to this program this is the largest project ever awarded to Verdi. With our years of experience, Morganti helps companies like Verdi accelerate their growth by focusing on those with the potential to succeed and create jobs.

Saudi Arabia Career Days

CCC Saudi Arabia participated in two career days. The first career day event was held in the Prince Sultan Civilization Center in Abha on 3 - 5 February whilst the second career day event took place in the King Fahad University of Petroleum and Minerals in Dhahran between 4 - 7 May.

Both events were sponsored by the princes of the corresponding regions and included the participation of the major companies in the aforementioned areas.

Pearl Initiative and UN Global Compact Inaugural Regional Forum

The United Nations Global Compact is an international initiative that would bring member companies together with UN Agencies, labour and civil groups to support the Ten Universal Principles of the initiative in the areas of Human Rights, Labour Standards, Environment and Anti-Corruption.

In response to a call in 2001 from Mr. Kofi Annan, Secretary General of the United Nations at the time, Mr. Said Khoury sent the following:

"Dear Mr. Annan,

Your call in Davos on international companies to work harder on environmental and social issues convinced me that our company, better known as CCC, being one of the largest global construction companies in the world, must and wishes to join your Global Compact Initiative.

In conclusion, I want to thank you and relay my admiration for all your efforts in the United Nations and specifically for promoting this initiative and I wish you the best of luck in achieving a membership exceeding 1000 companies like CCC."

Mr. Khoury, in his conclusive statements, hoped that the initiative would achieve a membership exceeding 1000 companies.

Today, the UN Global Compact has over 8,000 companies and 4,000 non-business members. It was confirmed to us by UNGC Management that "CCC was among the first 50 companies to sign on to the UN Global Compact".

Center calligraphy "Pearl Initiative" surrounded clockwise from the top by – "Transparency, Governance, Accountability, Integrity"

On 16 April 2015 we were invited by Pearl Initiative, an independent, not-for-profit, by-business for-business institution based in Dubai, working to influence and improve corporate accountability and transparency in the Arab World, to take part as Founding Members and Premium Partners in a one-day forum that was held in the Dubai World Trade Center. It was the first conference to inaugurate the launch of the UN Global Compact in the region.

During the gala dinner, we were presented with a plaque of appreciation for our support as founding members of the Pearl Initiative and for being among the first generation to sign on to the UN Global Compact.

Left to right: Badr Jafar (Founder of Pearl Initiative), Georg Kell (Executive Director UN Global Compact), Tony Awad, Sir Mark Moody-Stuart (President & Chairperson – Foundation for the UN GC)

3rd Quarter 2015

Issue 115

bulletin

Quarterly Magazine of Consolidated Contractors Company

Our Record in Sea Ports

Infrastructure Projects

CSR News

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.

GRENADA

Asphalt for Bus Shelter

CCC was requested by St George Police Station, Grenada, to donate approximately 8.5 tons of asphalt in order to pave the ramp of a bus shelter on Maurice Bishop Highway. The asphalt was delivered and on completion of the project, a ribbon cutting ceremony was held to inaugurate the new bus stop. An appreciation letter was received from the police station thanking CCC for their gesture.

IRAQ

Food Aid Distribution

The Basra Area Team distributed food packages before the Ramadan Holidays to the needy community. The gesture attracted many of the city's residents and was greatly appreciated by all.

PALESTINE

Donations during the Holy Month of Ramadan

CCC Palestine donated food packages and school bags for the new school year to the southern area and Gaza City during the Holy Month of Ramadan.

USA

Asnuntuck Community College Foundation 15th Annual Golf Classic – Longmeadow, Massachusetts

Morganti was a scholarship sponsor for the ACC Foundation Golf Classic. The event helped raise funds and assist in the development of programs to meet the economic, education and employment needs of North Central Connecticut.

Morganti's Code of Ethics and FCPA Training – Ramallah

At the outset of three new job awards in Palestine/West Bank from USAID, Michael Olenick, Chief Compliance Officer for Morganti, visited the Ramallah office to conduct training sessions on Morganti's Code of Ethics and FCPA. Project engineers and other members of the Ramallah office attended.

CSR Volunteer of the Quarter

We are pleased to acknowledge the participation and continued support of volunteers towards CSR initiatives in their respective areas during the third quarter of 2015.

KAZAKHSTAN AREA

Amin Mushtaha

Kazakhstan Area Management have named Amin Mushtaha as their CSR champion in appreciation of his dedicated voluntary initiatives and consistent support of the local communities in the vicinity of their operations. He has aided orphanages, old age homes, schools as well as county administrations.

Our thanks and appreciation go to all parties who volunteer towards CSR initiatives. Based on the above nomination, we recognize Amin's dedication by awarding him our Certificate of Appreciation as the CSR Volunteer of the third quarter of 2015.

R. KHALIL

Summer Training at the Nile Corniche Project

As a company founded on family principles and sharing we must always take a minute and ask ourselves: how can we build and develop CCC's upcoming leaders in order to create mutual benefits for the company, our staff members and the construction industry as a whole.

To meet the business challenges of the future we always strive to look for the brightest talents to join our company. This aim is also part of CCC CSR initiatives, where bright students from various universities undertaking different majors are given the opportunity to experience diverse training sessions during the summer on site with different departments for proper exposure to the industry and site delivery.

CCC Egypt aims to recruit trainees every year. Trainees go through several selective filtering processes in order to distinguish those most suitable for becoming CCC's future leaders. Once selected, these associates-to-be start a rotational programme within each department in order to acquire a sense of the company's principles, systems and most importantly, the company's ethics.

Trainees were invited to meet with the Area General Manager for further elaboration on career possibilities with CCC and to discuss the Graduate under Development Programme (GUD) and listen to any query that they might have.

We believe that the people best qualified to run the company's business and achieve its goals are the ones that have already been nurtured and developed by CCC, so that they have every reason to stay until retirement.

N. AMMAR

First Aid Training for CCC Egypt Employees

CSR Egypt organized a first aid course awareness for CCC employees, whereby 20 CCC staff (hailing from various project departments and areas) attended. The three day course was held at the Egyptian Red Crescent Center in Cairo, Egypt. Upon completing the course, the attendees were given a certificate (valid for two years) signifying their achievement as first aid volunteer members. The participants greatly appreciated this opportunity that was sponsored by CSR Egypt and recognized that it will help spread health awareness among the CCC staff.

The course covered a range of essential topics such as heart attacks, cardio pulmonary resuscitation (CPR), shock relief for conscious/ unconscious adults or children and strokes. Participants also learned how to deal with head, spinal, bone and eye injuries, breathing problems, diabetes, poisoning, burns, bites and stings, and first aid kit essentials. Learning how to save others' lives or even one's own made the attendees keen not only to understand the necessary first aid skills but also to apply their skills on dummies or other attendees.

We plan to call for future first aid sessions so as to continue building a positive environment among staff and the wider community.

F. SOTIROPOULOS

Donations to Earthquake Victims, Cephalonia, Greece

Written and edited exclusively for CCC

On 10 August the mayor of Cephalonia, Alexandros Parisis, had the honour of welcoming to the city hall the distinguished cardiac surgeon and coordinator of the Onassis Cardiac Surgery Center, Dr. Mazen Khoury, and the Financial Director of CCC, Jamal Nakhleh.

CCC supported Cephalonia with donations of food and pharmaceutical materials during the earthquakes that the island suffered in 2014.

Participating in the solemn reception ceremony that followed was the vice mayor of the island, Evangelos Kekatos, who talked about the task of restoring the damage that the earthquakes caused.

The mayor thanked everybody for their visit to the city hall and the contribution that CCC offered in this time of need.

G. MOUZAKITIS

Youth Detention Centre

On 8 July a delegation made up of the Athens Office CSR Committee members visited the Youth Detention Centre in Avlonas to deliver an in-kind donation. The centre hosts 200 children and young men from 14-21 years of age, mostly non-Greeks. The average stay is three and a half years.

After consulting with the centre director on the most pressing needs of the institution, we delivered 21 footballs, 15 table fans, 75 litres of floor cleaning liquid and 60 bottles of shampoo and shower gel. We were assured that our donation would be very welcome by the less than fortunate youth whose path in life led them to early imprisonment.

At the centre the emphasis is on rehabilitation not punishment. Professional social workers and psychologists work with the youngsters both in groups and individually to eventually help them integrate into society upon their release.

We felt our donation was for a worthy cause and hope the young men will have a second chance in life.

L. AGGELOPOULOU, D. NTALACHANI, N. RAYYA

International Baccalaureate Students Volunteering Week

A volunteering programme was organized specifically for students aged 16-18 by the CCC Athens Office Corporate Social Responsibility (CSR) Committee.

From 29 June until 3 July, the volunteers undertook a variety of assignments as well as participated in a social awareness event and team building opportunity. The voluntary work consisted of preparing food baskets in addition to outdoor activities such as painting and planting trees.

All the volunteering efforts were directed towards the support of the Greek Multiple Sclerosis Society (GMSS). A non-profit and non-governmental organization, it is dedicated to improving the lives of Multiple Sclerosis (MS) patients and their families. The volunteers dedicated an impressive 25 hours of their time volunteering for this cause.

Preparation of Food Boxes

Having received large quantities of non-perishable food supplies, such as canned milk, cereal, jam and so on, the volunteers sorted them into 60 boxes. The next day the food packages were donated to the GMSS. These boxes were full of basic food products and were a great source of help for the patients and their families.

Paint and Plant

The volunteers helped in improving the appearance of the GMSS building and its surrounding area by planting new flowers and trees, painting the building and generally working on improving the society's grounds. Thanks to volunteers' willingness and commitment, the offices and their surrounding areas were significantly upgraded.

The enthusiasm and dedication applied by the young volunteers was captivating.

It was an opportunity to build on their creativity and active participation as an expression of civic engagement, while developing their skills and experience as leaders of tomorrow and today. Helping young people realize their full social, economic and human potential, paves the way to making a positive change in the world.

A. MUSHTAHA

Award Presentation, Atyrau City, Kazakhstan

Nurlibek Ojaev, the mayor of Atyrau, Kazakhstan, awarded Ghazi Anouti, Kazakhstan General Area Manager, a special appreciation certificate for his great contribution and hard work in the sphere of social and economic development of Atyrau city. This certificate of appreciation is awarded to only three people a year. Several large local companies attended this meeting, among them were TCO, Kaztransoil and CNPC. Additionally, local authorities as well as the local media and journalists also attended the event.

Upon receiving the certificate, Amin Mushtaha, speaking on behalf of Ghazi Anouti, explained that CCC Kazakhstan was more than happy to respond to the mayor's request for aid with a generous donation because CCC prides itself on its care for those in need. Amin Mushtaha thanked the mayor and the city of Atyrau for placing their trust in CCC when it came to helping out after the floods that Atyrau city experienced. Amin Mushtaha ended his speech by wishing the Kazakh citizens peace and prosperity.

M. MAMUNNI

Environmental Emergency Management, Abu Dhabi

Environmental Agency Abu Dhabi (EAD) held a programme for corporate volunteers who are registered as EAD environmental ambassadors. The programme aimed at training and familiarizing the volunteers with the concept of EAD's Environmental Emergency Management system and the contents of EAD's emergency incident reporting procedure. The programme was conducted by Dr. Humaid Al Kindi, Manager of Emergency Management and was attended by all the EAD volunteers.

Dr. Humaid Al Kindi presenting the programme

Dr. Humaid Al Kindi projected the geographical scope of emergency response plans and highlighted example scenarios of environmental emergency for various regions of Abu Dhabi. The necessity of developing response plans involving and coordinating with all sectors, divisions and relevant stakeholders were explained in detail to the volunteers present.

Response and protection priorities included safeguarding the public from environmental health risks, protecting air, water and land from environmental threats or harm, as well as avoiding damage to property and assets and ensuring that any situation that may damage EAD's reputation is averted.

Past records of environment permit violations which escalate to emergency status, acute/chronic pollution to land, shoreline, sea water, fresh water, air, illegal water abstraction, de-forestation, abuse of animals and so on, were presented to the volunteers so as to enhance their knowledge. EAD encouraged all volunteers to continue their support of the community and state efforts to protect the environment.

The UAE CSR Department cements our status with EAD as environmental ambassadors and actively volunteers in community outreach programmes implemented by the state.

M. MAMUNNI

The "Together for a Better Future" Programme, Dubai

Financial Literacy Campaign Inauguration at Jabel Ali Camp, Dubai

Workers attending the inaugural session of the Financial Literacy Campaign

'Together for a Better Future' is a programme that was introduced by the Centre for Responsible Business that is run by the Dubai Chamber. This programme is a part of Dubai's Ma'an (meaning together) 'Our World Our Responsibility' initiative. The initiative aims to empower migrant workers with the necessary financial knowledge and help the workers living in labour camps attain skills to manage their finances so as to build a better future for themselves and their families.

As part of the UAE Area's CSR initiative, we introduced the campaign to our Jabel Ali Camp, Dubai.

The programme is available in various languages as it takes into account the different nationalities and languages spoken by the workers living in the labour camps.

Personal issues, especially related to financial problems, are one of the major reasons for growing desperation among migrant workers, which in turn is reflected in their behaviour within the workplace in terms of lagging productivity, sickness and other health problems. This campaign aims to train the workers through face-to-face sessions so as to improve their mental and emotional wellbeing in order to avoid fatalities such as suicide.

Workers are not able to save money in the UAE or back home for themselves as their entire remunerations are remitted to their families in their home countries.

Though many workers would like to put aside money for emergencies, they have inadequate funds. Additionally, workers find that they cannot stay within their monthly budgets – in turn, they resort to taking loans from loan sharks and end up paying high interests that drain their full income. The training provided by the initiative is to save them from falling into such predicaments.

Many workers end up in debt traps because they are unaware of how to set savings targets and unsure about how to achieve their long-term financial goals.

In light of these known issues, the training conducted was well received by the participants. The programme covered key social aspects of basic financial planning, including mapping expenses and income, planning and budgeting. The sessions also explained how savings lead to returns and provided understandings of the priorities of savings from an immediate, short-term and long-term financial perspective. A question and answer session took place at the end of the training programme so as to survey the financial literacy of the participants. The candidates that provided the correct answers were given inspirational gifts as commendation.

Winner of question and answer session being presented with an inspirational gift

CCC's Ethics Compliance Programme

Ethics Compliance is becoming a global requirement and not an option, especially when dealing with clients, partners and third party associates. Intensive questionnaires related to the topic have to be completed in prequalification submittals while strict compliance clauses are being introduced in all contractual and procurement documentation.

Training Workshops

To comply with the current requirements, training workshops are being conducted around the different areas and projects for staff holding positions of authority so as to raise their awareness about CCC's Ethics & Anti-Corruption Programme (EACP hereafter) in terms of responsibilities and implementation.

Online Training Programme

Senior Management aims to disperse the Ethic Compliance Programme to as many members of staff as possible. To achieve this goal, a one-hour online training programme was developed in order to provide an overview of the most important aspects of CCC's existing EACP. By the end of the session the employees gain knowledge of EACP procedures and how to implement the programme within their own sphere of responsibilities.

The programme was launched at the end of April and was done so by sending employees email invitations containing their personalized web links that open the interactive online training programme. Participation is mandatory for all recipients; upon successfully completing the programme, the employees instantaneously receive their personalized Certificates of Completion. Copies of these certificate will be filed in their HR Personal Files.

CONSOLIDATED CONTRACTORS COMPANY

Certificate of

COMPLETION

Presented to:

TRAINEE NAME

For succesfully completing the online training module

Consolidated Contractors Company Ethics & Anti-Corruption Training

On: 07 Jul 2015

Arranged by:

Interactive Dialogues

POHLMANN & COMPANY

Midfield Terminal Project Donation, Abu Dhabi

In its continuous effort to help the community, the CCC CSR team at the Midfield Terminal Project (MTB) in Abu Dhabi approached the Emirates Red Crescent to provide two clothes donation bins that were placed on the MTB project. The response was positive, particularly due to the fact that such initiatives are rarely, if at all, seen on construction projects in the UAE. In September 2014, the bins were supplied by the Red Crescent and placed where they are accessible to everyone.

In line with the UAE Compassion Campaign (Tarahamu), CCC – CSR MTB planned the 'Compassion Campaign' drive in January 2015 to collect clothes donations that would, through the Emirates Red Crescent, help relieve the additional hardship brought upon the Syrian refugees by the snowstorm Huda that had badly hit the Levant region. For the (Tarahamu) Compassion Campaign an amount of ten donation bags were collected by the Emirates Red Crescent.

As a continuous contribution of the MTB staff to the community, in August 2015, the Emirates Red Crescent collected another 20 donation bags.

The Emirates Red Crescent supports the UAE authorities in providing humanitarian assistance to alleviate vulnerable and needy people's suffering caused by poverty, war or natural disasters.

4th Quarter 2015

Issue 116

bulletin

Quarterly Magazine of Consolidated Contractors Company

Personal Health & Wellbeing

Contribution to CSR Initiative

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

GREECE

Eid Al Adha Campaign

The campaign was organized by Abdelhamid Abdelhamid with the help of Damon Morrison and Athens CSR Committee. The campaign was carried out over three days. The first day was dedicated to the cleaning of Victoria Square where the Municipality of Athens provided five garbage barrels and three recycling bins for collecting the garbage and recycling trash. The second day was dedicated to the distribution of cooked meals: more than 575 portions of food were distributed around the area within minutes and finally, the third day was allotted for the distribution of cold sandwiches. Athens Office CSR contributed and financed the distribution of the meals, sandwiches, cookies, juice and water bottles.

Visit to the Chocolate Factory

On Saturday 5 December, more than 300 CCC employees and their families had the chance to visit and learn all about chocolate in the Chocolate Factory Exhibition that was held in Athens. The Chocolate Factory visitors took part in an extraordinary journey through time and place. It was an educational experience complete with guides who introduced the history of chocolate in an interesting and fascinating way with the help of films, stories and so on.

Delivery of 200 Sleeping Bags to Eleonas Refugee Camp

Eleonas is a state run accommodation centre which aims to remove refugees from the open areas of Athens until they leave Greece and continue their journey. CCC donated 200 sleeping bags to Nostos, the Federation of Pontian Associations of Southern Greece which is currently active in helping refugees of all nationalities as part of their humanitarian work.

Sikiarideio Donation

On the occasion of the International Day of People with Disabilities observed on 3 December, the CSR Committee offered an in-kind donation to the Sikiarideio Foundation. Sikiarideio is an open care training centre for 85 adolescents and young adults with intellectual disabilities. In these difficult times under the continued economic crisis, non-profit Sikiarideio offers a valuable service to a vulnerable social group. The many smiling faces of the young trainees that we encountered made us happy to see that our

contributions and donations added value to their education and wellbeing.

SAUDI ARABIA

CCC Offsite Camp - Awarded Best Camp Recognition for the 4th Quarter of 2015

The camp is known as the Jubail New Camp (JNC) and is situated on the outskirts of Jubail at a place called Abu Hadriyah. It has the capacity to accommodate 3950 residents. This camp is 20 years old and is controlled by the Dammam Khobar Office. All the accommodation units were renovated when JHAP and SHPP Projects commenced. Many of the major changes were carried out with the aim of giving the camp a new look. The camp has lots of greenery surrounding it with trees grown alongside accommodation units, which in turn presents the camp with a friendly environment. Recreational facilities for all residents are also available. The safety of the camp is managed by a well-organized and trained firefighting team which is present for any case of emergency. Mohamed Chreif is the Camp Manager.

USA

Orange County Public School's 5th Annual Facilities Training and Recognition Day - Orlando, Florida

As a corporate sponsor, Morganti participated in the OCPS Facilities Training and Recognition Day to show our appreciation for the hard working facilities services and maintenance employees.

Food Drive with Houston Food Bank - Houston, Texas

Morganti partnered with Houston Food Bank to host a 37 day food drive at our project site for Capella Museum District Apartments. To maximize participation, Morganti hosted a raffle for employees and subcontractors in which every five cans donated wins one ticket for the raffle.

Orange County Public Schools Teach-In at Howard Middle School - Orlando, Florida

OCPS and Howard Middle School invited Morganti to OCPS's Teach-In 2015 - a day dedicated to engaging the community in student enrichment. Fred Hennies, Project Executive of Morganti, taught middle school students about construction and how education plays a major role in their career path. All of the curiosity and student engagement lit the room with exuberance and Morganti was happy to be a part of this day during American Education Week.

Connecticut Commission on Human Rights and Opportunities (CHRO) Training & Discussion - Morganti Headquarters, Danbury, Connecticut

Morganti hosted a training and informational discussion on the changes and expectations of the CHRO. In attendance was a cross section of disciplines and new employees. Mr. Alvin Bingham, Supervisor of CHRO in the state of Connecticut, spoke candidly of the importance of compliance and the need to expand opportunities to the small business and minority community. Mr. Takla, CEO and President of Morganti took the opportunity to reiterate that Morganti, has fostered a companywide culture of diversity, promoting equal opportunity and a commitment to community.

Brookfield YMCA Giving Tree - Danbury, Connecticut

Morganti partnered with the YMCA to set up a Giving Tree in our corporate headquarters. The tree is decorated with tags of gift requests from children who would not otherwise receive presents for Christmas.

Morganti Centennial Year Kick-Off Event - Danbury, Connecticut

1916 - 2016
MORGANTI
100 YEARS OF EXCELLENCE

Morganti US will be celebrating 100 years of excellence in 2016! The corporate holiday party in Danbury Connecticut held on 18 December kicked off the Centennial Year Celebration.

CSR Volunteers

We are pleased to acknowledge the participation and continued support of volunteers towards CSR Initiatives in their respective areas during the Fourth Quarter of 2015.

USA - MORGANTI

Katie Asselin

Morganti Senior Management have named Katie Asselin as their CSR Champion in appreciation of her dedicated voluntary participation in local CSR initiatives.

Katie Asselin joined The Morganti Group at the Danbury Connecticut Headquarters office as a new proposal coordinator in May 2015. Katie who is extremely bright and enthusiastic, has jumped into spreading the Morganti branding and mission. She has participated and continues to organize Corporate Social Responsibility (CSR) activities for the newly formed Morganti Young Professionals (MYP), including volunteering at Clean-up Danbury Day and the Bacon and Brew Fest. She also participated in the Holiday Giving Tree for our local YMCA and was instrumental in organizing the very successful Morganti Holiday and Centennial Kick-Off Party held this past December.

We congratulate Katie on her 2015 volunteerism recognition and look forward to her leadership with the Morganti Young Professionals CSR activities in 2016.

Our thanks and appreciation go to all parties who volunteer towards CSR Initiatives. Based on the above nomination, we are pleased to acknowledge Katie's dedication by awarding her our Certificate of Appreciation as the CSR Volunteer of the Fourth Quarter of 2015.

T. KARAFAKIS

Epidaurus, Mycenae & Nemea

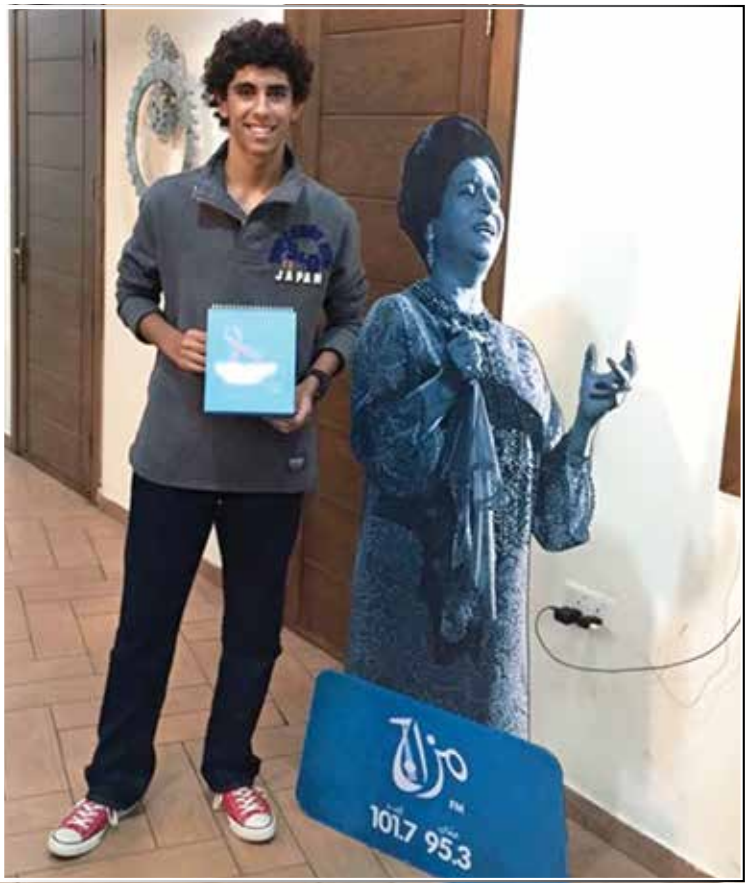
On Sunday 4 October 2015 CSR Athens Office organized a day trip for CCC employees and their families to the Peloponnese that featured a guided tour to the archaeological sites of Epidaurus, Mycenae and Nemea.

These sites are considered to be the best examples of Greek history whose rich heritage spans four and a half thousand years.

Following similar visits to the Acropolis, the New Acropolis Museum and the Archaeological Museum of Athens, this activity was also very educational and much appreciated by the participants.

Our goal is to familiarize CCC's employees with the archaeological treasures that Greece (as a host country) offers whilst enhancing their knowledge of Greek history and culture.

Diabetes Awareness



Since I was diagnosed with diabetes, I always felt the urge to spread and raise awareness.

With the guidance of my doctor, combined with my commitment, faith and determination, I was able to successfully lower my cumulative blood sugar level from 14 to seven in three months by following the doctor's orders, sticking to a healthy diet and exercising. I decided to view the disease positively so as to help make this journey a great one. My main intention was finding a way to turn a deadly disease, if not taken care of, into a friend - and I managed to do just that.

I decided to create a Facebook page within a month of being diagnosed where the main idea was to take advice from people who share the same disease and share my experiences at the same time.

When I was asked to come up with an idea for my personal project that had to be completed in order to pass the Middle Years Programme (MYP) that my school has in place, the first thing that came to mind is sharing how I overcame this health obstacle as well as spreading and raising awareness.

Regarding the project product, I came up with the idea of a monthly calendar that was filled with either inspirational quotes or information about the different types of diabetes for each month. I also chose to print numerous copies of the calendar using my personal savings and sell them in order to buy sugar testing strips and medication for unfortunate and needy kids with diabetes. I took advantage of the fact that November is the diabetes awareness month when launching my project.

Mazaj FM Radio Station, one of Jordan's most popular radio stations, heard about this idea and interviewed me on 18 November 2015 as part of their main show. The interview was a success and the minute it ended, there were endless phone calls from people who wanted to either buy a calendar or donate money for this cause. All calendar copies were sold out within hours and we are currently waiting for the third batch to be printed. Many well-known places offered to sell the calendars and several other radio stations have asked to interview me in order to support my cause.

As a result of all the donations received so far, I will be able to buy sugar testing strips for the unfortunate diabetics who need it to control their sugar level but cannot afford it. My goal was to buy strips for 50 needy children, but with the donations received I will be able to provide a year-long supply of strips for these children.

To all the individuals who bought the calendar or donated money, I would like to say thank you and emphasize the fact that you helped make a dream of mine come true.

"Helping others can be a cure not just for those in need, but for our souls as well."

A. MUSHTAHA

New Year's Donations to Disadvantaged Families

On the occasion of the New Year 2016, CCEP Kazakhstan, in line with the CSR programme, continued implementing charitable works in different cities and regions of Kazakhstan.

On 25 December 2015, CCEP CSR Team distributed one hundred vouchers to the disadvantaged families. The vouchers each had a value of 10,000 KZ Tenge and were distributed to the disadvantaged families so as to support them in buying required products for the New Year of 2016.

The event was held in the Kulsary region at the office of the Disadvantaged Families Association and took place in the presence of the representative of the Akim of Kulsary City, Mr. Serik Khamedolah (Head of the Labour Department in the region).

The CCEP team wished all the people of Kazakhstan a prosperous future and a life full of happiness.

Mr. Serik Khamedolah personally expressed gratitude to the CCEP management and the employees involved in the efforts they made to help the disadvantaged families of the Kulsary region.

A. MUSHTAHA

Charity at Eid al Adha

On the occasion of Eid al Adha, CCEP Kazakhstan, in line with CSR initiatives, continued its charitable efforts in different cities and villages.

On 18 September 2015 in Kulsary city, the CCEP team visited the Disadvantaged Families Association as well as disabled people in their homes (who were not able to visit the Association) in the presence of the representative of Kulsary Akim, Mr. Serik Khamedolah (Head of Labour Department in Kulsary city). The CCEP team distributed 75 vouchers (each voucher valued at 10,000 KZ Tenge) and fresh lamb to the attendees in order to help them purchase the required products for Eid al Adha. We wished all the people of Kazakhstan a prosperous future and a life full of happiness.

CCEP also distributed lamb in the Atyrau orphanage and the Kushogul orphanage.

Mr. Khamedolah and all the disadvantaged families appreciated CCEP's help and support, especially during this period of time and prior to the Eid celebrations.

Flood Relief Campaign, Nigeria

CCC Construction Nigeria Limited continues the legacy of CCC's founders in believing that the company has an obligation towards its shareholders, employees, clients, partners, sub-contractors and the local community within which it operates.

It is in view of this that CCC embarked on a flood relief campaign at Aguleri in the Anambra State of Nigeria. The host community recently experienced flood damages due to the sudden rise in water levels that were caused by huge rainfall and overflowing of the River Niger into the Aguleri River.

CCC management granted flood relief items to the Community Liaison Officer, Mr. Agada, and contributed immensely in alleviating the suffering of these affected individuals.

CCC speed boats and pickups were made available to victims for the movement of their families and properties across the river to neighbouring communities for safe harbouring.

CCC management was also able to maintain good safety and health conditions during the evacuation exercise, with emphasis on proper use of Personal Protection Equipment (PPE). The inclusion of security personnel helped in keeping orderliness and served as a deterrent to miscreants who might have tried to hijack the process.

CCC's Aguleri Project team takes this opportunity to thank all those who cooperated with us in this emergency relief operation.

Furthermore, in order to avoid the total loss of the rice production for the year, CCC's area management provided the necessary equipment to evacuate and protect about 5,000 bags of rice belonging to the host communities surrounding our operational sites in Anambra State.

Certificate of Appreciation from Petroleum Development Oman

In an effort to maximize the industry's contribution to social and economic development in the country, the Ministry of Oil and Gas in Oman decided to form the In-Country Value (ICV) Committee, thus marking the beginning of the journey of ICV. The objectives behind setting up the committee were to group government representatives and executives from the oil and gas sector, with a key role in providing guidance and governance to ICV development in Oman and in creating opportunities while coordinating the efforts of the industry.

ICV represents income retained in-country which can benefit business development, contribute to human capability and stimulate productivity in the Omani economy: in short, products made and services provided by skilled Omanis.

Since the 1970s, PDO has been hiring, training, supporting and investing in Oman but its ICV strategy became firmly embedded in the company's business philosophy in 2011 with the following key aims:

1. Omanisation of skilled contractor personnel.
2. Increasing the procurement of Omani goods and services.
3. Local vendor development.

As one of the largest construction companies in Oman, CCC has led by example in recruiting, nurturing and promoting Omani talent in the Rabab Harweel Integrated Project Early Works. We faced many difficulties with the locals as well as the fact that there was a fear of not achieving our target, yet the outcome was successful.

It is a great pleasure for me as CSR coordinator at the Rabab Harweel Project to announce that PDO awarded to CCC a certificate of appreciation for their outstanding commitment to In-Country Value development.

www.pdo.co.om

Certificate of Appreciation

By Petroleum Development Oman
Awarded to

Consolidated Contractors Company (CCC)

Rabab Harweel Integrated Project (RHIP) - Early Civil Works

In recognition of their outstanding commitment to In-Country Value development. Their exceptional support and efforts in developing Local Contractor Companies (LLCs) was commendable. The hard work of Project team has resulted in an accelerated integration with local community and achieving LCCs growth in both technical and organizational aspects, throughout the project duration both CCC and LCC have shown commitment toward development which has led to a successful completion of the project .

Ali Riyami - CRC/1
Head of Construction

Mohammed Riyami - CRC
Construction Manager

شركة تنمية نفط عمان
Petroleum Development Oman

V. MAMUNNI

Dubai's 'Together for a Better Future' Campaign

The final event launched by the Senior Vice President of DC

The 'Together for a Better Future' campaign was a new initiative of Dubai to promote happiness in the workplace while unearthing the hidden talent of labourers. It involved a series of high impact CSR programmes under the theme "Ma'an-Our World, Our Responsibility". Workers from major construction companies living in labour camps of Dubai were the programme's participants. More than 50 workers from CCC projects participated enthusiastically in the programme, even though it was held during the evening after the normal working hours were over. The series of programmes included the No Tobacco Campaign, Financial Literacy Sessions and Talent Search competitions.

The series of events led to a finale that was inaugurated by the Senior Vice President of Dubai Chamber's Centre for Responsible Business, in front of an audience of more than 800 workers from the participating companies.

Workers showcasing their artistic talents on stage

The No Tobacco Campaign involved one-to-one mentoring to help workers overcome their smoking habit, the Financial Literacy Sessions included sessions on how to best manage finances and the Talent Show shortlisted candidates for their singing, dancing, art and photography capabilities. The Financial Literacy and No Smoking Campaigns were directed towards a large number of workers and will be continued in the coming months. The campaign's finale hosted at QBG Labour Facility, Jabel Ali, witnessed various activities that showcased their artistic talents on stage. Prizes, gift hampers and goody bags were presented to the winners and all the attending workers.

The campaign was part of an overall initiative to enhance Dubai's reputation as an innovative city that celebrates diversity while creating an inclusive and cohesive society that in turn, enriches its business environment.

The campaign saw a number of workers participate in art competitions whilst displaying their creative talents on stage through traditional dancing, singing and so on.

Volunteers from the Jabel Ali camp, led by the lead volunteer Nazeer, did an excellent job in guiding the workers and transporting them from the camp to the event site. CCC's presence in the campaign was impressive and the workers' enthusiasm was greatly motivated by the encouragement and laudable support extended by the Projects Director of Dubai, Mr. Maher Sarraj and the management team of Dubai Projects.

V. MAMUNNI

Green Thinking at Buhasa Camp, UAE

UAE Area Camp Management makes their best efforts in maintaining the camp and its surrounding atmosphere clean whilst ensuring that it is eco-friendly. The photograph displays the efforts of the camp management to maintain the scenic desert surroundings of the Buhasa Camp clean from all waste and pollutants.

The photo shows the effort to promote green thinking among the camp administration as part of CCC's going green efforts.

The camp management's demonstrate commendable actions to conserving the desert environment and maintaining a clean camp.

T. TANTAWI

CSR Egypt: Blood Donation Campaign

CSR Blood Donation Campaigns have become a strong staple of CCC Egypt initiatives.

This year the blood donation drive was organized through the Egyptian Red Crescent (ERC) blood bank. The event took place over two days at the Cairo Area Office and the Nile Corniche Project (NCP). It was a success with plenty of donations. Egyptian Red Crescent doctors gave out useful information to all potential blood donors to help raise awareness about the importance of performing such an act. The donors received a free blood report for their generous donation. The noble act of donating blood will not only give the gift of life to many, but it will also increase our humanitarian support within our local community.

R. SHAWKY

Breast Cancer Campaign, Egypt

CSR Egypt went PINK in October 2015!

In light of **Breast Cancer Awareness** Month, CCC Egypt staff teamed up with Baheya Hospital to develop a new initiative to help raise awareness about the need for early detection and treatment of womens' cancer. The initiative also aimed at playing an active role in the fight against a disease that affects 17% of local women hence supporting the hospital's efforts and contributing to the local community.

Baheya Hospital was established in March 2015 and inaugurated in the memory of the late Baheya Wahby who passed away from breast cancer. It stands as Egypt's first free breast cancer hospital.

CSR Egypt's team organized the campaign in three main events.

Three days consisting of a donations campaign was launched at both the Egypt Area Office and the Nile Corniche project (NCP) where staff has consistently shown remarkable active participation and exceptional contributions for the cause.

The donation campaign was followed by a visit to the Baheya Hospital where a group of CCC team representatives were introduced to the facility capabilities. The onsite tour allowed for the sharing of information by the medical team which helped in understanding key roles and functions of such a charity funded establishment. CSR had a unique opportunity to witness day to day operations whilst realizing one of the main aspects of community involvement.

Providing health services such as diagnostic imaging, chemotherapy, physical and radiation therapies and clinical pharmacy, Baheya Hospital is also dedicated to raising awareness of the importance of early breast cancer detection.

Finally, staff was given a chance to interact with specialized doctors through the cancer awareness session held at the Cairo Area Office. Baheya Hospital representatives and specialized oncology doctors conducted a presentation on the hospital facilities, disease symptoms and treatments and held a demonstration of self-examination and early signs indication.

The campaign has left the Baheya Hospital team with a big smile and mutual agreements for future collaborations to assist spread the positive message of hope and health.

Appendices

Consolidated Contractors Group (CCC)
Sustainability Policy Statement

At CCC Group we recognize our responsibility towards our employees, customers, business partners, community and the future generations. Therefore, we are committed to promoting sustainability through a continuous improvement of corporate governance, rigorous and transparent reporting of environmental metrics and a minimization of our impact on the natural environment when designing, building and managing facilities.

CCC Group is committed to:

- Uphold laws applicable to the industry sector in which we operate
- Integrate sustainability considerations where possible into all our business decisions
- Operate with minimal environmental impact while maximizing economic and social benefit on jobsites and in offices
- Create a comfortable and safe workplace for employees
- Respect human rights
- Continuously improve our sustainability performance

In order to meet this commitment CCC Group will undertake the following objectives:

1- Economy

- Build and maintain a robust and enduring business
- Use local resources (subcontractors, employees, materials etc.) on the site of work where applicable and aid local economies
- Promote innovative thinking and practices to achieve sustainability solutions that balance economic, environmental and social interests
- Integrate Risk Management into our operations

2- Society

- Respect the applicable legislations with regards to sustainability
- Make a positive and meaningful difference to the health and well-being of the community through stakeholder engagement, social support and investment
- Meet our clients' requirements, and endeavor to exceed their expectations by delivering quality projects on time, safely and with due regards to the environment
- Commit to conduct business ethically and maintain a zero tolerance policy towards corruption
- Promote diversity, equal opportunities and ensure the well-being, safe and inspiring environment of all employees enabling them to contribute to the growth of the company business
- Promote and take actions to achieve an absolute non-discrimination policy by rejecting any kind of discrimination with regard to race, color, sex, creed, gender, religion, disability or handicap, language and national origin. Retaliation is also prohibited
- Enhance the prospects of our workforce through skills and professional training development

3- Environment

- Reduce environmental impact wherever possible, using the best practice methods and standards such as LEED, BREEAM, ESTIDAMA, GSAS and CEEQUAL
- Minimize waste, especially hazardous waste and implement recycling initiatives wherever practicable
- Diminish consumption of natural resources by using sustainable materials
- Decrease our climate change impact by improving our energy efficiency and reducing carbon emissions, water consumption and energy use across our operations
- Promote the application of green solutions and the use of energy from renewable resources
- Ensure that the protection of biodiversity (local wildlife and plants) within and around construction sites is considered throughout the planning and management of projects
- Take due care and attention to prevent nuisance on site

Our Group is constantly striving to improve the sustainability of its operations. We recognize that the success of this Policy depends on the combined efforts of all individuals. Management at all levels of CCC Group is responsible for ensuring that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it.

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

November 2015

SUSTAINABILITY ANNUAL KEY PERFORMANCE INDICATORS (KPI's) REPORT - EXAMPLE

CATEGORY	SUB-CATEGORY	ASPECT	GRI	GC**	INDICATOR	MEASURING UNIT	CURRENT DATA	TARGETS	RESPONSIBLE PARTY
ECONOMIC		Economic Performance	G4-EC1		Direct economic value generated and distributed	Report			Sustainability Statement
		Market Presence	G4-EC5		Standard entry level wage compared to local minimum wage	Report			Sustainability Statement
ENVIRONMENTAL		Materials	G4-EN1	7, 8	Total material used	Weight OR Volume			Project *
			G4-EN2	7, 8	Total use of recycled input materials	%		10%	Project *
		Energy	G4-EN3	7, 8, 9	Energy consumption within the organization	Joules/KWh			PMV / Project *
			G4-EN4	7, 8, 9	Energy consumption outside of the organization	Joules/KWh			PMV / Project *
			G4-EN5	7, 8, 9	Energy intensity	Ratio			PMV / Project *
			G4-EN6	7, 8, 9	Reduction of energy consumption	Joules/KWh		10%	PMV / Project *
		Water	G4-EN8	7, 8, 9	Total water withdrawal by source	m3			Project *
			G4-EN10	7, 8, 9	Total water recycled and reused	%		20%	Project *
		Biodiversity	G4-EN12	8	Significant impacts of activities on biodiversity	Report			Project *
		Emissions	G4-EN15	7, 8, 9	Direct greenhouse gas (GHG) emissions (Scope 1)	Metric Tons of CO2			PMV / Project *
			G4-EN16	7, 8, 9	Energy indirect GHG emissions (Scope 2)	Metric Tons of CO2			PMV / Project *
			G4-EN17	7, 8, 9	Other indirect GHG emissions (Scope 3)	Metric Tons of CO2			PMV / Project *
			G4-EN18	7, 8, 9	GHG emissions intensity	Ratio			PMV / Project *
			G4-EN19	7, 8, 9	Reduction of GHG emissions	Metric Tons of CO2		5%	PMV / Project *
		Effluents and Waste	G4-EN22	7, 8, 9	Total water discharge by quality and destination	m3			Project *
			G4-EN23	7, 8, 9	Total weight of waste by type and disposal method	Tons & %		20%	Project *
		Compliance	G4-EN29	8	Non-compliance with environmental laws and regulations	USD		0	Project *
		Supplier Environmental Assessment	G4-EN32	7, 8 ,9	Percentage of new suppliers that were screened using environmental criteria	%		30%	Project *
SOCIAL	LABOR PRACTICES AND DECENT WORK	Employment	G4-LA1		Total number and rates of new employee hires and employee turnover	Nos			HR *
		Labor/ Management Relations	G4-LA4		Minimum notice periods regarding operational changes	Report			HR
		Occupational Health and Safety	G4-LA6		Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities	Nos		0	HSE & HR *
		Training and Education	G4-LA9		Average hours of training per year per employee by gender, and by employee category	Hrs		16	HR *
		Diversity and Equal Opportunity	G4-LA12	6	Composition of governance bodies and breakdown of employees per employee category	Nos			HR *
		Supplier Assessment for Labor Practices	G4-LA14		New suppliers that were screened using labor practices criteria	%		30%	Project *
	HUMAN RIGHTS	Investment	G4-HR2	1,2,3,4,5	Total employee trained on human rights policies or procedures concerning aspects of human rights that are relevant to operations	Hrs & %		25%	HR *
		Supplier Human Rights Assessment	G4-HR10	1,2,3,4,5	New suppliers that were screened using human rights criteria	%		30%	Project *
SOCIAL	SOCIETY	Local Communities	G4-SO1		Operations with implemented local community engagement, impact assessments, and development programs (Hiring of locally based suppliers & subcontractors in %)	%		35%	Project
					Regional materials purchased %	%		75%	Project
					Hiring of local Labour	%		20%	Project
			G4-SO2		Operations with significant actual or potential negative impacts on local communities	Report			CSR
		Anti-corruption	G4-SO4	10	Communication and training on anti-corruption policies and procedures	Nos & %		10%	CSR *
		Supplier Assessment for Impacts on Society	G4-SO9		New suppliers that were screened using criteria for impacts on society	%		30%	Project *

* Refer to the individual report, Data to be filled by the concern department for each indicator

** Please note that only GRI "Global Reporting Initiative" requires a Measurement or Quantity to be filled in.

*** GC **"Global Compact"** reporting is only qualitative and is fixed composed of 10 principles on Human Rights that we need to only address the referenced number only.

GLOBAL COMPACT:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
Principle 2: Businesses should make sure they are not complicit in human rights abuses.
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.
Principle 5: Businesses should uphold the effective abolition of child labor.
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.
Principle 7: Businesses should support a precautionary approach to environmental challenges.
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.