



CONSOLIDATED CONTRACTORS COMPANY
UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS (COP) 2016



CONSOLIDATED CONTRACTORS COMPANY



UNITED NATIONS GLOBAL COMPACT INITIATIVE

COMMUNICATION ON PROGRESS

2016





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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 #21 among International Contractor Companies. CCC currently operates in 40 countries across 5 continents, employs over 120,000 employees from over 85 nationalities, building some of the most challenging and complex facilities.

Drawing on its long and successful experience, CCC 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



STATEMENT OF CONTINUED SUPPORT

Management Commitment to Corporate Social Responsibility and UN Global Compact

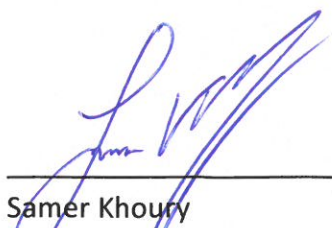
Consolidated Contractors Company, since its inception more than 65 years ago, put Corporate Social Responsibility as one of our Core Principles of operation and it is reflected in all that we do. When the United Nations came with UN Global Compact Initiative, CCC were among the first to join and support 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 today's world we realize that for any company to prosper it has to embed CSR Initiatives in all its operations and it must get both the financial returns and the international recognition needed.

Throughout CCC's business process we focus on making 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, health and safety and corporate social responsibility.

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



Introduction

From the summer sand storms and +50 °C of the Arabian Desert, to the -50 °C under the influence of Arctic air masses in Kazakhstan, and from the jungle of Papua New Guinea, to the unique landscapes of Madagascar, the people of CCC are hard at work. Having tasted nature's whims across the globe, we understand that we have to respect and work with our environment rather than against it. While we go about our extraordinary work accomplishments, we remain strongly committed to our decades long company culture aiming at keeping CCC a force for good in the world.

The year of 2016 brought about two very significant milestones in the area of Sustainability: The coming into effect of UN's Sustainable Development Goals for 2030 in January and the entry into force of the historic Paris Climate Change Agreement in October.

The SDGs expect private businesses to play a major role in combating global issues never before readily associated with for profit companies such as poverty alleviation, democratic governance and economic inequality. The Paris agreement requires increased transparency on state policies with regard to emissions and is most welcome by responsible companies such as CCC, as it is expected to level the playing field and correct competitive imbalances in the industry.

While the ethical vision of our founders remains our guiding light, we also closely follow international developments and trends in CSR and Sustainability so as to produce an enhanced mix of processes and actions that will guarantee our social license to operate.



HUMAN RIGHTS

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

As an employer CCC recognizes employee well-being and safety as a top priority. The extremely low turnover ratio we have achieved through the years bears witness to the strong employee satisfaction with the company's care for the welfare of its members.

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 SDGs Work is under Goal #8, and in particular safety under Clause 8.8:

"Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment" with the relevant indicator 8.8.1: "Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status". In our reporting we have already mapped Global Compact's Principles to the SDGs and the GRI G4 indicators taking full advantage of UN's relevant toolkits.

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 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.

6. Training and Awareness

We strive to make our employees fully aware of the hazards that they might encounter during conducting their work. CCC has established a comprehensive HSE Training Program with courses that cover any type of hazard that our employees might be subject to while performing their job. The training covers safety, health, environment and security. Training is delivered by accredited trainers that ensure the ease transfer of information to CCC workforce in a language that is understandable to all.

Our workforce is subject to continuous training and refreshing training that help them maintain their knowledge and complete their job in a safe manner. Awareness take different forms that can be: lessons learned, health / safety alerts, daily job task instructions, stand down meetings, tool box talks etc. They all seek to raise workforce hazard awareness so that we avoid incidents and accidents.

7. Site Reinstatement Policy and Procedure

We go to great lengths to minimize our environmental impact on our job sites. Our strict Site Reinstatement Policy and Procedure makes sure we restore the environment within our areas of operation to its original condition safeguarding the living conditions of local populations.

Below we have a selection of representative photos displaying our qualified accommodation camps and food & hygiene practices in the UAE: (to be populated).



Representative pictures from our camps in UAE that showcase our commitment to providing quality accommodation and high Food & Hygiene Standards to our labourers.

The kitchens and labour mess halls at our Jabal Ali Camp in Dubai, serving our current Dubai Projects:





Representative pictures from our BAB Habshan Camp Facilities serving our IGDE and BHOG projects in UAE

Safety training room:



Labour Mess Kitchen:



Labour Mess Hall:



Labour Accommodation & Ablutions:





Religious occasions, Ethnic National Days and HSE accomplishments are duly celebrated. Eid celebration on 12.09.16:



IGD-E Project 3-Million HSE Celebration:





Indian Independence Day Celebration 15-Aug-2016:





Pakistan Independence Day Celebration- 14-Aug-2016:





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.

CCC ensures that all subcontractors, stakeholders and suppliers are properly selected and controlled. During selection the subcontractor / stakeholder will be required to fill an evaluation questionnaire that proves with solid, objective evidence that the basic HSE requirements and human wellness criteria are respected. This will be the major assessment in selecting subcontractors / stakeholders.

All subcontractors / stakeholders selected to work for CCC will be required to sign a subcontractor agreement that specifies the HSE Requirements that the subcontractor / stakeholder have to implement and follow while performing a job for CCC. We ensure following up and controlling our subcontractors / stakeholders through regular meeting and a number of weekly and monthly reports that they have to submit to CCC. 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.



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 etc.) during the 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.



LABOUR

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

Open lines of communication are encouraged to be fully operational and taken advantage of by all staff at all projects, sites and offices. This is achieved through various methods including staff meetings and discussions, boxes of suggestions where staff can drop off their proposals and team building exercises.

The adherence to professional and courteous manners and behaviors ensure that all staff can be heard and their questions and concerns addressed and dealt with efficiently.

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.

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.

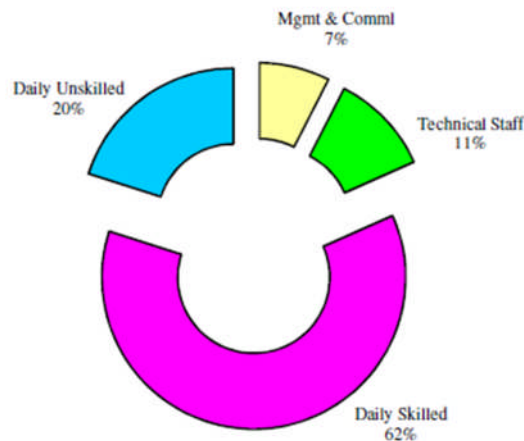
We continuously aim to promote and support the wellbeing of staff members' children through organizing and undertaking various activities such as visits to museums, courses to parents for psychological assistance on how to deal with teenagers, bullying and promoting self-confidence, field activities such as arts and crafts and cleaning up of braches and forests as well as volunteer schemes during school holidays.

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

The company currently employs over 120,000 staff from over 85 nationalities around the world, reflecting a 6.5% increase when compared to end 2015. This rise is mainly reflected in a 1% decrease of management and commercial staff and a 1% increase of technical staff. Even though the distribution has increased, no remarkable fluctuation can be noticed on the 2016 workforce, shown below:



Distribution



Tabulated numbers of female/males ratios were once again collected 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 17.29/82.71 female/male ratio of staff and European staff amounts to a total of 31.6%. 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.

The company constantly aims at finding new ways of staff engagement. Again for 2016, in house seminars, workshops and vocational training were held for staff at project offices and sites, where training has been calculated to equal to one training day per employee regardless of where he/she is located. The training and development department of CCC is always looking for new and efficient ways to further attract more staff and improves on existent seminars to further promote an all-level involvement.

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 that read these articles to comment and weigh in their opinions in order to engage further interaction. An innovative approach was taken during 2016 where the bulletin was floated to staff in an electronic option, which not only reduces



cost of production for the company and minimizes paper consumption, but it is more readily available and in a shorter period to many more staff.



ENVIRONMENT

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

CCC is aware that its core business sectors (building and infrastructure construction) have an impact on the Earth's natural resources. Our objective is to avoid environmental degradation when carrying out our business activities.

CCC Camp Layout and Design Manual

Camps and site facilities are an integral part of projects and have a direct impact on project success. The need to ensure employee wellbeing and safety, in addition to environmental responsibility, have transformed the design and setup of such facilities into a complex undertaking.

To address CCC's sustainability mission and environmental management in a systematic and solid manner, we revised the subject corporate manual. The updated version embodies a stronger pledge to environmental protection and represents CCC's increased commitment to practical sustainability.

Specifically, CCC's Camp Layout and Design Manual was re-launched to provide company-wide guidance in implementing sustainable practices consistently and as part of the daily operations across projects, offices and camps. It encompasses all corporate sustainability aspects such as environmental accountability, economic growth and social responsibility. The manual also contains a Sustainability Initiatives Checklist (Appendix 1) that lists several proactive measures under categories such as:

- Energy and Water Conservation
- Waste Management
- Transportation
- Environmental Procurement
- Renewable Energy

Consolidated Contractors Company
CAMP LAYOUT AND DESIGN MANUAL
CM-CSQM-013 Rev.2

SUSTAINABILITY INITIATIVES CHECKLIST

ITEM	SUSTAINABILITY INITIATIVES	Implementation			Remarks
		Yes	No	N/A	
Site Offices & Camps					
1	Energy Conservation				
1.1	Use high energy efficient HVAC units (Units with Inverter/ high star rating).				
1.2	Use of fully synchronized power house.				
1.3	Use of light-emitting diode (LED) lighting fixtures.				
1.4	Change all incandescent bulbs & fluorescent lamps (CFLs) to light-emitting diode (LED) lamps.				
1.5	Use of high mast LED Flood Lights for camp lighting				
	Use of Solar powered luminaires for the inner street lighting (the outdoor lights will)				



USGBC Membership

Working to champion sustainability and promote a high level of environmental protection, CCC has become a member of the U.S. Green Building Council, the leading institution promoting sustainable building practices. The USGBC is a global platform comprised of 15,000 organizations and individuals from the entire building industry, with a mission to develop structures that are environmentally conscious, profitable, and healthy to live and work in. LEED (Leadership in Energy & Environmental Design), the certification program guiding buildings towards sustainability has been created by the USGBC.



For CCC, this membership embodies our commitment to be a leader in sustainable development, a driver of green building innovation, and a facilitator of more prosperous communities.

The Road from Paris

As part of the CCC' social responsibilities towards the UAE communities and the initiatives in support of Science education among UAE students as well as company's keen interest in developing research in UAE, CCC is partnering with the College of Sustainability and Human Sciences at Zayed University to jointly research and conduct programs in support of mitigating the Climate Change effects in UAE.

On a global scale, CCC worldwide is committed to taking on its share of responsibility in terms of reducing global greenhouse gas emissions so that global warming can be limited to the international standard of 2 °C (3.6 °F). This will also help the countries within which we operate to achieve their targets and uphold their commitment towards the global climate deal.

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

We aim to increasingly embed the principles of sustainable development in our business. We recognize that the necessary element for this is to measure and communicate the economic, social and environmental impacts of our operations.

Sustainability Reporting

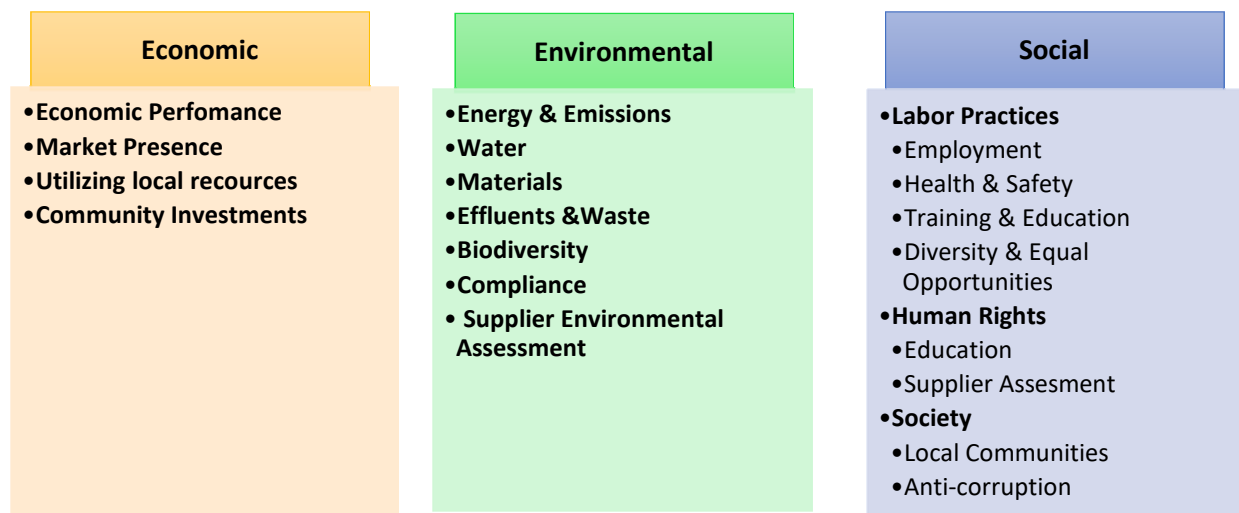
CCC has established procedures to monitor and disclose sustainability performance. We have been diligently tracking our sustainability impacts and contributions since 2012.



We place particular significance on tracking our environmental metrics, such as energy use, carbon emissions, water consumption and waste production, as this information enables us to tackle our impact on the planet's natural resources. Since we established our baseline in 2012 CCC has achieved the below results:

- 5.6% Reduction of Carbon Footprint
- 28% of On-Site Water Consumption Sourced from Recycled Water
- 23% of Construction Waste Reused/Recycled
- 9% of Total Purchased Materials where Materials with Recycled Content

Our system for grasping corporate sustainability related data is grounded upon internationally recognized standards (Global Reporting Initiative (GRI), UN Global Compact). Specifically for capturing carbon emissions, our approach also follows the Greenhouse Gas (GHG) protocol standards for the Carbon Footprint Inventory. To improve our impacts and contributions we set annual targets based on the previous year's outcome. We track our performance and progress based on the below aspects stemming from the three pillars of sustainability:



CCC's related activities, measurements and progress in achieving targets are published through our Sustainability Reports. Valuing business transparency the sustainability reports are published and readily accessible on CCC's corporate website. (<http://www.ccc.me/sustainability.php>).

Our latest Sustainability Report has been officially certified by the GRI for aligning report content with the G4 GRI Guidelines and the United Nations' Sustainable Development Goals (SDG's). This endorsement



reaffirms CCC's leading position, this time by demonstrating our efforts to contribute towards the advancement of sustainable development.

Booklet about the Water / Energy Conservation

In Qatar, CCC organized an educational campaign to raise awareness on Water and Energy conservation among local schools.

We conducted several awareness sessions in coordination with local education authorities and institutions during May 2016. During these CCC had published informative booklets in Arabic and English that we distributed to students of all the independent schools in Qatar (public schools for boys and girls) up to secondary level.

CCC engineers from civil, mechanical and engineering departments volunteered and actively contributed to his campaign by conducting the presentations at the schools. They participated in interactive sessions with the students and answered all the questions to quench the curiosities of the pupils.

This new initiative was very well received and appreciated by all involved parties: the Qatar Ministry of Education, teachers, students and their families.

Finally we alerted them about the need to preserve nature and gave them tips for energy saving and water conservation and consuming moderately.

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

Fleet Telematics

One of the biggest challenges for CCC is to effectively manage our construction equipment recourses. With the total number of our assets (cranes, vehicles, earthmoving equipment, welding machines, etc.) exceeding 16,000 and the corresponding value estimated at more than 1 US\$ billion it is imperative to maximize their performance and availability.

Consequently, we actively pursue for solutions that will enhance our fleet management and at the same time allow CCC to have a positive environmental impact and achieve sustainability objectives.



The use of telematics are becoming a core technology of our fleet management.

Automation and centralized databases are essential for timely big data manipulation, applying analytics and proactive planning. CCC is reinventing the way we manage our fleet by introducing leading solutions that converge operational technologies and IT. Through the deployment of our in-house near real-time control systems (CCC Cloud: iFalcon) and IBM Asset Management system (Maximo) we manage and control timely maintenance, repairs, availability, fuel consumption and other parameters during the full lifecycle of our construction equipment resources.

To reach applicable environmentally friendly targets, successful monitoring of fuel consumption and Co2 emissions depends on establishing a better insight of vehicle usage. Telematics exactly do that, they provide CCC's fleet managers with valuable information to detect and tackle fuel-wasting behaviors (i.e. excessive idling). The business intelligence provided through this technology allows CCC to take action towards environmental protection.





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 3 covers all aspects related to the subject including commitments, declarations, conflicts of interest, gifts & hospitality 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 incorporated in Revision 3 of the Ethics & Anti-Corruption Program.
- 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 150 employees holding positions of authority at different levels attended the training workshops and received their completion certificates in 2016.



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- The mandatory bespoke e-Learning Online Training Program that was developed and launched in early 2015, and distributed to approximately 5,500 employees had very successful participation that exceeded 90%.
 - All new recruits who joined the Company during 2016 have completed the Online Training as part of their induction program.
 - 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.



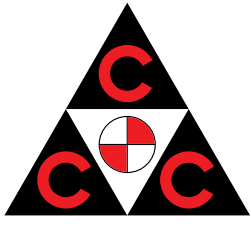
CCC's BULLETIN

Corporate Social Responsibility



News Section

January until December 2016



1st Quarter 2016

Issue 117

bulletin

Quarterly Magazine of Consolidated Contractors Company

SUSTAINABILITY



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

Calendars 2016



As a concept, 'being responsible' embodies the essence of CCC's Corporate Social Responsibility (CSR) Initiatives. Driven by the founders' philosophy that CCC should play an active role in organizing initiatives and activities that focus on the welfare of its employees, their families and the local communities, CSR ensures that this vision is achieved. The theme of this year's calendar is dedicated to 'being responsible'.

NIGERIA

Non-Smoking Policy

CCC Construction Nigeria Limited is committed to providing a safe and healthy workplace and promoting the health and wellbeing of its

employees. In order to provide a healthy work environment for the employees, the No Smoking Policy was adopted by the management two years ago and is applicable to all employees of CCC Construction Nigeria Limited. This policy is imposed in all indoor areas including offices, workshops, accommodation facilities and CCC vehicles. A high level of compliance has been exhibited by employees since its adoption and reminder sessions take place every three months at various CCC sites and locations within Nigeria.

SAUDI ARABIA



Awards to Jazan Refinery @ Terminal Project-EPC 13 (JRUP): A ceremony was held by the Emirate of Jazan to honour CCC for the corporate social responsibility that the project team has shown towards Jazan and its suburbs. Two awards were given, one to the project team for recruiting a good number of nationals especially



engineers noting that we are the only project within the ARAMCO area to recruit the highest number of engineers, as stated by the governor of Jazan in front of everyone. Also mentioned was the guidance given to all the newly recruited nationals, developing their skills and the good care that the project team and each department grants them. The second award was given to our Saudi Public Relations Officer for helping Jazan and its suburbs to develop the skills of their people by employing them on our project.

JRUP Clinic Facilities: This project was highly appreciated by the Jazan Economic City ARAMCO



for its HSE performance. JRUP Clinic Facilities is the only approved clinic by ARAMCO in the whole economic city being appreciated for its efficient organization and the implementation of SAUDI ARAMCO requirements which resulted in getting the highest score to be given by ARAMCO: 95/100.



UAE

Retirement of a CSR Hero

A CSR hero and a person with 35 years of splendid service to the company's PMV department, Kesavan Reghunathan is retiring. He has been a motivating individual with an admirable character and work ethic. During his long tenure with the Area Plant Department, he has served under various Plant Managers. A man with a positive attitude, holding social and welfare causes close to his heart, with continuous goodness is bidding us farewell. We wish him good luck.

USA

Morganti Young Professionals (MYP's) 2016 Initiatives

The Morganti Young Professionals group finalized their 2016 plans for Corporate Social Responsibility initiatives. Officers were elected and initiative leaders were selected for 13 events throughout 2016. Events include Bethel YMCA Read Across America, Bethel YMCA Flooring project, Sandy Hook 5K run, March of Dimes, YMCA Summer Camp Outdoor Refresh, United Way Day of Caring, Bethel Relay for Life, Bacon & Brew Festival, Habitat for Humanity, Toys for Tots, YMCA Giving Tree, American Red Cross Blood Drive and additional Baltimore Initiatives.



Bethel YMCA Read Across America

Morganti celebrated the National Education Association's Read Across America Programme by volunteering to read to pre-school aged children at the YMCA Children's Center in Bethel, Connecticut. The National Education Association's Read Across America programme is

a nationwide reading celebration that takes place annually on 2 March which coincides with children's author, Dr. Seuss' birthday.





We are pleased to acknowledge the participation and continued support of volunteers towards CSR Initiatives in their respective areas during the First Quarter of 2016.



SAUDI ARABIA



Fadel El Harbi

Saudi Arabia Area Management have named Fadel El Harbi as their CSR Champion in appreciation of his dedicated voluntary

initiatives and support towards the local communities of the Emirate of Jazan and the governmental offices all over the different towns of Jazan.

Our thanks and appreciation go to all parties who volunteer towards CSR Initiatives. Based on the above nomination, we are pleased to acknowledge Fadel's dedication by awarding him our Certificate of Appreciation as the CSR Volunteer of the First Quarter of 2016.



Fund Raising Lunch for Children in Algeria



Inspired by the CSR values of the group, CCC Algeria participated in sponsoring a charity event in the form of an international lunch that was organized by the Association of Diplomats' Wives in Algeria (AFDA).

The lunch took place in Algiers at the Hilton Hotel on 5 February and was supported by the record number of 45 embassies: members of each embassy presented specialty dishes from their country.

The event was held with the aim of alleviating the suffering of persons and especially children with special needs.

The distribution of the sponsors' contributions was made by trusted Algerian charity associations who are dedicated to improving the quality of life of the most fragile members of society.



Theatre Visits in Aid of Friends of the Child



Friends of the Child is a charity organization that has provided diverse support to over 450 families annually for 27 years. Amidst its numerous programmes, it runs a nursery for neglected children who come from families living in severe poverty and who are unable to offer their offspring the essentials. At the nursery, 37 children engage in educational and recreational programmes, receive three meals, take a bath and have a short afternoon nap. The objective here is to offer the children what they cannot experience or have access to at home.

After helping to cover the nutritional needs of the nursery in 2014, CSR Athens Office decided to diversify the support offered to the nursery by sponsoring visits to the theatre for the children. In addition to the theatre's admission fee, the transportation to/from the nursery was also ensured in order to facilitate the visit.

In November and December 2015, the children aged three to seven accompanied by their teachers, attended three theatrical plays that were specially tailored for a young audience. The theatrical plays ranged from classic fairytales such as Cinderella to more interactive stories focusing on contemporary themes of art or respecting diversity, and as a result, the young children were left enchanted while the older attendees were delighted.



Such experiences are an important mental stimulus for the children, who would otherwise have little or no opportunity to visit the theatre. The benefits of going to the theatre are many: apart from instilling enthusiasm for culture in children, it can improve their academic performance, cultivate curiosity, encourage reading and significantly boost their self-confidence. These benefits are clear for children regardless of their socio-economic background.



Christmas Food Basket Campaign



As the holiday season marks the time when we direct our thoughts to the less privileged and since the need for humanitarian aid has been rising in Greece, an employee food collection was launched in December 2015.

This year our efforts were directed towards the support of the Greek Multiple Sclerosis Society (GMSS). This is a non-profit and non-governmental organization dedicated to improving the lives of patients and their families who are facing several challenges due to the Greek financial crisis and austerity measures. The GMSS cares for those who are facing financial problems and also provides psychological support by organizing social gatherings and therapy groups.

Thanks to the generosity of CCC Athens Office employees, the CSR basket was filled with an abundance of food supplies including staple non-perishables (pasta and rice) but also seasonal treats such as chocolate and biscuits. The food baskets were delivered to the Greek Multiple Sclerosis Society before Christmas so that they would be distributed in time for Christmas to the patients and their families.

As always, the goods that were donated by employees were matched by CCC with various items that will further help the struggling families and make them feel extra special during the holiday season.



Dialogue in the Dark



The United Nations' (UN) International Day of Persons with Disabilities is held annually on 3 December to raise awareness about disability issues and draw attention to the benefits of an inclusive and accessible society for all. To commemorate this cause, CSR Athens Office organized a visit to **Dialogue in the Dark**. This is a completely unique and life-altering experience where visitors are led by blind guides in small groups through specially designed darkened rooms.

"Dear CSR Committee,

I would like to thank the CSR team, especially Dimitra and Lila, for organizing such an amazing life changing experience.

Being in total darkness, everything around you takes on a new dimension. Roles are suddenly switched and you depend on a blind person to give you a sense of orientation and security. The tour which lasted for 80 minutes allowed us to "see" our lives in a different way.

Once again a big thank you.

*Best Regards,
Nadia and Panagioti"*

"Good Morning,

We would like to thank you for giving us the opportunity to participate in this amazing and unforgettable activity.

It was the best experience I ever had in Athens.

Big thanks for the organizers for your great efforts.

Thanks Dimitra and Lila

*Best Regards,
Tarek Hamid"*

"Dear CSR Committee,

I would like to thank you for the very special activity we participated in yesterday: Dialogue in the Dark.

While still in the light, I was wondering how a blind person can guide us, how can we stay for 80 minutes inside and how would the children manage to do this without being scared!

But the moment you enter, you are so reassured by the voice of your guide (who is blind) and by his self-confidence! At the beginning I told my daughter Yara (nine years old) to hold my hand. A few minutes later, she refused to hold my hand. She could SEE without using her eyes, she was alone in the dark. She did not need me. I was really impressed with our guide, who was helping eight persons to find their way in the dark, checking up on everyone and taking us on a tour for more than one hour. We walked in the park, smelled the plants, heard the birds and touched the water ... We took the metro from Syntagma to Monastiraki (we even validated our tickets!). We entered a few shops

Dialogue in the Dark



in Monastiraki and a supermarket. We waited for the green light and we crossed the street... We bought drinks and snacks from a bar whose bartender was blind too using real money and we sat there while our guide answered all our questions.

In there, he was the one who could SEE and we were BLIND! Our guide Manolis – an amazing person - helped us to see with our

ears, nose, tongue and hands. He made us see with our heart. We left 'Dialogue in the Dark' SPEECHLESS! It was a unique experience not to be missed; although it only lasted for a couple of hours, it will touch our hearts forever.

*Best regards
George, Sophie, Tina and Yara"*



Clothes Collection

Piraeus



CORPORATE SOCIAL RESPONSIBILITY



CCC employees pooled their efforts together and filled 15 large boxes with warm clothes, blankets and other useful items that were delivered to a Greek NGO called 'Refugees Welcome to Piraeus - Παμπειραιϊκή Πρωτοβουλία Υποστήριξης Προσφύγων και Μεταναστών'. This is primarily a volunteer group coordinating provision of assistance to new refugee arrivals in Piraeus Port and cooperates closely with organizations such as Médecins Sans Frontières (MSF), Red Cross, Carry the Future, Nostos, PRAKSIS. The

Women's International Group South (Saronida) (W.I.G.S) also contributed to the donation by hand-knitting items for the refugees.

On 26 February, three members from the Athens Office CSR Committee visited the NGO's centre in Piraeus and delivered the boxes that had been compiled by CCC employees. Additionally, this delivery was accompanied by a donation of food items that consisted of baby food, juices, water, sanitary items as well as dry and tinned food.



Annual Winter Clothing Drive

Jordan



CCC Jordan held its first annual winter clothing drive in January, encouraging employees to also donate blankets, toys, books, shoes and non-perishable food. Their campaign slogan was very appropriately "Share the Warmth".

The items collected went towards the initiative of the 'Mobadaret Fa3l Khair' for volunteerism and charitable works, a local reputable NGO.

The campaign focused on providing assistance to less fortunate families.



شهادة شكر وتقدير

تتقدم جمعية فاعل خير للعمل التطوعي والخيري ممثلة بالهيئة الادارية و العامة بجزيل الشكر والعرفان
من السادة موظفي الشركة الاردنية لاتحاد المقاولين (c.c.c) للمعتمدين

على دعمهم الدائم والمستمر لكافة نشاطات وفعاليات الجمعية. ونتمنى بان تكون هذه الشهادة بمثابة كلمة شكر لكل واحد منهم
سائلين المولى عزوجل ان تكون في ميزان حسناتهم. وان يبعد عنهم كل مكروه ويرزقهم كل الخير

رئيس جمعية فاعل خير للعمل التطوعي والخيري
خليل فائق القروم

2016 2/7

Reforestation of Parnitha



On Sunday 20 March around 80 CCC Athens Office employees, family members and friends gathered at the National Park of Parnitha Mountain (which is situated on the outskirts of Athens) for CCC's 5th Reforestation Campaign.

The initiative was organized by the Athens Office CSR Committee in the event of the International Day of Forests (21 March) that was established by the United Nations General Assembly in 2012. The day is celebrated all over the globe with a number of events that raise awareness of the importance of all types of forests and reforestation for the benefit of current and future generations.

Raising environmental awareness and organizing initiatives with the aim of protecting and preserving the natural environment has always been one of the fundamental priorities of the CSR agenda, even though during the last few years we have been slightly shifting our efforts towards social issues in view of the current challenges that Greece is going through.

This is why, in times like these, it is more than satisfying to see a wholehearted response to our initiative. More than 1000 baby firs were planted at the heart of the National Park of Parnitha which is a protected natural reserve since 1961. As some might recall, two thirds of the National



Reforestation of Parnitha

Park's area were severely damaged by a large fire in June 2007. Since then, and taking into consideration that the physical rebirth of a fir forest can take several hundreds of years, the Greek state decided to implement a very careful and supervised human intervention, with the aim of gradually restoring the natural environment to the greatest extent possible.

Our action on Sunday 20 March was in keeping with this master plan. Apart from the donation of the 1,000 baby trees, CCC also arranged for their irrigation and maintenance during the first three years after the planting. (This is the most critical period for newly planted trees). This is to

guarantee that no effort will go wasted and all work done will have a positive effect.

The initiative was blessed with fantastic weather on the day and gave the participants a unique chance to visit one of the most beautiful areas of the region.

The CSR Committee wishes to extend its gratitude to all volunteers for their participation and wishes to see you at our next event.



Cricket Tournament in Oman



In order to celebrate CCC's achievement of ten million man hours without a lost time incident, a cricket tournament was organized at the Khazzan CPF Project Pioneer Camp New Cricket Ground beginning 5 February. Bashar Elias, Deputy Project Director; Bishara Awwad, Head of Administration and Abdallah Melhem, Head of Personnel inaugurated the tournament at 17.00 that day.

Out of a total of 18 teams, the two teams that made it to the final match (held on 3 March) were 'Ever Shaheen CCC' and 'Pak Kashmir CCC'. This was a very exciting match and resulted in 'Ever Shaheen CCC' winning the Champion's Trophy. In order to boost the teams' morale, Carlos Morelli (BP CPF Site Manager) was invited to watch the final match.

Nazhi Cherri, Deputy Project Director, presented the winning team with the Champion's Trophy while Carlos Morelli and Bishara Awwad presented the Runners-Up Cup.

Many thanks go to CCC CPF project management for providing all the facilities for this successful tournament including trophies and medals. Special thanks go to Bishara Awwad and S.N. Kurup (Tournament Committee Vice Chairman) both of whom organized this tournament successfully. Finally, a big thank you to all our team members for their regular practice and for playing as a tight knit team.

Congratulations to the winning team and all those who participated and played in this tournament!



UAE Clean & Green Campaign



The Automated People Mover Project, as part of the Midfield Terminal Complex Project in Abu Dhabi UAE, conducted the 1st Quarter annual Clean & Green Campaign.

The client (ADAC) and consultant (AECOM) were invited along with the entire APM Head House staff. The main event took place on 28 February and included an environmental awareness presentation, planting a tree, games and distributing gifts.

The goal of this event was to spread environmental awareness to people working in the construction field as well as in their personal lives. Environmental awareness means understanding the fragility of our environment and the importance of its protection. Promoting environmental awareness is an easy way to participate in creating a brighter future for the next generations. Analysts have warned that electricity and water usage in the UAE has been growing significantly in the past few years and will be difficult to manage in the future if no effective sustainable measures are undertaken today.

The topics that were addressed in the campaign included reducing/reusing/recycling waste, reducing water consumption, reducing energy consumption, and air pollution control measures. Statistics show that construction and demolition waste accounts for 70% of the total solid wastes produced in the UAE. In addition, 550 litres of water are being consumed on a daily basis per person every day in the UAE. According to estimates, the UAE's gross domestic electricity consumption will reach 141 terawatt-hours in 2020, up from 103 terawatt-hours in 2014.

CCC is certified with ISO 14001: Environmental Management System (EMS). Furthermore, CCC is one of the top 25 contractor companies in the world; therefore, supporting environmental and sustainability practices will enhance the good image of the company.

In conclusion, the event was successful and everyone enjoyed it. Gifts were distributed to the winners at the end of the event. The Clean & Green Campaign or similar events should be held regularly and it is recommended that it is included as one of the significant practices to be undertaken in all CCC projects. Commitment at all levels of the organization, starting with management, is essential. Moreover, achieving sustainable and environmental development for our clients is not just our professional commitment, it is also the shared personal commitment of all members of CCC.

The Road from Paris



As part of our social responsibilities towards the UAE communities and our initiatives in support of science education among UAE students, as well as our keen interest in developing research in the UAE, we are partnering up with the College of Sustainability and Human Sciences at Zayed University to jointly research and conduct programmes in support of mitigating the effects of climate change in the UAE.

As part of this initiative, Zayed University organized a forum on 16 March in the university auditorium, which was held under the patronage of Her Excellency Sheikha Lubna Al Qasimi, Minister of International Cooperation and Development and President of Zayed University. The forum brought together regional and international experts to assess (probably for the first time) key results from the United Nations Climate Change Conference in Paris (COP21) and define its major impact on the UAE in terms of adaptation, climate finance, mitigation and technology.

The forum programmes were formerly launched in a meeting at Zayed University involving CCC representatives and senior professors from the College of Sustainability Sciences and Humanities.

The goal of Zayed University's forum was to evaluate the outcome of the COP21 Paris meeting with a special focus on the impact in the UAE and GCC region. The forum served as a platform for decision makers, scientists, young researchers and private sector representatives to interact and discuss the research agenda for the future. Toward this end the forum emphasized the future shape of fundamental science and engineering research programmes.

Societal factors influence natural resource priorities and several dimensions of sustainable development. In light of this, the forum also considered this dimension in order to define research topics in this area. Climate change being high on the UAE's national agenda, CCC's CSR Department and Zayed University's collaboration will inspire students to discuss their view and vision of a road map for a lower-carbon and climate-resilient future as well as the prospect for programmes with a greater impact during this year.



From left to right: Dr. Ibrahim Souss, Dr. Fares Howari, CSR Rep., Dr. Deborah Williams

Women's Day Programme Report

Dubai



Members of the audience in the World Women's Day programme

The UAE CSR Department, together with the Dar Al Ber Society and the Global Food Banking Network organized a World Women's Day programme at the Masjid Ibrahim Al Khalil compound, Bur Dubai. This programme contained several innovative elements, as it targeted Asian female workers employed in cleaning companies and other low paid jobs to whom the concepts of Women's Day celebrations were unreachable.

Conducted in the open air, the programme had the support of the community development and social authorities of Dubai.

Various non-governmental organizations and women's organizations operating in Dubai, as well as the Embassy of India, also supported this initiative. The programme reflected the aspirations of Dubai authorities that hope to improve the satisfaction and overall well being of blue collar workers whilst simultaneously developing Dubai as a happy city where all segments of the working class can live well.

More than 175 women participated in the programme. It was made up of sessions that focused on educating female workers about hygiene, legal obligations and included an interactive health care lecture by a medical officer (arranged by CSR Dubai) in order to highlight various common health issues among working women. The programme also featured a special lecture on "Osteoporosis in Female workers."

Food packets supplied by the CCC camp at Jabel Ali and various gifts provided by other companies were distributed to all participants. The programme attracted large public and media attention.



Health care session on "Osteoporosis in Female Workers"

'Act to Sustain-All Communities Together' Campaign Dubai



CCC Dubai projects participated in a number of activities organized jointly by the Centre for Responsible Business of Dubai Chamber and the Sustainability Network member companies based in Dubai to increase the awareness of waste management, titled "Act To Sustain-All Communities Together".

A week long programme was marked with a series of events and seminars covering various topics such as: innovation lab for SMEs, waste management activity in shopping malls, sustainable energy and workplace inclusion for people with disabilities and the final event that took place was a sustainability fair for the families. Visitors were encouraged to spread the anti-waste message by taking photos of a specially-installed Instagram frame and promoting it on social media.

Children and families were the focus of this fun-filled waste management initiative conducted at Dubai shopping malls as organizing companies set out to recruit young supporters and their parents against waste.

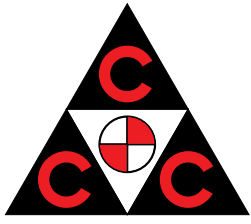
Directly targeting the community, an 'edutainment' programme of events was held for two days to raise public awareness of waste-related issues. A 'Recycling Game' taught participants how to separate recyclable from non-recyclable waste with the aid of a series of stress balls thrown into green and black bins.

Other activities included a 'Rapid Fire Quiz' on waste management topics and a 'Colouring Zone' with crayons introduced the younger children to waste management and recycling in a fun-friendly way.

The programme was directly aimed at engaging the community in anti-waste measures, in particular, the need to get the sustainability message across to children and families and edutainment activities provide a great means of communicating a serious topic in a fun way.

Dubai Projects Management continues their efforts to cope with the growing demands and challenges of social responsibility in Dubai. CCC's participation in the Sustainability Week was impressive and it had a discernible effect on the community.





2nd Quarter 2016

Issue 118

bulletin

Quarterly Magazine of Consolidated Contractors Company



VISIONEERING
A Bridge to Productivity





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

Donation to Saint Vlassis Church in Livadia

Milk and other necessary food supplies were delivered with a CCC van to Livadia for the old age retirement home that Saint Vlassis church is supporting.



Easter Food Basket Donation

Athens Main Office CSR Committee organized the Easter season's food campaign to support families with members who suffer from Multiple Sclerosis (MS). The Greek Multiple Sclerosis Society (GMSS) is a non-profit and non-governmental organization dedicated to improving the lives of patients and their families. It supports those who are facing financial problems and also provides psychological support by organizing social gatherings and therapy groups. During the Easter period CCC employees donated olive oil, canned milk, biscuits and other food supplies.

IRAQ

Donations during Ramadan

As part of the yearly donation to the Iraqi local community in the Governorate of Basra, and during the last ten days of every Ramadan, CCC distributed 500 food packages to the poor families and orphans. The distribution was implemented in coordination with Basra City



Council and the Orphans Society. Our deed was appreciated by the families and the officials alike. The contents of the packages consisted of 16 items such as sugar, rice, cooking oil, dates, tea, broad beans and so on.

JORDAN

Beach Cleanup



On the occasion of World Environment Day, CCC staff working in collaboration with Saraya Aqaba participated in a campaign to clean the beaches of Aqaba.

Clothing Campaign



CCC staff in Jordan held their first winter clothing and food drive and distributed the donated items to underprivileged families in Jordan.

Walk for Life

CCC Jordan staff participated in the Walk for Life to raise awareness of cancer and heart disease and to commemorate the lives lost.



KAZAKHSTAN

CCC's Contribution to Sports in Kazakhstan

In line with CCC's CSR initiative, CCEP Kazakhstan continues with the charity and donation programme adopted for the different



sectors in cities and villages in the Republic of Kazakhstan. In the presence of state media, the CCC Kazakhstan CSR team distributed basketball uniforms to the basketball federation in Kulsary at school No. 21. The uniforms distributed to the eleven basketball teams showcased the CCC logo. The CCEP team conveyed their warm wishes to all young basketball players. The representative of Kulsary Akimat, the head of Atyrau's basketball federation and the players of eleven teams were present at the ceremony. The local authorities appreciated CCC's contribution and management efforts by awarding an appreciation certificate to Ghazi Anouti, Area General Manager Kazakhstan.

OMAN

Football Tournament at BP Khazzan CPF Project



On 15 April 2016 CCC held a football tournament at CPF Khazzan with the participation of Petrofac and BP. Ten teams registered to participate and were divided into two groups (A and B).

BP and the Golden team (CCC) qualified from Group A to meet Suqour Khazzan (CCC) and the Dream Team (CCC) accordingly in the semifinal. The final game was spectacular and took place between Suqour Khazzan (CCC) and the Dream Team (CCC) who won the tournament after beating the Suqour Khazzan 6-0. It was a well organized and competitive tournament. BP was awarded the Sportsmanship Award after showing great ethical behaviour, fair play and integrity.

CCC Oman Football Tournament 2016

CCC's football team won the Oman Labour Union Ramadan Football Tournament after beating Oman Refreshments Co. (PEPSI) 6-1. It was a



fantastic match where our players proved that they were excellent players not only by winning the tournament but also by winning awards in the following categories:

- Best Goalkeeper - Haitham Salem Darwesh.
- Best Player - Khamis Jama' AlKhamisi.
- Tournament Scorer - Adel Hamad AlJabri.

Special thanks go to the team's Technical Manager, Suliman Al Hatmi, for his fantastic leadership.

SAUDI ARABIA

Iftar Event

As part of our social responsibilities during the holy month of Ramadan, CCC-DKO conducted the annual Iftar event at the Carlton Al Moaibed Hotel, Al Khobar on 12 June 2016. The event was successful and everyone enjoyed it thoroughly.



UAE

A Holy Reward for CCC Volunteers

The UAE Area CSR Department has been extending volunteering support to several programmes implemented by the Community Development Authority of Dubai and NGOs operating in Dubai.

Programmes included blue collar workers' welfare, empowering and educating underprivileged female workers and so on. As a reward for our efforts and the sincere dedication of our volunteers, Dar El Bar Society, Dubai rewarded three employees of the company with a free Omra pilgrimage trip to Mecca, Saudi Arabia. The reward was a great blessing to these employees, as they were able to cherish their dream of performing Omra with all costs borne by the Dar El Bar Society.





We are pleased to acknowledge the participation and continued support of volunteers towards CSR Initiatives in their respective areas during the Second Quarter of 2016.



CCC OMAN



Shayma Hamdan



Mirna Khoury

Shayma Hamdan and Mirna Khoury joined forces and started a charity project for a Syrian refugee camp located at Bekaa area in Lebanon. They raised funds to be able to provide the families with the necessary supplies, prepared for a day of entertainment to be spent with the children and put a smile on their faces.

This project was organized in coordination with Human Wire, an NGO working with refugees in Lebanon and around the world, which was the focal point between the team and the camp.

The refugee camp visit took place on 7 May 2016 and it was a very successful. (See article 3al Autostrad Event, page 46).

Arts & Crafts



Athens Office CSR team organized an exciting activity for children (aged between four and twelve years old) which involved arts and crafts. The activity took place on 16 April 2016 during a pleasant Saturday afternoon. The children, with the help of Lina Awad and their parents, had the opportunity to design Easter and Spring themes, as well as engaging in recreational activities such as colouring, drawing and cutting out.

Some Benefits of Arts and Crafts

Bilateral coordination means that activities such as colouring, drawing and cutting out require children to use both of their hands together. This skill is important in other areas of their lives as they continue to grow, such as writing, tying shoes, typing and so much more! Arts and crafts involve multiple brain areas simultaneously and improve bilateral coordination between the left and right sides of the brain, leading to immediate and future cognitive development.

Fine motor coordination is another benefit. In order to draw shapes, cut patterns and hand write, a child uses his or her fine motor coordination. These skills similarly translate to other areas of their lives, such as dressing, eating, and in the academic setting. Activities like arts and crafts accelerate the development of muscles in the hands and fingers.

Crafts that require drying require waiting! Self-regulation is a great lesson for your child to demonstrate self-control and patience. Also, as always things might not go exactly as we hoped! Crafts are a great way to promote flexibility in your child. There is no right or wrong way in exploring one's own creativity and expression!

Face-to-face interaction in early years is critical for optimal social development. Arts and crafts promote rich social interactions that help develop language skills and social cognitive abilities, like understanding emotions.

Creating Art Relieves Stress

Activities such as painting, sculpting, drawing, and arts and crafts creativity are relaxing and rewarding hobbies that can lower your stress levels and leave you feeling mentally clear and calm.

Creating art trains you to concentrate on detail and pay more attention to your environment. In this way, art acts like meditation and relaxation.



The best reason for doing arts and crafts is that they are plain old fun. From picking colours to picking patterns, from visualizing to creating, it is fun to make something with your own hands!

Easter Bunny Campaign

CORPORATE SOCIAL RESPONSIBILITY



More than 450 meals, snacks, salads, drinks as well as desserts were distributed in Piraeus and Skaramanga (areas of Athens, Greece) on Easter Monday. This was done using a new method called 'Food Recycling': I managed to make an extra 200 portions of soup that were distributed on the night of Easter Wednesday therefore bringing the total portions distributed to 650.

"Since I began this journey years ago, I have been lucky to find people on the way that helped me continue this act and turn it into a tradition; the more good deeds a person does the more determination this adds to continue the objective. I want to thank you all on the behalf of so many people in whom you quenched their thirst and satiated their hunger."



Visit to Vavrona Habitat

Archaeological Site & Museum



On the occasion of the European Day for Natura 2000 the Athens CSR Committee prepared a wonderful day in Vavrona (Attica). Our short trip gave us the chance to familiarize ourselves with a precious habitat (that is environmentally significant) and visit the interesting archaeological site and museum in the same area.

At first we teamed up with the Hellenic Ornithological Society (a Greek NGO devoted to the protection of birds) to help us appreciate the importance of the habitat of the Vavrona Wetland. We were given a tour of the unique wetland, collected specimens of local flora

and we consequently compared and discussed our findings. We climbed to the observation point and looked for birds through telescopes. Afterwards, we had the opportunity to take part in a symbolic one hour cleaning of the habitat thus participating in a European Eco-activism initiative.

After having completed our voluntary cleaning activity we continued our trip with a visit to the nearby Temple of Artemis that dates back to the 5th Century BC. A visit to the small local museum exhibiting the artefacts found in the area signalled the end of our trip!



CCC Morocco's Commitment to CSR

CORPORATE SOCIAL RESPONSIBILITY



CCC Morocco's commitment to Corporate Social Responsibility has been of high importance to both project management and staff.

Being located in a remote desert area, we are always working to find ways to assist the local community and actively support them through various types of contributions and activities depending on the most urgent humanitarian needs that are raised each year in coordination with the local authorities.

This quarter, and during the holy month of Ramadan, we decided to target two categories and assist them in the best way we could.

We decided to help poor families with limited or no income and who were in need of the basics. The names of the families in need were provided to us by the local authorities. As a result, we took care of 27 families by buying Ramadan baskets and distributing them (each basket included 13 items).

Our second objective was providing assistance to the handicapped and children with special needs who have physical or mental disabilities. We bought a variety of toys and games for children

with ages ranging from 4-16. The items bought were specially selected to help these children improve their mental and physical skills under the supervision and presence of the Governor and local authorities.

As for the previous quarters the following two activities took place:

Contribution to an orphanage in Errachidia in which eleven children are being taken care of, one of which is a child who has special needs. We were provided with a list of all their needs ranging from essential items to all kinds of fun games which were bought and delivered in the presence of the Governor and local authorities.

Finally, we sponsored a Ramadan mini football tournament so as to support the local sports teams in Errachidia. It was organized by the Ministry of Youth and Sports. A CCC team participated in the tournament.

CCC Morocco's contributions through CSR are changing the lives of many and bringing hope, joy and positivity to the life of others - a fact which we are all proud of as the CCC Morocco Team.





Finally we highlighted the importance of preserving nature and gave the students advice regarding all the aforementioned issues in order to conserve water and energy.

3al Autostrad Event



CORPORATE SOCIAL RESPONSIBILITY

This is where we met Amar Sham, Ahed, Waed, Bassam, Fatima, Domou, Warda, Haydar, Lina, Muntaha, Wael, Widad, Rahaf and many more beautiful souls. #3alAutostrad was not an event; #3alAutostrad was a life-changing experience.

Shayma, Mirna and Sharon started planning for this event approximately four months beforehand. This was a charity project that featured a Syrian refugee camp located in the Bekaa area in Lebanon and aimed to raise funds to provide the families there with basic supplies. Preparations for a long day to be spent entertaining the children were also put into action.

The idea of the event was initially an individual project based on 'Yoga Activism' and what is known as 'giving back to the community' as both Shayma and Sharon are Yoga instructors.

This project was organized hand in hand with Humanwire, an NGO working with refugees in Lebanon and around the world, which was the focal point between the team and the camp.

Coordinating with Humanwire, the team was able to identify Autostrad as the target camp, being the smallest among the other camps, though there were doubts regarding the financial and management ability of the project at the time.

The chosen camp consisted of ten tents where almost 15 families reside including 73 persons in total, 45 adults and 28 children below the age of 15.

The assessment undertaken by Humanwire led to the conclusion that the camp is mostly in need of food supplies and hygiene kits. Therefore these needs became the project's targets. Raising funds and providing the necessary supplies in sufficient quantities were the main concerns at that point in time.

After four months planning the project (up until 7 May) the team was ready to organize an event that covered both the humanitarian aid aspect as well as an entertaining schedule.

The team raised funds individually by collecting donations from friends, colleagues and family members as well as organizing yoga-classes-by-donation given by both Shayma and Sharon in both Oman and Lebanon respectively. However, the main sponsor of the event was CCC which made a large donation and incorporated the project as part of the Corporate Social Responsibility programme. Generous contributions from staff members were collected in the Oman Area Office as well as at the AWP and MSQ Projects. Altogether, the funds collected reached approximately US\$5,000.

Based on the donations collected versus the camp's needs, the plan was made to then provide each of the ten tents with the following:

- Five boxes of food supplies (rice, sugar, oil, tea, cheese, meat, lentils, chickpeas, milk).
- Five packs of bread.
- Three sets of hygiene kits (detergents, hand gel, soap, wet wipes).

Besides the above supplies, the plan included buying new clothes and shoes for the children (items according to gender, age and size) as well as toys and colouring books.

7 May 2016

The day was bright despite the cloudy skies and we could not help but be overwhelmed by the positive vibes of the refugee kids surrounding us...

The day started by meeting and greeting the camp residents. Introductions were made and the purpose of our visit was made clear and CCC's role as the main event sponsor was outlined.

We distributed the gifts, clothes and toys to the children and this was followed by a fun yoga class given by Shayma that was attended by the kids and their parents.

Then came the distribution of the food supplies, bread and hygiene kits that were purchased for each of the families.

After that there was a live music show around which all the children gathered; there was dancing and singing as well as a face painting session that put a smile on every child's face.

Towards the end of the event a hearty lunch was distributed in parcels for every family to enjoy. In the end, we took group photos before saying goodbye to the camp's residents.

None of the event organizers or the volunteers who participated wanted to leave. The photos show a little of what we experienced. Drawing smiles on these children's faces and accepting the gratefulness of their families towards our visit was priceless and do not compare to any other feeling.

It is worth mentioning that the supplies provided to the Autostrad Camp are sufficient for at least the next few months for the families that consist mainly of women who have no income to provide or feed their children.

Having additional funds at hand, the team decided to contribute similarly to any of the other Syrian refugee camps in need. Coordinating

3al Autostrad Event

with Humanwire, the remaining donations went to providing one box of food supplies and one hygiene kit to each of the 43 families (43 tents) residing at Khalaf Camp, which happens to be the second smallest camp in the area. This was the pre-Ramadan distribution.

Shayma, Mirna and Sharon would like to thank all the donors, individual and corporate. Special thanks go to CCC, our main sponsors, and Ms. Mona Ayoub from Humanwire, as well as all the volunteers who participated in the event either individually or as representatives of other NGO's in the area.

"In humanity we are ONE..."



Car Park for the Qatar Faculty of Islamic Studies Building



CORPORATE SOCIAL RESPONSIBILITY



The construction of an external car park for the Qatar Faculty of Islamic Studies building was required to accommodate the needs of this building during Fridays prayers, during the Holy Month of Ramadan and other occasions, since the existing car park does not provide enough parking spots for these peak periods.

The new external car park features:

1. 301 Car parking lots.
2. 4 Handicapped parking lots.
3. 4 Bus, media parking and drop-off spaces.
4. 4 Motor bikes parking lots.
5. Total surface area is 10,215 m².
6. Total walkway area is 338m² (the connection is between the building entrance and the car park).
7. Car park distribution board of 63 Amps.
8. 22 lighting poles along with their utilities and accessories.
9. Connection to the main QF road.

The construction steps of the works are broken down as per the following:

- Shifting of the site hoarding as per the revised site layout edges including the external car park (CCC provided the required labour, equipment and supervision to perform the works).
- Levelling and surfacing of the existing ground level and compaction of the final subgrade level.
- Construction of light poles foundations and utilities.
- CCC provided the material, labour, equipment and supervision needed to perform the works.
- Asphaltting works (all resources were provided by CCC)..
- Road marking works and bulk mulch application along the car park perimeter. All resources were provided by CCC.
- Cable pulling, light poles and distribution board installation. All resources were provided by CCC with the exception of the light poles.
- Construction of the walkway between the building and the car park.

Memorandum of Understanding

with Sheikh Zayed University



As part of the UAE Area CSR programmes, a Memorandum of Understanding was signed with Sheikh Zayed University. The University bears the name of the founder of the UAE, Sheikh Zayed Bin Sultan Al Nahyan, and was established in 1998 by the Federal Government of the UAE.

The Memorandum of Understanding signing was attended by Professor Reyadh Al Mehaideb, the Vice President of Sheikh Zayed University and Walid Salman, the Regional Managing Director of the UAE and Palestine, and was undertaken in the presence of senior professors of the university.

The Memorandum of Understanding is valid for three years. The areas of possible collaboration between Sheikh Zayed University and CCC, with a focus on educational content in particular, are outlined below:

Possible participation by CCC in courses, presentations, case studies and forums conducted by Sheikh Zayed University.

Supporting the education of students at the University in the form of local and regional internships, training, scholarships or bursaries.

Financing of annual study abroad opportunities and UN partnerships.

Participation in specific studies of mutual interest and/or development and research collaboration according to the needs of both parties.

The Memorandum of Understanding opens up a space for mutually beneficial national support programmes as this university provides higher education to mainly UAE national students and grooms many talented students to hold senior positions in leading the country's future.





Mangrove Forests to Sequester Carbon Dioxide

CORPORATE SOCIAL RESPONSIBILITY



Sadiyat Island mangrove survey in progress

The UAE Area CSR Department is supporting a research programme undertaken by Sheikh Zayed University to study the potential of mangrove forests to sequester carbon dioxide from the atmosphere. The research programme is being undertaken by the College of Sustainability Sciences and Humanities Department, Sheikh Zayed University.

The research programme is part of the UAE's efforts to reduce the carbon deposit in the country and to create a road map for a low-carbon and climate-resilient future for the nation. CCC's support to the research team is thus a rewarding one.

The support extended by CCC includes manpower, equipment and transportation for the research team (made up of professors) from the university to survey the mangrove forests on Sadiyat Island, Eastern Mangroves and other thick mangrove forests of the UAE.



Measuring the density of mangrove forests

MTB - Blood Donation Campaign



You don't have to be Superman to save lives...

Blood donation is a core activity undertaken by the CSR programme. The CSR committee in the MTB Abu Dhabi Airport Project, in collaboration with Sheikh Khalifa Medical City, planned and organized a blood donation campaign throughout the MTB premises.

By donating blood, you can provide a lifeline to people in need including accident victims requiring surgery and patients with anemia and cancer. In addition, it benefits both the donor and the ultimate recipient.

The results of this initiative were very successful: we contributed 53 blood units to Abu Dhabi Blood Bank (ADBB). ADBB is the agency in charge of organizing donation campaigns, maintaining a high standard for donations and supplying blood to hospitals in the capital and neighbouring emirates.

ADBB thanked CCC's CSR team for their initiative and contribution toward the bank and local community.

CORPORATE SOCIAL RESPONSIBILITY



24 March 2016 **Campus-wide Beautification Program at Fort Pierce Magnet School of the Arts**

The West Palm Beach (Florida) office was happy to take part in a campus-wide beautification program at Fort Pierce Magnet School of the Arts. We painted, pressure washed sidewalks, and installed new landscaping alongside with the district's faculty and staff.

During the recent Fort Pierce Magnet School of the Arts (FPMSA) Improvement Day, St Lucy Public School team members from the school, custodial services, grounds and maintenance, and district office joined efforts with volunteers from Morganti to support the school's need.

Many thanks go to one of our painting contractors, Tubito Painting of South Florida, LLC, for providing the paint, supplies, and two professional painters.

2 April 2016 **Annual Sandy Hook 5K, Newtown, CT**

Team Morganti shone during a rainy Sandy Hook 5K, taking first and third places in the Males 20-29 category and with five runners finishing in the top 100 out of 1400+ runners. Proceeds from the Sandy Hook 5K are donated to the Collaborative Recovery Fund administered by the Newtown-Sandy Hook Community Foundation, which pays the out-of-pocket mental health expenses for those eligible who have been most impacted by the 14 December 2012 tragedy. A percent of the proceeds will go directly to the chosen nonprofit organizations of the 26 families who lost loved ones.

24 April 2016 **March of Dimes 2016 and March for Babies, Danbury, CT**

Morganti was happy to participate in the March of Dimes and the Danbury March for Babies 2016. The Morganti Young Professionals, in an initiative led by Katie Asselin, raised over \$700 (\$744) for the March of Dimes, which goes directly toward research for causes and preventions of infant prematurity at March of Dimes' 5 Prematurity Research Centers.

More than 500 walkers from Danbury and its surrounding communities gathered to celebrate, honor, and remember the precious babies and children in their lives. Morganti employees walked over five miles to raise awareness.





7 May 2016 **Clean City Danbury Day, Danbury, CT**

Sunday 7 May was Clean City Danbury Day 2016 and Morganti rolled out with 15 volunteers, walking and cleaning up a square block of Danbury roads. This was Danbury's 13th year running the program. Opportunities included building or joining a team to pick up litter in a neighborhood, park, or waterway, volunteering at a special designated dumpster location to assist residents, and cleaning your home or property of debris and unwanted items and disposing of them Free of Charge at any one of Danbury's five Dumpster sites.

7 May 2016 **Save the Chimps 16K Race, St. Lucie County, FL**

We were in St. Lucie County, Florida, with Save the Chimps, Inc. - the world's largest chimpanzee sanctuary. Providing lifetime care for chimps rescued from biomedical research laboratories, the entertainment industry, and the pet trade, STC is a non-profit organization.

At the Second Annual Save the Chimps 16K race, Morganti volunteers handled sales at the merchandise station.



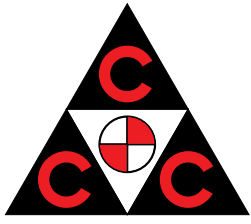
6 June 2016 **Leadership West Palm Beach, West Palm Beach, FL**

BD manager, Robin Galanti, was honored with an award at the 17th annual graduation of the Leadership West Palm Beach. The program cultivates leadership potential and helps members utilize and foster skills that will improve programs and opportunities in the Palm Beaches. West Palm Beach, Florida City Mayor Jeri Muoio recognized Robin with the newly-created MVP Award for playing a pivotal role in bringing the 2016 class closer together by organizing all external events and for developing an alumni group.



25 May 2016 **43rd Annual Lebanon-American Club Scholarship Awards, Danbury CT**

Morganti's 2016 Lebanon American Club Scholarship award was presented by Nabil Takla to Jena Bourjaili, recognizing her academic achievement, fine character, and leadership ability. The scholarship is awarded to graduating sons or daughters of members of the Lebanon American Club who plan to pursue higher education and who demonstrate their ability to achieve academic success. Jena is endeavoring to become a radiologist after graduating in June 2016.



3rd Quarter 2016

Issue 119

bulletin

Quarterly Magazine of Consolidated Contractors Company



MORGANTI
100 YEARS OF EXCELLENCE

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

Donation of Plastic Soup Bowls



CCC donated a very large number of food containers to the Women's International Group South to be used at the Anavyssos soup kitchen which produces three hundred meals daily for families and individuals.

Contribution to Hope Center, Faros



Hope Center, Faros, is an organization that helps the refugees on a daily basis at Viktoria Square. They have many needs, but the most urgent items are nappies and wet wipes. CCC has donated 26 packs of 30 nappies and 20 packs of three small packs of wet wipes.

PALESTINE

Contribution during the Holy Month of Ramadan

CCC Palestine contributed clothes and shoes for Gaza City and the Southern Area during The Holy Month of Ramadan and Eid Al-Fitr.



SAUDI ARABIA

Philippine Embassy



The Philippine Embassy in Saudi Arabia has thankfully met the request made by CCC to facilitate consular services to the Filipino Employees located at the Jazan projects (JRTF, JRUP, JSRU and SARU). The event took place on 2 September 2016, where the Consular Team provided services such as passports renewals, letters authentications, notarial and others. The day was a total success. The Consular Team expressed their satisfaction and appreciation to CCC for the logistical support and preparations that contributed to the success of their mission as well as looking after its employees by making their context easier.



We are pleased to acknowledge the participation and continued support of volunteers towards CSR Initiatives in their respective areas during the third Quarter of 2016.



AREA

HR Department, Khobar Area Office

HR Department, CCC Morocco



Joel Santos is a Jr. Administrator from the Philippines. He has been working with CCC since 2006 under the HR department in the Khobar Area Office, Saudi Arabia.

Joel is a hardworking and dedicated employee, he takes his job very seriously and always offers to lend a helping hand to others. In his free time he enjoys playing basketball with other CCC colleagues.



John Younan has been chosen to be the volunteer candidate for CSR. He joined CCC in 2006 and is currently the Head of the HR Department in CCC Morocco. He is an excellent employee and an asset to our organization. He has excellent written and verbal communication skills, is extremely organized, can work independently and is able to follow through to ensure that the job gets done.





What Gets Measured Can Be Controlled and Managed

In continuation of CCC's support to the UN Global Compact, for the past four years different articles were published in the Best and Good Practices Sections of the UNGC's International Yearbook:

- YB 2012 - Habshan 5 - Going Green (Environment Section)
- YB 2013 - 60 Years of Contributing to the Communities (Human Rights Section)
- YB 2014 - CCC's Solar Power Adventures (Environment Section)
- YB 2015 - Secure Jobs in Insecure Times (Labour Standards Section)
- YB 2016 - CCC's contribution was published in the Good Practice - Work / Innovation / Climate Section

"What Gets Measured Can Be Controlled and Managed"



Race for the Cure, 2016



CORPORATE SOCIAL RESPONSIBILITY

On Sunday 25 September, an overwhelming crowd of more than 30,000 men, women and children of all ages gathered for this year's Race for the Cure, driven by the message for prevention and early diagnosis of breast cancer.

CCC was there once again with a team of more than a 120 participants that joined forces with the Alma Zois Association and the Susan G. Komen Organization. The Race for the Cure took place at the Park surrounding the Zappeio Megaro, in the very heart of Athens.

This is the 8th year in which the Race for the Cure took place and we are proud to be among the very few organizations that have been supporting this event continuously since 2008. CCC's enthusiastic participants ran or walked two beautiful routes with the aim of communicating and standing up for the prevention and early detection message for breast cancer so as to support the women currently struggling to overcome the disease, to celebrate the survivors (who are the protagonists of the event), but also to honour those that are no longer with us.



A few days after the event, we heard back from the organizers of Race for the Cure who informed us that the event was the second largest Race for the Cure in Europe, demonstrating in the most indisputable way the effectiveness of our efforts in spreading the message and awareness.

Morale and spirits were sky-high once again among the CCC team, the photos speak for themselves! See you next year!



Jabel Ali Camp, Dubai



Blue collar worker welfare programmes are always on the prime agenda of CSR activities in Dubai seeing as the emirate's authorities are keen to involve workers of all classes in social and welfare initiatives. CCC Dubai along with the Indian Workers Resource Centre (IWRC), which operates under the office of Community Welfare Wing, Embassy of India and Consulate of Dubai, organized an awareness programme for the

occupants of Jabel Ali Camp in close cooperation with the camp management.

The topics covered under the programme included common behavioral aspects of blue collar workers and the adverse effects on their physical and mental wellbeing. Specialized lectures were imparted by IWRC on the disastrous effects of smoking and alcoholism, its physical damage on the body, mental health, anxiety, depression, social stigma, financial distress, and so on. Help and advice was extended by the IWRC in order to assist in eliminating destructive habits and suffering.

The campaign was immensely beneficial to the camp residents and the enthusiasm exhibited by the workers during and after the program was substantial proof of their moral courage to improve life habits. The programme was indeed motivational and enhanced the bond between the company and workers.



A view of the Workers Welfare Program at Jabel Ali Camp

Zayed University Climate Change Programme



CORPORATE SOCIAL RESPONSIBILITY

In pursuit of the UAE Area's joint CSR initiative with Zayed University, a series of programmes have been initiated to ameliorate the existing support and cooperation for the University's evolving issues of national cause and student development. Our participation in the Climate Change and Carbon Emission Sequestration programme undertaken by the College of Humanities and Sustainability Sciences was a concomitant effort.

The volunteering and material support extended by CCC volunteers and the dedicated involvement of our team in the overall organizational and logistical support to the programme had a high outreach impact among the student's community and faculty of the University. The College Dean and Chair of the Department appreciated and acknowledged our efforts by presenting an award of appreciation in an event held in the University Hall.

Award presented by Dean of Zayed University to the CSR Lead - Climate Change and Carbon Sequestration programme.



جامعة زايد
ZAYED UNIVERSITY



Dr. Fares Howari (Chair College of Sustainability Sciences and Humanities, ZU), Mamunni Musliar (CCC), Christopher Southgate (Dean of ZU) and CEO of CAMFIL.

CCC's Ethics Compliance Programme



In continuation of our compliance with CCC's Ethics & Anti-Corruption Program (EACP) and spreading the awareness towards its implementation by staff in positions of authority including those who could be exposed to corruption situations, regular face-to-face interactive workshops are being conducted at the different locations throughout the Areas, Projects and Athens office.

Implementation and training of the EACP is continuously monitored by senior management to ensure our strict compliance with its terms and clauses. So far almost 400 staff members have attended the face-to-face training workshops from different areas and in 2016, over 150 staff members from UAE (EPSO), Kazakhstan, Astana joined by Tangiz and Atyrau through an audio/video conference, and Athens have participated in several successful workshops.

In addition to the training workshops, our Online Training Program is ongoing whereby every new recruit has to complete the program during their induction periods. So far almost 5,500 invitations were sent to the employees and participation has exceeded 90%. Completion certificates were automatically forwarded to the HR Department and were filed in the employees' personal files.

CORPORATE SOCIAL RESPONSIBILITY



UAE



Kazakhstan



Kazakhstan



Greece



Greece



4th Quarter 2016

Issue 120

bulletin

Quarterly Magazine of Consolidated Contractors Company

THE
DUBAI OPERA HOUSE



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

Greek and Arabic Classes

Continuing the Athens Office CSR Committee's efforts to promote inter-cultural relations between the communities, Greek and Arabic language classes are consistently organized for CCC employees and their families and are now running for the sixth year in a row.

Discounted Tickets for Santa Claus Kingdom



The CCC CSR Committee secured a substantial discount for all Athens Office children tickets at the Santa Claus Kingdom. Santa Claus Kingdom is the largest indoor Christmas theme park in Greece, covering an area of 13,000 square meters and is already well established as this is the fifth year of its operation. This year's theme was the Frozen Realm and included Frodi the Snowman mascot, an ice rink, the carousel, a castle and over 40 games for all ages.

Athens Main Office Calendar

In 2015, 193 UN Member states adopted a set of universal goals to end poverty, protect the planet, and ensure prosperity for all as part of a new sustainable development agenda.

CCC's CSR programme has been taking a strong stance in support of sustainable development for the past eight years by carrying out projects in

the areas of:

- Supporting local communities.
- Promoting Environmental Responsibility.
- Education.
- In-House Schemes for CCC Employees.

For the goals to be reached, everyone needs to do their part: governments, the private sector, civil society and people like you.

CCC's CSR calendar for 2017 offers advice and tips we can all adopt into our daily routines to make a positive impact towards achieving the Sustainable Development Goal...**Let's Transform Our World.**

Donation to Eleonas Refugee Camp

Eleonas is a state run accommodation centre that hosts approximately 2,200 refugees (mainly families) until they leave Greece. In addition to the government, a good number of volunteers are trying to improve the living conditions of these people as much as possible. CCC donated to the camp 35 boxes with shoes, drawing materials, board games and 655 items of men's and women's underwear. Our thanks and appreciation go to Darryl Goringe and Omar Alfatyran for helping with the delivery.

Oman

46th Oman National Day



On the occasion of the 46th Oman National day, Oman Area Office celebrated this on 22 November 2016. All the office employees attended the event.

Blood Donation Campaign

Responding to an urgent need of blood supply requested by the Department of Blood Services in Oman, the DMIA project quickly launched a blood donation drive and



arranged a mobile clinic to come to the site on 6 November 2016. The overall support and the kind donations made it a huge success.

Saudi Arabia

Farewell Party



CCC Saudi Arabia, Khobar Area Management held a farewell party for two of the Khobar Camp employees who worked at CCC for a long period of time: Rafiq Masih (at CCC for 36 years) and Tilak (at CCC for 20 years). Both employees have exerted great efforts while carrying out their duties and highly appreciated the gesture.

USA - Morganti

Palm Beach County Corporate Partner of the Year - West Palm Beach, Florida



We are happy to announce that our West Palm Beach office was recognized at Palm Beach Partners Business Matchmaker Conference and Expo as the PBC Corporate Partner of the Year for 2016. The Palm Beach Partners is a coalition of city, county, state, and non-profit agencies aligned to maximize economic development opportunities for small businesses throughout the South Florida region. This award is their highest honour recognizing large companies whose supplier and procurement policies are small and minority/women-owned business-focused.

Attendees for Morganti included: Joe Capraro, Mia Loneragan, Robin Galanti, Stephen Sines,

Patrick Stroebel, Steve McCarthy, Jennifer Marks and Nabil Takla (not pictured).

Florida Contractor Outreach - West Palm Beach, Florida

The Morganti Group's Florida office hosted a Contractor Outreach event at the Stuart Martin Chamber of Commerce. This event was a joint effort with the Martin County School District to increase the Martin County trade contractor base for future work coming out within the School District.



Spearheaded by BD Manager Robin Galanti, this event was a huge success. With more than 20 local contractors in attendance, the district congratulated Morganti for being proactive, forward thinkers and a job well done!

Florida Contractor Outreach - West Palm Beach, Florida

Morganti and Cooper Construction Management's South Florida Contractor Outreach Event was a huge success, with more than 75 local contractors in attendance. The event was held to not only expand Morganti's subcontractor database but to share upcoming opportunities for growth with the local trades while encouraging exposure of the SBE, DBE or MWBE application process.



Thanks to everyone who came, including representatives from Broward County Public Schools, Palm Beach County, and Associated General Contractors of America.

YMCA Giving Tree - Danbury, Connecticut

In addition to participating in the Marine Toys for Tots Foundation, our Danbury, Connecticut office is also helping out the Regional YMCA of Western Connecticut with this year's Giving Tree.

We are pleased to say that we are providing over fifty wrapped gifts for kids in need in our community, and we couldn't be prouder that so many of our employees took part in this charitable event this holiday season.





We are pleased to acknowledge the participation and continued support of volunteers towards CSR Initiatives in their respective areas during the Fourth Quarter of 2016.



MORGANTI - DANBURY, CT, USA

Nicole Callahan



Nicole Callahan joined The Morganti Group at its Danbury, Connecticut headquarters in August 2015 as the Systems Implementation Coordinator. Nicole quickly jumped on board, being voted as the Morganti Young Professionals President, and actively organizing members and initiatives so that participation in volunteer events is higher than ever. Nicole's enthusiasm and passion is infectious and her involvement in all things Morganti is truly impressive.

To name a few, Nicole has participated in Danbury's America On Tap, the Sandy Hook 5K, and the March of Dimes' March for Babies in April, May's Clean City Danbury Day, building camp benches at the Brookfield YMCA in June and various other initiatives, all while managing to update employees on upcoming events. Nicole has been instrumental in keeping the volunteer spirit alive at Morganti and we thank her wholeheartedly for her participation.

Helping the Athens Hospice for the Disabled



CORPORATE SOCIAL RESPONSIBILITY



Since 2014, the CSR Committee has been supporting the Hospice for the Disabled (Asilo Aniaton) in Athens, Greece. The hospice is a not-for-profit charitable organization that has been providing medical and nursing care to patients with chronic conditions for more than 120 years. The hospice accepts people who are suffering from an incurable illness, are left paraplegic, hemiplegic or tetraplegic by strokes, suffer from neurological disorders, or have had severe accidents and as a result, it is impossible for them to look after themselves. Functioning with no state support of any kind in the current bleak economic climate and taxation system, the hospice continues to serve the community despite the difficulties. Most recently, to support their cause, CCC coordinated a donation of food supplies.



Hospice for the Disabled

Withstanding Time



**REAL STRENGTH
STEMS FROM THE SOUL,
NOT THE BODY**

Supporting the “Friends of the Child” Nursery



CSR Athens Office continued its efforts to sponsor theatre visits and other programmes for the children of the Friends of the Child nursery.

The Friends of the Child association is a charity organization that has been providing widespread support to hundreds of families for more than 25 years. Among the several programmes it carries out, it maintains a nursery for vulnerable children who come from families facing social and financial difficulties.

With the help of CCC, the children attended a variety of activities. An example of an educational programme was that of the olive tree where the children learned about the olive, its role in nutrition and its symbolic dimension in mythology and customs. Fun activities took place where the children focused on grapes; they discovered the harvest process, participated in grape stomping and prepared grape-must cookies. These activities took place among others such as theatrical plays, puppet shows and drama games.

Such experiences are an important mental stimulus for the children who would otherwise have little to no opportunity to participate in these programmes.



Women in the Front Line, Jordan



CCC was one of sponsors of the Women on the Front Lines conference. Under the patronage of Her Majesty Queen Rania Al Abdullah the conference was organized by the May Chidiac Foundation, a non-profit organization offering hands-on learning in media, women's rights, conflict resolution, and development.

The conference highlighted the stories of female pioneers in the fields of leadership, change and sustainability who could bring optimal solutions to enhance the community and promote socio-political development while maintaining ethical standards.

Prominent female business managers, politicians, journalists and social entrepreneurs participated in the panels. Participants came from Iraq, Jordan, Lebanon, Egypt and Morocco while the conference was moderated by James Clancy and Ricardo Karam.

CORPORATE SOCIAL RESPONSIBILITY



Blood Donation at Saraya Aqaba Project



On 30 and 31 October 2016, CCC/DSC/ATC - JV held a successful Blood Donation Campaign in collaboration with the Blood Bank of Jordan. 300 blood units were collected from our generous donors on site, at the main offices and offsite facilities.



Underwater Clean-Up Campaign at Saraya Aqaba Project

On 5 October 2016, the Aqaba Divers Association (ADA) conducted an underwater cleanup campaign in collaboration with The Royal Marine Conservation Society (JREDS) and the Aqaba Marine Park in the South Beach Reserve, Jordan.

Amer Smadi, Mohammad Tayseer and Mohammad Al Ajlouni represented the CCC/DSC/ATC-JV of Saraya Aqaba Project as volunteers who collected waste that pollutes the underwater environment and hinders the growth of corals.





Appendix



APPENDIX T

SUSTAINABILITY INITIATIVES CHECKLIST



Consolidated Contractors Company
CAMP LAYOUT AND DESIGN MANUAL
CM-CSQM-013 Rev.2

*The **yellow highlighted** initiatives directly refer to camp procedures.

SUSTAINABILITY INITIATIVES CHECKLIST					
ITEM	SUSTAINABILITY INITIATIVES	Implementation			Remarks
		Yes	No	N/A	
Site Offices & Camps					
1	Energy Conservation				
1.1	Use high energy efficient HVAC units (Units with Inverter/ high star rating).				
1.2	Use of fully synchronized power house.				
1.3	Use of light-emitting diode (LED) lighting fixtures.				
1.4	Change all incandescent bulbs & fluorescent lamps (CFLs) to light-emitting diode (LED) lamps.				
1.5	Use of high mast LED Flood Lights for camp lighting.				
1.6	Use of Solar powered luminaires for the inner street lighting (the perimeter lights will be kept electrically powered for security reasons).				
1.7	Use of Timers for users' consumption to switch off the power on the cabins during the day when the laborers are on site, possibility of manual override to be provided.				
1.8	Use of Motion Detectors.				
1.9	Use of Pre-fab units and offices with thick/high density insulation (this will save on HVAC unit capacities and power consumption).				
1.10	Use ENERGY STAR labeled appliances.				
1.11	Windows and doors in the units and offices to be properly airtight to avoid air infiltration.				
1.12	Provide Energy / Diesel metering systems at the Main and sub-main distribution boards and record on daily basis the Electric Energy and Fuel consumption. These records will be shared with the concerned departments and with the Sustainability Committee and will be used as baseline for future improvement on the efficiency of the E/M installation, diesel consumption and consequently on the CO2 emission.				
1.13	Locate the camp unit in such a way that long side walls with windows face north, and other long side faces south (the opposite in the south of the equator). This will reduce sun exposure.				
1.14	Use a "smart" power strip and connect all your desktop electrical equipment to it. Turn it off at the end of the day to eliminate phantom usage.				
1.15	Set the thermostat to 25°C and install a programmable thermostat. Relevant stickers to be placed at the A/C switch or A/C remote control.				
1.16	Use day-lighting when possible.				
1.17	Establish a "Last to Leave" policy or person to encourage powering down equipment (computer, lights, appliances, A/C, heater, etc.) before leaving the office/ room.				
1.18	Unplug other devices (e.g. battery chargers) when they are not in use. Awareness posters, A4 or A3 to be visibly displayed within the offices and camp rooms.				
1.19	Use highly efficient washing machines. New modules minimize electricity and water usage.				
1.20	Introduction of two story cabinet. The savings here are related to infrastructure and power consumption.				
1.21	Light fittings should be those described in the Appendix I- Schedule of wiring accessories and light fittings.				
2	Water Conservation				
2.1	Use of shower heads and faucet aerators (mixing water with air) to reduce flow.				
2.2	Use of spring taps enforced mechanism to reduce flow.				
2.3	Use of dual flush WC cisterns & low flow urinals.				
2.4	Use of treated sewage effluent for flushing, irrigation and dust control.				
2.5	Use of gravity water supply by utilizing elevated water tanks.				



Consolidated Contractors Company
CAMP LAYOUT AND DESIGN MANUAL
CM-CSQM-013 Rev.2

2.6	Use of flow meters and regulators to monitor and control water leakage and misuse.				
2.7	Use of 5 star or equivalent rated washing machines and dishwashers.				
2.8	Sanitary fittings should be those described in the Appendix II- Schedule of plumbing fittings.				
3	Transportation				
3.1	Pool transport for all (staff & labor). Pool transport for materials handling within the project and logistics.				
3.2	Purchase Low consumption engines.				
3.3	Purchase Diesel pickups not benzene.				
3.4	Proper planning for extended hours required.				
3.5	When replacement, consider Purchase of Efficient Plant and Machinery.				
3.6	Encourage use of hybrid vehicles.				
3.7	Use biodiesel instead of the regular diesel. Biodiesel is a clean burning fuel alternative produced from domestic renewable resources which emits 47% percent of the carbon monoxide gas compared to regular fuel.				
3.8	Encourage using bicycles at sits/camps.				
3.9	Use web conferencing technology.				
4	Renewable Energy				
4.1	Use of solar lamp and solar/wind hybrid for lighting poles and high mast.				
4.2	Use of Solar PV Power Plant & Wind Plant for camps with more than 1000 residents.				
4.3	Use of Solar Water Heaters in Kitchen, & Laundry and labor ablution units in all our Camps.				
4.4	Use of the generators' exhaust for heating purposes.				
4.5	Heat recovery solution from diesel generator for Cooling and heating.				
5	Waste Management				
5.1	Use of separate recycling bins for glass, plastic and paper.				
5.2	No printing on Wednesdays.				
5.3	Use paper more efficiently, print double-sided, use recycled paper, use scanning and e-documents whenever possible. Bind paper to use as scratch/sketch book.				
5.4	Use projectors for meetings, instead of printing MOM's and attachments.				
5.5	Waste water treatment. Treated Water can be used for dust control, flushing and Irrigation.				
5.6	Minimizing bottled water use.				
5.7	Recycle the used cooking oil.				
6	Environmental Procurement				
6.1	Use Green Office Technology: Prior to purchasing office products, ensure that they are energy efficient.				
6.2	Use a multi-functional system – an integrated copier, printer and fax.				
6.3	Purchase paper with recycled content and/or that is FSC (Forest Stewardship Council) certified.				
6.4	Buy equipment with recycled and reused parts.				
6.5	Return supplies for reuse/recycling.				
7	Air Purification				
7.1	Planting native trees and plants on camps. This landscaping will capture CO2 emissions and beautify the premises.				
7.2	Replace lawns with native plants/trees that survive on minimum water.				
7.3	Walkways made up of paving stones between concrete gridlines. (These paving stones can be reused once camp is removed)				



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7.4	Don't smoke in or near the office.				
8	Safety				
8.1	Target Zero Tolerance for a Safe Work Place and Environment for all. Strict reinforcement for the implementation of the Safety procedures.				
9	Corporate Behavior				
9.1	Explicit in our Core Values, Guiding Principles & Codes of Practice. To be circulated to all employees.				
10	CSR				
10.1	Well Being and Livelihood of:				
10.1.1	Employees: Creates a sense of belonging. Focus on training and personal development.				
10.1.2	Partners: Value Suppliers and Subcontractors.				
10.2	Manpower:				
10.2.1	Internet café: For all staff, including laborers.				
10.2.2	Gym: For all staff, including laborers.				
10.2.3	Recreation: For all staff, including laborers.				
10.2.4	TV and satellite dish: For all staff, including laborers.				
10.2.5	Haircut: Free of charge.				
10.2.6	ATM: On site for all staff.				
10.2.7	Cold water: Sheltered, and provided frequently.				
10.3	Community:				
10.3.1	Every community chooses a representative to forward requests.				
10.3.2	Encourage Local Recruitment.				
10.3.3	Donations: Health, Education, Community Engagement.				
10.3.4	Women Recruited where possible and safe.				
10.3.5	"Open Box" initiative to bring issues to the attention of the President.				
11	Green Sustainable Paint Solutions				
11.1	Green ecofriendly paint with low volatile organic compounds (VOCs).				