



ModonGroup s.a.r.l.

GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS

21-December-2018

Statement of Support

We are pleased to confirm that ModonGroup s.a.r.l. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

We firmly believe that belonging to the UNGC is helpful to our business and are proud to be part of such an impactful initiative.

Mr. Ahmad Saleh

General Manager

21-December-2018

Brief description of the nature of our business

ModonGroup s.a.r.l. is a Lebanese private company providing progressive and innovative services in the fields of mechanical, electrical, civil and Environmental engineering.

Since 2007 and with over 20-years experienced professionals, our services have been evolving on a diverse scale of operations and range of activities.

Our success is due to the combined expertise, skilled, loyal, and dedicated staff, backed by a professional management team.

Human Rights

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

Principle 2: Business should ensure that they are not complicit in human rights abuses

ModonGroup sarl is committed to creating and maintaining a community where all individuals who participate in this organization's programs and activities can work together in an atmosphere free of harassment, exploitation, violence, or intimidation.

We strive to continually improve our working environment for all our employees and suppliers. We actively encourage employees to be more social and work collaboratively, through both Office, showroom, workshops and project sites.

During this year we communicated our Health and safety and Environmental policy with our employees and Main customers.

Our Employee in sites all used all the PPE and We do several inspection to see their compliance to HSSE Policies and regulations.

All Employee signed their Job description and they have been acknowledged about their rights and Duties.

In our job descriptions we Followed the Lebanese Labor law .



➤ Labor

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

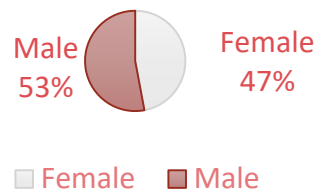
Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

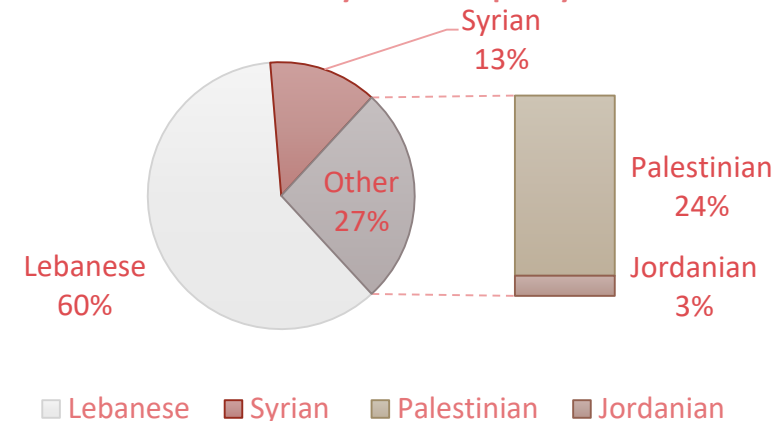
Principle 6: the elimination of discrimination in respect of employment and occupation

- All permanent Engineers are member in syndicate of Engineers (Principle 3)
- There are multiple formal and informal wage bargaining mechanisms including employee annual and six month reviews on performance and salary. Our HR team also undertake an annual benchmarking process to ensure that we are fairly remunerating our team in line with market rates. (Principle 3)
- All permanent Employee has contract states their terms and conditions of employment in addition to job description.
- All employees has regular training on HSSE and Training related to their Job.
- The performance of Employee is evaluated every 6 month and evaluation plan is established to enhance their work performance and work environment
- We don't have Any Employee under 18 years old.

Gender



Nationality of employee



Environment

Principle 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGE

➤ Waste

- In this year we choose to work on solid waste sector and we get awarded to install a solid waste sorting facility in Sarafand area for capacity 40 Ton per day in one shift.
- We reduced the paper and cardboard waste quantity by 3.78%
- We added a line to the standard email signature of for paper saving

Type of Waste	Quantity		Date	Sum	Reduce paper & cardboard
Paper & Cardboard	5.5	kg	16-01-17	45.2	3.87%
Paper & Cardboard	5.2	kg	20-02-17		
Paper & Cardboard	5.5	kg	23-03-17		
Paper & Cardboard	6.5	kg	17-04-17		
Paper & Cardboard	5.5	kg	16-05-17		
Paper & Cardboard	5.5	kg	19-06-17		
Paper & Cardboard	6.5	kg	17-07-17		
Paper & Cardboard	5	kg	01-08-17		
Paper & Cardboard	5	kg	15-01-18		
Paper & Cardboard	5.45	kg	19-02-18		
Paper & Cardboard	5.4	kg	19-03-18		
Paper & Cardboard	5.45	kg	23-04-18		
Paper & Cardboard	5	kg	21-05-18		
Paper & Cardboard	5.2	kg	18-06-18		
Paper & Cardboard	5.45	kg	23-07-18		
Paper & Cardboard	6.5	kg	20-08-18	43.45	

ModonGroup sarl follows the United Nations Global Compact principles in terms of CSR and it encourages all its stakeholders to do the same.



Save a tree ~ Minimise printing on paper whenever possible.

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Thank you.

Principle 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGE

- In our offices we replaced the T8 fluorescent Lamp with LED lamps and make 50% Saving on electricity consumption

Economic simulation							
Existing Lamps in GFC							
Type	Description	Qty Units	Power W	Running Hours	Nbr. Days	Simultaneity Factor	TOTAL KWH
1	T8 Fluorecent Lamp	50	18	9	300	1	2,430.00
TOTAL							2,430.00
New LED Lamps in GFC							
Type	Description	Qty Units	Power W	Running Hours	Nbr. Days	Simultaneity Factor	TOTAL KWH
1	T8 LED Lamp	50	9	9	300	1	1,215.00
TOTAL							1,215.00

Environment

Principle 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

- Nearly all of our projects have some element of promoting environmental responsibility. We are committed to furthering sustainable development by everything we do so environmental responsibility forms a major part of that. Our policy is to seek sustainability and we do so by promoting an understanding of the relationship between public behavior, the environment and corporate responsibility

Environment

Principle 9 BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

- In our projects we try to convince our client specially water utility to use variable speed drive for pump application to reduce power consumption. We installed :
 1. 8 Drives 95 KW in sour Sewage Pumping station
 2. 3 Drives 110 KW in Jadra Sewage Pumping station
 3. 4 Drives 110 Kw in sultan Ibrahim Pumping station

Anti Corruption

Principle 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

- ModonGroup sarl a is committed to the fight against corruption . We believe it is core to building a fair business environment, whereby everyone can have access to free markets.

