



**SUSTAINABILITY
REPORT
2019**

EBCO BITAR

ENGINEERING & BUILDING CO. EBCO(BITAR) S.A.R.L

Abboudieh

Clemenceau
Mezzanine Floor AUB
Agricultural Wing AUB
Nicely Hall AUB

Olive Gardens

Fiber Optics
(Mount Lebanon)

OSP Phase 7
Package 1
(Beirut and Mount Lebanon)

Sour Mall

OSP Phase 7
Package 4
(South and Nabatieh Province)
Fiber Optics
(Nabatieh Province)

M. Private Residence
Jadra 117

More than
362 projects to date
since 1974

-  Current Projects
-  Current Areas For Telecom Projects
-  Executed Projects
-  Executed Areas For Telecom Projects



**EBCO (BITAR):
THE COMPANY**

MESSAGE FROM OUR CEO



Writing this letter brings me back to 1971, more precisely the day I graduated from the American University of Beirut, and to the ambition of every young engineer to plant a seed and watch it grow. We have been in business over four decades and we started it based on honesty and integrity. Today, we are a construction company with over 100 employees and 1,000 daily labor force spread all over Lebanon. Our vision for the next five years is to expand our contracting services to other countries; we built a strong name back home and are equipped and ready to penetrate other markets, as we did in Iraq. We are ISO certified since 2007 and a member of the United Nations Global Compact initiative.

We are a family business and every employee is part of this family. We value our human capital and recognize that our company's success is based on our team's ability to provide consistent quality performance.

We seek to build strategic, long-term relationships with suppliers that are committed to continuous improvement in quality and dedicated to competitively pricing their products and services to us.

We carefully select our clients, just like they select us. With our reputation at stake in every project, we are very selective about the clients we serve and we serve them best.



As I always tell the people around me, trust is the most important element for a successful company. Leaders nowadays can no longer trust in power; instead, they should rely on the power of trust.

By building trust, I know that we can move closer to realizing our vision.

Thank you,
Eng. Jalal Bitar
CEO at EBCO (BITAR)

OUR VISION, MISSION & VALUES



EBCO (BITAR) will expand its efforts to grow profitably in meeting customer needs today and in the future by continuing to build strong partnerships with our suppliers and foster employees' engagement towards a sustainable future.



EBCO (BITAR) is committed in building lasting relationships based on integrity, performance, value and customer satisfaction. Our pledge is to meet the changing needs of our clients with our quality services delivered by the most qualified people.



SAFETY

Safety comes first; the safety of our employees, subcontractors, owners, and the general public is our primary concern. Safety coincides with quality and is an integral part of our business. We are conscientious in our actions and provide a safe workplace.

TEAM WORK

We recognize our primary asset is people. To be successful, EBCO (BITAR) must be a rewarding place to work. We provide opportunity and encouragement to help our people reach their potential. We work with our clients and our suppliers as a team. Mutual respect provides the foundation for our success.

INTEGRITY

We remain true to our founding values of quality, honesty and hard work. We are committed to aligning our strategies with the United Nations Global Compact principles in the areas of human rights, labor environment and anti-corruption.

EXCELLENCE

We are keen to offer the highest standards of service, quality, and personal attention to clients. We constantly challenge ourselves to be the best.

OUR SERVICES



PRE-CONSTRUCTION SERVICES

Overall project success relies heavily upon the decisions made at the initial stages. We ensure a good foundation for the project to deliver client's objectives from the earliest point in the development process.

Our pre-construction services include feasibility studies, site analysis, design studies and landscaping, value engineering, cost control and scheduling, procurement, constructability reviews and permit application.

GENERAL CONTRACTING

General contracting has been the essence of EBCO (BITAR)'s business since 1975. With our private and public sector projects, our pledge to our clients is to provide general construction services at the highest levels of integrity, safety and quality.

Our areas of expertise comprise:

Cultural & Educational Residential
& Commercial Health Care
Archeological
Telecommunication
Infrastructure



CONSTRUCTION MANAGEMENT

Construction projects involve subcontractors and suppliers, daily workers, materials, equipment, and services.

Managing such operations from start to finish require an expertise in construction management, from handling the big process and negotiating contracts, materials management and warehousing, to field administration and maintenance of operations.





EBCO (BITAR)
X
United Nations
Global Compact

COMMITTED FROM THE HEART

EBCO (BITAR) has been recognized as an active member of the United Nations Global Compact initiative since 2011, making it the first Lebanese construction company and among the 20 first participants in Lebanon to be committed to the UNGC 10 principles in the areas of human rights, labor, environment and anti-corruption.

Proud Founders of Global Compact Network Lebanon

The network brings together leading business and non-business participants to raise awareness on UNGC as a global corporate sustainability platform and to advance responsible business in Lebanon. The Lebanon Network creates opportunities for engagement, facilitating dialogue and learning in advancing issues of mutual interest and concern pertaining to sustainability.

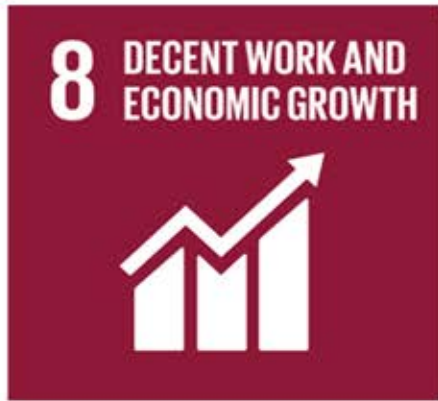
Our Managing Partner, Mrs. Nour Bitar, has been personally dedicated to this cause and always present in the regular meetings and events held by the local network as well as our Administration team. Our financial contributions and volunteering confirms our strong commitment to its values and strategies. Mrs. Bitar was elected as the Vice President of Global Compact Network Lebanon in October 2018.

In October 14, 2019 Global Compact Network Lebanon organized the 2nd edition of its Multi-Stakeholder SDG Forum to discuss and keep up with the latest trends and practices of sustainable development. The event took place at the Grand Serail under the patronage of His Excellency Prime Minister Mr. Saad Hariri and Executive Director of United Nations Global Compact Mrs. Lise Kongo.

We are working all together to achieve our Sustainable Development Goals (SDGs) to help the GCNL mission in creating a sustainable and inclusive global economy that delivers lasting benefits to people, communities and market



Network Lebanon
WE SUPPORT



8 DECENT WORK AND
ECONOMIC GROWTH



Ten Talk Initiative

10' Talk is a 10min safety and health awareness initiative launched in July 2018 where all site staffs gather once a week for a 10min to talk and raise awareness about a particular health and safety topic. The talk is administered by the Safety Officer along with the Foremen on site.

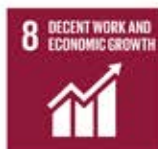
This initiative created a positive environment whereby every individual feels the urge to report any unsafe condition on site. The idea of this initiative was given by our own Foreman Mohammad Jaber



Everyone in the construction industry knows that the work can be inherently dangerous, with collapsing materials, falls and accidents involving heavy machinery all serving as legitimate threat. When an accident occurs, myriad problems can result; human life is put at risk, working days are lost, materials and equipment may be damaged. Many of the common construction hazards can be contained or avoided if proper safety measures are taken.

Ensuring that everyone on site is following safety protocols protects the lives of each person involved in the work and ultimately allows the project to be completed on time and within budget.

Our Occupational Health & Safety Manual is our most comprehensive health and safety guide. It's a must-have for every member on site and helps recognize and protects the team against health and safety hazards. The procedures pertaining to the implementation of safety on site are also highlighted.



Building a safety culture may have been the hardest challenge, in a country where health and safety of individuals is the least concern. The construction labor force in Lebanon is mostly of Syrian nationality where in their mindset they do not see any benefit of implementing safety measures; rather they feel it is uncomfortable to wear helmets and unnecessary to put safety belts. Today the Company employs more than 1,000 workers across Lebanon with a high turnover rate due the political situation in Syria.

LEARNING & TRAINING

Strengthening our staff's skills is mandatory for a higher level of productivity, performance and motivation towards achieving our goals, for that reason, we always make sure that our employees are growing constantly and that their knowledge and skills are not stagnant, by providing trainings, workshops and coaching sessions.

This year, we focused on offering the adequate right training to the right people; multiple trainings were offered.

"My future ex-wife Program" program delivered by Wydner Coaches is a coaching program covering multiple issues concerning communication, reducing stress and negativity. This training was offered along with a general meeting attended by company's staffs as a chance to discuss the company's objectives and goals for 2019.



“Office365Training” session was offered by Office365 team to our staffs at the Main Office; the training included an overview about Office 365 Apps and all features provided by outlook email, as an induction of our employees to Office 365 usage.



“Social Security and Payroll Tax Training” Hajar & Nancy attended Social Security and Payroll Tax training at Small Ville hotel



“Breast Cancer Awareness” As a part of the International Breast Cancer Awareness, EBCO (Bitar) Organized an Awareness session with Dr. Clara Saba Obstetrician and gynecologist, to learn more about Breast cancer and the importance of early detection



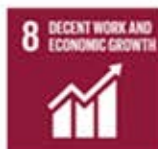
Dr. Clara Saba
Obstetrician and gynecologist



Annual Forum “Making Global Goals Local Business Middle East”, at the Grand Serail on October 14



Execution of 2 ADA Ramps to help people with determination access the UN Global Compact Conference at Saraya



11 SUSTAINABLE CITIES
AND COMMUNITIES



Penrose Hall is a renovation project executed at the American University of Beirut and launched on September 3, 2019. Penrose Hall has been converted into a Green Building with LEED Gold certificate that has various green features from the indoor environment quality to its efficiently used materials and resources



In fact, it is important to highlight that 83.39% of the regularly occupied areas within the building have access to quality view, and occupants in individual and shared space have access to interior lighting, and thermal comfort controls, which highlights the building's indoor environmental quality. In addition, this smoke-free environment uses low emitting materials within specific VOC content for the building's interior products and their assemblies. This sustainable site consists of reflective materials to reduce heat island effect, and exterior lighting designs to avoid light trespass and to reduce uplights; materials and resources as well, such as furniture items in public areas, are selected to be compliant with furniture sustainability standards. As importantly, while developing Penrose, we took extra care in conserving water, which has been translated in 52.96% less potable water consumption through the selection of low-flow low flush fixtures and fittings and through the use of collected rainwater for flushing the toilet



On September 3, 2019, the American University of Beirut organized a ceremony to celebrate the completion of Penrose project. Our CEO, Mr. Jalal Bitar and the who worked on this project attended the celebration



COMMUNITY INVOLVEMENT RUNS IN OUR BLOOD

Community involvement is an integral part of our business and we intend to shed lights on the efforts that are being put by sites and main offices to ameliorate life conditions around them.



Participatory mural designed by Catalytic Action in collaboration with the American University of Beirut (AUB) Neighborhood Initiative for the Raas Beirut- Alhorj Previously- School, supported by EBCO (BITAR) and Najem Group & Co Many tiles were painted by the school students to enhance the participatory approach.



EBCO (BITAR) assisted in repainting the concrete benches at Jeanne D'arc street to receive free playing "Public Tawleh".



EBCO (BITAR) renovated three security rooms at three gates: Bliss gate, Hostler Parking Gate and Women's Dormitory gate.



EBCO (BITAR) assist AUB professors in their construction courses lab works for 2nd and 3rd years engineering students.



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



CONSTRUCTION WASTE MANAGEMENT PLAN

In January 2019, EBCO (BITAR) kicked off its Construction Waste Management Plan (CWMP). The intent is to divert construction waste from disposal in landfills and incineration facilities, and to redirect recyclable recovered resources back to the manufacturing process and reusable materials back to appropriate sites. The practices for construction waste that we focus on include three key principles: reduce, reuse and recycle.

Material Description	Material Type	Total Waste (kilograms)	Diverted Waste (kilograms)	Percent Diverted
Formwork	Wood	14,445.00	14,445.00	100.00%
Reinforcement bars	Metals	21,609.00	21,609.00	100.00%
Packaging	Cardboard & papers	128.00	128.00	100.00%
Demolishing waste	Concrete	43,4240.00	43,4240.00	78.31%
Plastic	Plastic	840.00	840.00	100.00%


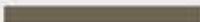



EBCO (BITAR) has dedicated 5 storage bins/skips for separating: scrap metal, cardboard, plastic, wood and other construction waste materials such as concrete masonry and gypsum boards. Each bin is labeled both in Arabic and English. Beside 4 waste bins were dedicated for domestic waste generated by the construction personal: paper, glass, metal and plastic. An eating area was designated near the recycling bins for effective execution



RECYCLING IS OUR ROUTINE

Recycling is the process of converting wasted materials into new materials and objectives. Noticing throughout the years that we have a huge usage of papers, we decided to jump into the recycling routine. The main office and all EBCO (BITAR) sites apply since 2014 paper recycling in the daily working life. All used papers are sent monthly to Association TERRE Liban responsible in recycling.

The table below shows the amount of papers we have recycled. In fact, we saved 54 trees since 2013! Beside we are regularly encouraging our employees to reduce paper usage and turn our system to a digital one

2014		815 Kg
2015		560 Kg
2016		710 Kg
2017		905 Kg
2018		750 Kg



Construction Activity Pollution Prevention

EBCO (BITAR) is maintaining the gravel at the entryway of the project to help minimize tracking sediment onto streets. Each truck leaving the site transporting any construction material is still being covered to prevent the truck spill and material wind erosion during transportation. As well truck's tires are washed from mud before leaving the site.



All construction materials sorted on site that are prone to wind or storm water erosion is being protected by plastic covers



Spraying water on trees to clean them from dust

Watering construction areas for dust control



15 LIFE
ON LAND



Greening Penrose

The landscape design is developed by renowned landscape architect Vladimir Djurovic, injecting AUB's green campus with a sensitive and enriching intervention around Penrose.



Green Office

Having a Green office and sustaining a healthy environment at EBCO (BITAR) is vital for us! We do our best to create a positive environment in our offices by taking care of the plants that we have placed, installing recycling bins, and many other initiatives.





www.ebcobitar.com