



ModonGroup s.a.r.l.

GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS 2020



ModonGroup s.a.r.l.

Contents

STATEMENT OF CONTINUED SUPPORT	3
WHO WE ARE	4
The 10 Principles of UNGC:	6
Human Rights:.....	6
Implementation	8
Measurement.....	8
Labor:	9
Implementation	9
Measurement.....	9
Environment:	11
Implementation	11
Measurement.....	11
Anti-Corruption:.....	12
Implementation	12
Measurement.....	13



ModonGroup s.a.r.l.

STATEMENT OF CONTINUED SUPPORT

Confirming the commitment made by the letter dated 22nd June 2013, I am pleased to confirm that ModonGroup s.a.r.l reaffirms its support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. We believe that the implementation of Global Compact and its principles is important for different reasons. It encourages the development of an ethical and environmental culture within the company, and favors the creation of stakeholder's network using our primary channels of communication. This on progress communication process describes 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 share 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 we are proud to be part of such an impactful initiative. And ModonGroup s.a.r.l has yet committed to a number of international human rights standards currently in force, including:

- The Universal Declaration of Human Rights;
- The United Nations Guiding Principles on Business and Human Rights;
- The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises;
- The International Labour Organization (ILO) Conventions.





ModonGroup s.a.r.l.

WHO WE ARE

ModonGroup s.a.r.l. is a Lebanese private company providing engineering, consultancy, and contracting services since 2007. The company staff integrates a team of experts and professionals who are able to come up with practical and simple solutions for numerous engineering problems. The engineering designs and installations conducted by ModonGroup s.a.r.l. always take into consideration the quality, economic, social, and environmental aspects of the projects under consideration.

ModonGroup s.a.r.l. provides services in the following fields:

- 1) Water supply and water treatment
 - Potable water treatment plants and pumping stations.
 - Wastewater treatment plants and pumping stations.
 - Storm water-pumping stations.
 - Firefighting systems
 - Wells drilling and construction.
 - Pipe lines and networks

- 2) Civil Works
 - Design and Construction of New building
 - Rehabilitation of Old buildings and Facades.
 - Demolish and dismantling of various kind of structures.
 - Execution of all kind of infrastructure works.
 - Design and build steel structures.

- 3) Power supply MV & LV
 - Generators and generating sets
 - Step-up and step-down transformers and sub-stations
 - Power supply lines, ducts, poles and towers
 - Street lighting
 - UPS systems

- 4) Mechanical and Electrical installations for buildings
 - HVAC: Boilers, chillers and ventilators
 - Sanitary and drainage systems
 - Lighting and power installation
 - Low current systems: Sound, Fire alarm and fighting systems

- 5) Electrical Panel building





ModonGroup s.a.r.l.

- Power distribution panels
- ATS and synchronization panels
- Voltage regulators
- SCADA and BMS systems

6) Renewable Energy

- Solar Pumps
- Solar heating systems
- Solar power generation
- Wind power generation
- Biogas power generation

Membership and Certificates:

ISO 9001:2015 Quality Management System,
ISO 14.001:2015 Environment Management System and
OHSAS 18.001:2007 Work Health and Safety Management System Certificates since 2002.



Certificat
Certificate

N° 2018/80093.1

AFNOR Certification certifies that the management system implemented by:
AFNOR Certification certifie que le système de management mis en place par :

ModonGroup SARL

for the following activities:
pour les activités suivantes :

ENGINEERING, CONTRACTING AND CONSULTANCY

has been assessed and found to meet the requirements of:
a été évalué et jugé conforme aux exigences requises par :

ISO 9001 : 2015 - ISO 14001 : 2015

and is developed on the following locations:
et est déployé sur les sites suivants :

3RD FLOOR, MAKASSID BLDG, RIAD EL SOLH STREET, SAIDA, LEBANON

The description of certified activities and locations per standard is mentioned on the following certificates:
Le détail des activités et sites certifiés par norme est mentionné sur les certificats suivants :

Certificat ISO 9001 : 2015 n° 80463
Certificat ISO 14001 : 2015 n° 80091

This certificate is valid from (premier/du premier/du premier)
Ce certificat est valide à compter du (premier/mois/jour)

2017-09-18

Until
Jusqu'au

2020-09-17

For assured use only (à utiliser uniquement en cas de besoin)
The document is electronic (numérique) / Le document est électronique (numérique)
Franck LEBEUGLE
Managing Director of AFNOR Certification
Directeur Général d'AFNOR Certification



Scan this QR code to check the validity of the certificate



ModonGroup s.a.r.l.

The 10 Principles of UNGC:

Human Rights:

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

Principle 2: make sure that they are not complicit in human rights abuses

ModonGroup s.a.r.l is committed to provide employees all basic Human Rights guaranteed by the Universal Declaration of Human Rights and UN Global Compact Principles.

To develop a human right protection policy, we take into account at least the following factors:

- Tutelage of human resources who constitute the core capital for development and business success.
- Supply of proper working tools.
- Safety and health.
- Conduct standards.
- Activities aimed to increase the competence and skills of the employees.

We also introduced into our Quality Policy (referred to our ISO 9001 certified QMS) the central importance we give to the Human resources. Infringe human rights in the context of their own activities and their business relationships.





ModonGroup s.a.r.l.

- Employee care and development

ModonGroup s.a.r.l values its human resources and strives to instill a climate of loyalty and mutual respect by providing suitable tools and opportunities for professional growth. ModonGroup s.a.r.l cares about its employees' health and wellbeing, ensuring dignified working conditions and a safe and healthy workplace. Relations between ModonGroup s.a.r.l and its employees must be based on the principles of civil coexistence and respect for personal rights and freedoms.



Our key principles concerning health and safety in the workplace.

- Risk avoidance;
- Measuring risks that cannot be avoided;
- Fighting risks at their source;
- Keeping account of the degree of evolution of technique;
- Replacing what is harmful with what is not harmful or less harmful;
- Planning prevention, aiming at a coherent set that integrates the same technique, work organization, work Conditions, social relations and the influence of work environment factors;
- Give priority to collective protection measures as opposed to individual protection measures;
- Give workers adequate instructions.

- Suppliers

All suppliers working with ModonGroup s.a.r.l must follow business practices that respect human rights, workers' rights and the environment.



ModonGroup s.a.r.l.

Implementation

In the following, the details of some actions taken by ModonGroup s.a.r.l Subsidiaries.

- Health & Safety.
- Training.
- Privacy.

Health Safety.

We assess labor related risks with Health and Safety Management System OHSAS 18.001:2007 procedures.

Employees Health Specific courses were proposed to the office staff on the following topics;

- First aid
- Environmental management system
- Ensuring proper representation of women in executive bodies

Measurement

- Ensuring that all our policies relating to human rights, safeguarding, due diligence, data protection, equality and diversity, code of conduct, and business ethics are included in the induction of our new employees
- Ensuring that all our polices are written in a clear, concise and accessible format • Regular (at present monthly) meetings of the Works Council and reports to senior management on views, measures, and progress on actions
- Ensuring that our staff are kept up to date with human rights legislation through e-learning
- Regular reporting by the Works Council to our employees on views, measures and progress on actions
- Maintaining a strong due diligence process through scrutiny of responses to our Business Partner Questionnaire

Moreover:

Social criteria	Environmental criteria	Health and workplace criteria
Minimum working age and child labor, freedom of association, right to organize collective bargaining, prohibition of forced or compulsory labor, equal pay for men and women, and prohibition of all forms of discrimination in employment	Environmental management systems, measurable objectives and action plans to reduce emissions, consumption of energy and natural resources, and hazardous and nonhazardous Waste.	Written records of accidents, Injuries and illnesses. Written instructions and safety trainings including proper use of chemicals, tools, machines and Personal protection equipment. Regular risk reviews to identify and eliminate potential threats to health and safety in the Workplace.



ModonGroup s.a.r.l.

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 labour;

Principle 5: the effective abolition of child labor; and

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

ModonGroup s.a.r.l recognizes the importance of respect for the psycho-physical and cultural integrity of people, guaranteeing working conditions that respect human dignity and a safe and healthy working environment.

ModonGroup s.a.r.l group also recognizes its own "social responsibility" in ensuring the basic rights of workers on the job. ModonGroup s.a.r.l employ, the required staff officially in terms of salary, tax, social security and health issues by applying valid work law regulations in the work place. She respects the rights of the employees from the beginning to the termination process. She applies the working days from Monday to Friday for 45 hours weekly that is allowed in the Labor Law at HQs. The Employees use the weekend for their leisure time. ModonGroup s.a.r.l also applies legal vacation durations for her employees according to the Labor Law, in Lebanon and also in other Project Countries. The overtime is not advised to the employees in the normal business working conditions unless the work needs overtime. The HR Office always welcomes the employee inquiries in case of any clearance needs for these issues.

Implementation

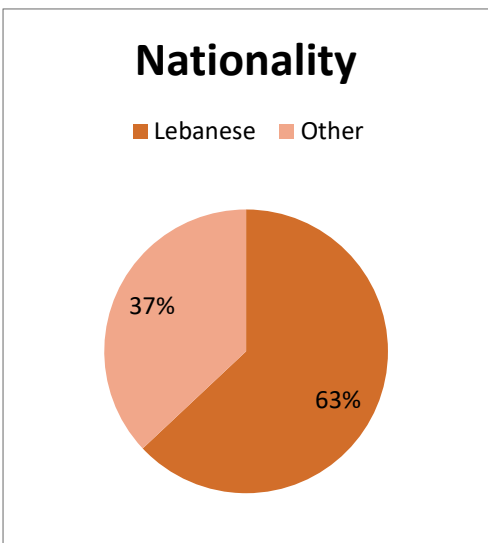
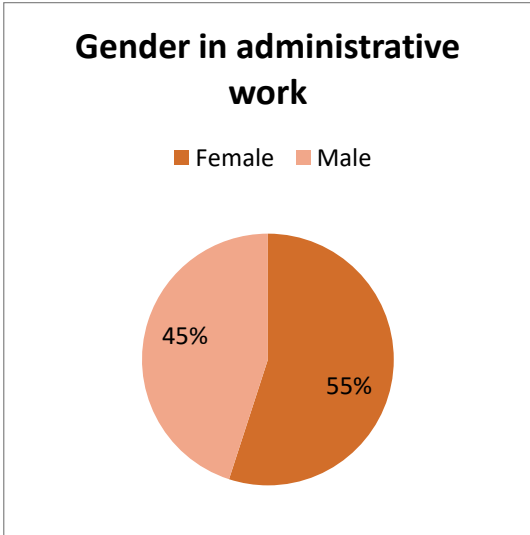
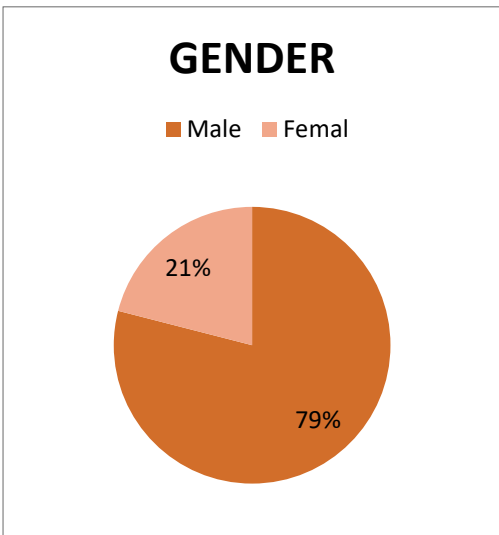
ModonGroup s.a.r.l disapproves of the use of any form of coercion against staff, as well as the use of concealed labor. At this scope ModonGroup s.a.r.l in place policies and internal rules to impede it. The Human Resources Department reports the performances and leaves and all records related to the employees. ModonGroup s.a.r.l is obliged not to use forced labor, and to respect the working hours required by national legislation in the countries in which its individual subsidiaries operate. ModonGroup s.a.r.l recognizes the right to overtime pay where required by law. The Companies also are required to ask to subcontractors before starting any kind of activities or business, evidences of tax, salaries, insurance and social security positions for their employees.

Measurement

- Monitoring the ModonGroup s.a.r.l Equality and Diversity Policy periodically by the Company to judge its
- Effectiveness and will be updated in accordance with the law.
- Monitoring the ethnic, gender and age composition of the existing workforce and the number of people
- with disabilities within these groups, and reviewing its policy in accordance with the results shown by the
- Monitoring. If changes are required, the Company will implement them.
- Undertaking regular training of our staff on safeguarding, prevention of modern slavery and health and
- Safety through e-learning modules.



Target 5.5 "Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life"





ModonGroup s.a.r.l.

Environment:

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies

Implementation

ModonGroup s.a.r.l recognizes the environment as a primary asset that must be safe guarded, and undertakes to comply with current regulations regarding environmental protection and conservation, promoting a running of its business centered on the proper use of resources.

ModonGroup s.a.r.l reviews the design of the contracted projects and prepares the working drawings with an environmental friendly and innovative solutions, recyclable materials

ModonGroup s.a.r.l also has ISO 14001:2015 Environment Management System Certificate that provides a dedication to the Global Environment protection for its daily operating and consultancy business activities.

Measurement

- Publishing an annual Environmental Performance Report, outlining our progress in reducing our environmental impact.
- Ensuring that our staff is trained on environmental safeguarding and health and safety in the work place through e-learning modules.
- Ensuring that recycling is promoted in our offices through clearly labeled bins separating recyclables from general waste.
- Monitoring energy use in our offices through comparing bills and statements.(In 2017, we replaced the T8 fluorescent lamp with our LEDs in our offices And saving 50% of 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

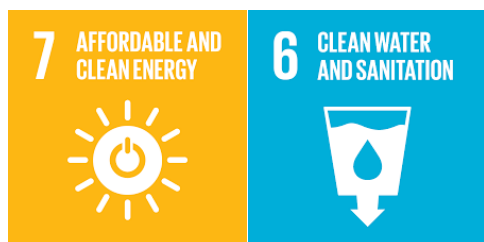


ModonGroup s.a.r.l.

• 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 :

- 8 Drives 95 KW in sour Sewage Pumping station
- 3 Drives 110 KW in Jadra Sewage Pumping station
- 4 Drives 110 Kw in sultan Ibrahim Pumping station



Target 6.3 by 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally

Target 6.5 by 2030, implement integrated water resources management at all levels

Target 7.2 by 2030, increase substantially the share of renewable energy in the global energy mix

Anti-Corruption:

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

Implementation

ModonGroup s.a.r.l the principle of impressing upon stakeholders relationships that are honest, fair, and have integrity, transparency and mutual respect. Honesty and transparency are fundamental principles in all Group activities and are essential elements in business management.

ModonGroup s.a.r.l policy against corruption, bribery and extortion is to pursue all of its business transactions in an honest and ethical manner in doing business anywhere in the World.

Company's goal is to provide training for all level of employees up to management about corruption, as well as what to do if one should encounter it.

Regarding relationships with the Public Administration, all relationships between the Group and public institutions are arranged by associates entrusted for this purpose, and are based on the principles of lawfulness, fairness, transparency, cooperation and non-interference, with respect to their mutual roles. The Group does not exchange



ModonGroup s.a.r.l.

money or other means of payment with public officials to influence activities they perform as their official duties, neither directly nor through intermediaries.

Gifts, favors or conduct towards government representatives, public officials and public employees that are not transparent are not allowed.

All interactions between the Group and public institutions are handled by authorized personnel based on the principles of legality, integrity, transparency, cooperation and non-interference, within the scope of each party's roles and in accordance with the law.

Personnel must refrain from interfering in the decisions of civil servants: It is forbidden to give money or other forms of payment, directly or through intermediaries, to public officials, civil servants and their close relatives in order to influence them in the performance of their duties. Gifts, favours, benefits or conduct lacking in transparency with respect to government representatives, public officials and civil servants in general are not allowed.

In any case, it is forbidden to give gifts, favors or benefits to civil servants or State-controlled companies or their relatives, unless the goods or services concerned are of reasonable price and it is traditional custom to do so.

Fraudulent conduct (omissions, false declarations, etc.) for the purpose of obtaining subsidies, grants or government loans is expressly forbidden. Financial resources obtained legitimately from government agencies and Public Institutions cannot be used for purposes other than those declared in the application. Subject to approval from the CEO, Group companies may comply with requests for donations from non-profit entities and associations.

Measurement

- Regularly reviewing our internal control systems and procedures to provide assurance that they are Effective in countering bribery and corruption.
- Ensuring that all employees and workers know that they are responsible for the success of the policy and ensuring that everyone understands the importance of working against all forms of corruption, through training and awareness-raising sessions, sharing and creating social media content on the issue.
- Ensuring that our due diligence process mitigates risks related to all forms of corruption
- Ensuring that reporting and whistleblowing procedures relating to fraud, bribery and corruption Will be dealt with in an effective and confidential manner.