



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



SUNSTAINABILITY REPORT 2020

www.ebcobitar.com

Reconstruction
of Nahr El Bared
Refugee Camp

Save The Children

Arcenciel

GVC

Fransabank

AUB

Jewett Dorms

Olive Gardens

Prefabricated
School

Abboudieh

DICCE2 Masnaa

Directorate of General Security

M. Private Residence

Fiber Optics
(Mount Lebanon)

OSP Phase 7
Package 1
(Beirut & Mount Lebanon)

Burj Center
Jannita

OSP Phase 7
Package 4
(South & Nabatieh Province)

Fiber Optics
(Nabatieh Province)

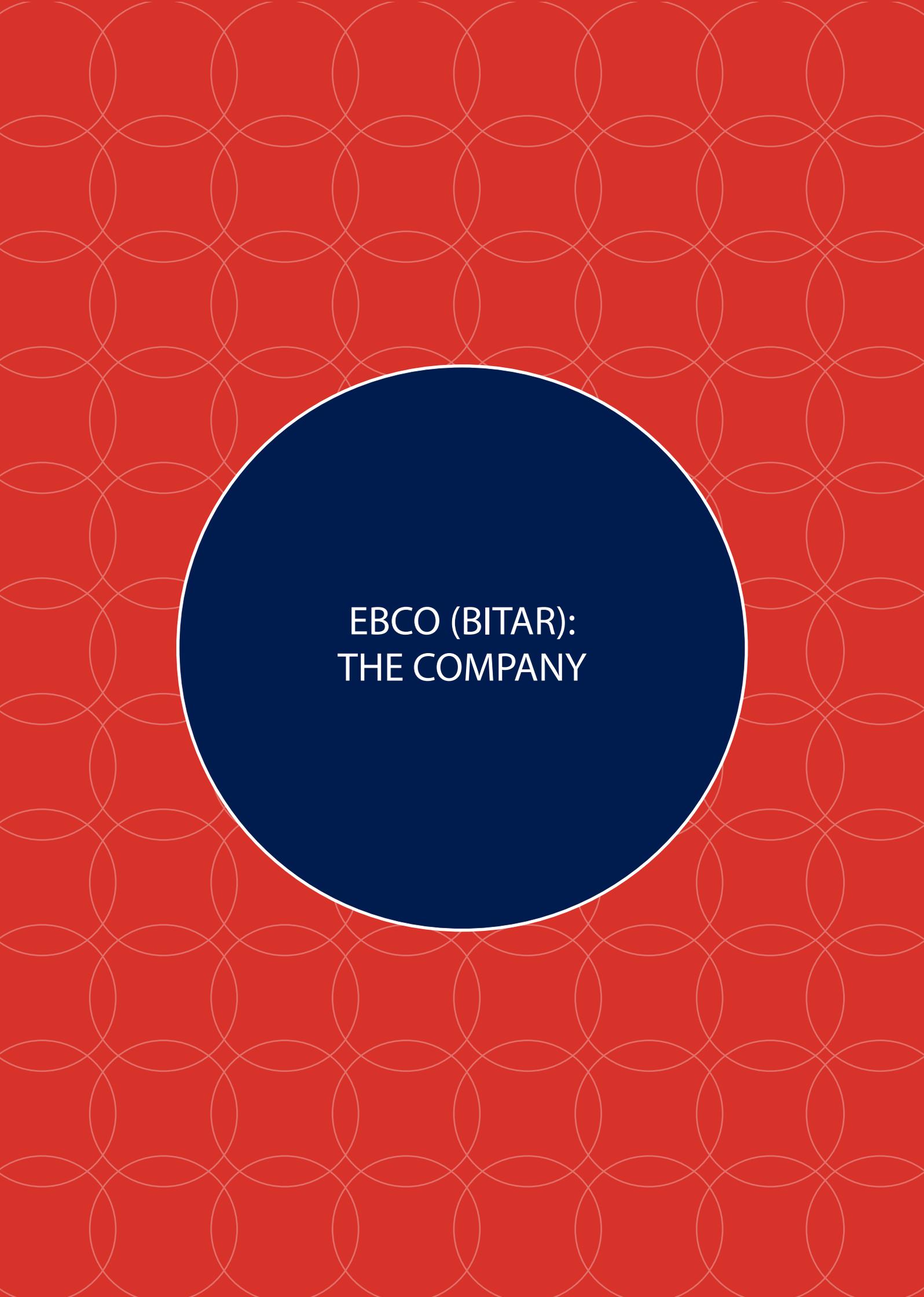
More than
366 projects to date
since **1974**

 Current Projects

 Current Areas For Telecom Projects

 Executed Projects

 Executed Areas For Telecom Projects



**EBCO (BITAR):
THE COMPANY**

MESSAGE FROM OUR CEO



This truly has been one of the toughest years for EBCO (BITAR), our country Lebanon, and the world. The covid-19 pandemic has led to a dramatic loss of human life worldwide and presented unprecedented challenges in all work sectors. What hurts the most is that covid-19 has only been the tip of the iceberg. Economic collapse, political instability, bank sector linked to Ponzi scheme, deterioration of the lira, and the August 4 explosion. The Beirut port blast ripped the city to shreds. It killed more than 178 people, left more than 6,500 injured, 300,000 homeless, and severely damaged critical infrastructure and medical supplies.

Indeed it has been tough and still is. Despite it all, we gathered all our efforts to support our communities in all possible ways. We distributed food supplies through our sister company

Osud, a major fruits & vegetables producer and distributor in Lebanon to more than 3,500 families in need. After the blast, all our teams were gathered and instructed to help in any possible way. We cleaned streets, provided food and shelter, and renovated more than 120 homes in less than a month time. We provided support to many associations such as the American University of Beirut, Ajialouna Organization, United Nations Global Compact Network Lebanon, Save the Children, Arcenciel, Toumouh Association, to name some.

We have rooted our partnerships with many local associations and we believe more than ever in the role of the private sector to help our country and communities survive the critical period we are passing through. Hand in hand we can make it. We urge the international community to step in to help Lebanon in its toughest times.

We survived. We will survive.



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

OUR VISION, MISSION & VALUES



OUR VISION

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.

OUR MISSION

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.

OUR VALUES

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, labour 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.

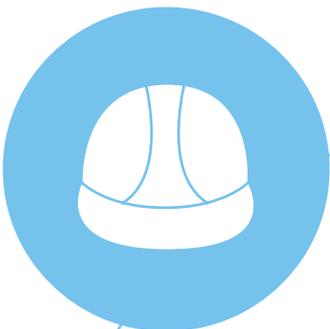
Our pre-construction services include feasibility studies, site analysis, design studies and landscaping, value engineering, cost control and scheduling, procurement, constructability reviews and permit application.

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**

ALWAYS COMMITTED FROM THE HEART

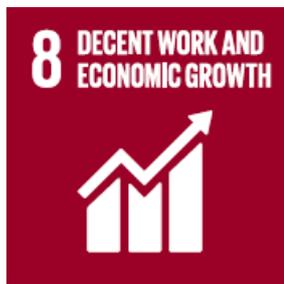
EBCO (BITAR) has been recognized as an active member of the United Nations Global Compact initiative since 2011, making it the first Lebanese construction company and among the 20 first participants in Lebanon to be committed to the UNGC 10 principles in the areas of human rights, labour, environment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

Global Compact Network Lebanon (GCNL) was launched in September 2015. EBCO (BITAR) is proudly among the founders of this network. Since then, it serves on its board and today our Managing Partner, Mrs. Nour Bitar, is the Vice President.

GCNL is one of the 68 Local Networks around the world. GCNL is an independent and self-managed entity. The network grew to accommodate more than 227 members today. More than 140 businesses and 87 non-businesses embrace, support and enact the 17 Sustainable Development Goals in the areas of human rights, labour, environment, and anti-corruption.



Network Lebanon
WE SUPPORT





SDG 5 GENDER EQUALITY

Empowering women and promoting gender equality is crucial to accelerating sustainable development. Ending all forms of discrimination against women and girls is not only a basic human right, but it also has a multiplier effect across all other development areas.

WOMEN EMPOWERMENT

EBCO (BITAR) volunteered to be part of the WEPs Gender Gap Analysis Tool to assess its current standing in relation to gender equality. A detailed interview was conducted to make sure the company has the right tools, and implementing and measuring the outcomes of current policies.



Mrs. Hajar Bitar - Administration Department

Equal Employment Policy

It is the policy of EBCO (BITAR) to provide equal employment opportunity for all applicants and employees. We will not allow discrimination on the basis of race, color, religion, sex, national origin, age, marital status, disability or any other protected characteristic. This policy applies to all areas of employment, including recruitment, hiring, training, promotion, compensation, and benefits. Employment decisions will be based on merit, qualifications, and abilities.

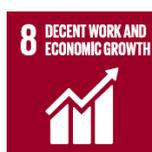
We will take every possible step to ensure that individuals are treated equally and fairly. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their Supervisor. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.



Mrs. Diala Itani - Counselor

Relationship Workshop

Mrs. Diala Itani, counselor and life coach visited our offices to help our women workforce to understand work life balance and how to cope with stress and how to have a healthy relationship.





SDG 8

DECENT WORK AND ECONOMIC GROWTH

Decent work and economic growth is “achieving improved productivity and economic growth which provides employment for all in safe working environments, protected by labor rights”

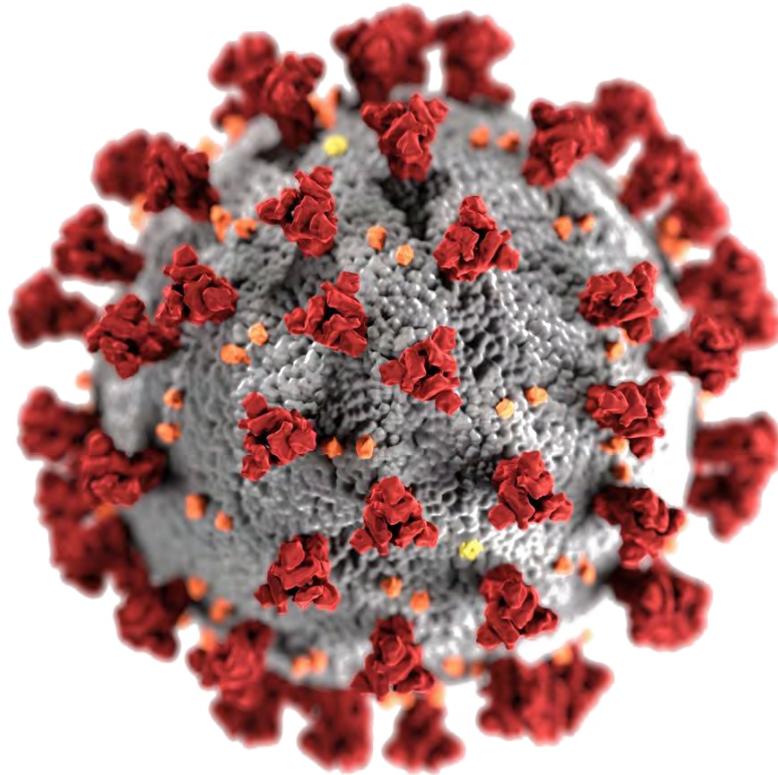
During 2018, striving for maintaining and enhancing our work environment was one of the main points in our SDG action plan.

COVID-19 Action Plan

We take the pandemic very seriously since day one. We have launched our “Save Us” campaign to fight Covid-19 and implement all necessary precautions to save ourselves and our community.

The kick off workshop discussed the action plan that needs to be followed in EBCO (BITAR) during the COVID-19 crisis situation and to provide clear guidance for safe operations through the prevention, early detection and handling of COVID-19 cases.

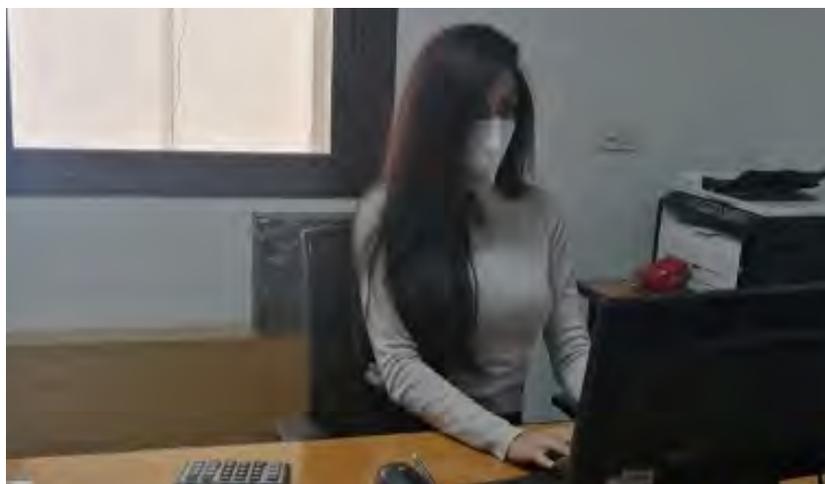
- Escalate any COVID-19 related issues;
- Follow the advice of the World Health Organization (WHO) and specific country Health Authority requirements;
- Avoid any social media fake news and forwarding of this type of medial;
- Work with the client and other stakeholders to ensure health authorities and other measures including EBCO (BITAR) measures are being taken to prevent the spread of the virus;
- Undertake all necessary measures to ensure continuity of the project;
- Brief the contents of the COVID-19 Action Plan to all team members.



EBCO (BITAR) General COVID-19 Control Measures

These measures apply to the Head Office:

- Ensure hand sanitizers and soap are available and used across EBCO (BITAR) premises and sites;
- Minimize meetings and utilize video conferencing technology such as Microsoft Teams;
- Maintain social distancing - Maintain at least 1.5-meter distance between yourself and anyone who is coughing or sneezing;
- Avoid large gatherings;
- Temperature checking. Thermal heat checking devices shall be installed at the main entrance points to the different offices and sites;
- Ensure there is one single entry point to the offices and sites to make sure all people undertake these checks as a mandatory requirement;
- Avoid clients' visits to the offices unless deemed necessary;
- Make sure that all staff members who are sick or who show COVID-19 symptoms to notify their line managers or project managers in order to take the necessary action;
- Ensure waste management facilities are managed correctly and in particular those related to the disposal of potential hazardous waste (face masks, gloves, tissues, etc.);
- Undertake regular disinfection of the offices, once monthly by a specialized company;
- Minimize (or withhold) the services of the cleaning companies for a while until this crisis is over and rely on internal resources to clean and clear the bins on a daily basis;
- Equip selected company employees with the disinfecting and sanitizing equipment and request them to disinfect the offices including the communal areas (such as toilets, kitchens) once per week;
- Ensure that the project sites have placed posters (health education) in prominent areas such as project offices, canteens, notice boards, toilets, etc;
- Ensure contractors are undertaking the same health measures as advised by the local health authorities;
- Ensure contractors are undertaking regular disinfection of project site communal areas such as toilets, canteens;
- Minimize the construction workers' ability to enter to the project site offices.

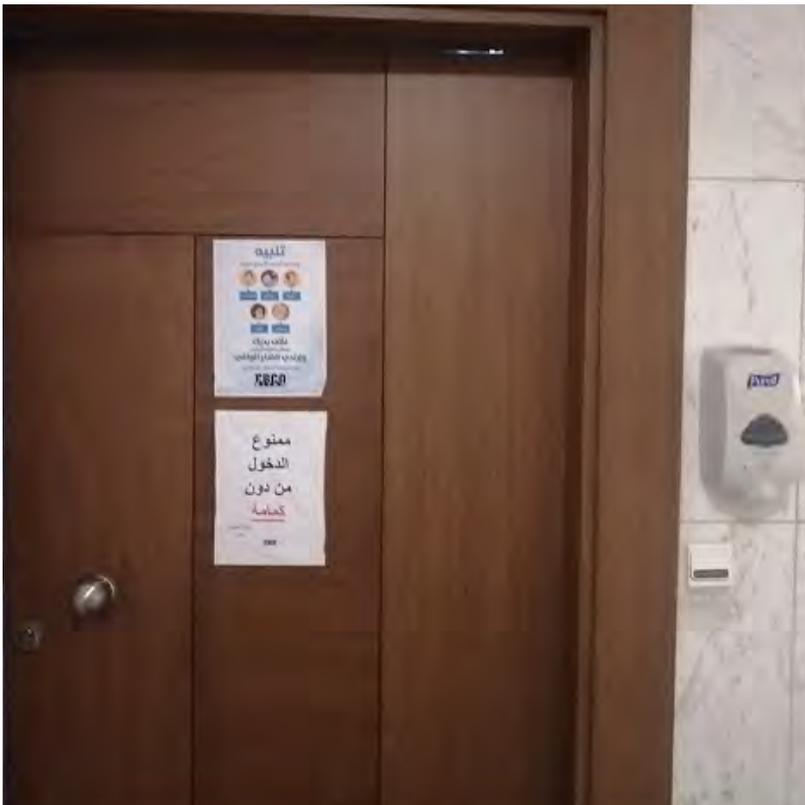


Ms. Michelle El Nemnom, Marketing Department

Enforce COVID-19 Control Measures Inside the Office

Ensure the following measures are enforced in Beirut office:

- 2m spacing rules on desk seating;
- Avoid and minimize use of meeting rooms;
- Provide adequate face masks, hand sanitizers and disposable gloves around the office (replenish all times);
- Masks needed for face to face conversations, walking around offices;
- Insist everyone adopts self-governance for masks etc;
- Stop and challenge people who do not comply with measures and ask them to use, repeated no-compliance to be referred to HR (includes managers).



Hand sanitizer & Covid-19 safety measures at the entrance



Covid-19 Awareness Posters at offices



Temperature screening & other safety measures followed at the office

SAFETY MATTERS

Everyone in the construction industry knows that the work can be inherently dangerous, with collapsing materials, falls and accidents involving heavy machinery all serving a legitimate threat. When an accident occurs, countless 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.

10' Talk is a 10 minute safety and health awareness initiative launched in July 2018 where all site staff gather once a week for a 10 minute talk to 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 Ali Chami.



10' Talk meeting of the site staff

A campaign on safety was launched to spread awareness. Some of the target messages were on the importance of wearing helmets, gloves, safety shoes, and other safety measures on site, to be followed by all staff, including heads.

بالكفوف ولا بصحابنا!



بدنا سلامتك

هي حملة توعوية أطلقتها الشركة بهدف تعزيز أهمية السلامة في مواقع العمل لكي تصبح جزءاً لا يتجزأ من حياتنا اليومية. هدفنا تأمين بيئة سليمة للعمل وتثبيت الأمان والطمأنينة في قلوب العاملين.

ERCO BITAR
ENGINEERING & BUILDING CO. ERCO-BITAR S.A.R.L.

من كبيرنا لزرغيرنا!



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بالجزمة ولا بصحابنا!



بدنا سلامتك

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بالطاسة ولا بصحابنا!



بدنا سلامتك

هي حملة توعوية أطلقتها الشركة بهدف تعزيز أهمية السلامة في مواقع العمل لكي تصبح جزءاً لا يتجزأ من حياتنا اليومية. هدفنا تأمين بيئة سليمة للعمل وتثبيت الأمان والطمأنينة في قلوب العاملين.

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SDG 11

SUSTAINABLE CITIES AND COMMUNITIES

As per the goal #11 of the agenda, we aim to provide safe and a sustainable city through road safety with a focus on sustainable urbanization and environmental impact.

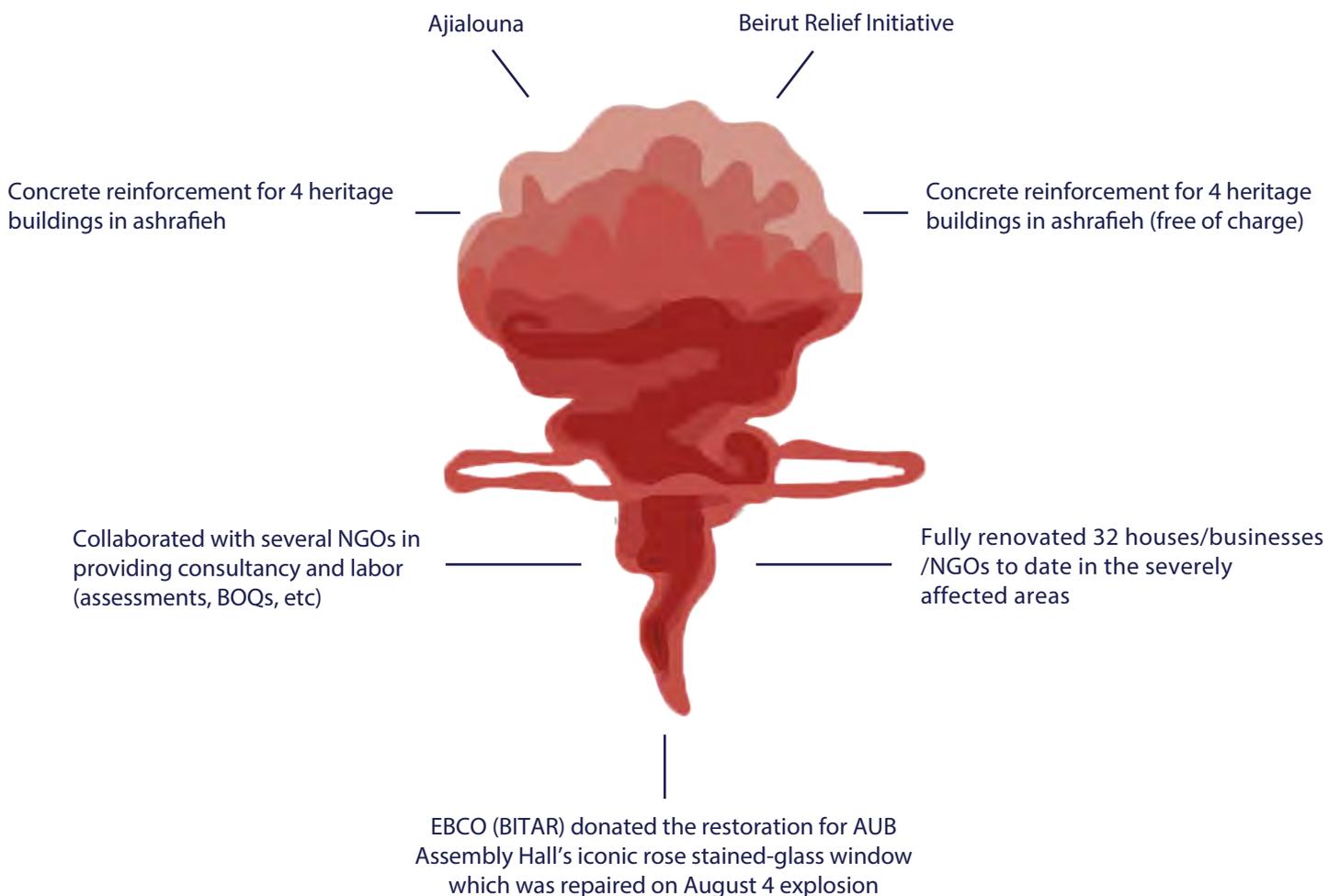
COMMUNITY INVOLVEMENT RUNS IN OUR BLOOD

On 4 August 2020, many Lebanese citizens' lives changed, as a large amount of ammonium nitrate stored at the port of the city of Beirut, exploded, causing at least 204 deaths, 7,500 injuries, and US\$15 billion in property damage, and leaving an estimated 300,000 people homeless.

We are true believers that giving back to our society is part of our day to day operations. Immediately after the blast we started our rescue campaign to help all people/businesses that were affected.

Needless to say, since we are part of the Lebanese community, EBCO (BITAR) couldn't but contribute in re-building Beirut and helping people affected by the explosion get back to their normal life. EBCO (BITAR) has contributed.

EBCO (BITAR) is proud to be a part of the Beirut Relief Initiative by renovating more than 200 apartments and supporting with workforce and logistic team following the Beirut explosion on August 4.





Assembly Hall, American University of Beirut



Heritage building



Fransabank



Ajialouna



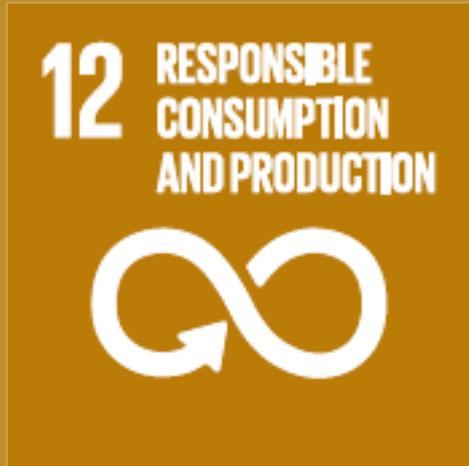
Beirut Relief Initiative



Anti-Corruption Principles

EBCO (BITAR) adheres to the highest standards of ethical conduct and is committed to an anti-corruption culture. Our policy is to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.





SDG 12

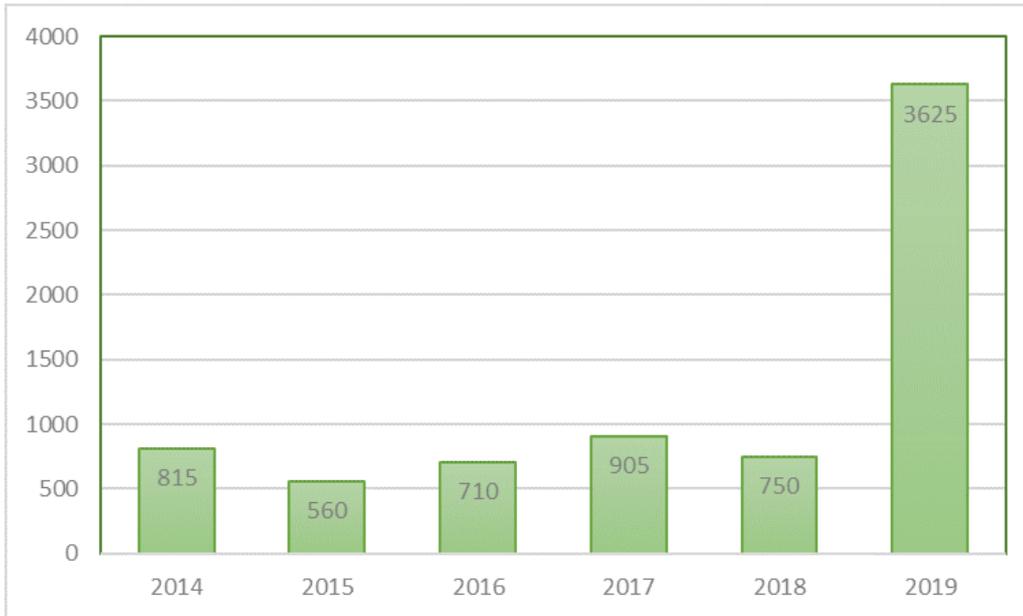
RESPONSIBLE CONSUMPTION AND PRODUCTION

Striving towards making part of the achievement of the 12th SDG involves the efficient management of natural resources and the reduction of waste pollutant products.

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. All EBCO (BITAR) sites apply since 2013 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 116 trees since 2013! We are regularly encouraging our employees to reduce paper usage and turn our system to a digital one.





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