EBCO BITAR

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

SUSTAINABILITY REPORT 2022

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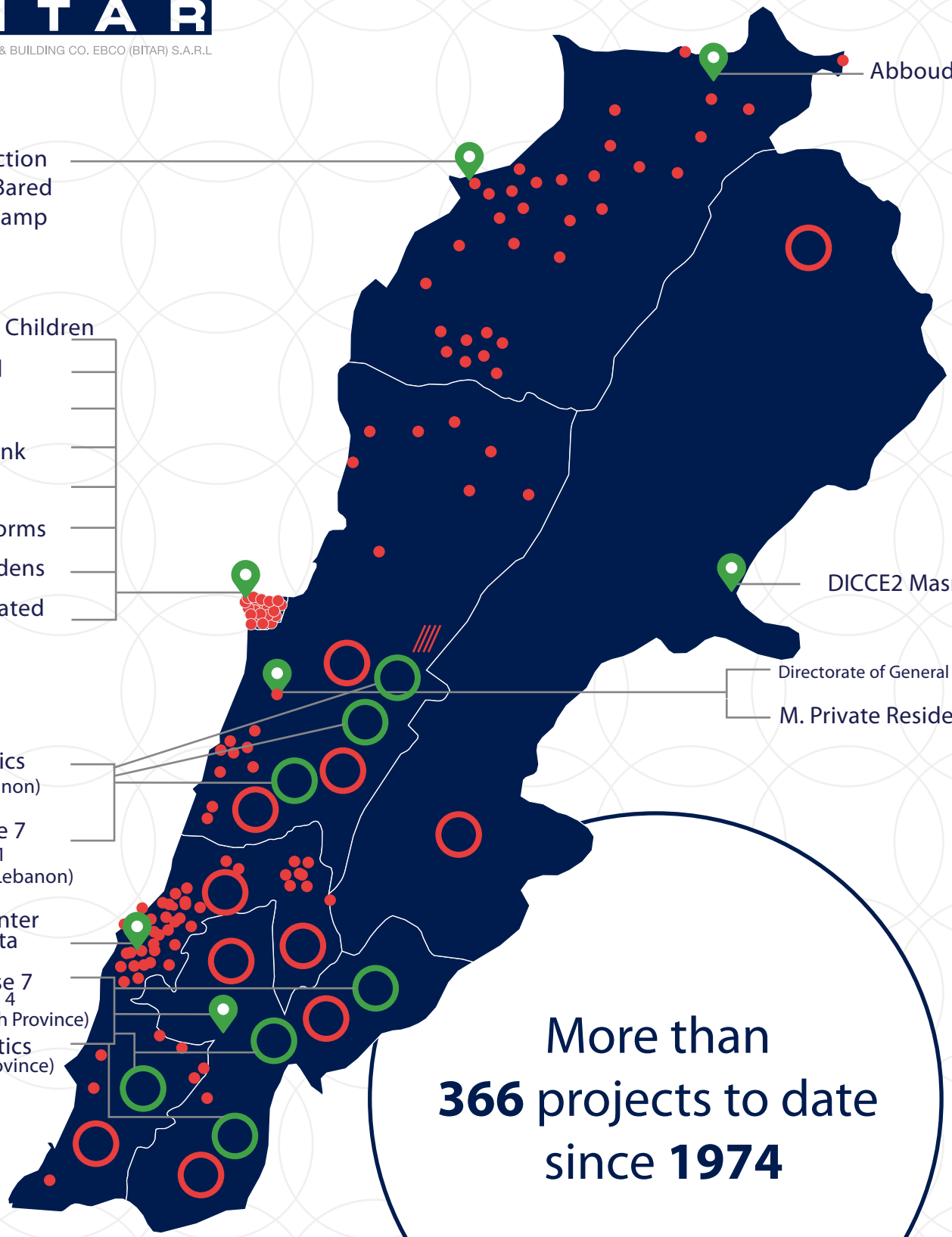

More than **366** projects to date since **1974**

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.

> “We care about the environment and the community we live in. We believe that our company has a responsibility to give something good back from the fruits of our success.”

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)

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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.

UN GLOBAL COMPACT

Network Lebanon

WE SUPPORT

SUSTAINABLE
DEVELOPMENT
GOALS
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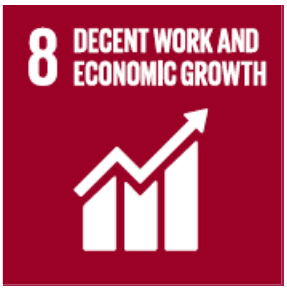
5
GENDER
EQUALITY


8
DECENT WORK AND
ECONOMIC GROWTH

11
SUSTAINABLE CITIES
AND COMMUNITIES

12
RESPONSIBLE
CONSUMPTION
AND PRODUCTION

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.

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.

5 GENDER EQUALITY

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.

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.

10' Talk meeting of the site staff

EBCO (BITAR) SUPPORTING ITS EMPLOYEES

While thousands of businesses could not sustain the economic and financial crisis prevailing in Lebanon and were forced to lay off thousands of employees in the past few months, EBCO (BITAR) still provides jobs for all her workers.

Anti-Corruption Principles

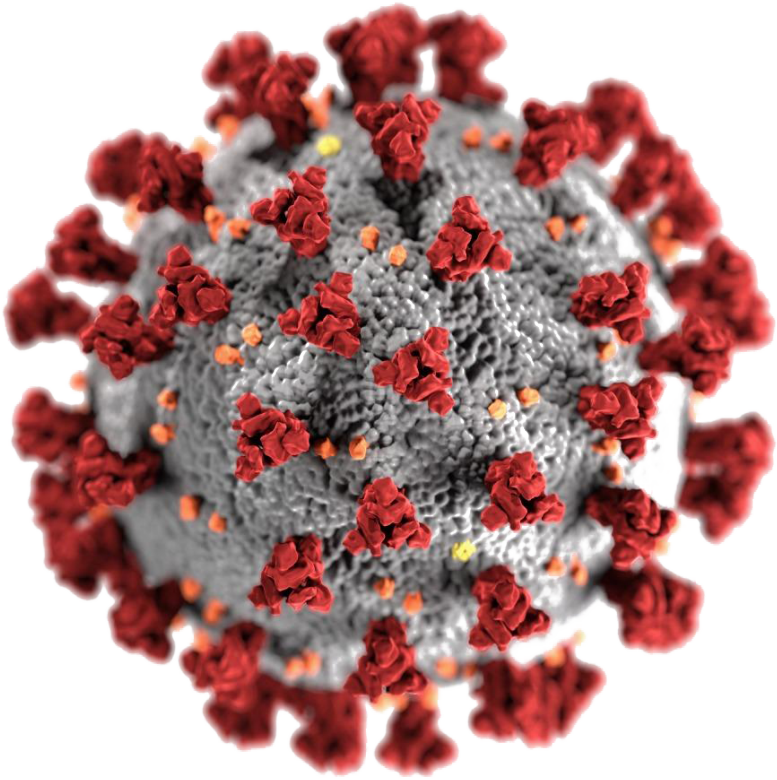
EBCO (BITAR) adheres to the highest standards of ethical conduct and is committed to an anti-corruption culture. Our policy is to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly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

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.



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

8 DECENT WORK AND ECONOMIC GROWTH

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 toiles, 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

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.

EBCO (BITAR) SUPPORTS ARDNA NGO

EBCO (BITAR) supports ARDNA NGO in its efforts to build organizations that contribute to development. ARDNA (Association of Rural Development and National Aid) is a Lebanese non-profit humanitarian organization established in 2021, whose mission is to empower the deprived small-scale producers to reach sufficiency and be provided by financial and skillful practices. At ARDNA, we invest in people through our capacity building program, so they gain the knowledge required to drive sustainable growth. Souk El Balad is our first capacity building activity focused on strengthening & supporting local producers and rural development. A multitude of ethnicities and religions are inextricably woven into the social fabric of Souk El Balad family, making it the most diverse souk in Lebanon. More than 75 producers are assembled each Saturday at Souk El Balad in Beirut Souks. Sajjette is a Lebanese youth empowerment initiative aiming to preserve Lebanese traditions with a twist. The project is developed by ARDNA capacity building as well. We likely have multiple projects in progress as we focus on benefits realization to our community. As Lebanon is facing crippling economic crisis, ARDNA is struggling to help needy families to survive and get outside the complex array of issues that the country faces. However, ARDNA is seeking an international assistance in form of donation in order to be able to achieve its mission.

ARDNA

By the community, for the community

11 SUSTAINABLE CITIES AND COMMUNITIES

Souk El Balad Beirutetna

With the aim of reviving Downtown Beirut and bringing back life to the city ahead of the holiday's season, Souk El Balad in collaboration with Beirutetna Festival, and other partners launched a festival in Beirut Souks from Dec 2 till Dec 30. The area was filled with street food area, drinks area, concerts, entertainment shows for kids, handcrafts, Christmas parades, live bands and dance shows. All the activities were free of charge. Souk El Balad Festive Market was ordinarily celebrated and centered on some characteristic aspect of our Lebanese communities and their interrelationships. It focused mainly on cultural and traditional topics for several reasons:

1. Inform people about their traditions in order to provide means for unity among Lebanese people
2. Bring people together
3. Showcase intellectual and creative achievements
4. Celebrate food and drink
5. Highlight the local production from different Lebanese regions

EBCO (BITAR) SUPPORTED AUB NEIGHBORHOOD

EBCO (BITAR) supported AUB Neighborhood Initiative and Al Madina Theatre in the Christmas and New Year Season in the music and song performances Jar Lil Jar, to re-enliven Ras Beirut.
The program included:

1. A Christmas Parade with children from private and public neighborhood schools animated by three street performances featuring young Palestinian and Syrian refugee musicians as well as a group of migrant workers; and seven concerts by great local choirs, bands, singers, and performers ranging from established to young upcoming faces.
2. A livestreaming on a huge screen so every passerby on Hamra street can enjoy the concerts

The initiative intended to create positive vibes and to spread the joyful Christmas spirit in Ras Beirut despite the stressful conditions that people are suffering from in Lebanon today. P.S. Strict COVID regulations were applied at Al Madina Theatre for all concerts.

EEBCO BITAR SUPPORTED ITS TEAM

More than 15 % discount EBCO BITAR Team has benefit on the product and activities that offered by Souk El Balad, The Alia concept and 2020 café.

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.

YSIP PROGRAM

Over the course of 10 months, EBCO (BITAR) team developed a solution that is relevant to the company and at the same time addresses innovation and the SDGs. The team offered a solution that controls pollution, reduces cost and the excessive use of raw materials through minimizing concrete wastage. The company is intended to use the wastage in forming concrete building blocks that can be used in construction sites and make its own concrete decor and furnishings like benches, side table, fire pit, chairs, dining table, planters, statues, ashtrays and stepping stones. This solution not only reduces the cost of site cleaning and disposal but also yields significant environmental, social, reputational & economic benefits. At the environmental scale, EBCO (BITAR) solution will be contributing in:

1. Improving air and water quality as well as reducing gas emissions
2. Reducing ground and soil contamination
3. Reducing noise emission
4. Minimizing the extraction of resources along with reducing energy consumption which is associated with manufacturing new materials

Social value includes promoting skills & employment for designers, contractors, engineers and workers as well as creating healthier, safer, more resilient communities and promoting social innovation. If we will be delivering works to public sector, this secures the best value from the public money being spent and contributes to more inclusive growth, a vital goal for the Lebanese community. Economic value includes cost saving by introducing more efficient production practices and generating a higher profit. The application of this solution will boost the company reputation and exposure by making people more aware of EBCO BITAR values.

The program takes place on a local and global level. Innovators from around the world had the opportunity to engage with each other and exchange experiences at the end of the program. For the purpose of achieving the full capacity of the Innovators, EBCO (BITAR) team was matched with Mentors and Experts to guide them in the design, development and testing of the solution. The program included in-person and virtual learning sessions, team challenges, mentoring and coaching, live case studies and feedback/ sparring session. The program holded many advantages that benefited our team:

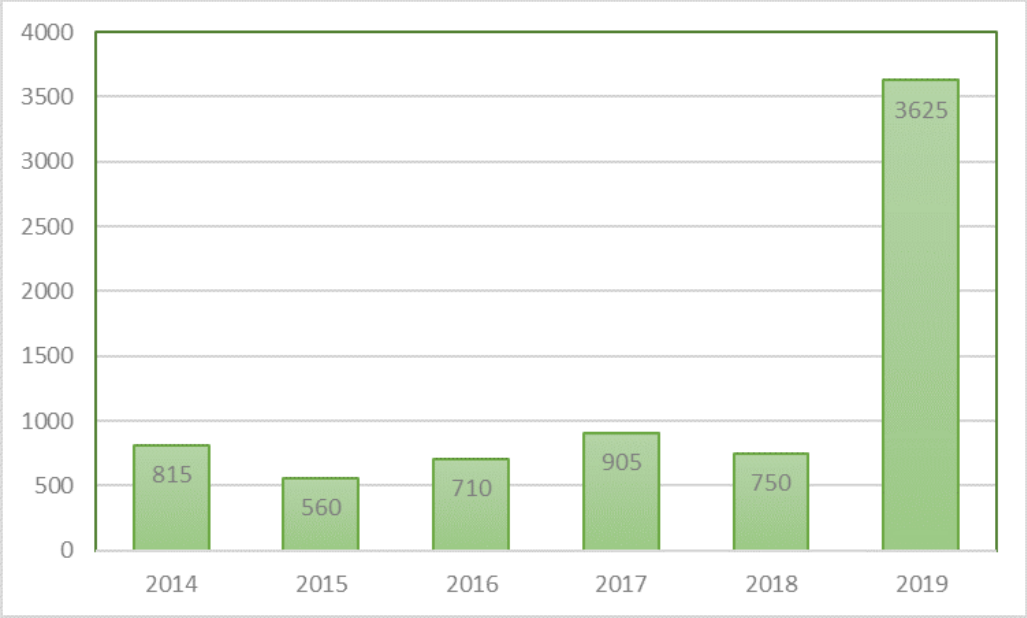
1. It increased the knowledge of our team and employees on sustainable business strategies and practices
2. It encouraged our employees to embrace breakthrough mindsets that will support the development of new solutions
3. Respond to current and future challenges and opportunities
4. Have access to a global network of young innovators and experts

EBCO (BITAR) team joined the program at a later time. It didn't attend the first Kick-off workshop where different teams met to discuss and align their expectations of the program. Our team was absent on Camp 1 also where YSIP innovators met to brainstorm, analyze and create solutions for their companies based on the Sustainable Development Goals (SDG)s. Camp 2 emphasized the process of defining and refining challenges, while Camp 3 took place under the name of "Solutions Development". It allowed our innovators to start transforming the identified challenges in EBCO (BITAR) to sustainably-constructed solution. The fourth YSIP camp took place under the name of "Solutions Testing and Validation". This camp focused on refining and validating problem solution related to the company. The last camp took place under the name of "Offboarding". During this phase, EBCO (BITAR) team showcased the solution, and focused on how to apply breakthrough thinking within the company. It is great to mention that the 4 camps were moderated with the use of Zoom and Slack as primary online resources. The workshop facilitators were Mr. Nadim Choucair, Canadian Ecosystem Builder and Founder of 2030 Cabinet, and Mr. Hany Rizk, an experienced strategist and Founder of No BS – Innovation Studio.

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 turnout system to a digital one.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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