



SDIMI2013

30 June - 3 July



SUSTAINABLE DEVELOPMENT IN THE MINERALS INDUSTRY

6th International Conference

Milos Island, Greece



***Titan Antea Cement plant:
Education for sustainable development in the case
of a Greenfield plant, in an emerging economy
(Albania)***

Maria Alexiou, Aggelos Kalogerakos,

Dinos Carakostas & John Mastoris

TITAN GROUP

July 1st, 2013

In numbers :

9 countries

13 cement plants

62 quarries

128 ready mix plants

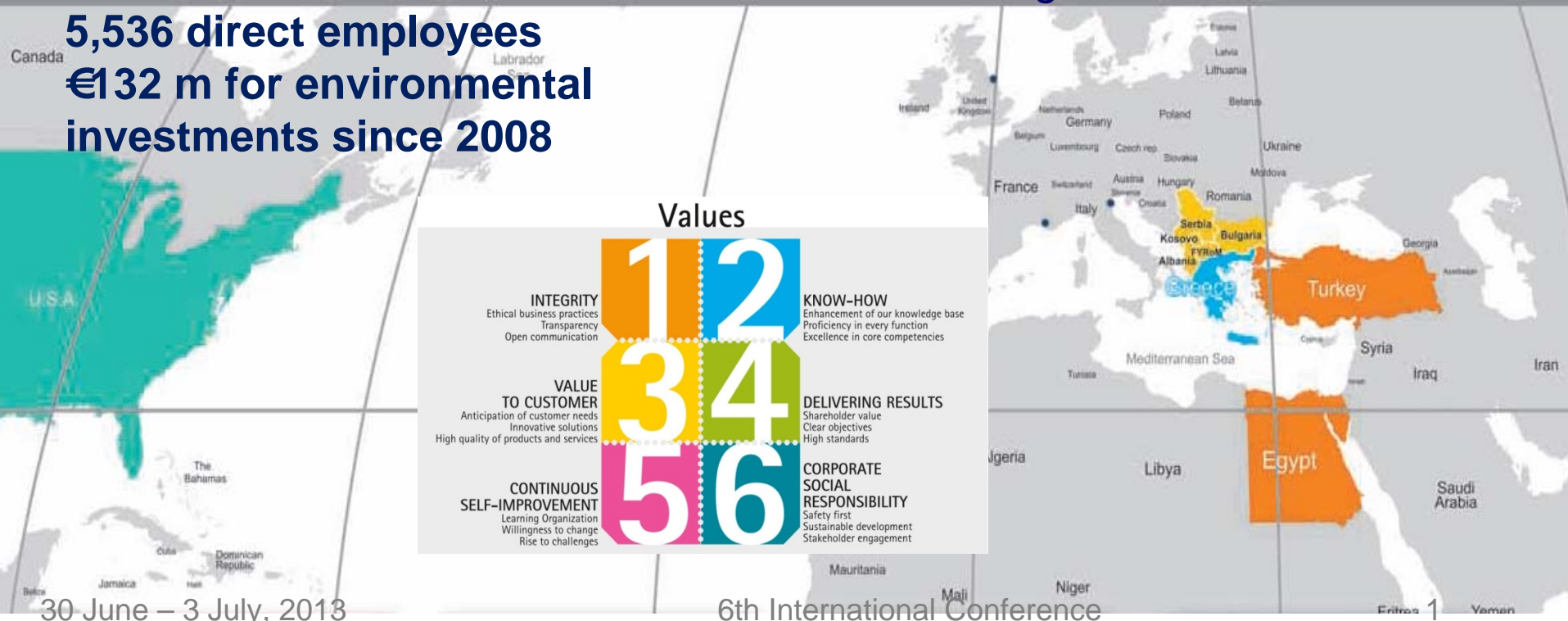
21 distribution terminals

5,536 direct employees

€132 m for environmental investments since 2008

A common vision :

“Pursue at all times our business goals and create value, in an ethical and socially responsible manner, doing less harm, and endeavoring to do more good“



What?

- A new clinker production facility, with a total capacity of 1.50m tons cement per year
- 200 full-time jobs and more than 300 new opportunities for employment to third parties.
- Reduce the need to import cement and increase potential for development

How ?

- ESIA conducted before commissioning
- Industry and international standards integrated in TITAN Group business strategy
- All potential environmental and social impacts taken into account and addressed appropriately
- Public consultation and stakeholder dialogue initiated to build consensus and increase transparency and reliability

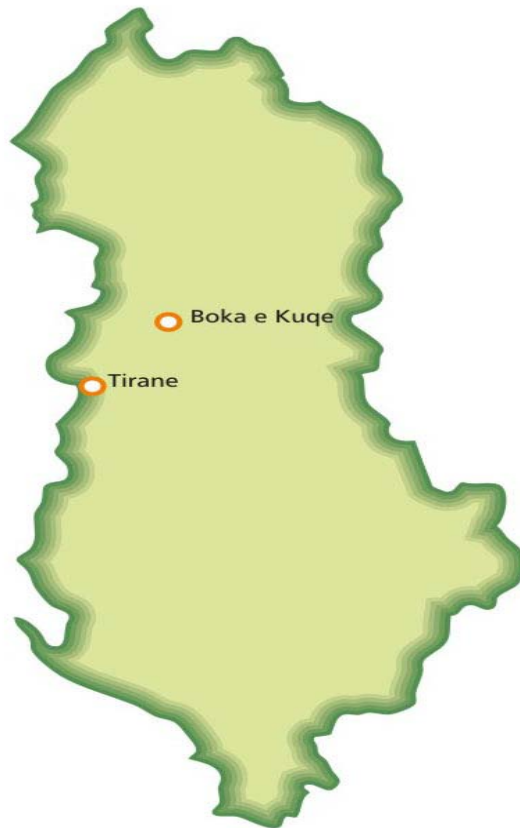


In partnership with



Where?

In Albania



Limestone quarry area in Boka e Kuqe (green field)



Flysch quarry area in Brret (green field)

THE ANTEA PROJECT : CHALLENGES AND OPPORTUNITIES



- No industry experience
- Poverty and high rates of unemployment, the predominant issues in rural and mountainous areas
- Investments needed in the physical infrastructure (schools and school equipment) to provide and ensure for a sustainable education system
- Albanian Government pledged to achieve “Education for All” by 2015

ANTEA

Fabrika e Çimentos dhe Karierat

Qëllimet e Zhvillimit

Pajisja e Shqipërisë me një burim të rëndësishëm të prodhimit të çimentos, materialit më të përdorur modern të ndërtimit

Mbështetja e zhvillimit të infrastrukturës dhe programit kombëtar të ndërtimit

Pakësimi i nevojës për import të çimentos

Përmirësimi i infrastrukturës lokale nëpërmjet hapjes së rrugëve të reja

Krijimi i mundësive të reja për punësim

Mbështetja e zhvillimit dhe zgjerimit të ndërmarrjeve të tjera



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Informacion i hollësishëm mund të gjendet gjithashtu në adresën-web të mëposhtme:
www.titan-cement.com • www.ifc.org • www.ebrd.com

THE ANTEA PROJECT : SETTING THE STANDARDS



The site of the flysch quarry is shown below:



Why is the Development Needed?

- Cement is used for the production of mortar and concrete and is the most widely used modern bonding material.
- Albania is developing rapidly and cement is required to undertake large scale construction activities to improve its infrastructure. Cement is currently an imported material. With this plant, Albania can reduce these imports and become a net exporter of cement helping to improve the country's balance of trade.
- The development has the potential to enhance economic growth and impact positively both local and regional economy.
- The main direct benefits for the Development of ANTEA Cement Works and Quarries are :
 - creation of new jobs servicing the needs of the development either directly or indirectly,
 - expansion of current jobs,
 - business tax which will be reinvested in the local and national infrastructure and
 - improvement of local and national conditions which are sources of new investments

The Environmental Impact Assessment Process and Communications

An Environmental Impact Assessment (EIA) has been performed according to National law, including already a number of public meetings with officials, residents and other stakeholders from Kruje, Brett and Pkrrage, and Thumuna commune in autumn 2006 and January 2007.

The European Bank for Reconstruction and the International Finance Corporation have expressed their interest to co-finance ANTEA Cement Works and Quarries. The Environmental and Social Impact Assessment (ESIA) is implemented according to TITAN's, EU and international standards and practices.

In developing and operating the new works ANTEA gives emphasis in anticipating any significant negative environmental or social impacts and consider issues that may be raised from local residents and key stakeholders. To meet this aim all relevant issues are currently under assessment and relevant measures will be employed. The views of local residents, key organizations and their representatives are very useful in this effort and for this reason ANTEA is inviting comments and questions considering this new development.

Who Can I Contact And Where Can I Get More Information?

For any comments, issues or questions, please contact:

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A "Communication Form" is also available for any interested person or organization, by the Village Head and when completed can be sent in the above address.



ATKINS

ANTEA Cement Works and Quarries

Environmental and Social Impact Assessment Scoping Study

A new cement works and associated limestone and clay quarries has been proposed and will be located in the Municipality of Kruja.

The proposed project (cement works and 2 quarries) will be owned and operated by ANTEA Cement (established under Albania legislation), part of the Titan Group. Titan is an international company that produces, delivers and trades in cement, aggregate, and similar products for the construction industry.



Excerpts of ANTEA ESIA Study by ATKINS Intl. (2007), and WBCSD/CSI Quarry Rehabilitation Guidelines Document

THE ANTEA PROJECT : TRAINING A PRECONDITION FOR SUCCESS



TRAINING CONTRACTORS DURING THE CONSTRUCTION PHASE

- Health and Safety (H&S)
- Environment and waste management
- Compliance with international standards

HOW ? Collaborative approach

- 👍 On-going process
- 👍 Joint top management meetings
- 👍 Joint site inspections
- 👍 TITAN Group cross-functional team of experts

- ✓ **4.5 million working hours without LTI**
- ✓ **Completion on time**
- ✓ **Best working and living conditions for contractors' employees**



THE ANTEA PROJECT :

ENSURING SUSTAINABILITY THROUGH TRAINING



TRAINING POLICY AND PROGRAM FOR NEW EMPLOYEES

- Successful completion of training programs included in job offers for all employees
- Detailed training program comprising classroom and on-the job training, started prior to the plant's commissioning

Induction courses, vocational guidance and training was provided to all technicians, foremen and supervisors,

More than 1200 training hours have been implemented during commissioning phase (Oct 2009-Jan 2010)

Identification of the training needs, in order to build up the competencies of fitters/mechanical maintenance technicians, electrical and electronic technicians and production foremen/supervisors



TRAINING POLICY AND PROGRAM FOR NEW EMPLOYEES

- A team of experts representing all key functions and operations of TITAN Group have joined efforts with experienced and seasoned employees to provide the local management and technical team mentoring and on the job training
- **C-Mentors program** designed to build new skills and competencies among engineers and offer new opportunities for career development through life-long learning was launched successfully in 2011



C-MENTORS Program Foundation level



TRAINING POLICY AND PROGRAM FOR NEW EMPLOYEES and STAKEHOLDERS

- Sustainability training provided for all management and supervisor level
- Stakeholder engagement and public dialogue encouraged and facilitated through relevant workshops and training of employees and key business partners, especially contractors
- New training curricula developed for courses related to corporate values, sustainable development and corporate social responsibility at local language
- The UN Global Compact principles were included in this effort as well as Group Code of Conduct, Code for Procurement and environmental, social and safety management systems

SOME PICTURES



SAFETY AT SCHOOL



A TRAINING DAY WITH ENGINEERS



REFRESH 1st AIDERS



RISK ASSESSMENT WITH ELECTRICIANS

STOP TRAINING





Engaging with communities and other key stakeholders

Our know how and expertise, along with our well trained employees is the most valuable capital we can contribute to the development of communities and Society at large

- The 2nd Technical Vocational School in Albania was established in Thumana, the closest village to Antea plant . It is hosted by the Municipality and provides a vocational training lab for acquiring technical skills necessary for professional and future employment
- The Technical Vocational School of Thumana provided specialized training courses, from September 2010 to June 2011, to more than 80 students reaching a total of 1,050 training hours



Engaging with communities and other key stakeholders

Our know how and expertise, along with our well trained employees is the most valuable capital we can contribute to the development of communities and Society at large

- Consultation meetings, bilateral and multi- stakeholder meetings have been organized every year
- A web site, newsletters, posters, local help desks, and open events focused on raising awareness and transfer of know how have been adopted among the means to encourage dialogue and co-operation for the implementation of the Antea project but also for enhancing sustainability in the long-term

Integration of training into management systems



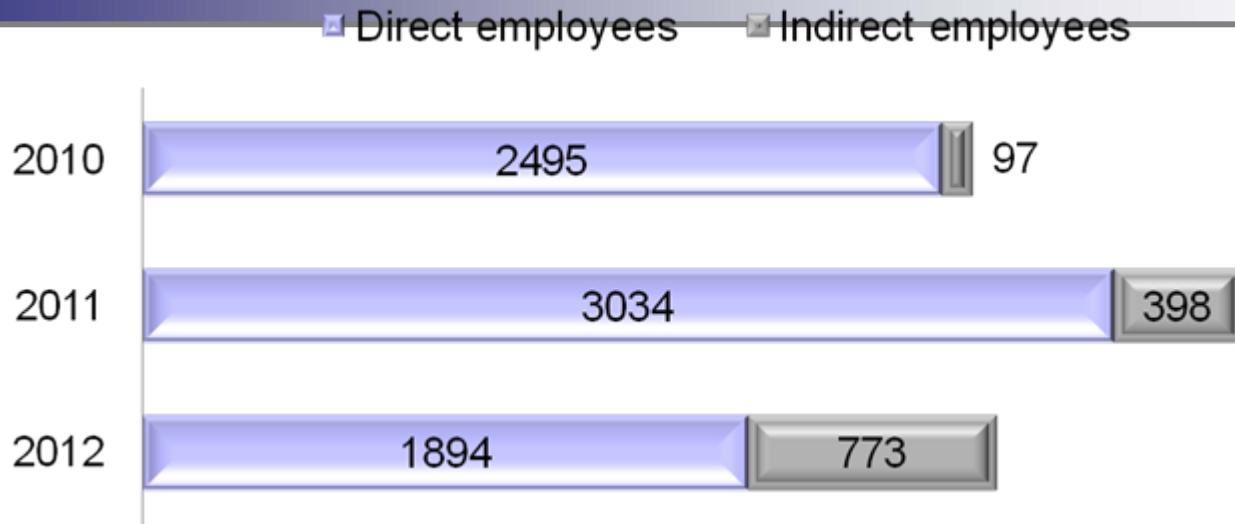
ESIA and Management Systems

Due to a well trained and committed young management team, that is today comprised mostly of local people, Antea is today the 1st subsidiary of TITAN Group that has been certified for :

- 👍 **Occupational Health and Safety Management System BS OHSAS 18001**
- 👍 **Quality Management System ISO 9000**
- 👍 **Environmental Management System ISO 14001**
- 👍 **SA 8000 by Social Accountability International**

- 👍 **Moreover, Antea was a founding member of the recently established Albanian CSR Network**

s for TRAINING and DEVELOPMENT



SOME TOPICS :

Induction	Hand And Hand Powered Tools	First Aid
Fire Fighting	Incident Reporting	Emergency
New Hires	Forklift Operations	Use Of Fire Extinguishers
Loto	Stop Refresher	Kiln, Hazards, Risks
Stop for Leaders	STOP 1 st SEASON	Use Of Bitumen
Conveyor Safety	Hazardous substances	Risk assessment

9.33 hour/training/employee/ANTEA
 6.5 hour/training/employee/Contractor

Total no. of training man - hours (2012)	<u>7,085hr</u>
<u>Female:</u>	882hr
<u>Male:</u>	6,203hr
Total no. of training hours on Human Rights Issues covering by SA8000 elements	64hr
Total no. of training hours on Group Code of Conduct	19hr
Total no. of training hours on H&S	1,894hr
Other trainings (Interpersonal & Management Skills, Non Technical Know – How, Induction, etc)	1,720hr
Foreign languages courses offered by the company	702hr
STEP Program	270hr



Panoramic view of Titan Antea Cement Plant and Limestone Quarry from the airplane



Thank you for your attention!