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

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TITAN GROUP

July 1st, 2013
AN GROUP AT A GLANCE

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”
THE ANTEA PROJECT: INVESTING IN LONG-TERM SUSTAINABILITY

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:

IFC International Finance Corporation

European Bank for Reconstruction and Development
THE ANTEA PROJECT: INVESTING IN LONG-TERM SUSTAINABILITY

Where?

In Albania

Limestone quarry area in Boka e Kuqe (green field)

Flysch quarry area in Brret (green field)
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
THE ANTEA PROJECT: SETTING THE STANDARDS

The site of the Kyjeq quarry is shown below:

The Environmental Impact Assessment Process and Communications

An Environmental Impact Assessment (EIA) has been performed according to National law, including a number of public meetings with officials, residents and other stakeholders from Krupa, Benc and Pirot, and Tainara 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, EU and international standards and practices. In designing 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 were currently under assessment and relevant measures will be employed. The views of local residents, key operators, and local 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:
Mike Tenda Oka
ANTEA Cement S.A.
Rue Gruyere, 100
9200 Solothurn
Kop 10
Tirana, Albania

ANTEA Office: 003556794778
Mobile: 0035567900007
Email: info@anteacement.com

A “Communication Form” is also available for any interested person or organization by the Village Asaad and when completed can be sent to the above address.

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

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
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
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.
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
SAFETY AT SCHOOL

A TRAINING DAY WITH ENGINEERS

REFRESH 1st AIDERS

RISK ASSESSMENT WITH ELECTRICIANS

STOP TRAINING
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.
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- 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.
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
Some topics:

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<thead>
<tr>
<th>Induction</th>
<th>Hand And Hand Powered Tools</th>
<th>First Aid</th>
</tr>
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<tbody>
<tr>
<td>Fire Fighting</td>
<td>Incident Reporting</td>
<td>Emergency</td>
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<td>New Hires</td>
<td>Forklift Operations</td>
<td>Use Of Fire Extinguishers</td>
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<td>Loto</td>
<td>Stop Refresher</td>
<td>Kiln, Hazards, Risks</td>
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<td>Stop for Leaders</td>
<td>STOP 1st SEASON</td>
<td>Use Of Bitumen</td>
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<tr>
<td>Conveyor Safety</td>
<td>Hazardous substances</td>
<td>Risk assessment</td>
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9.33 hour/training/employee/ANTEA
6.5 hour/training/employee/Contractor
<table>
<thead>
<tr>
<th>Description</th>
<th>Hours</th>
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<tbody>
<tr>
<td>Total no. of training man - hours (2012)</td>
<td>7,085hr</td>
</tr>
<tr>
<td>Female</td>
<td>882hr</td>
</tr>
<tr>
<td>Male</td>
<td>6,203hr</td>
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<tr>
<td>Total no. of training hours on Human Rights Issues covering by SA8000 elements</td>
<td>64hr</td>
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<td>Total no. of training hours on Group Code of Conduct</td>
<td>19hr</td>
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<td>Total no. of training hours on H&amp;S</td>
<td>1,894hr</td>
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<tr>
<td>Other trainings (Interpersonal &amp; Management Skills, Non Technical Know – How, Induction, etc)</td>
<td>1,720hr</td>
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<td>Foreign languages courses offered by the company</td>
<td>702hr</td>
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<tr>
<td>STEP Program</td>
<td>270hr</td>
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The Antea Plant

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

Thank you for your attention!