

ANTEA Cement Sh.A, as a part of TITAN Cement International S.A., plays a role in cement manufacturing and strives to effectively uphold and promote the corporate values of the TITAN Group.

Our Purpose: Making the world around us a safe, sustainable and enjoyable place to live.

Our Commitment

ANTEA Cement Sh.A is dedicated to conducting its operations in alignment with relevant employment regulations. To uphold this commitment and reinforce its values, ANTEA Cement Sh.A adheres to the TITAN Group Code of Conduct and incorporates the SA 8000 international standard, ensuring the management of social accountability across its operations.

Our Mission

Our mission is to provide innovative construction materials, solutions, and services needed for safe and sustainable homes, buildings and infrastructures that enable people to enjoy life. We approach every challenge with an entrepreneurial spirit, focusing on three key areas:

- ensuring low-carbon operations and supply chains,
- digitalizing our organization for ultimate efficiency, and
- delivering cutting-edge solutions to meet our customers' needs.

Together with all our stakeholders, we are committed to finding better ways to build and to enhance the quality of life. We act every day with integrity, empathy, and environmental accountability to shape a brighter future for all.

Our Principles

ANTEA Cement Sh.A consistently identifies, evaluates, manages, and enhances aspects of its operations impacting social accountability. In alignment with best business practices, ANTEA Cement Sh.A guarantees to:

- Enforce this policy, ensuring it is well-documented, implemented, maintained, communicated, and accessible to all personnel, whether directly employed, contracted, or representing ANTEA Cement.
- Conduct business with fairness, honesty, integrity, and respect for stakeholders' interests.
- Adhere to all requirements required by Albanian legislation and regulations concerning Social Accountability in the workplace, as well as relevant international conventions such as those of the International Labour Organization (ILO).
- Offer social accountability awareness training and, where necessary, job-specific training for employees.
- Prohibit the use of child labor and forced labor, enhance health and safety measures, uphold freedom of association and collective bargaining, prevent discrimination, implement performance management, and regulate compensation and working hours.
- Encourage suppliers and contractors to align with its social accountability principles and commitments and introduce initiatives supporting these principles.

Implement a management system defining responsibilities, supportive policies, monitoring techniques, and a performance review mechanism.

Our Values

We Care:

The responsibility and ethos that guide our every action

We Dare:

Challenges and ambitious goals don't daunt us; they energize us.

We Build to Last:

True success is built on a foundation of enduring value.

We Walk the Talk:

Actions speak louder than words.

Policy Control and Review

Copies of this policy are displayed at all ANTEA Cement Sh.A locations, communicated to every employee and are available to all other interested parties. Management will conduct an annual review of the policy, with any revisions requiring approval from the General Manager and communicated by the person managing the Social Accountability Management System.

General Manager
ANTEA CEMENT Sh.a.
Mario Bracci

