



ANTEA CEMENT

FOOTPRINT

2010 - 2015

www.anteacement.com

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TITAN GROUP

TITAN Group, the mother company of ANTEA Cement SH.A., is a vertically integrated building materials company founded in 1902, with 13 plants and operations reaching EUR 1.1 Billion in revenue and 25 million tons in producing capacity. In line with its governing objective of diversifying risk, TITAN has expanded operations in several regions, South-Eastern Europe, Egypt and Turkey as well as the US. During the booming years and in particular during the last 20 years TITAN grew quite significantly. Since the 2008 crisis one of our main objectives has been to increase free cash flow and decrease debt exposure, combining operational excellence with respect for people, society and the environment. TITAN Group is actively participating in different national, European and International Initiatives either as a founder or as a leader in the promotion of CSR. TITAN is founder of Hellenic Network for CSR and active member of CSR Europe, the European Alliance for CSR, the Global Reporting Initiative, the Cement Sustainability Initiative, the Global Compact and the Caring for Climate Initiative.

ANTEA PROFILE

ANTEA Cement Sh.A., as the biggest “Greenfield” investment in Albania, with a total value exceeding 200 million Euro, is one of the biggest industrial companies operating in Albania.

The investment has been made by the TITAN Group, a Greek multinational cement company and the International Finance Corporation (IFC) an organization of the World Bank. The project has been referenced by international institutions such as *IFC regarding working conditions, *World Business Council for Sustainable Development regarding quarries’ rehabilitation, and a best practice form state institutions for monitoring and controlling environmental performance and setting the best standards in the industry (Pollution Release and Transfer Register, PRTR).

*IFC, ‘Assessing private sector contributions to job creation and poverty reduction’, USA, October 2012.

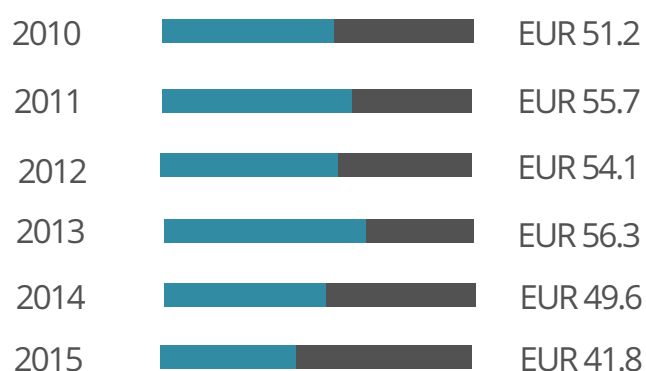
*WBCSD, ‘Guidelines on Quarry rehabilitation’, Switzerland, December 2011

FINANCIAL INDICATORS

INITIAL INVESTMENT EUR 200 MILLION
AVERAGE ANNUAL REVENUES EUR ~50 MILLION
AVERAGE EXPORT REVENUES EUR ~17 MILLION



ANNUAL REVENUES ~50 MLN TOTAL REVENUES IN MILLION EURO

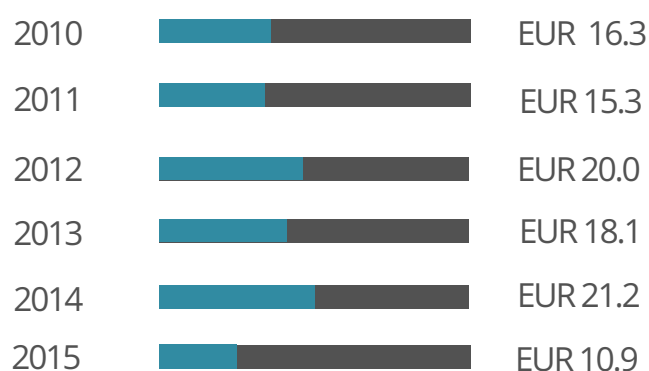


TOTAL 2010 - 2015

EUR 308.7



ANNUAL REVENUES ~17 MLN TOTAL EXPORT REVENUES IN MILLION EURO



TOTAL 2010 - 2015

EUR 101.8

FINANCIAL RESULTS

Demand for cement in the Albanian domestic market continued to drop during 2015, compared to the levels of 2014, due to the following reasons: i) lack of liquidity in the market, ii) low level of public projects and iii) a long period with no new construction permits. The plant managed to maintain a utilization rate of 54% based on its export activities, which were also limited by international competition, particularly from countries with low energy costs, developed export infrastructure and export incentives. Total turnover of the company decreased by 16% and amounted at € 41.7mln. Despite the decrease in revenues the company made significant efforts to maximize the efficiency of its operations, achieving a stable variable cost and savings in its fixed costs. As a result the EBITDA of the company increased by 21% amounting to € 11.15mln in 2015 compared to € 9.4mln in 2014.

2010 - 2015

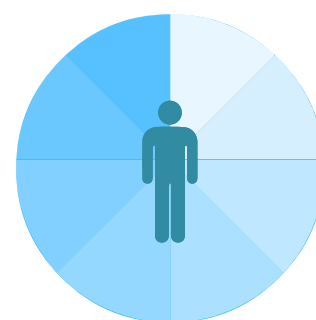
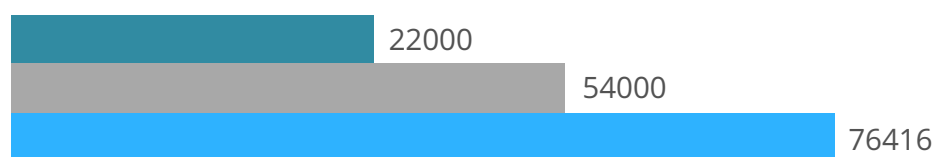
FINANCIAL FLOW TO OUR STAKEHOLDERS IN MILLION EURO



EMPLOYMENT

Employees are ANTEA's best and most valuable assets. In this context, we are focused on building long-term relationships based on mutual trust and providing health and safety standards for the well-being of our employees. ANTEA's average salaries for blue collar workers are 10 % higher than the national average salaries. Overall ANTEA average salaries (excluding managers) are 42% higher than the national average.

SALARY LEVELS IN ALL*



OUR EXTENSIVE TRAINING PROGRAMS HAVE LED TO THE DEVELOPMENT OF SKILLS AND THE SPECIALIZATION OF THE WORKFORCE

OTHER BENEFITS PROVIDED TO EMPLOYEES

- Free transportation
- Free catering for all employees
- Medical checkups
- Gynecological exams for women
- Productivity bonus

TOTAL NUMBER OF TRAINING MAN HOURS 2015

- Human Rights Issues Covered by SA 8000 64hrs
- Group Code of Conduct 19hrs
- Health and Safety 2.667hrs
- Interpersonal & Management Skills 1.720hrs
- Foreign Languages Courses 702hrs

Throughout its long history, TITAN has been a people driven organization, recognizing that sustainable growth relies on the caliber, behavior and collaboration of our people, who are at the core of our Governing Objective and our Strategy. This has shaped our vision to “Ensure an engaged workforce, emotionally and mentally”. ANTEA Cement is the only company in Albania to have been certified with Social Accountability Standard SA8000

H&S PRINCIPLES

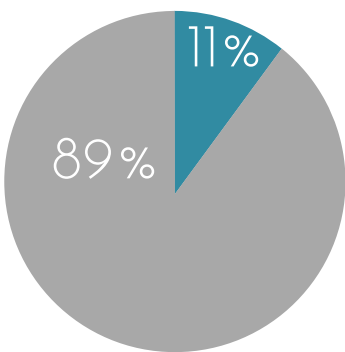
- Best fit Candidate Selection when joining ANTEA Cement
- Continuous Employee Development
- Meritocracy, Differentiation in rewards and Recognition
- Building trust by “living” our values and by practicing behaviors which ensure mutual respect, collaboration and an open flow of two-way communication
- Respecting human rights, promoting them within the area of our influence and ensuring law compliant and safe working environment.
- Employees’ Grievance Mechanism

SA 8000 PRINCIPLES

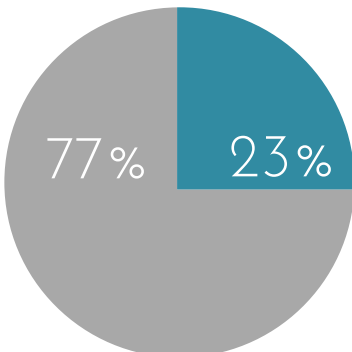
- The company does not engage in the use of Child Labor
- The company does not engage in the use of Forced Labor
- Health & Safety System is in place
- People are entitled to the Freedom of Association
- There is no Discrimination: The company treats a Personnel with dignity and respect - Disciplinary practices
- The company complies with the applicable laws on Working hours and public holidays Overtime Working Hours are voluntary and paid at a premium
- Salaries are sufficient to meet basic needs and provide discretionary income Remuneration

Albania ranks among the countries with very low Gender Equity Index. On the other side, cement production is a traditionally male dominated industry. Despite these facts, in ANTEA women play an equally valuable role in the company. Women hold significant managerial positions within ANTEA Even though representing 11% of the workforce, women take part in more than 14% of the training hours

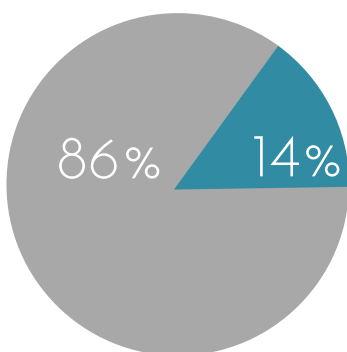
TOTAL FEMALES EMPLOYED



FEMALES in MANAGEMENT













PERCENTAGE in TRAINING HOURS



FEMALE MALE

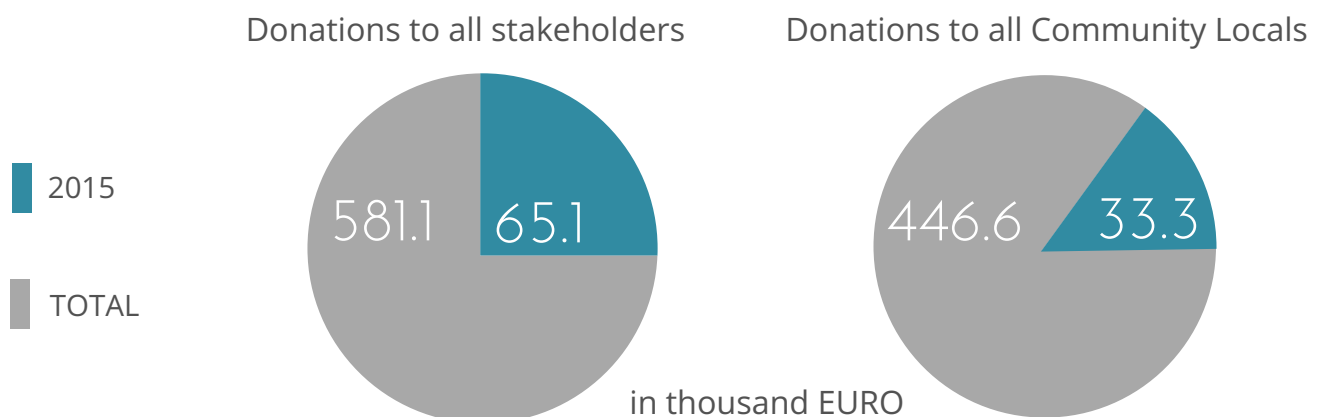
COMMUNITY IMPACT

ANTEA has a significant socioeconomic contribution, in terms of the employment it provides, the taxation generated through its economic activity and the overall support of local production and the strengthening of the national finances 2579 people are estimated to benefit from ANTEA's overall employment opportunities

	Directly Employed	Indirectly Employed	Total nr.of Employee
Local Employees	 85	 125	
Total Employee	 192	 370	
Total Local People Benefiting*	 382	 563	
Total Local People Benefiting*	 914	 1665	

DONATION AND SPONSORSHIPS

Our local community together with other stakeholders have benefited from a total of EUR 581 thousand from our development programs for the period 2010 - 2015



*Based on a study undertaken by ILO in 2007, the average family size in Durres District, part of which is ANTEA Cement, is 4.5 members. ("Rritja E Ndikimit Të Remitancave Të Migrantëve Në Shqipëri" -Studimi i IOM dhe ILO 2007)

HEALTH & SAFETY

The Health and Safety procedures, preventive measures and trainings at ANTEA point to the importance of safety for our operations and our people. Health and Safety has been, and remains, the top priority of governance in our company. All employees in the plant go through numerous trainings, with H & S trainings in 2015 having exceeded 2800 hours.

TRAINING HOURS

2010	2495	97 hrs
2011	3034	398 hrs
2012	1894	398 hrs
2013	3420	1760 hrs
2014	2361	596 hrs
2015	2974	854 hrs

 Direct Employees

 Indirect Employees

Other measures taken by ANTEA include the constant monitoring of the working conditions and whether procedures are followed, as well as the review of procedures and instructions to ensure the improvement of our safety standards. The aim for occupational health and safety has led the company also to seek certification in order to ensure that proper procedures and controls are in place. ANTEA is successfully certified with the Occupational Health and Safety OHSAS 18001 certification. In the vein of occupational safety, the Health and Safety Department is implementing throughout 2013 the “STOP” training For Each Other, a training aiming to increase safety culture, to teach how to make safety observations and how to effectively prevent ourselves and peers from being injured.



ENVIRONMENT

An Environmental and Social Impact Assessment (ESIA) was conducted in 2007 to assess the impact of the “greenfield” project of the TITAN Group in Albania. An integrated Environmental Management System (EMS) was developed and applied according to international standards from the setting out of operations and in 2012 the EMS system of ANTEA Cement Company was certified with ISO 14001: 2004. Both TITAN and ANTEA are committed to environmental protection and ANTEA complies not only to the environmental limits set by the Albanian legislation but also to international standards and limits.



2 ACTIVE QUARRIES FOR FLYSCH AND LIMESTONE

5675 TREES EXCLUDING SHRUBS, PLANTED FOR REHABILITATION BETWEEN 2010 - 2015

250 HA OF LAND REFORESTED PER LEGAL OBLIGATIONS BETWEEN 2009-2013

MAIN IMPACTS INCLUDE: DUST AND NOISE
LANDSCAPE AND ALTERATION EMISSIONS
RAW MATERIALS AND ENERGY CONSUMPTION

CONCRETE STRUCTURES CONTRIBUTE TO SOCIAL VALUES SUCH AS: SAFETY, DURABILITY, ECONOMY, RESOURCE EFFICIENCY

The quarry rehabilitation plan of ANTEA was recognized as a case study by the World Business Council on Sustainable Development. ANTEA has been featured as best practice in Albania for its monitoring system during the CEMSA-PRTR project of the European Union being implemented for the consolidation of the environmental monitoring system in the country.

Our environmental management system includes:



WATER
management



LANDSCAPE
management



ALTERNATIVE
fuels & raw
materials



CLIMATE
change



EMISSION
management



WASTE
management



BIODIVERSITY
management



AMBIENT
air



QUARRY
management



NOISE
& vibration

SOME FACTS

- » First Green field project with an ESIA prior to construction and constructed according to BAT guidelines
- » Detailed environmental impacts identification and mitigation measurements applied mitigation measures since construction phase
- » First CEMS (continuous emission monitoring system) in Albania
- » First and only PRTR (Protocol on pollution release and transfer register) reporting operator for three consecutive years.
- » Best practice for the quarry management and rehabilitation according to WBCSD (world business council on sustainable development)
- » Full hydrological study of the region's aquifer for assuring water supply for the operational needs of the plant without impacting on communities' water reserves.
- » Surface and rain storm water treatment facility in Albania
- » First SNCR (selective non catalytic reduction) installation in Albania for further reduce of emissions (voluntarily), although emission levels are in compliance with local legislation
- » Monitoring for ambient air quality in the nearby habituated areas to assure no adverse impacts to community from the plant's operation
- » Respecting of the landscape and visuals of the community by progressive environmental rehabilitation and reforestation
- » Assuring more than 60% of water recycling for further decrease of water consumption
- » Verification of data monitored and reported by independent accredited laboratories.
- » Implementation of a waste management system for waste management according to EU legislation
- » Continuous activities on environmental awareness raising among different stakeholders and voluntary acts by the employees to the community
- » On voluntary bases in 2015 ANTEA has conducted a Social Impact Assessment Survey in order to be able to evaluate the contribution and actual needs of society. This survey was conducted from specialized social institution.





ANTEA CEMENT

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