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Inside this issue

This is the second issue of the Antea Cement magazine which aims at providing information to our stakeholders regarding various activities that the company is engaged with the employees, the local community, the contractors, suppliers, governmental and non-governmental institutions, business community and the media.

The highlights of this issue which covers the period from January 2014 to April 2014, include the various trainings related to Human Resources, Health & Safety and Environment, the public meetings with the local stakeholders, Albanian CSR Network activities, the plant visits by the Greek Ambassador and university students and lastly some advice for protecting the environment.

Message from General Manager, Mr. Adamantios Frantzis



Dear colleagues,

Since this is the first issue of the year, it is necessary to refer to our last year results and performance. Antea has significantly improved its financial performance in 2013 vs 2012. The 2013 EBITDA (earning before interest, taxes and amortization) increased by 2.50times vs 2012. This decrease was due to our efforts to decrease drastically all our costs from production to distribution. Currently, Antea has one of the lowest variable cost of production of clinker within the Titan Group and this has been achieved without the usage of alternative fuels which are not available in

Albania. Albeit the increase of the EBITDA, it has not been adequate to turn the company into profitability since it registered losses of ~ 5.2 million euros in 2013 compared to 10.3 million euros in 2012. The reasons of these losses are the low prices of cement in Albania, which are lower than the market prices anywhere in Europe.

Despite the bad financial results of the company for the fourth consecutive year, the company continued investing in improvements in H&S and environmental performance, to fund activities in the region in cash or in kind. To its employees the company implemented a significant training program aiming at improving the skills of its employees and provided 27% of a salary to all its employees.

Unfortunately, the 2014 year is expected to be equally difficult as the 2013 one. The Albanian economy is suffering from a crisis of liquidity. The banks have tighten credit conditions and the government owes significant amounts to construction companies from performed public works. Construction activity has dropped significantly and the construction market shrank by 20% in first half of 2014. In this adverse economic environment even our financial results of 2013 are at risk. Therefore we shall continue decreasing our costs, without compromise though to our commitment to develop our personnel, to provide quality labor standards and safe working conditions, to respect the environment and contribute to the community with targeted actions.

Activities for employees

Workforce at ANTEA is the most valuable asset that we have; therefore we are constantly active to organize various trainings and activities which may be of high benefit for our employees. This section includes some of the trainings and activities organized for our employees during the period January - April 2014.

Trainings

Antea is focused on having soft skills trainings which could contribute further to our employee's formation. One important training provided by Austrian company WIFI was 'Effective Communication' which was focused on the core elements of fruitful communication such as active listening, building trust relationships, the power of influence, communication and conflict resolution, vertical and horizontal communication, as well as assertiveness. The training was interactive and provided the participants with useful effective communication tools and models which they will thereafter be able to use in their daily work. The training lasted two days, with 8 hour per day and it was organized in a place out of the plant so there were no interruptions from the plant's operation. The participants, around 15, were managers of Antea Cement.

Red Cross Albania



Red Cross Albania delivered a training on First Aid to all Antea employees (199 people) in order to make them aware of first aid basic knowledge. In total 12 h of training divided in 4 sessions were given. The main topics of the training included main principles of first aid and different scenarios where first aid is needed such as car accidents, fire, poisoning, bleeding etc. The trainers demonstrated the actions and cautions to take during the mentioned situations. The employees asked different questions and were very attentive during the training to grasp as much knowledge as possible. Life is very valuable and each of us should know how to give a first aid in order to save a life.

Activities for employees

Women's Day

Following our company's commitment regarding female employees, Antea provided for the first time this year a training on the Women's Day with topics such as Mother Care and Gender Diversity to its female employees. The training was organized by WIFI company at the yard of Rogner Hotel and it lasted for 2 hours. The trainer not only presented the best actions and advices to have a successful work place but also issues of gender diversity and different types of discrimination. At the end of the training, every participant employee received also a gift.



Sports activities

Employees at Antea, apart from performing their daily tasks successfully and with devotion, organize themselves in groups outside of the company to engage in sports activities such as soccer and volleyball. The gatherings are periodic and make our employees not only organize socially but also keep themselves healthy.

Health & Safety

Health & Safety is a priority at Antea Cement and we care about the safety of our operations and our people. Therefore, we are actively organizing trainings for our staff regarding Health & Safety issues but also various activities such as H&S Committee elections and Safety Day.

Trainings

1st Aiders team refresher training by Albanian Red Cross :

This training is scheduled to be delivered in yearly basis, in theory and practice. Also injury drills are included during the training.



Training from ERGONOMIA for the explosive atmospheres:

Considering the Coal mill as one of the areas, where the risk of explosivity is high, ANTEA has completed the ATEX study on September 2012. After completing the safety requirements and recommendations, it was decided to reassess the coal mill, in this respect, so as to estimate if further preventive measures should be taken. After reassessing the status, by the expert of ERGONOMIA, a full day training on the “Explosion protection _ATEX “, was delivered to all engineers.



Training from TUV Austria on the safe use of cranes, hoists and forklifts:

Considering that in our plant we are operating hoists, overhead cranes and forklift, a specialist of TUV Austria delivered one day training in our facilities, related to the legal regulation, technical regulation, every day checks to be performed and maintenance of the equipment. Participant of the training were from plant maintenance departments and HS department.



Inspections

In compliance with the Albanian legislation, ANTEA is organizing every year in collaboration with the IQT inspectorate, the assessment of the knowledge of electrical and mechanical personnel related to the electrical safety. All participants are supplied with the related category as per provisions of the Electrical regulation in force.

Health & Safety

Elections

During this year, we organized the elections of the HS council, which is composed by 3 employees nominated by the General Manager and 3 employees through election process. Part of this year's council are employees of the plant and sales. Following the legal obligations, the Council is having meetings 3 times per year. All findings and recommendations for further workplace improvements, are submitted directly to the Plant Manager.



Safety day

Starting from April 28th the training subject for May, was the EU OSHA theme : Safety and Health in the use of chemicals at work. During the week the Head of Chemical Laboratory together with HS Engineer, passed at the workplaces, mentioning the hazards and preventive measures to be taken by all, whilst during the Monthly training the topics were presented at the training rooms, using also pictures showing safe and unsafe conditions and behaviors noticed in daily basis.



Environment

Antea Cement is committed to environmental protection and it complies not only to environmental limits set by Albanian legislation but also to international standards and limits. Environment Department organizes activities and trainings to raise awareness and actively engage in quarry rehabilitation.

EARTH DAY at Antea premises

As every year, Antea Cement employees celebrated “Earth Day” on the 22nd of April 2014, by giving their contribution to a cleaner and better Environment. All the employees toured around the plant by collecting litter and throwing them to respective trash bins. In the end, each employee received a plant to be kept in the offices.



Environment

Landscape and visual improvements for a greener environment

As every year, Antea Cement further improves the landscape of its' premises by continuously increasing the green surfaces and also the number of trees planted.



Apart from improving the landscape of the plant, Quarry rehabilitation is progressively taking place on yearly basis.



Environment

Environmental Training & Emergency Preparedness

Training by certified company took place to train and certify the emergency team of Antea in case of Environmental emergency situations.



Training took place for 5 days with a duration of 8hours/day, and was attended by 43 person, who are now certified to act in case of emergency situations.



Community Engagement

Antea Cement contributes to the local community both socially in terms of education, trainings and awareness raising on issues such as environment, health & safety and economically in terms of local employment, donations and sponsorships. We care for the concerns and issues rising from the community and are open and transparent to provide them with the necessary information and respective feedback. 43% of the Company's staff and 51% of contractors are employed locally. In this way, the Company not only provides income to employees' households but also transfers technical and managerial skills to them.

Public meeting

On the 06th of February, Antea Cement organized a public meeting at its premises where the following stakeholders were invited: representatives of CEE Bankwatch Network, Environmental Centre for Education and Learning (EDEN), Association 'For the protection of life and ecosystem around the area of Cement Plant of Titan in Borizane', Agricultural University of Tirana, European Bank for Reconstruction and Development, AC Consultant, Association 'Center of Information Arhus in Shkodra', Association 'Environmental protection of Berat' and Antea Cement's General Manager as well as Plant Manager, Managers of Departments of HR, Environment, Health & Safety, Administration and Titan Group's CSR Senior Manager. The reason for organizing this public meeting was the publication of a report from Institute of Public Health regarding emissions of Antea Cement at the periphery of its plant. Prior to this public meeting, Antea sent letter not only to the Institute of Public Health but also to involved parties where it objected the unclear methodology used for the measurement, lack of information regarding the isolation of other sources of pollution, lack of information regarding the standards of the used instruments and wrong comparison of results which were on daily basis compared to limits defined in the Law which are on yearly basis. At this public meeting, Antea delivered a presentation explaining the environmental performance and all the questions from the participating stakeholders were answered based on evidence. Antea Cement representatives also gave a presentation regarding the community development programs that are implemented and the financial and non-financial contribution distributed to the community for the past years. The participants had also a plant tour in order to see the procedures and integrated management system in place. The Institute of Public Health repeated the measurement at the same spots and the report showed that the measured emissions are within the limit defined by the Law.



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Community Engagement

Donations

Antea Cement has continuously supported the local community for the improvement of infrastructure and also the living conditions of the inhabitants. Some of our donations which are implemented between the period January 2014 – April 2014 are as per following:



- ⇒ Antea Cement donated to the Commune of Thumane a total of 6,600 Euro for the salaries of 6 employees who would do the maintenance of the graveyard in Thumana for 6 consecutive months.
- ⇒ Apart from this, Antea donated to the Commune of Thumane an amount of 100 m³ inert for the rehabilitation of a road segment used to deposit waste and 20 ton of cement for the rehabilitation of Balleve Street which is in bad conditions and puts in difficulties many of inhabitants.
- ⇒ Antea Cement is very interested in providing clean and welcoming environment for the pupils of Thumana School; therefore it has offered to pay the salaries for two cleaning ladies at the School of Thumana for 6 consecutive months.
- ⇒ Another very important project that Antea Cement is implementing for its community is the rehabilitation of 1.5 km of Freskia Road in Mamurras. The project is designed in collaboration with Mamurras Municipality and the rehabilitation process has started on the 13th of February 2014. The total amount of investment amounts to 270,441 Euro and for the implementation of the project local companies are contracted.

Albanian CSR Network

On 11 April 2013, the initiative of nine large businesses in Albania to create "Albanian CSR Network", a non-profit organization, was presented. The founding companies of "Albanian CSR Network" are: AMC, Antea Cement, Banka Kombetare Tregtare, Bankers Petroleum, Boga & Associates, Intracom Telecom Albania, Kalo & Associates, ProCredit Bank and Vodafone Albania. The ceremony was attended by representatives of the Albanian government, the European Union and UNDP.

The focus of the organization is Corporate Social Responsibility. The network was created as a response to the growing need for companies to make CSR part of their practices and to promote CSR in Albania. Similar networks exist in all European countries, but this is the first network for CSR in Albania. The mission of the network is to promote the importance of corporate social responsibility in the business community and the social environment in order to promote sustainable business practices for companies.

Mr. Adamantios Frantzis, General Manager of Antea Cement holds the presidency of the Albanian CSR Network.

How to become member

Any company which cares for its employees, contractors, suppliers, environment, health and safety, surrounding community, management systems and have best practices are welcomed to join Albanian CSR Network. The company has to fill an application form online or through email and after the Board of Directors approves the application, the new member has to pay the membership fee. For more details, the website of CSR network is available **www.albaniancsrnetwork.org**

Activities

Training on H&S

On 19th of February 2014, CSR Network co-organized with URI and UNDP a seminar on Health and Safety at work.

The agenda of the seminar comprised the presentation of an Italian expert on Health & Safety, Mr. Massimiliano D'Ambrosio on broad concepts and management systems. In order to see the practical side of H&S, three member companies of CSR Network, namely Intracom Telecom Albania, Antea Cement and Vodafone Albania gave a presentation of their respective management systems. Antea Cement was represented by Mrs. Majlinda Mishaxhiu, Health & Safety Manager. The seminar was attended by member companies, some of their important contractors and representatives of other companies as well.

Albanian CSR Network

Training on CSR practices

On 2nd of April 2014, CSR Network co-organized with URI and UNDP a seminar on the importance of the involvement of employees and community in businesses' practices.

Representatives of Boga & Associates, Antea Cement, AMC and Urban Research Institute gave presentations regarding HR management systems and their legal aspects as well as ways of involving neighboring communities in the practices of the companies. Antea Cement was represented by Ms. Gentiana Brahja, HR Officer who presented SA8000, a management system which is currently implemented only by Antea Cement. The seminar was attended by representatives of member companies, their contractors and representatives of Chambers of Commerce.

Training on environment

On the 10th of April 2014, CSR Network co-organized together with URI and UNDP a seminar on environmental management systems.

Representatives of Antea Cement, Tirana Business Park and Urban research Institute gave presentations on environmental management systems and certifications. At the end of the seminar, there was a discussion regarding further measures to be taken by the government, agencies and companies which are deemed necessary for the mitigation of the negative impacts on the environment. Antea Cement was represented by Mrs. Stela Pepa, Environment Manager. The seminar was attended by representatives of companies and Chambers of Commerce in Tirana.



CSR Awards

Multistakeholder Forum 2014 and CSR Awards

The Multistakeholder Forum on Corporate Social Responsibility was convened in Tirana on the 11th of June 2014, as a co-organization of Albanian CSR Network, UNDP and Ministry of Economy. The Forum serves as a consultative platform for promoting CSR in Albania. During the ceremony, three companies were awarded CSR Awards in three categories:

- 1) CSR Innovation Award - awarded to "MEGATEK"
- 2) CSR Best practice for SMEs - awarded to "Energy Ashta"
- 3) CSR Best Practices for Large Companies-awarded to ProCredit Bank.

Company performance was evaluated on the basis of CSR practices integrated into the company's operations and the level of impact on its employees, environment and community. Beyond compliancy with the applicable legislation, the CSR approach includes: care towards the employees; minimization of environmental impact, and contribution to social and economic development in the community.

Mr. Adamantios Frantzis, General Manager of Antea Cement and President of Albanian CSR Network delivered a speech regarding the importance of CSR practices and the role that Albanian CSR Network is playing in the promotion of CSR. He handed the CSR Best Practice for SME's to the winning company, Energji Ashta.



Plant visits

Antea Cement, as one of the largest investment done in Albania and as a company with high standards, is constantly visited by different personalities but also Faculties' students and personnel who want to learn more about our company. In each visit, we not only provide presentations on different topics such as Corporate Social Responsibility, Health & Safety, Environment, Cement Quality but also organize plant tours for the visitors.

Greek Ambassador's Visit

Ambassador of the Republic of Greece to Albania, Mr Leonidas C. Rokanas, accompanied by his wife, paid a working visit to ANTEA Cement Sh.A cement factory. The factory, one of the biggest industrial investments that attaches great importance to environmental protection, was financed by TITAN Group in Albania. Mr Rokanas was welcomed by the General Manager of the Company, Mr Adamantios Frantzis, who briefed the Ambassador on the factory's activity, the high operational standards, and the entire ANTEA Cement Sh.A staff's dedication to offer the highest quality product available for the Albanian market.

At the meeting, the General Manager of the Company, Mr Frantzis, shared with Ambassador Rokanas the worth of improving necessary conditions for the Factory's activity, and drew attention to infrastructure rehabilitation and the prospects disadvantaged by high tax burden. Mr Frantzis noted that continuing to improve on these conditions would help sustain factory activity in the future. Latter, Ambassador Rokanas, accompanied by the General Manager of the Company, Mr Frantzis, had a trip around the Factory to take a closer look at the advanced technologies.



Plant visits

Antea welcomed at its premises students from POLIS University (Civil Engineering Department), where 12 students were informed not only regarding cement production process but also regarding Antea Cement's best practices on Corporate Social Responsibility, Environment, Health & Safety and Human Resources. Our goal is to educate the future leaders, engineers, managers with the highest standards that successful and competitive companies should embrace. The students were offered a plant tour with one of our managers as guide and finally the lunch at our premises.

Apart from Polis University, 'Akademia e Biznesit' University paid a visit at our premises where students of Business Administration were presented with Antea Cement's investment details and management style. This was a great example to these students who could see the business management theories in practice. After the delivered presentations at the training room, the students had a tour around the plant to see the investment. At the end of the tour, the students of 'Akademia e Biznesit' University



planted a tree as a sign of their contribution to the environment and as a good example to be followed by others. Finally, lunch was offered to the Dean, teachers and students.

Advice corner

10 Ways to go Green

If you want to help your planet, do not think that there is nothing that can be done. Everyone plays an important part in keeping the environment clean and safe. This means you can do so much and probably more than you think that you can. In fact, we are sharing with you 10 ways that you can go green. These tips are easy and things that anyone can use, so do not wait!

1. Change your light bulbs. Changing just one of the light bulbs in your home to a florescent light could make a serious impact on your energy consumption. Imagine what can happen if you change them all.
2. Turn your computers off at night. Even on energy saving mode you are using a lot of energy.
3. Turn off lights in the home when they are not being used. This alone can cut energy costs greatly.
4. Take your own bags with you to the grocery store. You reduce the use of plastic, and we all know how dangerous plastic is to the environment.
5. Plant a tree. Even one tree can make a serious impact and do great things for the environment.
6. Unplug all of your electronics when they are not being used.
7. Take your vehicle into the repair shop for regular maintenance. This will reduce emissions and more.
8. When in office, turn off all the peripherals such as printers, speakers and scanners when not in use.
9. If you have items around the home that you no longer need, do not throw them away. Instead give them to someone who would use them, donate or sell them to a thrift store.



10. Involve yourself in making your city clean and green. Encourage everyone in your neighborhood to join or start a recycling program and buy eco-friendly office products.

As you can see there is a ton of ways that you can go green. None of them are difficult, and anyone can use them to their advantage. If you care about the world and want to make a difference, know that you can, as proved with these 10 wonderful tips.

It is so easy and so simple, why not go green?

Cement World

Cement history

Throughout history, cementing materials have played a vital role. They were used widely in the ancient world. The Egyptians used calcined gypsum as a cement. The Greeks and Romans used lime made by heating limestone and added sand to make mortar, with coarser stones for concrete.

The Romans made cement by adding crushed volcanic ash to lime and was later called a "pozzolanic" cement, named after the village of Pozzuoli near Vesuvius.

In places such as Britain, where volcanic ash was scarce, crushed brick or tile was used instead. After the Romans, there was a general loss in building skills in Europe, particularly with regard to cement. Mortars hardened mainly by carbonation of lime, a slow process. The use of pozzolana was rediscovered in the late Middle Ages.

The Renaissance and Age of Enlightenment brought new ways of thinking, which for better or worse, led to the industrial revolution. In eighteenth century Britain, the interests of industry and empire coincided, with the need to build lighthouses on exposed rocks to prevent shipping losses. The constant loss of merchant ships and warships drove cement technology forwards.

John Smeaton, british engineer, building the third Eddystone lighthouse (1759) off the coast of Cornwall in Southwestern England, found that a mix of lime, clay and crushed slag from iron-making produced a mortar which hardened under water. Joseph Aspdin took out a patent in 1824 for "Portland Cement," a material he produced by firing finely-ground clay and limestone until the limestone was calcined. He called it Portland Cement because the concrete made from it looked like Portland stone, a widely-used building stone in England.



Portland stones



Natural pozzolana (volcanic ash) deposits

A few years later, in 1845, Isaac Johnson made the first modern Portland Cement by firing a mixture of chalk and clay at much higher temperatures, similar to those used today. At these temperatures (1400C-1500C), clinkering occurs and minerals form which are very reactive and more strongly cementitious. While Johnson used the same materials to make Portland cement as we use now, three important developments in the manufacturing process lead to modern Portland cement: development of rotary kilns, addition of gypsum to control setting and the use of ball mills to grind clinker and raw materials.



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