



# TITAN

ANTEA CEMENT SH. A.



# 1000

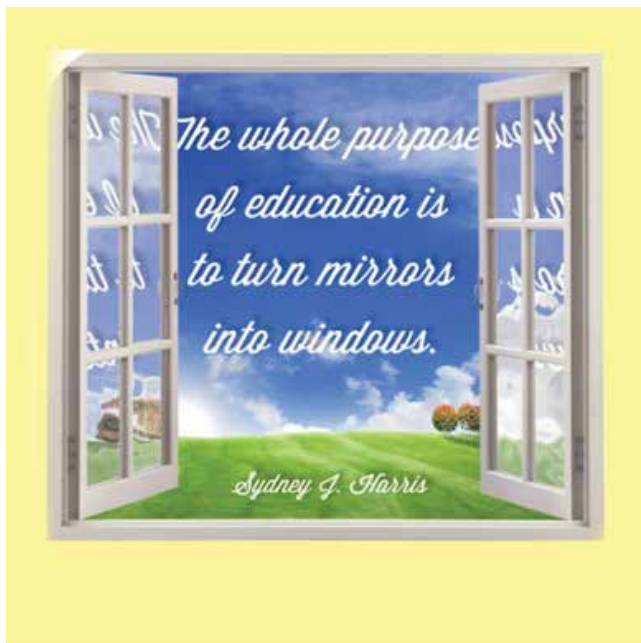
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# Contributing to education in local community ANTEA Cement' success story

T. Saka-*CSR Officer*

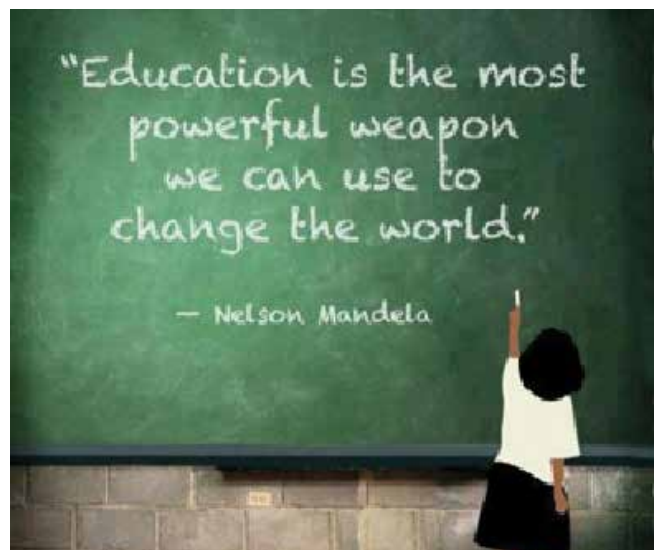


Nelson Mandela has quoted that 'Education is the most powerful weapon to change the world' while Sydney Harris has added that 'The purpose of education is to turn mirrors into windows'. We always discuss about the importance of education and the opportunities that educated people have not only in having a better life for themselves but also contributing to the economic growth of their nations. Generally, governments have in their top priorities, the development of a consolidated education system aiming to prepare children and youngsters to be educated for a more stable and secure future. Apart from the government, companies who have a well-established and consolidated Corporate Social Responsibility, focus part of their funds and energy to the education of the local communities around their operations site. ANTEA Cement makes no exception from these companies.



**Borizana School**

The local community surrounding our plant has two high schools with a total of 1,278 pupils registered here (including kinder garden). ANTEA Cement, in the capacity of a company with high sensitivity toward Corporate Social Responsibility issues, showed in practice once more time its commitment in covering through a fund of 11,000 Euro some basic needs these two the schools were lacking, by equipping them with new glasses to all windows, putting doors for the toilets, fixing the sockets and painting all the walls of the building.



The company also provided some cement for the rehabilitation of some parts of the Borizane High School. The improvement of the school's conditions provides to children the possibility for conducting courses in a comfortable and warm environment throughout the day.



**Thumana School**

Apart from the investment in cash and kind mentioned above, ANTEA Cement has also contributed to the education of the children of local community by sharing its knowledge and know-how to the last year students of the Thumane High School. 'Introduction to Economics' is one of the subjects that are taught to these pupils by Teacher Erion who has given to its pupils a homework project consisting in choosing a company and applying all of the theories they have learned in the Economics course in practice. ANTEA Cement welcomed in December 2014 these pupils to its premises where presentations regarding Management details as well as other information were

disclosed to the participants. A plant tour following the presentations was provided to the pupils in order to look themselves the way ANTEA Cement operates and the technology used in producing cement. In this activity, Managers of various Departments as well as the General Manager, Mr. Adamantios Frantzis were involved. Mr. Frantzis welcomed the pupils in our premises and answered many of the questions they posed to him regarding factors of production, managerial tasks and duties as well as exports and imports. He gave some advises to the pupils to always study and learn as many things as possible in order to provide themselves opportunities for positive changes not only in their lives but also in their communities. At the end of the visit, Mr. Frantzis posed in a picture together with the pupils by framing this fruitful experience to serve as a beautiful memory.



**Borizana School - Before**



**Borizana School - After**



# Antea Cement a success story regarding environmental care

**S. Pepa** - *Environment Manager*

*\*The interview was published in Monitor Magazine on 08.12.2014*

**Question:**

***Mrs. Pepa, Antea is one of the largest industrial investments in Albania. But we have seen that you are very much focused on Corporate Social Responsibility. Can you tell us something more about this?***

**Answer:**

I am proud to say that Social Responsibility is an essential element of TITAN Group governance and consequently of Antea's governing objectives and its values as a corporation. TITAN Group is a member of the Global Compact, an important platform where UN partners and the global business are committed to respecting the 10 universal principles. But at the same time I want to add that financial institutions that participate in the equity of the company have their own social and environmental standards, which should be at the desired level. In this context, it is not a surprise that Antea has been established from the beginning with the intention of providing energy efficiency and environmental effectiveness, addressing the concerns of society.

**Question:**

***You are talking about a clean environment but on the other side it is about industry, which in most cases is associated with environmental pollution. Why do you think you are different from othe***

**Answer:**

I will try to explain in detail. To ensure energy efficiency and environmental effectiveness the plant has been built with the best technology available. Let's take, for example, closed warehouses of the plant store more than 100,000 tons of raw materials, and the entire transportation of materials within the plant has been realized through conveyors to reduce the dust released. I want to emphasize that the latest technology

used with vertical grinding mills occupies less space and causes a high environmental performance and efficiency in electricity consumption. On the other hand, we are additionally using bag filters, which have high operating costs but provide better environmental performance. To ensure its commitment to the Global Compact Principles, the company has immediately established an Integrated Management System, which is composed of the standard SA 8000 (Social Accountability), to ensure working conditions with high quality and respect of human rights, Environmental Management System ISO 14001 for compliance of environmental management standards, Health and Safety Occupational management System OHSAS18001, to implement policies and procedures necessary for safety in employment, and ISO 9001 for assurance of cement quality. I emphasize with satisfaction that Antea has created an environmental management system that addresses all environmental issues associated with the operation of the cement plant and quarries. I would like to emphasize that the Environmental Management System is being audited by third parties, to ensure its compliance with both domestic and European legislation and that properly addresses all environmental issues.

**Question:**

***How do you monitor and keep emissions under control?***

**Answer:**

Let me say that this is a very important process for us. In accordance with the Industrial Emissions Directive 2010/75 / EU (Integrated Prevention and Control of Pollution), a BAT assessment was performed before operation in order to ensure that the plant would be built and would meet the best techniques available for cement production, and currently is being constantly updated to further improve the environmental performance of the facility, by identifying areas that can be improved. Beyond the legislative requirements, which require measurement of emissions in the country, the company has voluntarily requested to create and operate a Continuous Emissions Monitoring System (CEMS) since the beginning of operation of the facility. CEMS is being verified for quality assurance of data by third parties, periodically. All CEMS instruments are calibrated and controlled in accordance with the standards EN 14181. Meanwhile, other investments are made to

CEMS, by installing MEAC 2000 (Acquisition and Assessment of Emissions data), a system which generates automatically, daily and independently by the operators the values of emissions, and which ensures the quality and independence of values.

**Question:**

***Water management is a very sensitive topic. What measures has your company taken in this field?***

**Answer:**

To this extent, a water management system has been established. Water supply is realized by wells and in terms of quality and quantity (an action which is not necessary by legislation in force) they are being monitored by independent laboratories accredited. Additionally, before opening of wells, a geological survey has been conducted to ensure that the operation of the wells will not have any impact and will not cause any damage to underground water sources of surrounding areas. Although there is no local government legislation to limit water consumption, water is recycled up to 60%, which ensures minimal water consumption to less than 200 liters per ton of cement produced, compared to 350 l / s, which is the aimed target for similar items.

**Question:**

***How about waste management?***

**Answer:**

Waste management is ready. Wastes are separated at source, according to the most advanced practices. They are collected and stored temporarily in a waste collection unit and then are taken to recycling. Only during 2013, the amount of waste recycled was 1,000 tons. Meanwhile, cement kilns normally burn fossil fuels, which are not renewable and are quickly consumed. Treatment of waste in cement kilns, which is also known as processing (co-processing), reduces dependence of this industry to fossil fuels and reduces CO<sub>2</sub> output. Treatment of Municipal Solid Waste (MSW) in cement kilns has some good things, except for waste management, as it saves fuel costs, avoids the negative impact of waste incineration and land filling with them, mitigates the greenhouse effect, keeps fossil fuels that are not renewed by protecting the environment, integrates the grace of waste in "clinker," without

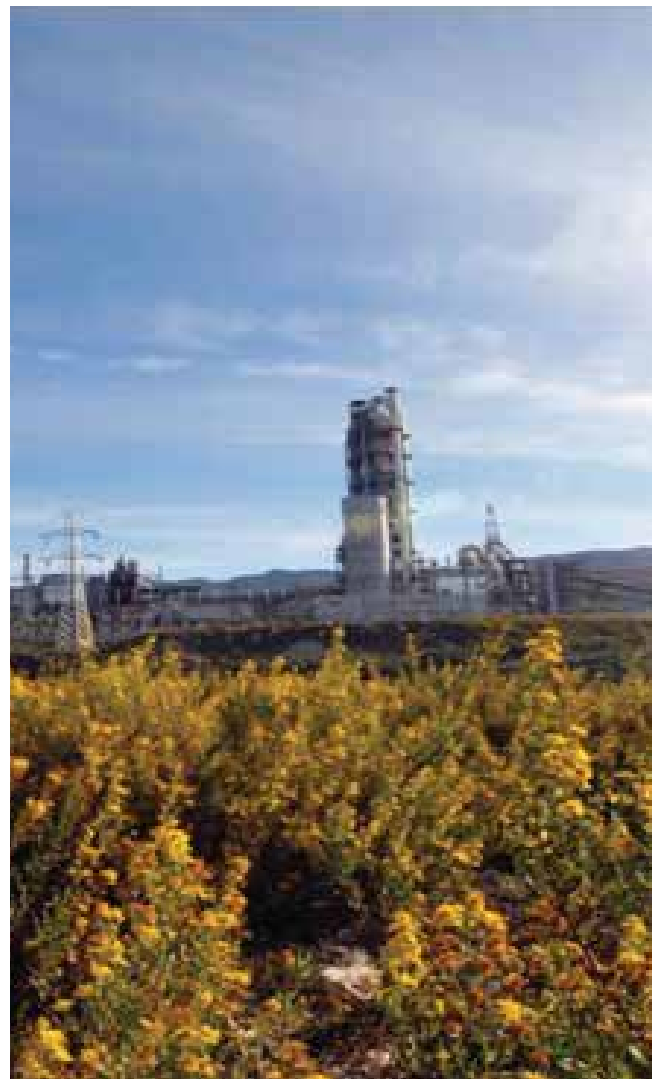
harming crude materials much more, and avoids repetitive investment in fuel industry or plants "landfill".

**Question:**

***What are the benefits of this technology?***

**Answer:**

Some of the advantages of treating municipal solid waste in cement kilns are: saving of fuel costs, avoiding negative impacts of waste incineration and land filling with them, mitigation of greenhouse, preservation of fossil fuels that are not renewed while providing environment protection, integration of waste ash in "clinker" while maintaining crude materials, avoidance of repeated investments in fuel industries or in plants "landfill", and provision of a sustainable solution for the management of MSW.





**Question:**

**What are the benefits of the community in this case?**

**Answer:**

Naturally, benefits are huge. This approach will help Albania to increase the rate of diversification of landfills and achieve its environmental objectives, by improving landfill effectiveness, longevity and enabling the return and redress with more advanced technology. In terms of job creation, establishment of an object for ordering materials for AF will create at least 50-80 temporary jobs in the construction phase and will have a permanent effect on employment in the area by 40 permanent jobs, 7-10 jobs in RDF plant, about 25 jobs in the division plant and 5-8 jobs in transport. These data may vary according to the measures and volume handled. In connection with MSW Energy Regeneration and replacement of fossil fuels, cement companies and the Albanian economy would benefit greatly from the substitution of fossil fuels (such as coal and petroleum coke), which are currently imported very expensive by cement companies. On the other hand, improvement of import and export in the Albanian economy, replacement of fossil fuels that are currently imported from abroad contribute negatively to import and export rates in the Albanian economy (replacing imports with domestic sources).

Additionally, this approach contributes to climate change objectives. Thus, by creating and using AF, mainly by MSW, greenhouse effect will be mitigated and exit of gases from the landfill will be prevented. Consequently, although Albania has certain obligations as part of the Kyoto Protocol, the targets are likely to be achieved and the entire population in the world will benefit. This is consistent with recent efforts of the Government of Albania and UNDP, to prepare the plan for a National Appropriate Action (NAMA) to reduce CO<sub>2</sub> emissions, through the development of diverting mechanisms of waste material from landfill to cement plants. But on the other hand, it contributes to the efficacy of natural resources, as the use of materials selected from waste helps to reduce the amount of fossil fuels and natural resources (which have a lifespan), as a result of increasing demand.

## Celebrating New Year with Employees' children

**G. Brahja**-HR officer

In the end of December, a New Year party was held in ANTEA plant for the fourth time in a row to celebrate upcoming New Year. More than 115 children accompanied by their parents (ANTEA employees) had a really good time dancing, playing various games, face painting, tasting a delicious children's menu and receiving their New Years gift from Santa Claus.



This party is becoming a tradition and it is a great pleasure to see children's happiness, when they are all gathered together, creating a really friendly and joyful atmosphere. ANTEA Cement's employees as well are very happy when they see their children enjoying all those moments together and making new friendships.





ANTEA Cement's New Year celebration for employee's children was held at the plant premises, where the hall was properly decorated with a lot of balloons and where the music, games and specially decorated food made this day unforgettable for all the participants. The peak of the Party was when the Santa Claus came with a sack full of presents which were distributed to each child by calling their names as well as framing this moment with a picture.

Most of the children have been part of this Party for several years now and as they have been growing with our company, they look forward to other New Year Parties celebrations. During that day, all ANTEA employees had the chance to exchange wishes and everyone wished for a successful New Year within a festive environment with a lot of food and music.

## **Celebrating 1,000 Days without lost time injury**

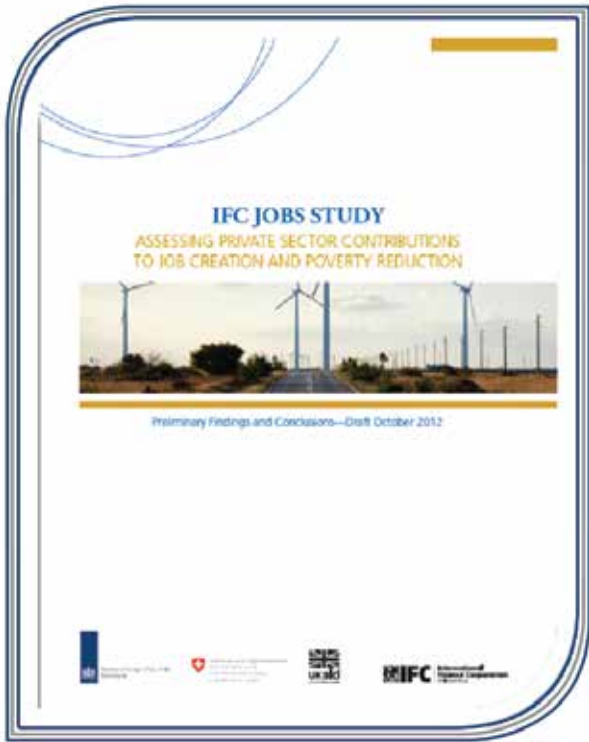
**F. KOCO- *Health & Safety Manager***

On the 18th of November 2014, ANTEA Cement, one of the largest investments in the Albanian market celebrated 1000 days without lost time injury at work. This is the most important achievement for Antea Cement since the beginning of its operation in Albania.

It was the year 2010 when a new cement plant with a total investment of 200 million Euros, was constructed in Boka e Kuqe, Borizane. This project started toward the end of 2005 when the decision to construct a cement plant in Albania aiming to meet the growing needs of the country for construction materials was taken and the search



for a location close to sources of raw material started. This is the largest private investment realized by foreign partners in our country as well as one of the largest investment made in recent years by the Group. The construction of the plant started in 2008 and was completed in 18 months. It is worth mentioning that during the construction of the plant not a single accident was recorded and more than 4 million working hours were spent in complete safety. The construction of the plant has been recognized by IFC as best practice for Performance Standard 2<sup>1</sup>. The Group's zero-injury objective and its efforts to be in the top performers in the international building materials industry, have both led ANTEA's continuous pursuit of safety excellence.



The positive outcome of all the implemented system of Health & Safety is translated in the celebration of 1,000 Days without lost time injury. This event was saluted by Minister of Welfare and Youth, Mr. Erion Veliaj who said that he is pleased that ANTEA Cement has put as priority the safety of its employees' life above the profit of the company and there is a strong solidarity that employees have for each other through the consolidated community present in the company. Furthermore he added that the achievement of 1,000 days without accidents is a success story in our country.

<sup>1</sup>Performance Standard 2: is a set of guidelines regarding Labor Standards among companies invested by IFC.



Health and Safety at work remains the main priority which is clearly reflected in the following actions:

- Antea Cement is successfully certified with OHSAS 18001, a Certificate on Health and Safety at Work
- The company complies with all legal requirements in the country in terms of Health and Safety
- A training program for the personnel and contractors is established
- Various initiatives of the company related to the development of a culture of health and safety at work not only in the plant but also in the local community and other institutions have been undertaken







The Chief Inspector of Labor Inspectorate also present at the event, Mr. Dritan Ylli expressed that ANTEA Cement is a titan company regarding the respect and application of procedures and policies related to Health & Safety. He wished to ANTEA Cement' staff to gather again for the celebration of 2,000 Days without lost time injury. ANTEA Cement shall serve as the model company in terms of Health & Safety at Work for other companies operating in the domestic market and continue its efforts in having an excellent performance on health and safety. This is undoubtedly a never ending process.



During this event, three awards were given to three employees who submitted the best slogans for Health & Safety. The slogans were voted by the Council of Health & Safety among 50 slogans submitted by the personnel.

**First place:** Don't give one single day off to the safety. (Enkel Gila)

**Second place:** You better lose one minute from your life than your life in one minute. (Lorenc Gura)

**Third place:** Don't be an observer, be an active safety player. (Ylli Brahilika)

## Promoting CSR in business community

**T. Saka - CSR Officer**

Albanian CSR Network under the presidency of ANTEA Cement had a very active agenda for the period September – December 2014. Firstly, it co-organized on the 16th of September 2014 with the Embassy of Kingdom of Netherland a knowledge exchange workshop on Corporate Social Responsibility. Two experts from CSR Netherlands Mr. Michiel van Yperen and Mr. Meine van der Graaf shared experiences with CSR Albania on setting up a sustainable CSR platform. This workshop focused on the overall strategy of CSR Albania, the CSR topics according to various sectors and the challenges that companies face regarding CSR implementation.

The two experts will prepare a report regarding the status of CSR implementation in Albania together with practical recommendations for all stakeholders involved, including specific options and possible follow up actions. Additionally, CSR Netherland and CSR Network will explore collaboration possibilities on partnerships between these two Networks.

Following this workshop on CSR, a roundtable on Corporate Governance was organized in October 2014. The best practices on corporate governance and corporate social responsibility were two main



points discussed at the round table on the topic: "Corporate Governance" held in Tirana. The meeting was organized by the Institute for Corporate Governance in Albania, CSR network in Albania, International Finance Corporation (IFC), with the support of the German Society for International Cooperation (GIZ) and the Swiss Foundation.



In his speech, Mr. Adamantios Frantzis, President of the Network of Social Responsibility in Albania and also General Manager of Antea Cement Company, Titan Group, gave a brief summary of the importance of the implementation of the Code of Corporate Governance. He talked about raising awareness to companies on social responsibility and increased attention to stakeholders and society in general. An important part of the meeting was the presentation brought by Ms. Maria Alexiou who is Chair of the Network of Corporate Social Responsibility in Greece and also Social Responsibility Manager of Titan Group. In her speech, Ms. Alexiou presented the Integrated Report of Titan Group and highlights covered in this report as well as the issues involved in its preparation.



In the context of the National Forestation Campaign, the Ministry of Environment and the Association 'Albanian CSR Network' represented by Mr. Adamantios Frantzis, signed in December 2014 a Memorandum of Understanding on mutual cooperation for the rehabilitation of affected soils erosion through afforestation. The purpose of this Memorandum of Understanding is to increase mutual cooperation based on the principle of voluntarism and good will to contribute with logistics tools, human capacity and financial resources, in order to achieve successful nationwide afforestation campaign as one of the major objectives of Albanian Government and the Ministry of Environment, a contribution which will serve to the whole country and future generations.



Mr. Frantzis Adamantios assured that: "Companies that are members of the Association 'Albanian CSR Network' decided to make their contribution with a very symbolic amount to support the efforts of the Ministry of Environment. We are sure that also a significant part of our staff which exceeds the number of 3,000 people will volunteer to plant seedlings. Our participation probably will not stop here as many of our members are considering the possibility of a direct involvement in the Ministry of Environment's Initiative. "

On the occasion of New Year celebrations, Albanian CSR Network opened the doors of the National Theatre for a show dedicated to children in need and not only. With a combination between ballet, circus, tales for children in a festive atmosphere, Albanian CSR Network in collaboration with Albania Silhouette Dance offered a very lovely show for children and their parents named 'Silhouettes of a dream'. National Circus as a partner of this show gave to children in the hall emotions with its plays.