



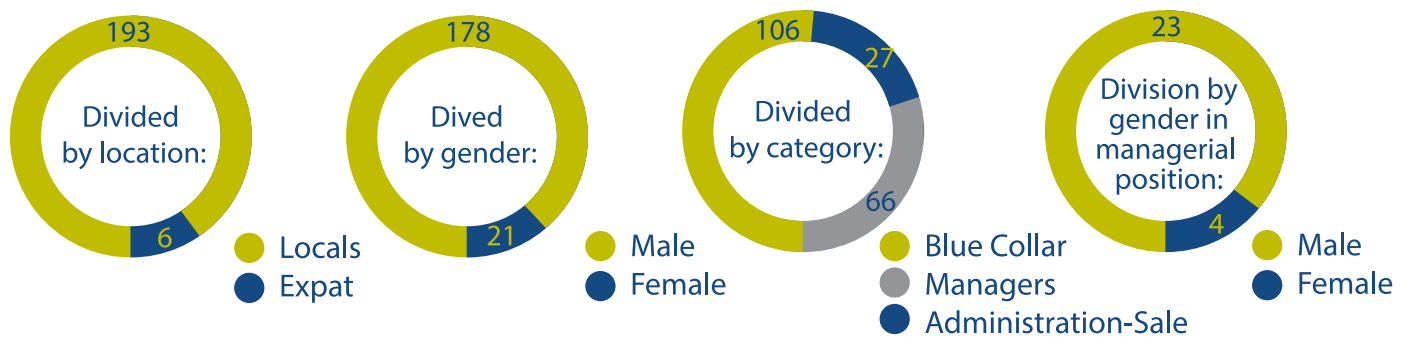
## Our people

### Employment profile

Fact sheet 2015/HR/1

People are central to everything we do. It is through their efforts and their talent that we have been successfully operating since the construction of the plant in 2010. At ANTEA Cement we share a genuine interest in people and society, therefore employment in our company is characterized by a long-term relationship based on mutual trust, directly reflecting our corporate values and consistency with our principles. Health and safety at work as well as employees wellbeing is an essential company priority for us, while we systematically invest in our people, in order to prepare them for dealing with the everyday challenges.

### Total no. of direct employees 199 employees



## People Development

Subject Categories	2014 / 6,459 hr
Management / Managerial Skills	16
Human Rights	18
Technical Know-How and Core Competence	936
Non-Technical Skills & Specialization	848
Health & Safety	2,361
Environment: Care & Management Systems	98
Information Technology	0
Foreign Languages	1,720
Other	192

The development of our people is a responsibility which helps us in retaining high qualified personnel. ANTEA Cement contributes in the development of its employees by providing continuous trainings in technical and management skills. In 2014, a total of 6,459 hours of training were delivered to our 195 employees. If we speak on average terms, 176 male employees received 33 training hours on average while 19 female employees with 38 training hours on average.

## SA8000: Setting high labor working standards in Albania

ANTEA Cement is the first and only company in Albania to have implemented and been certified with SA8000 Standard which is one of the world's first auditable social certification standards for decent workplaces, across all industrial sectors. It is based on the UN Declaration of Human Rights, conventions of the ILO, UN and national law, and spans industry and corporate codes to create a common language to measure social performance. It takes a management systems approach by setting out the structures and procedures that companies must adopt in order to ensure that compliance with the standard is continuously reviewed. In order to comply with SA8000, ANTEA Cement has developed a Social Accountability 8000 System.

### SA8000 elements:

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#### Child Labor

No workers under the age of 15

#### Forced Labor

No Forced Labor including prison or debt bondage labor

#### Health & Safety

Provide a safe and healthy work environment

#### Discrimination

No discrimination based on race, age, caste, origin, religion, gender, sexual orientation, union and political affiliation

#### Discipline

No corporal punishment, physical or mental coercion or verbal abuse

#### Management system

Facilities seeking certification must integrate the Standard into their Management Systems and practices

#### Working Hours

Overtime is voluntary and paid at a premium rate

#### Remuneration

Wages are sufficient to meet the basic needs of the worker and his/her family

#### Freedom of Association and Right to Collective Bargaining

Respect the right to form and join Trade Unions and bargain collectively



SOCIAL ACCOUNTABILITY M.S. SA 8000:2008 101/AL-SA/12.12



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## Principle of non-discrimination is applicable on:

hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, birth, national or social origin, family responsibilities, marital status, religion, disability, gender, sexual orientation, union membership, political opinions, age.