

Integrated Annual Report 2018

# Building our future together







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## About this report

This is the 5th consecutive ANTEA Integrated Annual Report (in short: 'Report'), which covers the period from January 1<sup>st</sup> until December 31<sup>st</sup> 2018, approved by independent Certified Audit Specialists. The title 'ANTEA' in this report implies the combined and integrated operations of the Antea Cement Plant and the related quarries. It also incorporates the Terminals of Tirana and Ortona (Italy), with regard the production and distribution of cement and cementitious products. This Report includes the consolidated figures, presenting financial and non-financial information regarding ANTEA's environmental performance, social performance, and governance. The term ANTEA is used throughout the Report<sup>1</sup>.

ANTEA practices used in issuing this Report aims at answering to investors, communities and public increasing demands for transparent reporting on material issues, thus providing apparent, reliable, and full-bodied and integrated financial and non-financial information. The Report follows the principles and a well consolidated structure, based on global reporting standards designed for private entities, in accordance with the International Integrated Reporting Council Framework (IIRC). "The Report" follows also the 2014/95/EU Directive of the European Parliament and of the amending Directives of the European Council of 22 October 2014 2013/34/EU, which refers to the disclosure of non-financial and diversity information by certain large undertakings and groups. The aforementioned Directive requires large companies to not only present their non-financial information but also to present environmental performance indicators, the impact on society, labor affairs and the fight against corruption and bribery.

The Integrated Annual Report 2018 for ANTEA is in line with the TITAN Group approach of re-structuring the entire range of Key Performance Indicators, in the areas of: Value Creation, Environmental and Social Performance, launched by TITAN Group in 2018. These KPIs cover the disclosures for adher-

ence of the Group within the UNGC Ten Principles and the established standards of reporting according to TITAN's Sectoral commitments (WBCSD/CSI). In particular, the Guidelines for monitoring and reporting on performance, in the areas of: (a) Environment (CO<sub>2</sub> emissions, other air emissions, water management, quarry rehabilitation and biodiversity management), and (b) Health & Safety (see respective Annex for the list of CSI Guidelines). The KPIs are the appropriate disclosures for the review on performance for Sustainability, both on Group level and on BU level as well. This step of adopting the TITAN 'Index System' of KPIs is important in the direction of strengthening ANTEA's reporting principles and standards, providing consistent time history of 3 years.

We pursue two documents as a guidance and reference ('Glossaries', last edition was in 2017) developed by TITAN Group that includes the basic terms and definitions for sustainability performance. Those are the basis of the social and environmental performance indicators calculation, which are part of TITAN Group Index System, embedded in our practices of reporting under this Report.

All material issues are presented in alignment to the UN SDGs 2030 and the approach is further enhanced by the use of the Index System of KPIs (see respective Annex for references and related web links) introducing as such the global framework for sustainability and social responsibility as adopted by the United Nations member states in September 2015, underlining the common challenges the world is facing. With this Integrated Annual Report, we aim to better respond to the needs of our stakeholders and in particular, to continuously improve shareholder communication concerning our performance and the ways we build value and ensure our long-term sustainability. We use the Report to seek out feedback from our stakeholders. The Report constitutes part of our continuous stakeholder engagement process, enabling us to focus on the most material issues.

<sup>1</sup>Note: Excluded is only the financial information concerning the ANTEA Terminals. See also relevant 'Note' in page 38.





## Message from the CEO



Dear Stakeholders,  
I am pleased to share with you the results of our development efforts we made in 2018.

We have brought together talented individuals and resources, delivered profitable and sustainable assets while respecting you the Stakeholders, our local culture and the environment. Our long-term strategy for balanced growth, has created a basis for a sustainable and successful business. However, challenges abound and the past year couldn't have been more testing for our enterprise.

In 2018 we faced a number of exceptional challenges mainly related to a reduced demand for cement in the Albanian market compared to the levels of 2017. This decreased the company's turnover by 11%, which amounted to €45.81 mln. In the face of decline in revenues the company made significant efforts to stabilize and maximize the efficiency of its operations and realized significant savings in its fixed costs.

Despite the various efforts of the company, the EBIT-DA for the year decreased by 20%, amounting to €9.77mln in 2018 compared to €12.27mln in 2017. Such decrease was mainly attributed to the drop in sales volume and the increase in cost variations due to higher prices in energy and fuels. The plant's utilization rate was at 68.5% vs 74.3% of the previous year. Such decrease was affected both by the lower domestic demand and the fall in export volumes due to fierce international competition, particularly from countries with low energy cost, developed export infrastructure and strong export incentives.

During 2018, the company continued to invest through a variety of projects in capital investments, allocating an approximate amount of €2.7 mln, to enhance and

improve its operations. These investments included also the reconstruction of the Droja Bridge and the surrounding area, which besides serving the operations of the company, facilitates the daily commuting of the surrounding communities and enhances the area's infrastructure.

As a company active in the construction industry, we always have safety as one of our leading priorities and passionately care about all our people and everyone we work with. We focus on the health and safety of our employees and contractors, we implement protection policies for the environment and we include our deep concern about human rights in our strategic planning. We are committed in preventing accidents by raising safety awareness and providing training and equipment to all our employees. In 2018, we have achieved a record performance in safety, which would not have been possible without a strong commitment to this cause by each and every member of our company.

People are the heart and soul of our business, so we foster an open work culture promoting personal development, leadership, innovation, recognition and rewards. We have built trust by doing what is right for our Employees in compliance with Human Rights standards as described in International Labour Organization conventions, the United Nations Convention on the Rights of the Child and the Universal Declaration of Human Rights. We encourage a corporate culture that draws on our efforts to handle social issues and brings a vision of respect, self-improvement and sustainable development.

The social environment has been undergoing sweeping changes. We strive to keep the Social Accountability Standard 8000 compliant with

SA8000:2014 requirements, the ISO 14001:2015 and ISO 001:2015 standards, and create a sustainable society in line with TITAN's Environmental Policy. Based on this vision, ANTEA has strengthened its activities related to CO<sub>2</sub> emissions reduction and resources recycling by improving its systems and continuously promoting accommodating activities.

While profit generation, tax payment, and employment development are essential parts of a company's operations, we are committed to build our corporate values by combining both social contribution and corporate financial growth. We remain fully dedicated to enhancing the quality of life for the families in our local community and contributing to a healthier future for all. We at ANTEA feel fully committed and responsible to conduct our business based on our shared principles and values as we aim to positively impact the community.

In our effort for progress, we seek to build long-term and successful relationships, engage our business partners and fulfil our commitment of generating sustained growth. Simultaneously we pursue the construction of economic, societal and environmental values because our actions affect people's lives in the present, in the future and most importantly in the generations that will inherit this world.

Thank you for your ongoing support and hard work. We enthusiastically look forward in working together for an even brighter future.

**MARIO BRACCI**  
General Manager

## 2018 at a glance

ANTEA discloses its impact and contribution in the different local contexts, respecting the socio-economic & sustainable development goals objectives. ANTEA continuously improves its efforts towards an effective reporting of topics with regional or local impact.

	2017	2018
<b>ECONOMIC &amp; SOCIAL</b>		
Total Revenue in mil. Euro	51.32	45.81
EBITDA in mil. Euro	12.27	9.77
Salaries & employees' benefits	3,035,609	3,099,971
Suppliers' expenditure	48,082,269	35,987,003
Tax to central & local government	11,018,845	8,184,261
Capital Investments	2,424,736	2,706,046
Donations in cash to local community and stakeholders, SP40L	82,038	100,324
Donations in kind to local community and stakeholders, SP41L	21,038	18,944
Training Investment, SP30L	75,438	73,192
Employees' training hours, SP36L	10,538	7,190

<b>ENVIRONMENTAL MANAGEMENT</b>		
Total rehabilitated quarries area (m <sup>2</sup> )	71,000	77,000
Specific waste production (kg/t clinker)	20.1	23.40
Nitrogen oxides NO <sub>x</sub> (g/ton clinker) EP32L	804.0	779.1
Sulfur oxides SO <sub>x</sub> (g/ton clinker) / EP33L	31.5	42.0
Dust (g/ton clinker) / EP31L	2.3	4.2
Gross Direct Carbon Dioxide CO <sub>2</sub> (kg/ton product) / EP18L	672.01	637.0
Specific water consumption (lt/ton cement)	197.41	166.43
Investments for Environment / EP40L	0.2	0.2

<b>HEALTH AND SAFETY</b>		
Fatalities / SP01L	0	0
Employee Lost Time Injuries (LTIs) / SP05L	2	1
Employee Lost Time Injuries Frequency Rate (LTIFR) / SP06L	5.41	2.90
Employee Lost Time Injuries Severity Rate (LTISR) / SP08L	508.10	8.70
Training hours for direct employees / SP38L	3,619	3,675

Note: All financial figures represent the results of Antea Cement S.A. The ANTEA Terminals were excluded from the scope of these specific disclosures for closing of 2018. See also 'Note' in page 38.





# Business Review

*TITAN is an international cement and construction materials producer, with a history of more than 115 years. The Group's business activities include the production, transportation and distribution of cement, concrete, aggregates, fly ash, mortars and other construction materials.*

## About TITAN Group

The Group is headquartered in Athens, Greece and operates in 14 countries, located in four geographic areas: USA; Greece and Western Europe; Southeastern Europe; and Eastern Mediterranean. Following the increase of the participation in Adocim cement plant in Turkey to 75%, TITAN Group, as of 31/12/2018 has one joint venture, in Brazil.

2018 was characterized by a stable and solid performance for TITAN. TITAN remained focused on the enduring objective of balanced, responsible and sustainable long-term growth, embracing change as an organization and innovating at an accelerated pace. Group consolidated turnover for 2018 stood at €1,490.1m and Earnings Before Interest, Tax, Depreciation and Amortization (EBITDA) at €259.7m. By the end of the year TITAN employed 5,635 people in total.

## Governing Objective

TITAN aims to grow as a multiregional, vertically integrated cement producer, combining entrepreneurial spirit and operational excellence with respect to its people, society and the environment. This objective is translated into four (4) strategic priorities:

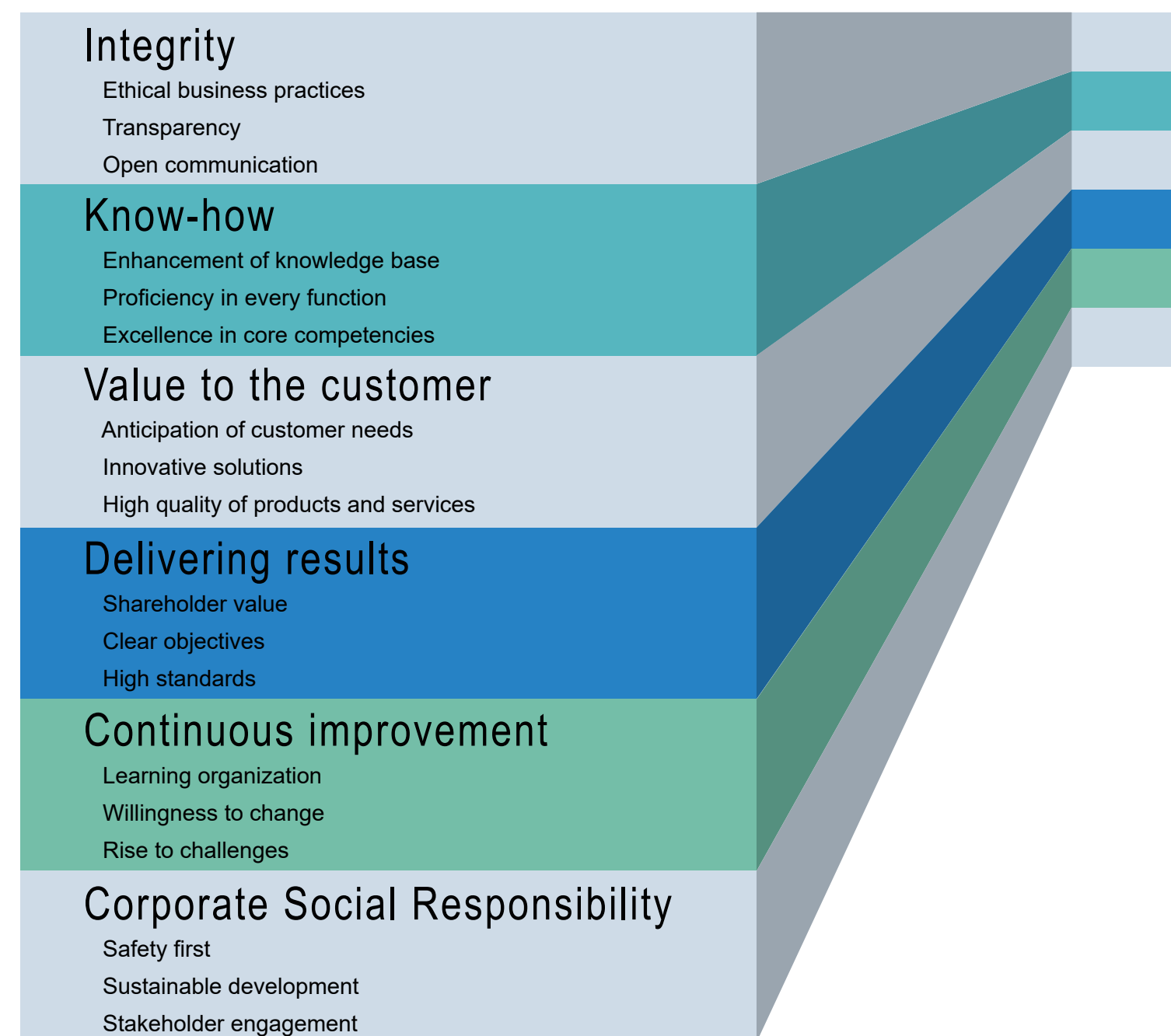
- **Geographic diversification:** Expansion of the Group's business through acquisitions and greenfield developments into attractive new markets
- **Vertical integration:** Extension of the Group into other product areas in the cement value chain
- **Continuous competitive improvement:** Implementation of new efficiencies throughout the Group to reduce costs and to compete more effectively
- **Focus on human capital and Corporate Social Responsibility:** Development of employees and continuous improvement of the Group's good relationships with all internal and external stakeholders

## TITAN Group Commitments

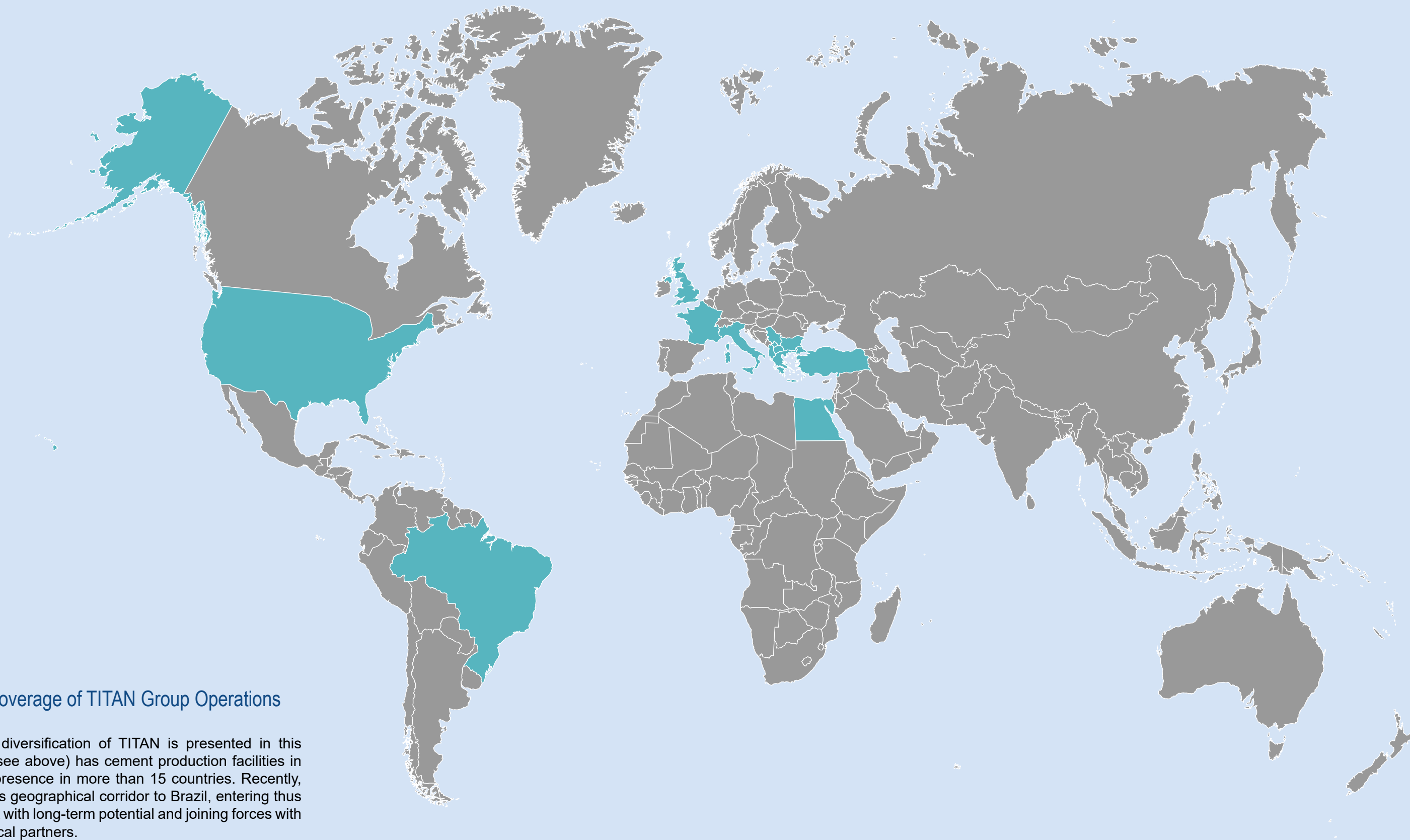
TITAN Group's CSR and Sustainability commitment is demonstrated in its own policies and practices as well as through active participation in international initiatives. TITAN was the first company in Greece to sign the United Nations Global Compact, which aims to safeguard human rights, labor rights and the environment as well as to combat bribery and corruption. It is a member of CSR Europe, a member of the World Business Council for Sustainable Development (WBCSD) and a member of the WBCSD/CSI (Sectoral Initiative). TITAN is also a member of the European Alliance for CSR.

In 2018, TITAN Group launched a robust approach of re-structuring the entire range of Key Performance Indicators, in the areas of: Environmental Performance, Social Performance, and Value Creation. These KPIs cover the disclosures for adherence of the Group with the UNGC Ten Principles and the established standards of reporting according to TITAN's Sectoral commitments (WBCSD/CSI). The KPIs are the recommended disclosures for the review on performance for Sustainability, also on BU level. TITAN has published the Group Integrated Annual Report 2018 in which it includes the KPIs in the form of an "Index System", while it has implemented them in principle and in practice.

## TITAN Values



TITAN's values stem directly from the principles, beliefs and vision of its founders back in 1902. They are the core elements of TITAN's culture and family spirit, providing the foundations of the Group's operations and growth.



### Geographical Coverage of TITAN Group Operations

The geographical diversification of TITAN is presented in this map. The Group (see above) has cement production facilities in 10 countries and presence in more than 15 countries. Recently, TITAN expanded its geographical corridor to Brazil, entering thus a promising market with long-term potential and joining forces with well-established local partners.



## ANTEA's History

2018  
 H&S Award "2018 Best Initiatives & Continuous Improvement Award" across the Group  
 Philanthropy Award for its contribution at local level in Albania  
 Reconstruction of "Droja" Bridge in Fushe Mamurras

2017  
 Launched the "Learning Computer" project  
 Recertification of Management systems  
 Materiality assessment

2016  
 "Best Safety Performance Award" in TITAN Group  
 Launched the "Healthy Eyes for Successful" project

2015  
 5<sup>th</sup> anniversary of the plant's operations  
 Launched the "Family Strengthening in Thumana" project with SOS village

2014  
 1<sup>st</sup> Externally Assured Integrated Annual Report in Albania

2013  
 Co-founded the Albanian CSR Network  
 Recognized by IFC as best practice for working standards (IFC performance standard 2)

2012  
 First Company in the country to implement and be certified for SA8000  
 Certified for ISO 14001; ISO9001; OHSAS18001

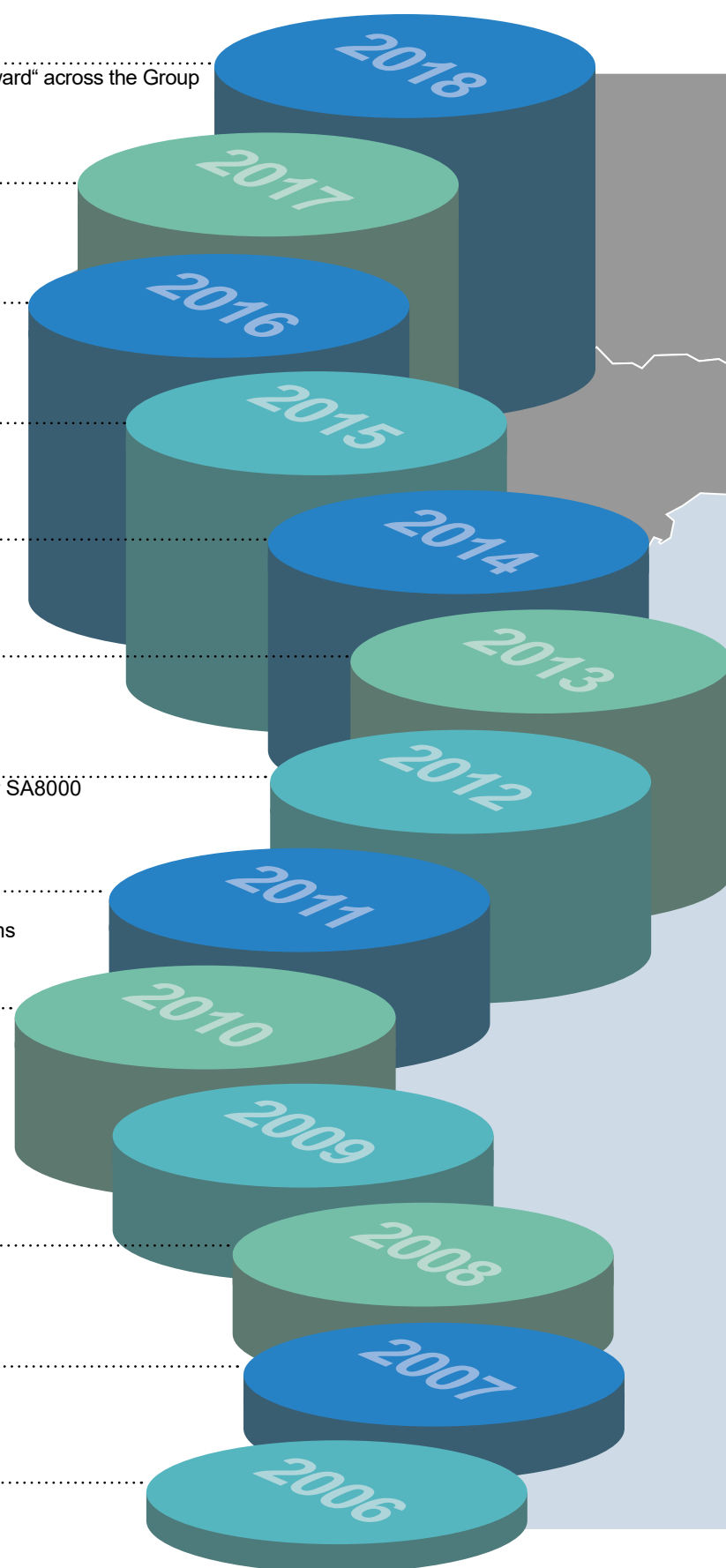
2011  
 Recognised by WBCSD as best practice quarry rehabilitation  
 Started the implementation of Integrated Management Systems

2010  
 Inauguration Day  
 1st clinker produced  
 Construction of plant finished within time & budget

2009  
 Construction of plant started

2008  
 ESIA conducted prior to plant construction  
 The right for mining obtained by the government

2007  
 ANTEA was founded



ANTEA has a cement plant in Albania and owns two cement terminals in Tirana and Ortona. It has a production capacity of 1.4 million ton cement yearly and 3,300 ton clinker per day. The cement plant is located 50 km from the capital, Tirana and is positioned in Boka e Kuqe, Borizane. The plant serves primarily local market demands and exports to other markets in the region. From the construction of the ANTEA cement plant, corporate social responsibility and sustainability were embedded in business strategy and provided the framework to build relations with all key stakeholders.

ANTEA cement plant is one of the biggest 'greenfield' investments with the highest standards applied in terms of construction and operation in Albania and a total value exceeding € 200 million. To ensure energy efficiency and environmental effectiveness, the plant was constructed with the best available technologies. As an example, all transportation of materials within the plant is made via covered conveyors to decrease fugitive dust. ANTEA applies the latest technology, with vertical grinding mills, which occupy less space and can ensure better environmental performance and higher efficiency in electricity consumption. ANTEA also uses bag filters, which despite their higher operational cost can guarantee improved environmental performance.

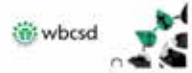
ANTEA from the beginning of its operation has developed and implemented a set of independent certified integrated management systems. This set is comprised by the ISO 9001 Quality management system, the ISO 14001 for the Environmental Management System, the OHSAS 18001 Occupational Health & Safety Management System, and the SA8000:2014 Social Accountability Standard. SA8000 encourages organizations to develop, maintain and apply socially acceptable practices in the workplace.

### Memberships and Associations



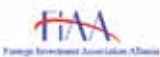
**ANTEA is:**

- A member and co-founder of the Albanian CSR Network
- A Member of the FIAA
- A Member of AmChAM
- HBAA



**TITAN Group is an active participant and contributor:**

- CSR EUROPE
- WEBCD/CSI
- UNGC
- Pact for youth



**WE SUPPORT**

www.unglobalcompact.org

TITAN was among the first 500 signatories, and now a Participant, of the UN Global Compact (UNGC). In 2015 TITAN decided to support the achievement of the most relevant UN Sustainable Development Goals (SDGs) for its business by 2030 at Group level and through its local UNGC networks.

### Our Products

**Cem I /42.5 R**

Portland Cement with the main constituents 95-100% Clinker and minor additional constituents 0-5% Gypsum

**Cem II / A-LL 42.5**

Portland Limestone Cement with the main constituents 80-94% Clinker, 6 -20% Limestone and minor additional constituents 0-5% Gypsum.

**Cem II / B-LL 32.5**

Portland Limestone Cement with main constituents 65-79% Clinker, 21-35% Limestone and minor additional constituents 0-5% Gypsum.

### Governing Objective Values and Stakeholder Engagement

#### How ANTEA delivers value

At ANTEA we are committed to create value for our employees, the local community, suppliers and clients through strengthening our core values, applying ethical business practices, ensuring an open and continuous communication with all stakeholders and addressing their most material issues in time and in proper manner. Although the industry where we operate has its own challenges, we strive to be a responsible company through identifying our impact in society and by taking actions to create value for our stakeholders by minimizing the adverse ones, while increasing care and well-being for our employees, local communities and partners.

### CSR Strategy

The Environmental and Social Impact Assessment Study conducted prior to the construction of the plant identified the main stakeholders of the plant and the potential impacts of the plant's operations to these stakeholders, proposing mitigation measures for all listed impacts. We have prepared an annual CSR Action Plan designed to implement all projects, actions and activities falling under the following four pillars of the CSR Strategy:



In pursuing its objectives, ANTEA incorporates the principles of corporate social responsibility and sustainability in its business operations in line with the belief that they constitute not only ethical responsibility, but also good business practice.

#### Our approach to stakeholders engagement<sup>3</sup>

ANTEA provides a stakeholder engagement process from the first phase of planning and identifying objectives to post monitoring and evaluation stage. This process is represented as a circle because it is constant, where lessons from past experience have shaped future planning and engagement. The local community remains ANTEA's main stakeholder, where throughout the years a solid relationships and a continuing open dialogue has paved the way to different investments in the local area.

For ANTEA, stakeholder engagement is an iterative process to improve the ability to perform and interact meaningfully with his stakeholders while developing relationships of mutual respect. Building trust with stakeholders is very important and this is mainly achieved by understanding their perspectives and motivation. The development of meaningful relations has enriched ANTEA operations values by: reducing constraints on business; minimizing risks and enhancing opportunities by better understanding the fast-changing context.

We believe our commitment and achievements in terms of empowerment, sustainability and good governance have allowed us to establish a linear relationship with our stakeholders. Despite an ever changing world and business environment, we are again reminded to remain focused on making our business a success so that we are able to provide a positive contribution to our stakeholders and the broader society. Nonetheless, ANTEA's fields of priority are qualitative education and skills for jobs (see reference to the Pact4Youth in the respective Annex), improvement of infrastructure and local partnerships, child care and helping the most vulnerable people categories. Collaboration is fundamental for long-term sustainability. We foster different collaborations between private and public organizations and stakeholders for the implementation of UN Agenda. ANTEA has engaged since the establishment of its operations in promoting the collaboration with other business community and stakeholders, corporate social responsibility and sustainable development in Albania.

<sup>3</sup>Stakeholders are all groups who affect and/or could be affected by an organization's activities, products or services and associated performance." Sources: TITAN Glossary for Social Performance (2017), and www.accountability.org



As a founding member of the CSR Albania Network since 2013, ANTEA strives to contribute through its expertise to the latter by running multi-stakeholder dialogue for the implementation of the Sustainable Development Goals 2030.

Therefore, TITAN Group has been committed in this effort worldwide as a core member. Since 2017 TITAN has been a participant of the UNGC NY Office, since 2004 a core member of CSR Europe- the largest EU-based business networks for social responsibility and since 2003 a Core member of the WBCSD/CSI (see reference in the respective Annex).

### Types of Stakeholder Engagement in ANTEA

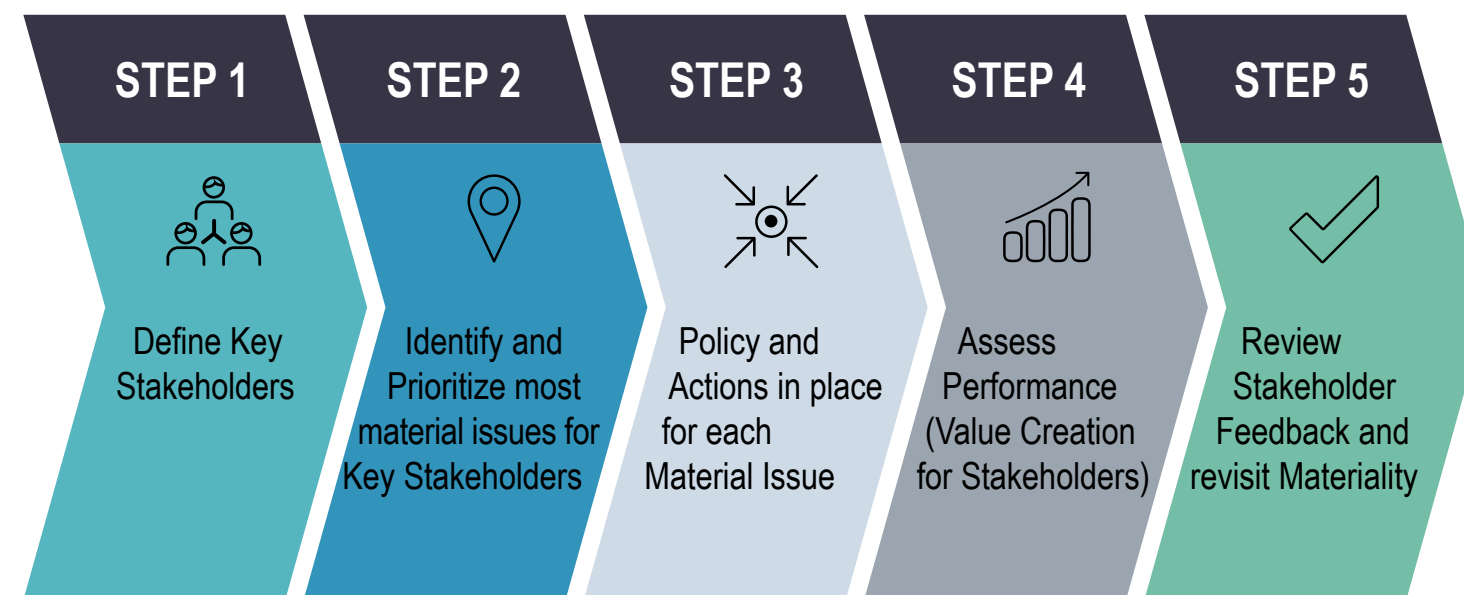
Listening and responding to our employees, local communities, customers, shareholders, suppliers and other stakeholders' concerns, is the driving force behind our efforts in meeting effectively corporate social responsibility challenges. Understanding and addressing the material issues of our stakeholders is an ongoing process which ANTEA is committed to enhance further.

Stakeholder	Type of engagement	Intended Outcome
Employees	Appraisal Performance Process	Employee assessment and career promotion
	Internal changes / policies communication	Working environment safeguard according to highest standards
	Feedback	
	Employee representative meetings through unions	Be an Employer of Choice
	Trainings	Be informed in relation to various topics
	Events	Celebration of important dates
	Volunteerism	Ensure employee engagement
Local community	Contributions in cash and kind	Provision of social services
	Events	Ensure community engagement and celebrate
	Public meetings	Promote transparency and communication
	Newsletters	Awareness on environmental and H&S issues
	Trainings	
	Impact assessment	Address concerns
Customers	Customer surveys	Customer satisfaction questionnaire
Suppliers	Procurement procedures	Best practice and sustainability principles implementation
	Trainings	Equal training opportunities to all suppliers
	Best practice share	Improve quality of services
Government	Site visits	Promote transparency and best practice
	Multi-stakeholder forums	Local and national governments partnership engagement
	Agreements	
NGO	Education	Address main concerns
	Public meetings	Seek collaboration opportunities
Business community	CSR Network Albania and other memberships	Share CSR best practices

### Materiality Assessment

#### The process in steps

ANTEA has adopted materiality assessment as an on-going process in the implementation of its Sustainability Strategy. Materiality assessment is a five steps process that combines the outcomes of the dialogue with internal stakeholders with those of desktop research and direct feedback from external stakeholders. The outcomes of this process were used as a basis for aligning ANTEA's priorities with stakeholders' needs, thus ensuring the implementation of an inclusive and consistent strategy for the ANTEA's long-term sustainability. The key steps of this process, at both Group and local level are presented in the following diagram:



Materiality assessment and connection with the 2030 SDGs has been prepared for ANTEA in 2017 and will be further validated by taking feedback from its stakeholders. Clear targets have been set in the materiality assessment following environmental, health and safety, governance supply chain and social issues.

The outcomes of the yearly assessments were utilized in order to feed the on-going dialogue with stakeholders enabling mutual understanding, building trust and consensus and consequently collaboration in support of sustainable solutions at all levels. This Report was built with an aim to cover all material issues identified by the above process.

### Outcomes of the Materiality Assessment

#### Aligning with the UN Sustainable Development Goals (SDGs)

##### Defining our priorities

The Group Corporate Social Responsibility Committee has decided to utilize the SDGs in order to define our future priorities and areas for further improvement. We believe that these goals offer us a unique opportunity to strengthen joint actions, deepen stakeholder engagement and increase the value we create at local level. We have already begun the alignment of ANTEA's goals with the SDGs through our aforementioned materiality assessment process. However, we have agreed that not all SDGs are of equal importance to us, so we have defined some main categories in order to reflect, -with an order of priority- to our business activities.

Material issues for ANTEA and its Stakeholders	Description	SDGs relevant to Material issues*
<b>Environmental</b>	Responsible Production (Air Emissions, and Climate Change & Energy), and Responsible Consumption of Materials and Resources (Water Management, Waste Management, Use of Land: Quarry Rehabilitation, caring for Local Biodiversity and Landscape)	SDG6, SDG7, SDG12, SDG13, SDG15, and SDG17
<b>Social</b>	Health & Safety of our employees, business partners, and the community, People Management and Development, and Stakeholder Engagement (Suppliers, Customers, and Business Partners, Community, and Other collaborative engagement of ANTEA)	SDG3, SDG4, SDG5, SDG8, SDG9, SDG11, and SDG17
<b>Financial</b>	Revenue & tax transparency, financial liquidity	SDG1, SDG8, SDG12, and SDG17
<b>Governance and business ethics</b>	Customers satisfaction, legal compliance, supply chain management, ethical code, human rights	

Please note: The connection between the Material Issues and the company disclosures of ANTEA is empowered in this Integrated Report by leveraging the Targets to the SDGs, as presented in the Index of EP and SP KPIs.

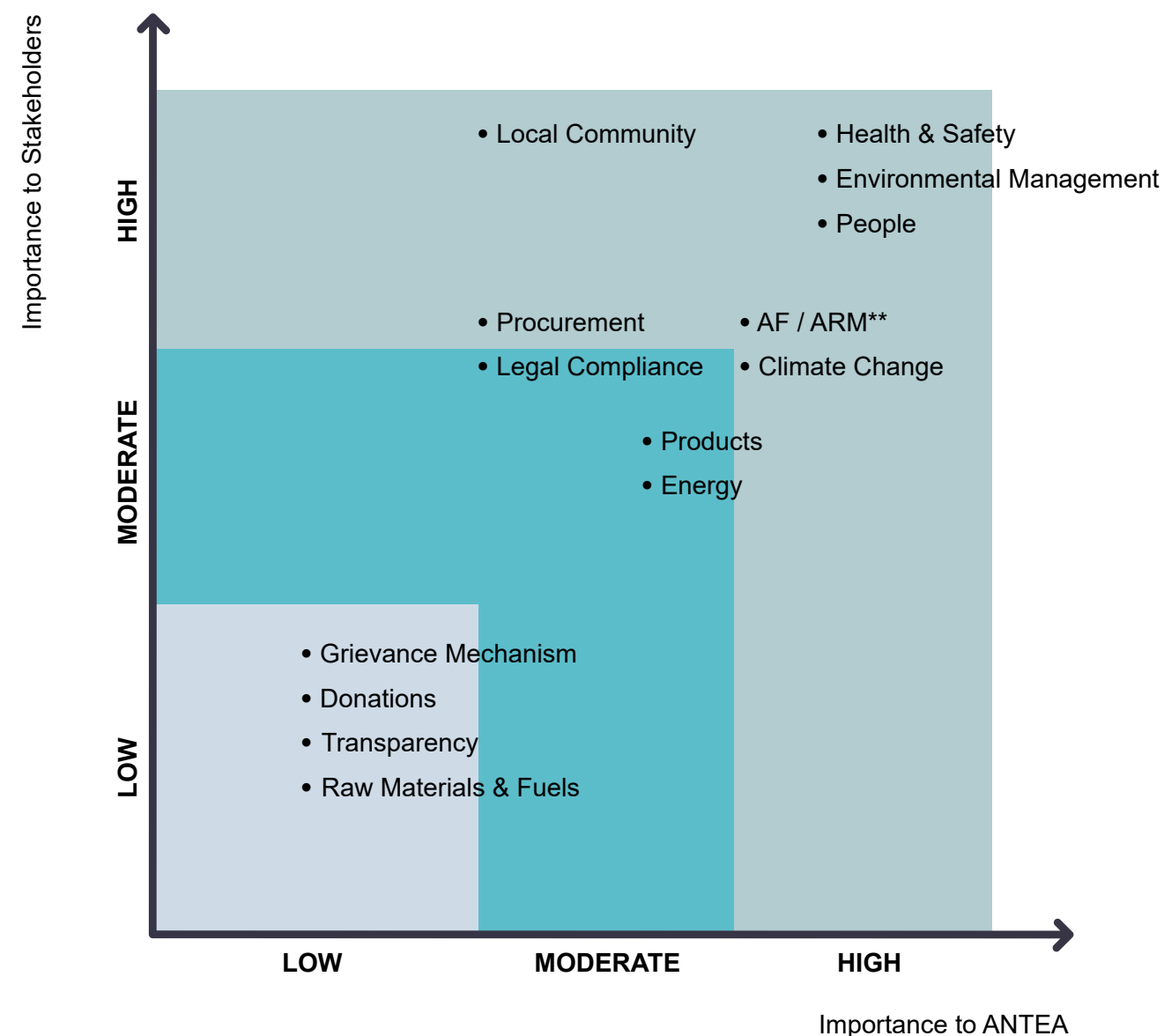
**SDGs most relevant to our business**



We will continue our assessment process throughout 2019, taking under consideration the consultations with national stakeholders, as we develop and promote the SDGs\* in every region where we currently operate.

Given the significant changes all businesses have experienced over the last five years, we have revisited our sustainability strategy, expanding our scope and objectives while focusing on the implementation of collaborative efforts. Since 2015, we have been following the key steps of the UNGC SDG Compass tool (“The guide for business action on the SDGs”, issued by the UNGC and WBCSD in 2015, see ref in the Annexes), starting with understanding and identifying the relevant SDGs for our business and how we can meaningfully contribute to their achievement. In particular, we are addressing health, the consumption of natural resources, climate change and collaboration for sustainable development as key areas to invest in the future.

This Matrix summarizes the most important material issues for our Stakeholders and ANTEA



\*Specific Targets for the SDGs have been identified and associated with the KPIs for the Environmental and Social Performance, as part of the KPIs Index (see Annex A1, and A2).  
\*\*AF: Alternative Fuels, ARM: Alternative Raw Materials



# Environmental Performance

The performance of ANTEA is monitored and reviewed throughout the entire year. The review addresses accordingly and timely all the material issues of our operations. A framework of key performance indicators is presented in this report and divided in two main sets of KPIs: Financial, and Non-financial. Through the Non-financial KPIs we report on our environmental and social performance.

**About our Environmental Performance:** Since the beginning of its operation, ANTEA has been exerting its activity in accordance to ISO 14001 environmental management system certified by independent third party. The certification covers the quality and the adequacy of all applicable systems enforced to control and reduce air emissions, quarry rehabilitation and landscape aspects, groundwater, wells and wastewater aspects, liquid and solid waste, natural resources & energy consumption, noise and other environmental aspects.

Albeit difficult financial conditions in the country, ANTEA's Environmental expenditures, accounting for the investments in equipment, processes & systems, and projects for the impact mitigation, remained high in 2018, reaching €150,019 (Annex A1 of this Report).

Over the past 8 years of Antea's operations, the company has invested 2.05 million €, in Environmental expenditures for improving the footprint and managing-mitigating our impacts. The amount for the period 2016-2018 reached 0.35 million €.

## Responsible Production

### Air Emissions

**Emissions management:** Beyond national legislation requirements, the company has established a Continuous Emission Monitoring System (CEMS), in compliance with the EN 14181 Standard. In order to assure and validate the data which are continuously collected, CEMS is annually calibrated and tested for validity of the monitored data from third party accredited laboratories.

Additional investments to the CEMS: ANTEA has installed the MEAC 2000 system (Acquisition and Evaluation of Emissions data) which -daily- generates statistical data on emissions, automatically and independently from the operators of the plant, thus assuring the quality and reliability of the values and strengthening the aptitude and transparency of ANTEA's reporting.

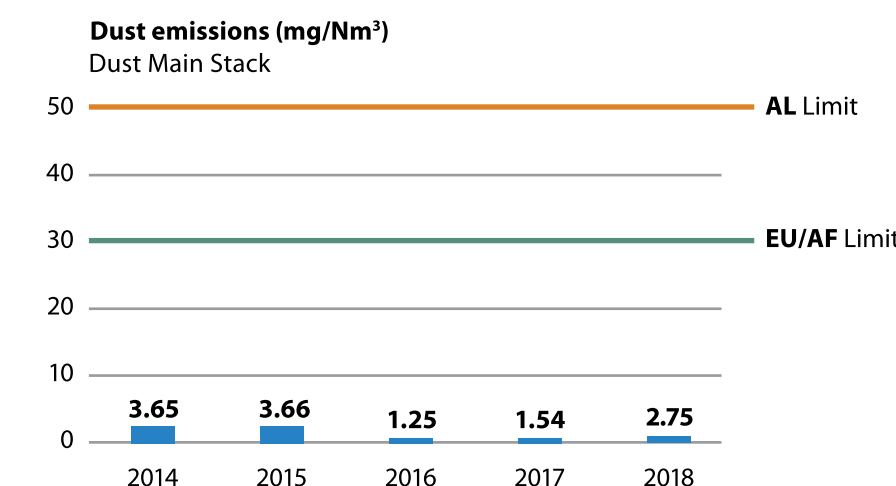
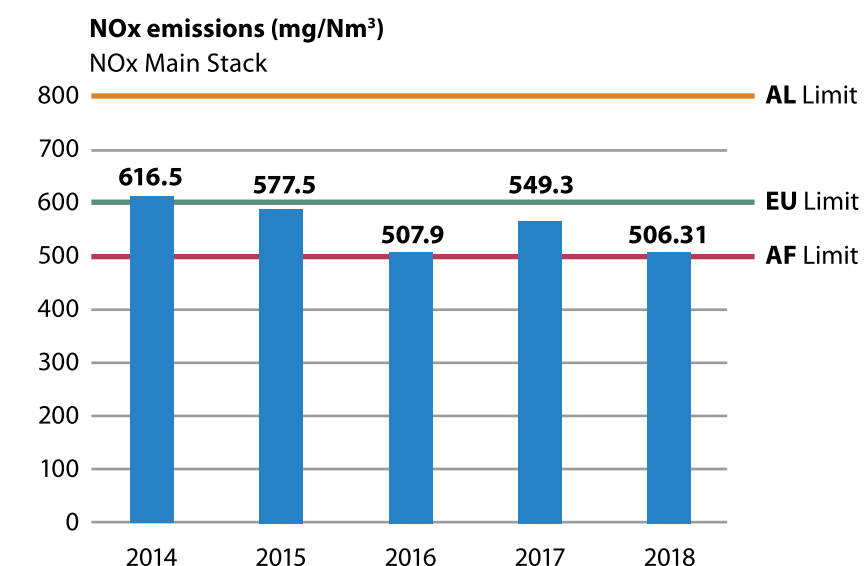
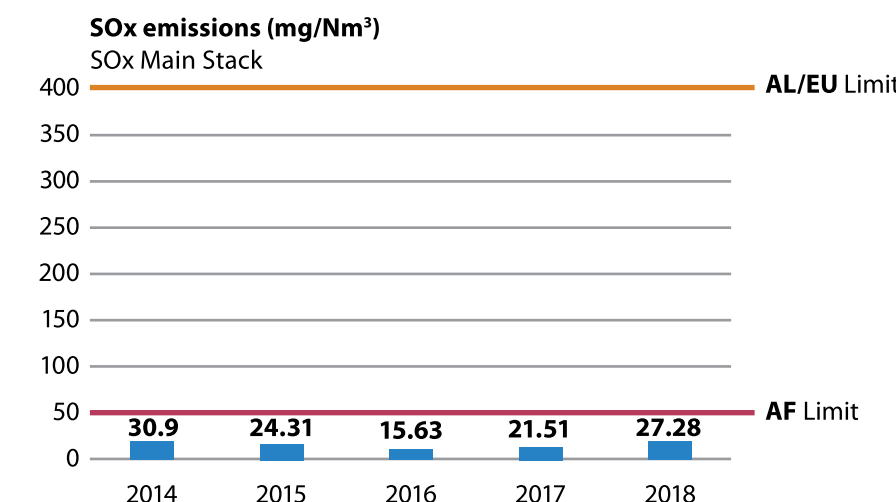
Although not a requirement under the Albanian legislation; ANTEA operates according to BAT (Best Available Technique), in alignment with industrial Emissions Directive 2010/75/EU. The plant has covered storages for over 100.000 tons of raw materials and all transportation of materials within the plant is carried out via covered conveyors, aiming at decreasing the fugitive dust. Hybrid filters were in-

stalled at all point sources and emissions are monitored and controlled regularly. Also, the decision was to install the latest technology of vertical grinding mills, for grinding of raw materials and cement, because of their superior environmental performance and improved efficiency in electrical consumption.

An example of company's commitment to decrease the emission levels under the limits required by the in power legislation, is the installation of an 'SNCR' mechanism (Selective Non-Catalytic Reduction). This facility practically allows the company to decrease its NOx emissions. Although our NOx emissions were within the limits imposed by national legislation, the company invested €500,000 in equipment to further decrease emissions to even lower levels than the EU standards.

### Emissions Performance

ANTEA measures and reports on all required air emissions, in accordance with the WBCSD/CSI Guidelines for Emissions Monitoring and Reporting in the Cement Industry (ver. 2.0, 2012).



Annex A1 of this Report is inclusive of the EP/ KPIs Index for the period 2016-2018. See Annex A1 of this Report, Index, EP 40L.

For historical data of ANTEA's Environmental management performance in specific for Air Emissions, see Annex A1, Environmental Performance Index – KPIs EP30L - EP33L.

## Climate Change and Energy

Carbon dioxide generated by the cement industry contributes to the “greenhouse effect”. TITAN group is focused on improving energy efficiency in industrial processes and developing eco-effective products. In this improvement, the substitution of fossil fuels with alternative fuels plays a central role. For this purpose, a lot of effort has been made by ANTEA already which consist of:

- An environmental impact assessment study was prepared for the usage of Alternative Fuels (AFs). The existing cement plant installations allow for the usage of AFs.
- The license for the AFs co-processing has been approved.
- Small quantities of AFs were co-processed during 2018, and the industrial test has been completed successfully.
- Intensive market research for possible sources is taking place today, as part of a continuous effort plan.

Until today, the substitution rate of fossil fuels with alternative fuels was negligible which leaves a large space for improvement. ANTEA applies the best principles and practices of the WBCSD/CSI, according to the CSI CO<sub>2</sub> and Energy Protocol: CO<sub>2</sub> and Energy Accounting and Reporting Standard for the Cement Industry (ver. 3.0, 2011). In accordance to this protocol, ANTEA implements the calculation and reporting of CO<sub>2</sub> and energy on regular basis, despite the fact that it does not constitute a legal requirement in Albania. For this reason and taking into account other air emissions, monitoring and reporting areas (principles and practices), ANTEA is a pioneer in the country and a model of responsible industrial Operator.

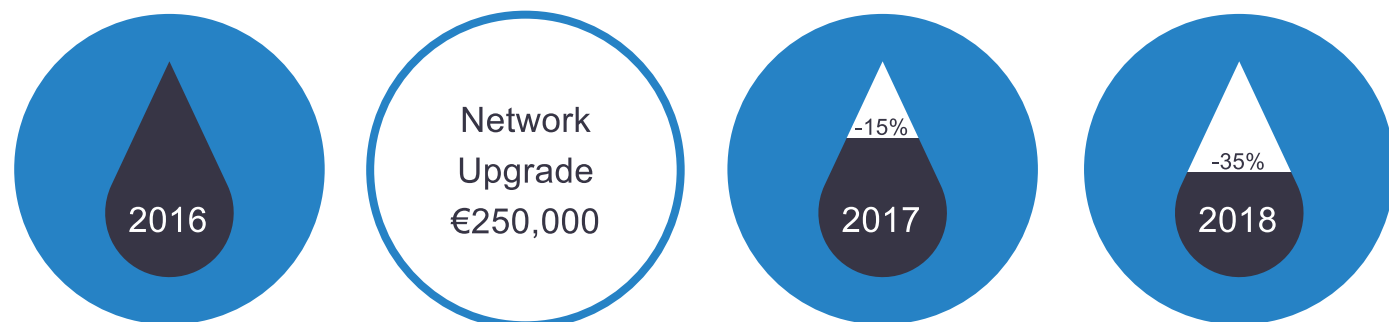
## Responsible Consumption of Materials and Resources

### Water Management

ANTEA implements a water management system since the first day of its operation. Data on water consumption and discharge by every production unit are collected on monthly basis. Water management is monitored through monthly measurements. These measurements consist of the piezometric water level measurement performed in the four (4) water drills that supply water to the plant. Through this regular monitoring plan, we aim at achieving a high level of responsible operation of the water wells and also the ability to identify and manage any potential losses. Proof of successful water management by ANTEA is also the identification of water losses in/along the water circulation network, which require – on regular basis – maintenance.

ANTEA applies the best principles and practices of the WBCSD/CSI, in line with the CSI Protocol for Water Reporting Protocol (published in 2014), and the CSI Guidance on Good Practices for Water Accounting (companion document to the Water Protocol, published in 2016). Only because the plant monitors continuously and keep a detailed base of data collected on monthly basis, we were able to notice an increase in the water consumption. For this purpose, ANTEA invested around €250,000 in 2017 to upgrade its water distribution and management network.

The project came to a successful conclusion in October 2017. Although only three (3) months in operation during 2017, the water consumption was reduced by 15%, while in 2018 we managed to reduce our specific water consumption by 35 % compared to year 2016.



For historical data of ANTEA's Environmental management performance for Climate Change and Energy, see Annex A1, Environmental Performance Index – KPIs, EP16L, EP17L and EP18L- EP26L.

For historical data of ANTEA's Water management performance, see Annex A1, Environmental Performance Index – KPIs EP07L, EP08L, and EP09L.

## Waste Management

In ANTEA we operate a waste management system following the waste hierarchy and trying to reduce, reuse and recycle as much of our waste as possible. Based on the best practices, the different types of waste are being separated at the source, collected and temporarily stored to a waste collection unit and then sent out for treatment through licensed contractors. ANTEA is putting effort to recycle and reuse internally as much as possible waste generated from its activities.

Examples of this practice are: (a) The reuse of waste pallets as benches, fencing of yards, waste bins, in the school of Thumana (b) raw materials from quarries as alternative raw materials for our production processes; and (c) Thousands of tons of materials coming out from the preparation of quarries are stored internally, and reused in the rehabilitation of quarry areas. At ANTEA, we follow the requirements for waste management of our Environmental Management System, certified acc. to ISO 14001:2015.

### Use of Land: Biodiversity, quarry rehabilitation & land stewardship

Following the initial stage of the Environmental and Social Impact Assessment (ESIA), for the establishment of the cement plant and related quarries' raw materials (see figure 1 of ANTEA History in section 1.1 (About TITAN Group), page 9), and based on the findings and recommendations of this assessment, ANTEA conducted all necessary strategies for the development, management of natural resources, and rehabilitation of the quarries. The assessment was in accordance to the principles of the International Finance Corporation (IFC). Also, for this purpose, ANTEA followed the principles of the WBCSD/CSI Guidelines for the ESIA (first ver. 2005).

The case study for the quarry rehabilitation was awarded as best practice from the WBCSD/CSI, for the following actions:

- A quarry management plan in place prior to quarry operation
- A rehabilitation plan in place prior to quarry operation
- Identification of the flora and endemic species of the region prior to quarry operation
- Rehabilitation actions place within the first year of quarry operation
- Two Albanian endemic flora species were included in the quarry rehabilitation
- The first quarry in Albania to work according to EU standards, beyond compliance to the national legislation

The Quarry Management Plans (QMPs) for both quarries were completed in 2010 and reviewed in 2015 and comprised of a structured and practical desk study, providing planning outlines aligned with the existing (and officially approved) quarry mining projects and environmental impact assessment studies. In this respect, the QMPs had to align with country legislation and also conform to TITAN Group best practices for quarries development and rehabilitation. In the second QMPs that were prepared in 2016 were included the overall (long-term) mine plans, the detailed 5-year plans (2016-2021) of quarry operations (focus annual plan), and aimed at ensuring and presenting a rational plan for quarry depletion, mine scheduling and rehabilitation/ reforestation of benches.

Two flora species included in the Red List of threatened species of Albania, namely quercus ilex (holly or holm oak) and salvia officinalis (sage) have been introduced in the quarry rehabilitation process. The filling of the depleted benches was carried out progressively as the quarries developed and depleted parts were being created, by using soil / humus according to the specifications (thickness, type of soil and filling with inert materials) described in the environmental impact assessment studies and the specific needs of the site under rehabilitation. To date, more than 93,000m<sup>2</sup> of quarry area have been rehabilitated through the planting of more than 7,685 trees on top of depleted benches at the two operating quarries of ANTEA. The area near the plant and the associated quarries is open scrubland, used partly for grazing and hunting, and also as a source of wood for fuel.

For historical data of ANTEA's Waste management performance, see Annex A1, Environmental Performance Index – KPIs EP06L, and EP38L & EP39L.



No 'red-listed' (IUCN-listed) species for protection, and no habitat or other elements of high biodiversity value were identified, neither inside the ANTEA areas, nor and in the vicinity of the plant and the associated quarries, and not even in a radius of 1 km from the area's borders. This is proof –to date- that the areas are not considered of important ecological value or high biodiversity value, compared to habitats of similar composition and quality, which are abandoned in the surrounding area.

Scanning of the plant and associated quarries area for possible high biodiversity zones is a continuous process and it was last performed in the period 2013-2014 via the Integrated Biodiversity Assessment Tool (globally acclaimed tool for business use, in assessing for biodiversity value, acc. to the WBCSD/Natural Capital Protocol and Toolkit) application. The assessment will be repeated during 2019-2020 period as ANTEA is committed to remain vigilant on the identification and localization of possible biodiversity zones.

Map of the nearest by protected area is shown below, updated with the protected areas acc. to the IBAT.



Since 2011, ANTEA applies the best principles and practices of the WBCSD/CSI, in specific for the rehabilitation of quarries (ref: CSI Guidelines on Quarry Rehabilitation, published in 2011). ANTEA also makes efforts to manage all issues that relates with the process of rehabilitation; by using local species, in order to enhance the local biodiversity, acc. to the respective Guidelines of the CSI (Biodiversity Management Plan Guidance, published in 2014).

During 2017 the government decided the approval of ANTEA request regarding the removal from Forestry Fund of the surface of Kojlika Quarry. According to the legislation ANTEA was obliged to perform the reforestation of 24 ha at the location "Mali i Krujes" in Kruja region. The reforestation was performed during 2018.

For historical data of ANTEA's "Local impacts", see Annex A1, Environmental Performance Index – KPIs EP01L-EP05L, and EP10L-EP15L.





## Social Performance

*At ANTEA we are committed to create value for our employees, local community, suppliers and clients through strengthening our core values, applying ethical business practices, ensuring an open and continuous communication with all stakeholders and addressing their most material issues in time and in a proper manner. Although the context within which we operate has its own challenges, we strive to be a responsible company through identifying our impacts to society and taking actions to minimize the adverse ones, while increasing the care and well-being for our employees, local communities and partners.*

We follow strictly TITAN Group's CSR Policy and we have in place an annual CSR Action Plan designed to implement all the projects, actions and activities falling under the four pillars of the CSR Strategy, which are:

- Engage with stakeholders
- Reduce environmental footprint
- Provide a healthy and safe working environment for our employees
- Promote sustainable development.

### Health & Safety

Safeguarding, Health and Safety is a never-ending effort and as such it has never ceased to constitute one of the top priorities of our company. ANTEA Cement is continuously promoting and implementing the best practices and by setting examples aiming not only the Health and Safety to our employees but also to our contractors.

"Zero Harm to People", this is TITAN Group pursuing philosophy and is a daily commitment. Every person in Antea is engaged on keeping the highest performance on H&S by daily toolbox talk, participation on Council of Employees, systematic H&S management meetings & audits, daily inspections and audits, open communication from every level of hierarchy aiming this way to build trust and proper motivating environment between everyone. ANTEA is promoting the "area ownership concept" according to which the plant is divided into several sections of operations and for each is assigned to one area owner. To each owner specific assignment and authority are given. This helps ANTEA to trigger the attention of employees by making them more responsible on problems solving. Moreover, the concept of area owners is highly supported by the Management.

For the 5th consecutive year ANTEA Cement has increased the training hours in regards of H&S. The 2018 KPI marked app. 19hrs/Direct employee. The highest ever since ANTEA Cement started its operations. Trainings are delivered by H&S department on a weekly basis, including our daily contractors based on a yearly

program. As well, every department has its own yearly training program in regards of H&S. From 2016 Antea Cement has successfully given NEBOSH\* training to its Managers and Engineers. Thus, increasing the H&S level knowledge and improving the Safety culture.

At ANTEA we are continuously monitoring the health of our employees. A regular Medical Checkup is provided in our plant. We are collaborating with the main Private Hospital in Albania to offer medical examination for our employees.

No fatalities for direct employees and none for contractors were recorder in 2018. There were two (2) LTIs recorded, one (1) for direct employees and one (1) for indirect employees.

Incidents are investigated based on Group Guideline, root Cause Analyses. For every Root identified proper action and responsible person is assigned.

All corrective & preventive actions proposed from investigation of incidents are recorded in a "finding register". This register is accessible in a share folder. Every area owner follows the completion of all proposed actions. As well the progress of completion is discussed every week shortly and more detailed in monthly H&S Management Meetings.

"Driving Safety" is one of most important focus areas in regards of H&S. Driving safety not only inside the Antea premises but also outside. Communication is increased to transporting companies, periodical meetings are performed with drivers, inspections at main gate, reflecting H&S requirements on the contracts these are some of the efforts done during 2018.

Beyond the Driving Safety, ANTEA promotes the Safety initiatives for its Contractors. All permanent contractors attend the weekly training provided by H&S Department. Inspections & Audits are performed regularly to their facilities to ensure HSE standards of Antea are applied as well on their facilities. Good practices, training materials are shared with contractors, thus helping them to increase the level of H&S. For example, safety harnesses are provided and periodically inspected by ANTEA through a color-coding system. Any time a contractor needs a safety harness he can take one from the ANTEA warehouse, so it is ensured that a controlled harness is used on site.

On 2018, a strong earthquake of 5.2 Richter scale hit the region. A full evacuation of plant was ordered. This real emergency event was used to test the access card system for head counting of personnel, revised emergency plans and showed that was properly implemented and used for. Antea Cement follows strictly a yearly program of training & drills in regards of emergencies. Emergency teams are assigned to every shift; they are properly trained by specialized companies and Red Cross Albania.

### People Management and Development

People are central to everything we do. The Human resources are the asset that drives the company performance and efficiency. For our company as part of Titan multi-regional leading Group in the cement industry the priority is to ensure a strong Employer – Employee relation based on mutual trust and consistency in our corporate values and principles. We are offering a comprehensive, decent working environment respecting the health & safety conditions and human rights.

We in ANTEA aim to attract, retain and develop the best people. Operating within the frame of Titan Management Framework, Group Code of Conduct & Titan Leadership Platform, we aim to provide a decent workplace culture, promoting transparency & rewarding the performance.

We provide mechanisms that promote open and direct communication with our employees. We are offering equal opportunities both to applicants and employees, not allowing any form of discrimination related to gender, nationality, race, religion, family status or else and promoting transparency and meritocracy. ANTEA Cement is the first company in Albania that has successfully implemented and has been certified according to the Social Accountability 8000:2014 Standard (shortly SA8000:2014), an auditable certification standard

\*National Examination Board in Occupational Safety and Health



that encourages organizations to develop, maintain, and apply socially acceptable practices in the workplace. The company was certified in 2012 and has developed a Social Accountability 8000 System in its facility accordingly. During 2018 we had the recertification in SA 8000:2014 Standard.

In 2018, the headcount of ANTEA at the end of the year reached 194 people. The number of new hires was almost the same as previous years. Meanwhile, the annual turnover dropped at a lower rate (reaching 9.3%).

The minimum monthly salary provided by ANTEA for semi-skilled/unskilled personnel is 1.5 times higher, compared to the minimum wage established by the domestic in force legislation. The company provides other additional benefits for its staff such as a free meal, transportation and drinkable water for each one of its employees. The company has signed a contract and collaborates with the largest Private Hospital in Albania to offer medical care for our employees.

During 2018, all the employees received a Performance Appraisal; 26% of them were included in the annual performance and personal development reviews which is a Performance Development Process designed from Titan Group.

The development of our people is a responsibility which helps us in retaining high-qualified personnel. In Trainings fields, in 2018, ANTEA contributed to the development of our employees by providing continuous training in technical and management skills. The focus of our training (beyond what we provided above under the chapter of Health & Safety) was to continue improvement of employees' soft skills regarding teamwork and team building, effective communication, presentation skills, enhancing their technical knowledge and subsequent to that to promote company's values.

Between 2016 and 2018 we have completed the ANTEA Academy Training Program which includes the selected topics as (1) Meaningful Communication, (2) Conflict Resolution, (3) Providing Feedback, (4) Team Management, and (5) Project Management. This program was in line with our values and mission and helped our managers and supervisors to perform better their tasks and duties, while achieving their objectives according to the standards that the company is committed to follow and complies with. The program aims to enhance and strengthen our management team skills having as core pillar the Titan Leadership Platform.

In total for 2018, 7,190 hours of training were delivered to our employees, and the ratio was app. 37 hours per employee. The investment for Trainings reached € 377 per employee.

**Strive to achieve gender equality:** The world has achieved progress towards gender equality and women's empowerment. Gender equality refers to the right of women and men to have the same opportunities in achieving important goals in society such as education, employment and income and to contribute at all levels. It is of high significance all employees to have equal pay, equal opportunity and to not be subject to any kind of discrimination and harassment in the workplace. This apply to all persons, whether they are men or women as gender equality is promoting the reasonable and respectable advancement of men and women together. It is considered a highly desirable reachable objective for employers like ANTEA that is consistently seeking to establish and consolidate social & economic structures that facilitate progress.

At the end of 2018, ANTEA counted 21 females employed, which accounted as per 11% of the total number of employees while the share of female employees in company's management remains to 9%. Considering the important indicators of gender equality in the workplace, Antea is committed to have a workplace that pursue gender equity found among its employees and to apply equal compensation and benefits between genders. ANTEA has implemented a payroll system that is well organized and includes all the respective data related to remuneration package for the entire workforce, in full accordance with the legislation and Labor Code in force. Being transparent in this way, it gives a positive message to all the employees about the Companies' values and the way that it operates.

The focus of ANTEA is to advance and measure progress in key areas, such as women in managerial posi-

See ANTEA's Social performance with respect to Employment, as historical data between 2016-2018, in Annex A2, Social Performance Index – KPIs SP29L-SP38L.

tions; women specialized and involved in technical fields and to build a workplace that has a gender balance as well as demographic labor shifting. Antea through its actions is eager to provide qualitative trainings, by having its focus on growing demand for skills to all employees.

In 2018, Titan implemented Group wide Human Resources Management System. This was a big change for the Human Recourses activities shifting from transactional/administrative task to strategic activity. The system paved the way to a standardized the way of working and ensuring harmonization in Talent Management processes, in bringing seamless integration, sharing of information and encouragement of collaboration. It Enabled business driven talent and performance strategies while radically improved employee experience, helping managers and supporting them in everyday people related business-as-usual.

### Stakeholders Engagement

Stakeholder engagement is a continuous process through which ANTEA Cement aims at building trust-based relationships with the community and other stakeholders. During this process, operational issues and concerns by different stakeholders are identified and consequently strategies and action plans are developed or improved, aiming to address those issues and concerns. Our main stakeholders are:



In order to manage the stakeholder engagement process we use the following focus areas as instruments for better involvement and engagement with community and other stakeholders:

- We organize various training events and activities aiming to raise awareness regarding important issues related to environmental care and health and safety as well as the celebration of important International Days and achievements of the plant.
- We have in place a development program aiming to support our stakeholders - especially the local community - with better infrastructure, increased opportunities for better education and public services.
- We are continuously in an open dialogue with our stakeholders aiming for transparency of our performance and proper address of their most material issues
- We communicate our values, activities and good practices to our stakeholders through various channels.

See ANTEA's Social performance with respect to Employment, as historical data between 2016-2018, in Annex A2, Social Performance Index – KPIs SP23L-SP26L.

## Suppliers, Customers, and Business Partners

At ANTEA Cement, we are committed to create value for our employees, local community, suppliers and clients through strengthening our core values. Applying ethical business practices and having an open and continuous interaction with our stakeholders. Although the context in which we operate has its own challenges, we strive to be a responsible company through identifying our impacts to society and taking actions for our stakeholders, minimizing the adverse ones while increasing the care and well-being.

Customer engagement is the ongoing interactions between company and customers, offered by the company, chosen by the customers.

Customer satisfaction is an essential component of doing business in this global competition environment. ANTEA strives to address customer needs by providing innovative products and services. We engage with customers regularly through annual customer surveys, using the form "Customer Satisfaction Questionnaire". This form includes questions related to our products quality, employees' attitude towards customers and recommendations for future improvements.

A Material Safety Data Sheet (MSDS) is filled-out for cement products and certified by EuroCert according to ISO 9001, which contains information on the potential hazards (health, fire, reactivity and environmental), information on the use, storage, handling and emergency procedures related to product hazards. With regard to our contractors, a new Progressive Discipline Procedure was introduced in 2014 for our contractors, including transportation companies.

The scope of this procedure is to define the steps and responsibilities of progressive discipline identification in relation to dangerous behavior and safety violations of ANTEA contractors and their subcontractors. ANTEA's staff systematically monitors contractors' personnel behavior related to occupational health and safety by supervising their operations, as well as through random inspections performed at their joint presence.

## Community

ANTEA strives to ensure the implementation of development programs based in community needs and their feedback. ANTEA recognizes that realizing the vision set in CSR annual action plan increases corporate value.

### "STRENGTHENING THE FAMILIES" PROJECT

ANTEA supported the "Family strengthening" project in the villages of Thumana and Borizana, at Krujë Municipality. This project was launched in early 2015 in collaboration with SOS Village and was implemented for 3 years in a row contributing significantly to the life of community. The project started with 19 families and 47 children from Borizana and Thumana villages and was extended to 21 Families until 2018. This particular initiative aimed at supporting families with social problems whose parents are not able to provide the necessary economical and educational support to raise their children properly. Nonetheless, to the children's among other activities were offered assistance to ensure their right to a decent life and educational development while parents were offered logistical support and different assistance in order to improve their capacities regarding the protection of children's rights and to enhance their capacities to provide due parental care.

### "HEALTHY EYES FOR SUCCESSFUL EDUCATION" PROJECT

The "Healthy Eyes for Successful Education" project in collaboration with the Social Service Center DDAER was implemented initially in the elementary and secondary schools of Thumana in beginning of July 2017 preventing or detecting vision problems that might affect their efficiency in the learning process. The first phase of the project diagnosed around 400 children with a twofold outcome: raising awareness on vision health and direct assistance with glasses for those affected by vision malfunctions. Due to its success, and community feedback this initiative was re-launched in March-June of 2018 to four other local schools in the villages of Shperdhet, Fushe Mamurras, Borizana and Picrraga. A total of approximately 2,000 children were subject to the diagnosis and awareness raising sessions, whereas around 570 children and teachers were equipped with optical glasses.

### ANTEA Cement receives the Philanthropy Award for its contribution at local level in Albania

ANTEA Cement was awarded with the Philanthropy Award for the contribution given at local level with the motivation: "For continuous contribution to improve the life of communities in some administrative units in the Municipalities of Kruja and Kurbin, through interventions in infrastructure, health, innovation and social services" for the year 2018. The Philanthropy Awards Ceremony is an annual event organized since 2011 by Partners Albania for Development, a non-governmental organization committed to sustainable development. It aims to increase public awareness on the importance of philanthropy and publicly recognize the significant contributions made by individuals or companies.

### Reconstruction of the regional health center in Borizana

In cooperation with local community structures in the village of Borizana, ANTEA supports the reconstruction of the general infrastructure of the regional health centre in Borizana village. Given its importance as a primary source of healthcare service delivery for the inhabitants of this area, in collaboration with community representatives, ANTEA mobilized necessary resources to support and invest the reconstruction of this necessary facility.

### Local Employment

Since the beginning of its operation in Albania, ANTEA Cement has considered the employment development and training of the local community as a matter of high importance, thus aiming to be recognized as one of the largest companies in the area. By the end of 2018, 45 % of ANTEA's workforce is reported to be from the local communities.

## Other engagements of ANTEA

ANTEA continuously examines CSR actions to ensure that we meet society's demands and expectations by creating strong bonds with the local community as a good corporate citizen.

ANTEA Cement supports and participates in the "Smart Urban municipalities/cities and energy efficient industries" conference

ANTEA Cement supports and participates in the "Smart Urban municipalities/cities and energy efficient industries" conference. The main theme of this business event was smart urban solutions and energy efficient industries. Under the auspices of the Danish Embassy to Albania, this conference showcased and discussed Albanian and Danish achievements in organizing and running smart urban municipalities/cities. The conference hosted several discussion panels such as on urban planning, mobility and well-being, energy efficiency and environment, and several good practices or "green smart municipalities" in Denmark.

Present at the panel of discussion, ANTEA Cement General Manager, Mr. Mario Bracci, presented the case of ANTEA Cement plant in providing energy efficiency and respect of best environmental protection standards. The representatives of the company stressed out the importance of sharing best practices and learning from the Danish and Scandinavian examples of waste management and the use of recycling technologies that would also support Albania's aspirations to approximate with European Union standards.

### INTERNSHIPS

During 2018, ANTEA offered Internships to four students from the Polytechnic University of Tirana at the Maintenance Department & Quality Department and one paid internship to a student attending the Agriculture University- Finance Department. As of September 2017, we have a new group established guideline on the "Quality of Internship" that we follow at group level to secure Quality of the internship we offer and to rigorously monitor internships offered by ANTEA.

See ANTEA's Social performance with respect to local employment, as historical data between 2016-2018, in Annex A2, Social Performance Index – KPI S27L.



AWARDS AND RECOGNITIONS		
Award, Recognition or other	Name of the award or recognition	Why this award/recognition was awarded
PARTNERS ALBANIA	Award	Philanthropy Award for its contribution at local level in Albania
DDAER (Earth Environment)	Thank You letter	For the implementation of the project "Healthy Eyes for Successful Education" and good collaboration
Liburnetik	Thank You letter	For the implementation of the project "Learning computer literacy" and good collaboration
Borizana Health Center	Thank You Letter	For Reconstruction of the regional health center in Borizana

MEMBERSHIPS	
Memberships	Website
American Chamber of Commerce	<a href="http://www.amcham.com.al">www.amcham.com.al</a>
Embassy of Netherlands	<a href="http://www.albania.nlembassy.org">www.albania.nlembassy.org</a>
Foreign Investment Association	<a href="http://www.fiaalbania.al">www.fiaalbania.al</a>
Hellenic Albanian Business Association Albanian Banks Association	<a href="http://www.hbba.al">www.hbba.al</a>
Albanian Institute for Corporate Governance	<a href="http://www.cgi-albania.org">www.cgi-albania.org</a>

"Healthy eyes for successful education" Initiative  
 "Ismail Dema" School - Fushe Mamurras



# Financial Performance & Governance

The financial performance of ANTEA is monitored and assessed throughout the entire year.

## Financial Performance KPIs

The most important Financial KPIs are disclosed as per the following:

	2016	2017	2018
Total Revenues in million Euros	32.91	51.32	45.81
EBITDA Earnings Before Interest Tax Depreciation and Amortization in million Euros	9.27	12.27	9.77
Export Revenues in million Euros	7.86	17.26	16.93

Subsequent to a pleasant 2017, 2018 was a year characterized by a series of challenges for ANTEA in different perspectives. Demand for cement in the Albanian domestic market experienced a drop, compared to the levels of 2017 and this was mainly attributed to drop construction activities as it remained at lower levels in 2018 compared to the previous year; with some major projects slipping into 2019.

This led to a decrease in the company's turnover by 10,7% which reached an amount of € 45.81 mln. Despite the decrease in revenues the company made significant efforts to maximize the efficiency of its operations, achieving a stable operations and savings in its fixed costs.

Despite the various efforts of the company, the EBITDA for the year decreased by 20% amounting to €9.77m in 2018 compared to € 12.27mln in 2017. Such decrease was mainly attributed to drop in sales volumes as well as increase in variable cost due to energy and fuels higher prices.

Our local community and stakeholders under our development programs have benefited between 2016 - 2018 euro 273,117 in total (donation in cash EUR 218,138 and donation in kind EUR 54,979)

## Governance

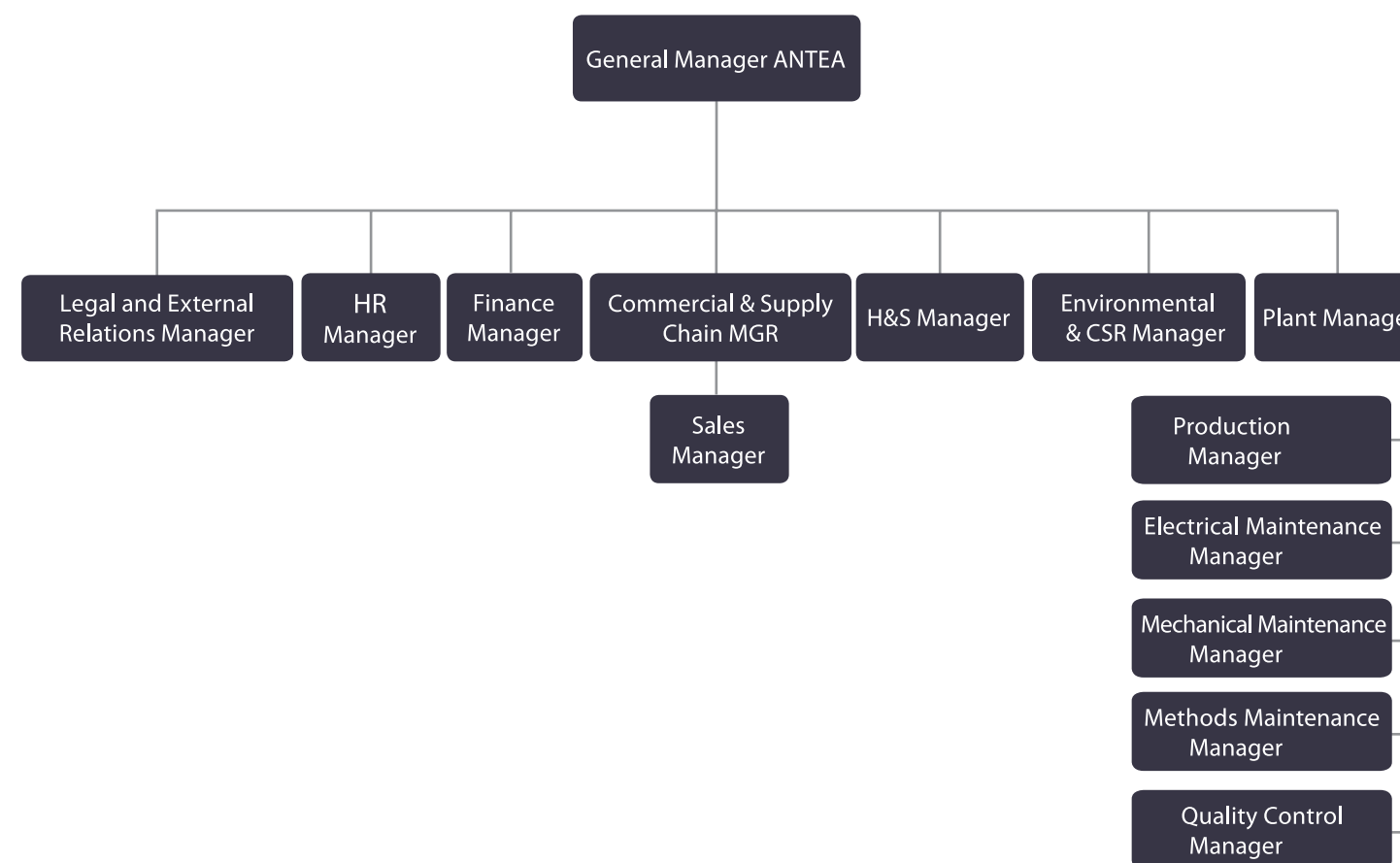
ANTEA Cement's management team assesses the social, environmental, managerial and financial risks that the company can confront given not only the issues

For historical data of ANTEA's "Donation", see Annex A1, Social Performance Index – KPIs SP39L- SP40L, and SP41L.

that Albania is facing, but the challenges that are stemming from the region and further. The company manages the risks through:

- Internal and systems' audit to keep in consistency with current management systems' requirements
- Code of Conduct training to enforce anti-corruptive measures
- Creation of various committees in the company to address various challenges and issues

## ANTEA's organizational chart



At ANTEA Cement, we have the following Boards and Committees:

### Quality Board:

The company's management is involved in the Quality System through the Quality Board. The responsibilities of the Quality Board are the following:

- Establishing the Company's Quality Policy
- Adopting the Quality System's documents
- Conducting the internal quality audits
- Conducting reviews of the Quality System
- Setting quality targets

### Environment Board:

It is responsible to identify the environmental directives, determine the emergency situations and the need for preparation of emergency plan; review on annual basis the Environmental Management System etc.



**Health & Safety Central Committee:**

ANTEA H&S Central Committee provides strategic and tactical guidance for the improvement of initiatives regarding safety and health at ANTEA plant. It establishes effective business processes to promote the full implementation of the TITAN's Group Health & Safety Policy. The Central Committee's Members must demonstrate visible leadership, personal commitment, active support, actions' accountability and timely follow-through for all safety programs.

**The Social Accountability Board:**

The Plant has also appointed a Social Accountability Board responsible to identify the social accountability issues, determine the required preventive or corrective actions, and review on annual basis the Social Accountability Management System etc.

**Credit Control Committee:**

This Committee is in charge of the receivables and debts from the clients and its main tasks include:

- Evaluation and approval of credit
- Customer's Appraisal forms/customer rating
- Settlement of customers' debts
- Debt coverage / Guarantees
- Credit Monitoring & Control
- Definition of provisions linked to credit risk

**CSR Committee:**

The main task of our CSR Committee is to prepare and implement the CSR Action Plan, which reflects the material issues of the company and their proper management. CSR Committee has also the following tasks:

- Propose, draft and approve CSR related policies and procedures
- Assess and decide upon CSR Projects
- Prepare the Annual Sustainability Report
- Prepare other publications such as fact sheets, newsletters etc.
- Engage with Local Community through grievance mechanism
- Actively participate in Albanian CSR Network through seminars and activities

This year ANTEA focused more on establishing TITAN Group criteria for the assurance of the Non-financial disclosures and leveraging as much as possible the 'Global Sectoral' Approach of TITAN, in order to strengthen the disclosures and narrative of the 2017 Annual Report. This ambition required the alignment with the United Nations Global Compact Ten Principles, as criteria for the communication on progress in the areas of Social Performance, and the strengthening of the reporting criteria and narrative in this Report for the adherence to the WBCSD/CSI Guidelines for Health & Safety, and Environmental Performance. The CSI Guidance (Sectoral Approach), as criteria, were exemplified into TITAN's reporting standards already implemented in 2017.

The scope and methodology of Audit Report issued by the experts of Grant Thornton is outlined in more detail inside the Assurance Letter (Independent limited assurance report), which is provided next, as inseparable part of this Report.





# Independent Limited Assurance Report

## To the Board of Directors of Antea Cement sh.a

The Board of Directors of Antea Cement sh.a (the "Company") engaged "GRANT THORNTON sh.p.k" ("Grant Thornton") to review the non-financial disclosures presented in the 2018 Integrated Annual Report for the fiscal year ended on December 31st, 2018 ("selected data"), in order to provide limited assurance in relation to the criteria as described below (Scope of work). For the purposes of this Report, the selected data relate to the Company's activity in Albania and do not include information pertaining to other cooperating companies or third-party activities / performance.

## Scope of work

The assurance engagement has been planned and performed in accordance with the International Standard on Assurance Engagements 3000: Assurance Engagements other than Audits or Reviews of Historical Financial Information ("ISAE 3000"), in order to provide limited level assurance opinion on:

- The consistency of qualitative and quantitative non-financial disclosures presented, with regard to the criteria for Communication on Progress of the UN Global Compact.
- The completeness and accuracy of qualitative and quantitative non-financial disclosures, in specific for the areas of Environment and Health & Safety and regarding the criteria applicable in 2018, which are aligned with the sectoral guidelines and reporting standards (Cement Sustainability Initiative), and with the TITAN Standards for Reporting on Group and BU level. Disclosures for reporting on Environmental and Social Performance on BU level are aligned with the Group Standards, which are embedded into the processes in place.
- The methodology of materiality assessment, with regard to the AA1000 AccountAbility Principles.

## Management Responsibility

Antea Cement sh.a is responsible for the preparation, presentation, completeness and accuracy of the non-financial data provided to us, as incorporated in the 2018 Integrated Annual Report. Furthermore, the Company's Management is responsible for maintaining records and adequate internal controls that are designed to support the reporting process. In particular, the Company's Management is responsible for internal controls being designed and implemented to prevent the Report from being materially misstated.

## Grant Thornton Responsibility

We have performed a limited assurance engagement. Our responsibility is to express our conclusions based on the procedures carried out for the selected data, as described above in the "Scope of work" section.

Our responsibility is limited to the non-financial information related to the fiscal year that ended on December 31, 2018, as these were presented in the 2018 Integrated Annual Report.

To the extent it is permitted by the legislation in force, we neither accept nor assume any responsibility for our engagement or this Report towards anyone other than the Company and the Group, unless the terms have been agreed explicitly in writing, with our prior consent.

We conducted our work so as to collect all the data, relevant documentation, information and explanations we considered necessary as to the selected data described above, in the "Scope of work" section. The procedures followed with regard to the selected data included:

- Interviews with executives and key personnel responsible for the relevant information and assumptions.
- Visits to the Company premises.
- Review and assessment of the processes and controls used to collect, aggregate, validate and report the data;
- Sample tests on collected data, conversion factors and formulas, where required.

## Level of Assurance

The procedures we carried out were designed to provide limited assurance, as specified in ISAE 3000, based on which we shaped the conclusion to our engagement. These procedures are not as extensive as those required for providing reasonable assurance; consequently, a lower level of assurance is obtained.

## Limitations

To conduct our work, we relied exclusively on the information provided to us by the Company's executives, which we accepted in good faith as being complete, accurate, real and not misleading.

- Therefore, we did not submit it to any verification procedures, apart from the procedures explicitly stated in our Report and which arise from our mutually agreed methodology.
- No work has been conducted on data for previous reporting periods, as well as on data related to forecasts and targets.
- No work has been conducted on anything other than the agreed scope and consequently, our opinion is limited to that scope.

## Independence

Grant Thornton implements the requirements of International Standard on Quality Control 1. Based on this, it maintains an integrated quality control system that includes policies and procedures for compliance with moral principles, professional standards and relevant legal and regulatory requirements. We comply with the independence requirements and other ethical standards of the IFAC Code of Ethics for Professional Accountants of the International Ethics Standards Board for Accountants (IESBA), which is based on the fundamental principles of integrity, impartiality, professional adequacy, confidentiality and professional conduct. In this context, the assurance team is independent from the Company and has not participated in the preparation of the 2018 Integrated Annual Report.



## Conclusions

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that there are any errors or misstatements that would materially affect the non-financial disclosures (including explanatory notes and relevant references) as presented in the Integrated Annual Report of Antea Cement sh.a for the year ended 31 December 2018. Moreover, nothing has come to our attention that causes us to believe that the non-financial data presented, are not prepared, in all material aspects, in accordance with the criteria mentioned above, in the "Scope of work" section.

Tirana, 05/11/2019

The Chartered Accountant



Kledian Kodra



## Annex

### Summary of basic terms

- **Absentee:** A worker who is absent from work
- **Apprenticeship:** A form of Initial Vocational Education and Training
- **Award and/or recognition:** Prizes or other marks of acknowledgement, or recognition, awarded to ANTEA.
- **Child:** Reference to the ILO Convention 138.
- **Contractor:** A company or an individual, who is not a TITAN direct employee, and contracted to carry out specified works.
- **Subcontractor:** A company or an individual, who is not a TITAN direct employee, but has been engaged by a Contractor to carry out a specific work.
- **Supplier:** A person or organization providing goods or services.
- **Local suppliers:** Suppliers are considered local when they provide goods or services to the company within a limited scope of geographic area.
- **Third party:** Any person not categorized as direct employee, or Contractor/Subcontractor.
- **Donations and/or community investments:** Voluntarily investments in the community.
- **Employees:** An employee is an individual who is, according to national law or practices, recognized as employees of the reporting organization.
- **Employees' category:** A categorization or breakdown of employees by level and function.
- **Employee turnover:** The number of employees who leave the organization voluntarily, or due to dismissal, retirement or death in service.
- **Local employee:** Individual who is employed and lives in the same location with the facility.
- **Local community:** Individuals or group of individuals who live and/or work in any areas that are impacted economically, socially, environmentally both positively and negatively by the operation of the facility.
- **Stakeholders:** Individuals or group of people who have an interest in any decision or activity of an operation.

# Annex A1

## Environmental Performance

		2016	2017	2018	SDGs & Targets	TITAN Codes
<b>1. BU Performance of all activities acc. to the Sectoral Approach adopted by TITAN Group</b>						
<b>Local Impacts</b>						
<b>Impact on natural raw materials resources</b>						
Raw materials extracted (total, wet)	million t	1,0	1,6	1,3	SDG 12 Target 12.2	EP01L
Raw materials extracted for clinker and cement production	million t	1,0	1,6	1,3		EP02L
Raw materials extracted for aggregates	million t	0,0	0,0	0,0		EP03L
Raw materials consumed (total)	million t	1,0	1,6	1,3		EP04L
Raw materials consumed for clinker and cement production (dry)	million t	0,9	1,6	1,3		EP05L
Raw materials consumed for ready mix, dry mortar and block production <sup>(2)</sup> (wet)	million t	0,0	0,0	0,0	SDG 12 Targets 12.4 and 12.5	EP06L
Externally recycled waste materials (total, wet)	t	12.992	313	110		
Recycled	t	3	13	110		
Reused	t	9.682	301	0		
Recovered	t	3.308	0	0		
<b>Impact on water resources</b>						
Water consumption (total)	million m <sup>3</sup>	0,2	0,2	0,2	SDG 6 Targets 6.3, 6.4 and 6.5	EP07L
Water withdrawal (total, by source)	million m <sup>3</sup>	0,2	0,2	0,2		EP08L
Ground water	million m <sup>3</sup>	0,2	0,2	0,2		
Municipal water	million m <sup>3</sup>	0,0	0,0	0,0		
Rain water	million m <sup>3</sup>	0,0	0,0	0,0		
Surface water	million m <sup>3</sup>	0,0	0,0	0,0		
Quarry water used (from quarry dewatering)	million m <sup>3</sup>	0,0	0,0	0,0		
Ocean or sea water	million m <sup>3</sup>	0,0	0,0	0,0		
Waste water	million m <sup>3</sup>	0,0	0,0	0,0		
Water discharge (total, by destination)	million m <sup>3</sup>	0,0	0,0	0,0		EP09L
Surface (river, lake)	million m <sup>3</sup>	0,0	0,0	0,0		
Ocean or sea	million m <sup>3</sup>	0,0	0,0	0,0		
Off-site treatment	million m <sup>3</sup>	0,0	0,0	0,0		
<b>Impact on biodiversity and land stewardship</b>						
Active quarry sites with biodiversity issues <sup>(3,5)</sup>		0	0	0	SDG 15 Targets 15.3, 15.4, 15.5, 15.9 and 15.a	EP10L
Active quarry sites with biodiversity management plans <sup>(4,5)</sup>		0	0	0		EP11L
Active quarry sites with biodiversity management plans	%	0,0	0,0	0,0		EP12L
Sites with community engagement plans	%	100,0	100,0	100,0		EP13L
Sites with quarry rehabilitation plans <sup>(5)</sup>	%	100,0	100,0	100,0		EP14L
Active quarry sites (wholly owned) with ISO14001 or similar	%	100,0	100,0	100,0		EP15L
<b>Fuels and Energy</b>						
<b>Impact on energy resources</b>						
Thermal energy consumption (total)	TJ	1.680	2.852	2.419	SDG 7 Target 7.2	EP16L
Electrical energy consumption (total)	TJ	222	352	315		EP17L
<b>2. BU Performance of cement plants, and attached and related quarries, acc. to the Sectoral Approach adopted by TITAN Group</b>						
<b>Climate change</b>						
<b>Impact on Green House Gas Emissions</b>						
Specific gross direct CO <sub>2</sub> emissions	kg/t	636,7	672,1	637,0	SDG 9 Target 9.4	EP18L
Specific net direct CO <sub>2</sub> emissions	kg/t	636,7	670,7	635,8		EP19L
Indirect CO <sub>2</sub> emissions (total) <sup>(6)</sup>	million t	0,0	0,0	0,0		EP20L

		2016	2017	2018	SDGs & Targets	TITAN Codes
<b>Alternative fuels and materials</b>						
Alternative fuel substitution rate	%HeatBasis	0,0	0,5	0,6	SDG 7 Targets 7.2, 7.3 and 7.a	EP21L
Biomass in fuel mix	%HeatBasis	0,0	0,0	0,0		EP22L
Clinker to cement ratio		0,737	0,777	0,764		EP23L
<b>Impact on energy resources</b>						
<b>Thermal energy consumption</b>						
Cement and grinding plants and attached quarries	TJ	1.680	2.852	2.419	SDG 12 Target 12.2	EP24L
Alternative fuels consumption (total)	t	0	534	673		EP25L
<b>Electrical energy consumption (total)</b>						
Cement plants and attached quarries	GWh	61,7	97,9	87,464		EP26L
<b>Local Impacts</b>						
<b>Impact on natural raw materials resources</b>						
<b>Materials consumption (total, dry)</b>						
Extracted (natural) raw materials consumption (dry)	million t	0,9	1,6	1,3	SDG 12 Target 12.2	EP27L
Alternative raw materials consumption (dry)	million t	0,0	0,0	0,0		
Alternative raw materials substitution (clinker & cement)	%Dry	0,8	1,3	1,2		EP28L
<b>Impact on water resources</b>						
Water consumption (total)	million m <sup>3</sup>	0,2	0,2	0,2	SDG 6 Targets 6.4 and 6.5	EP29L
<b>Other air emissions</b>						
Coverage rate continuous measurement	%	100,0	100,0	100,0	SDG 3 Target 3.9	EP30L
Specific dust emissions	g/tClinker	1,9	2,3	4,2		EP31L
Specific NOx emissions	g/tClinker	752,7	804,0	779,1	SDG 9 Target 9.4	EP32L
Specific SOx emissions	g/tClinker	23,2	31,5	42,0		EP33L
<b>3. BU Detailed disclosures concerning materials, fuels, and waste, all activities</b>						
<b>Impact on fuels and energy resources</b>						
Fuel mix, energy consumption for clinker & cement production	%Heat Basis	100,0	100,0	100,0	SDG 7 Target 7.2	EP34L
Conventional fossil fuels	%Heat Basis	100,0	99,5	99,4		EP35L
Coal, anthracite, and waste coal	%Heat Basis					
Petrol coke	%Heat Basis	80,1	80,9	72,7		
Lignite	%Heat Basis					
Other solid fossil fuel	%Heat Basis	19,4	18,2	26,3		
Natural gas	%Heat Basis					
Heavy fuel (ultra)	%Heat Basis	0,5	0,4	0,4		
Diesel oil	%Heat Basis	0,0	0,1	0,0		
Gasoline, LPG (Liquified petroleum gas or liquid propane gas)	%Heat Basis					
Alternative fossil and mixed fuels	%Heat Basis	0,0	0,5	0,6	SDG 12 Target 12.2	
Tyres	%Heat Basis					
RDF including plastics	%Heat Basis					
Impregnated saw dust	%Heat Basis					
Mixed industrial waste	%Heat Basis	0,0	0,5	0,6		EP36L
Other fossil based and mixed wastes (solid)	%Heat Basis					
Alternative fossil and mixed fuels	%Heat Basis	0,0	0,0	0,0		
Dried sewage sludge	%Heat Basis					
Wood, non-impregnated saw dust	%Heat Basis					
Agricultural, organic, diaper waste, charcoal	%Heat Basis					
Other	%Heat Basis					



		2016	2017	2018	SDGs & Targets	TITAN Codes
<b>Management of waste</b>						
Waste disposal (total, wet)	t	13.048	556	242	SDG 12 Targets 12.4 and 12.5	EP38L
Waste disposal, break down by destination-usage (wet)	%By mass	100,0	100,0	100,0		EP39L
Reuse	%By mass	74,2	54,1	0,0		
Recycled	%By mass	0,0	2,3	45,6		
Recovered (including energy recovery)	%By mass	25,4	0,0	0,0		
Incineration	%By mass	0,0	0,0	0,0		
Landfilled	%By mass	0,4	10,2	22,5		
Other (incl. storage)	%By mass	0,0	33,4	32,0		
<b>4.BU Investments for the Environment, all activities</b>						
Environmental expenditures across all activities	million €	0,3	0,2	0,2	SDG 7 Target 7.b	EP40L
Environmental management	million €	0,2	0,2	0,1		
Reforestation	million €	0,0	0,0	0,0	SDG 9 Target 9.4	
Rehabilitation	million €	0,0	0,0	0,0		
Environmental training and awareness building	million €	0,0	0,0	0,0		
Application of environmental friendly technologies	million €	0,0	0,0	0,0		
Waste management	million €	0,0	0,0	0,0		

Notes

- Active quarries within, containing or adjacent to areas designated for their high biodiversity value.
- Sites with high biodiversity value where biodiversity management plans are actively implemented.
- Coverage includes both quarries attached to cement plants and quarries for aggregates production.
- Indirect CO<sub>2</sub> emissions are related to emissions released for the production of the electrical energy consumed at TITAN's facilities. For their calculation we use emission factors provided by the supplier of the electrical energy or other publicly available data. If no such data are available, the most recent data provided by CSI are used.

## Annex A2 Social Performance Index

	2016	2017	2018	SDGs & Targets	TITAN Codes	
<b>Health and safety</b>						
<b>All activities performance acc. to the TITAN Global Sectoral Approach</b>						
Employee fatalities	0	0	0	SDG 3; Target 3.6	SP01L	
Employee fatality rate	0	0	0,00		SP02L	
Contractors fatalities	0	0	0		SP03L	
Third-party fatalities	0	0	0		SP04L	
Employee Lost Time Injuries (LTIs)	0	2	1		SP05L	
Employee Lost Time Injuries Frequency Rate (LTIFR)	0,00	5,41	2,90		SP06L	
Employee lost working days	0	188	3		SP07L	
Employee Lost Time Injuries Severity Rate	0	508,10	8,70		SDG 8; Target 8.8	SP08L
Contractors Lost Time Injuries (LTIs)	0	1	1		SP09L	
Contractors Lost Time Injuries Frequency Rate (LTIFR)	0	2,02	2,13		SP10L	
<b>All activities performance leading indicators</b>						
Near misses <sup>(1)</sup>	40	33	38		SP11L	
Training man-hours on health and safety per employee	17,7	18,6	18,9		SP12L	
<b>Employment</b>						
Number of employees as of 31 December	201	193	195	SDG 5; Targets: 5.1, 5.4, and 5.5	SP13L	
Females	26	19	21			
Males	175	174	174			
Employee turnover (%)	10%	16%	9,23%		SP14L	
Employees left	20	30	18		SP15L	
Employee new hires (%)	10%	11%	10,26%		SP16L	
Employee new hires	21	22	20		SP17L	
New hires per age group					SP18L	
Under 30	9	14	13			
Between 30-50	12	6	7			
Over 50	0	2	0			
New hires per gender				SDG 8; Targets: 8.5, 8.6, and 8.8	SP19L	
Females	7	3	4			
Males	14	19	16			
Average employment	200	196	194			
Employment per type				SDG 10; Target 10.3	SP20L	
Full time	199	195	193			
Part Time	1	1	1			
Temporary	0	0	0			
Employment per category					SP22L	
Managers	24	22	25			
Senior managers	4	8	8			
Administration/technical	69	61	62			
Semi skilled/unskilled	103	104	99			
Employment per gender						
Females	26	22	20			
Males	174	174	174			

(1) The reported figures of 'Near misses' are the total figures for both direct employee and contractors. This should be clear to All involved in the Social Performance, and in conjunction with the last revised and communicated Guidance by the Group Corporate Dept. for H&S.

	2016	2017	2018	SDGs & Targets	TITAN Codes
<b>Employment</b>					
Share of women in employment (%)	13%	11%	10,31%	SDG 5; Targets: 5.1, 5.4, and 5.5 SDG 8; Targets: 8.5, 8.6, and 8.8 SDG 10; Target 10.3	SP24L
Share of women in management (%)	14%	10%	9,09%		SP25L
Share of women in Senior Management (%)	0%	25%	25,00%		SP26L
Employees from local community (%)	43%	44%	45,36%		SP27L
Unionized employees (%)	29%	49%	41,54%		SP28L
<b>People Development</b>					
Training investment per employee (Euros)	566	353	359	SDG 4; Targets: 4.3, 4.4, and 4.5	SP29L
Training investment per gender (Euros)	113.199	75.438	73.192		SP30L
Females	14.091	11.277	16.594		
Males	99.108	64.161	56.599		
Trained employees	200	214	204		SP31L
Share of trained employees (% in total workforce)	100%	109%	105%		SP32L
Share of trained female employees (% in total trained)	14%	11%	10,78%		SP33L
Trained employees per category					SP34L
Managers	24	24	27		
Senior managers	5	8	8		
Administration/technical	79	74	72	SDG 5; Targets: 5.1, and 5.5	
Semi skilled/unskilled	92	108	97		
Trained employees per age group					SP35L
Under 30	62	57	52		
Between 30-50	119	132	127		
Over 50	19	25	25	SDG 8; Target 8.5	
Training hours	10.046	10.538	7.190		SP36L
Average training hours per employee & breakdown per gender	50	54	37		SP37L
average female	31	34	53	SDG 10; Targets: 10.2, and 10.3	
average male	53	56	35		
Training hours per subject					SP38L
Environment: care and management systems	227	187	262	SDG 16; Target 16.5	
Foreign languages	1.680	452	0		
Health and safety	3.523	3.619	3.675		
Human Rights	19	199	289		
Management and managerial skills	1.882	1.878	936		
Non-technical skills and specialization	288	644	937		
Other	88	0	27		
Security	0	0	75		
Technical know-how and core competence	2.320	3.539	830		
TITAN Group Code of Conduct	19	20	159		
<b>People Development</b>					
Donations (Euros)	50.773	103.076	119.268	SDG 2; Targets 2.1, and 2.3 SDG 4; Targets: 4.3, and 4.4 SDG 8; Targets: 8.5, and 8.6 SDG 9; Targets: 9.1, and 9.5 SDG 11; Target 11.4 SDG 16; Target 16.5 SDG 17; Target 17.17	SP39L
Donations in cash (Euros)	35.776	82.038	100.324		SP40L
Donations in kind (Euros)	14.997	21.038	18.944		SP41L
Internships	5	16	5		SP42L
New entry level jobs from internships/traineeships	1	1	1		SP43L

### Annex A3

### UNGC 10 Principles Progress Review Index

UNGC Related Principle(s)	Our Commitments	Reference in 2018 ANTEA Integrated Annual Report
<b>UNGC Area: Human Rights</b>		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within the scope of their influence.	a. TITAN Corporate Values b. TITAN Group Code of Conduct c. TITAN Group CSR Policy d. TITAN Group Code of Conduct for Procurement e. Occupational Health and Safety Policy and guidelines f. TITAN Group Anti-Bribery and Corruption policy g. SA 8000	<b>STRATEGIC REVIEW &amp; ASSESSMENT OF MATERIAL ISSUES:</b> Timeline History, TITAN Values, TITAN Group CSR Policy, Material Issues, Sustainability through our Certified Systems, Focus of ANTEA on Material Issues and SDG's <b>HEALTH and SAFETY:</b> Occupational Health and Safety and SP KPIs (SP01L-SP12L). <b>PEOPLE DEVELOPMENT:</b> SP KPIs (SP13L-SP38L). <b>ENGAGING WITH LOCAL COMMUNITIES:</b> SP KPIs (SP39L-SP43L). <b>HUMAN RIGHTS:</b> Code of Conduct, Policies and Procedures, SA 8000, TITAN Group Code of Conduct for Procurement, Governance within ANTEA, TITAN Group Anti-Bribery and Corruption Policy, European Investors Council, Kosovo CSR Network <b>ANNEXES:</b> Environmental Performance Index of KPIs (EP KPIs), and Social Performance Index of KPIs (SP KPIs). The SP KPIs Index includes the KPIs for Health & Safety.
Principle 2: Business should make sure that they are not complicit in human rights abuses.		
<b>UNGC Area: Labor Standards</b>		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	a. TITAN Corporate Values b. TITAN Group Code of Conduct c. TITAN Group CSR Policy d. TITAN Group Code of Conduct for Procurement	<b>STRATEGIC REVIEW:</b> Timeline History, TITAN Values, TITAN Group CSR Policy, Material Issues, Sustainability through our Certified Systems, Focus of ANTEA on Material Issues and SDG's, Non-financial Performance, <b>HEALTH and SAFETY:</b> TITAN Group Health and Safety Guidelines, OHSAS 18001, and SP KPIs (SP01L-SP12L). <b>PEOPLE DEVELOPMENT:</b> Human Rights Labour Issues and Equal Opportunities, Trade Union, SA 8000, Continuous Education, Employee Benefits, Group Code of Conduct <b>ENGAGING WITH LOCAL COMMUNITIES:</b> Our Stakeholders and Engagement, SP KPIs (SP13L-SP43L). <b>ANNEXES:</b> Social Performance Index of KPIs (SP KPIs). The SP KPIs Index includes the KPIs for Health & Safety.
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor	e. TITAN Occupational Health and Safety Policy and guidelines f. TITAN Group Anti-Bribery and Corruption policy g. OHSAS 18001 h. SA 8000	
Principle 5: should uphold the effective abolition of child labor		
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation		
<b>UNGC Area: Environment</b>		
Principle 7: Businesses should support a precautionary approach to environmental challenges	a. TITAN Corporate Values b. TITAN Group Code of Conduct c. TITAN Group CSR Policy d. TITAN Group Environmental Policy e. ISO 14001 f. IPPC Permit	<b>STRATEGIC REVIEW:</b> Timeline History, TITAN Values, TITAN Group CSR Policy, Material Issues, Sustainability through our Certified Systems, Focus of ANTEA on Material Issues and SDG's, Non-financial Performance <b>PERFORMANCE HIGHLIGHTS:</b> Non-financial Performance <b>ENVIRONMENTAL PERFORMANCE:</b> ISO 14001, IPPC and EP KPIs (EP01L-EP40L). <b>ENGAGING WITH LOCAL COMMUNITIES:</b> Increasing the awareness through Environmental Education by planting trees for Earth Day, and SP KPIs (SP13L-SP43L). <b>ANNEXES:</b> Environmental Performance Index of KPIs (EP KPIs) and Social Performance Index of KPIs (SP KPIs). The SP KPIs Index includes the KPIs for Health & Safety.
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility		
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies		
<b>UNGC Area: Anti-corruption</b>		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	a. TITAN Corporate Values b. TITAN Group Code of Conduct c. TITAN Group CSR Policy d. TITAN Group Code of Conduct for Procurement e. TITAN Group Anti-Bribery and Corruption policy	<b>STRATEGIC REVIEW:</b> Timeline History, TITAN Values, TITAN Group CSR Policy, Material Issues, Focus of ANTEA on Material Issues and SDG's, <b>OUR CONTRIBUTION TO:</b> Participation & Memberships in Albanian Associations.





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