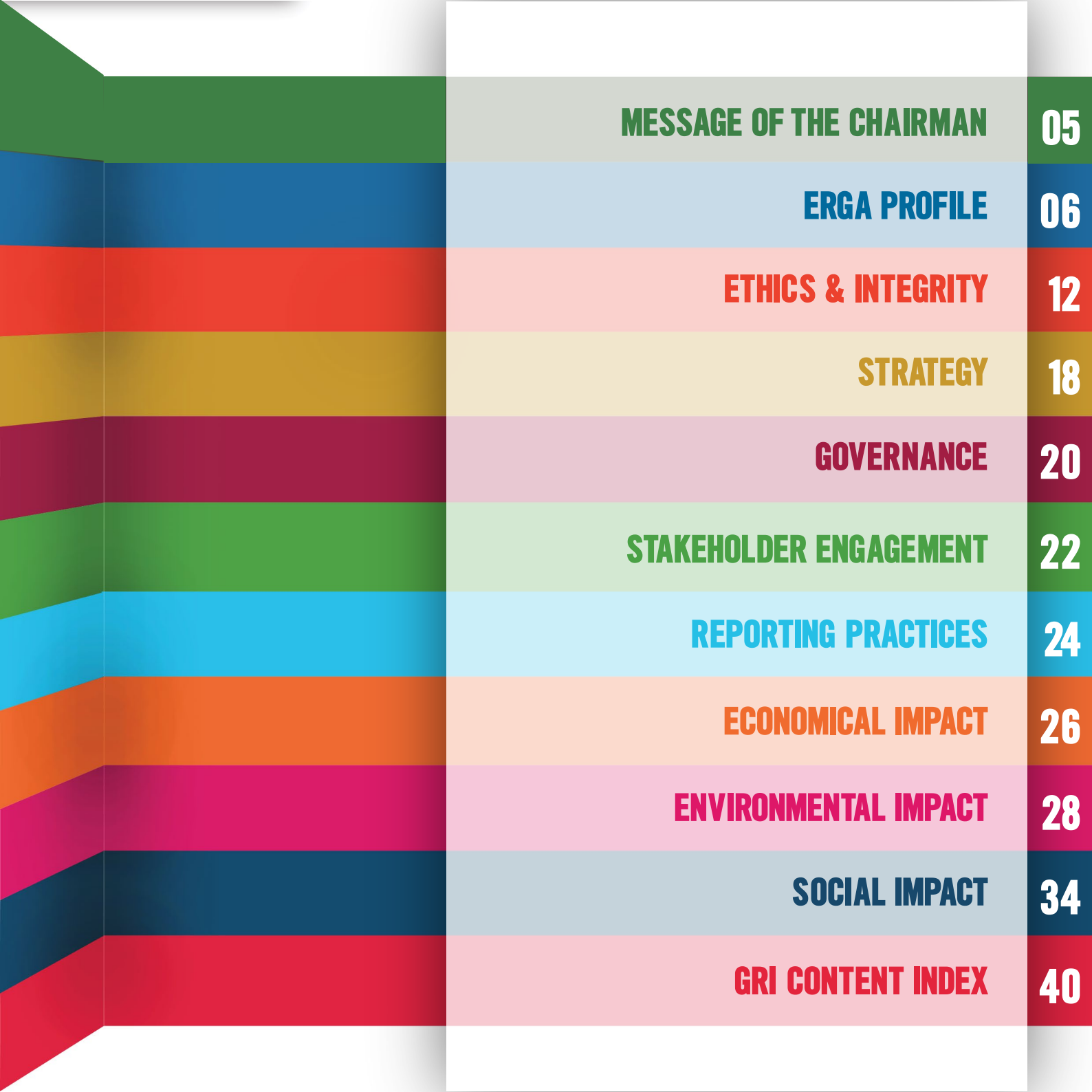


erga

Sustainability Report
February 2019- February 2020





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MESSAGE OF THE CHAIRMAN

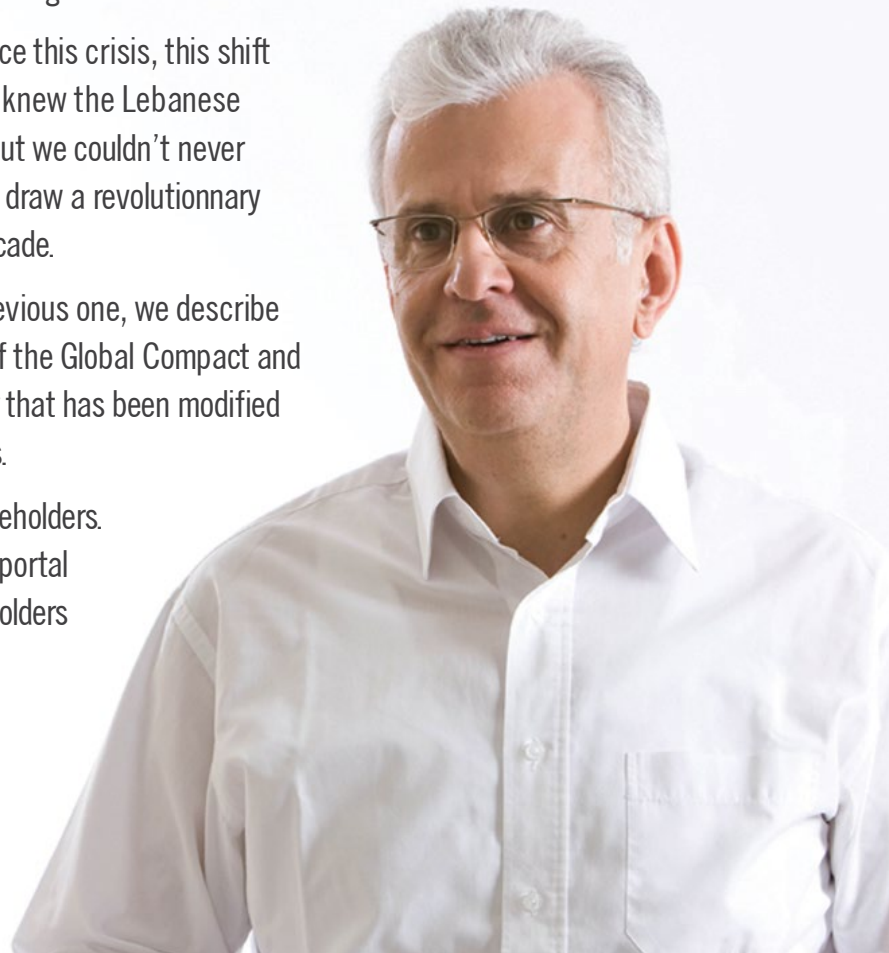
Since our commitment to support the Ten Principles of the United Nations Global Compact two years ago in the areas of Human Rights, Labour, Environment and Anti-Corruption, a lot of changes and events stroke our beloved country, Lebanon, letting us change a lot of our priorities and perspectives, thinking bigger, much bigger than where we were. In a country hit by a financial and monetary crisis like no other, we felt like challenged and decided to be more firm in fulfilling the requirements of our stakeholders regarding the SDGs.

This is our revolution! This is how we decided to face this crisis, this shift of our plans that was slightly expected. We surely knew the Lebanese market has been facing a lot of challenges lately but we couldn't never imagine this is where we are going to land. And we draw a revolutionnary perspective of where we want to be in the next decade.

In this new annual Sustainability Report like the previous one, we describe our actions to continually improve the integration of the Global Compact and its principles aligned into our new business strategy that has been modified by end of 2019, our culture and our daily operations.

We commit to sharing this information with our stakeholders. For so, this report has been published on our Web portal and website for consultation, to assure to our stakeholders our long term commitment to said principles.

Elie Gebrayel
Chairman and CEO
Erga Group SAL



ERGA GROUP SAL PROFILE

40 years
of experience in
architectural
& engineering
DESIGN
& supervision

221 employees
in **Lebanon**
306 worldwide

Serving ~ **50**
countries

headquarter
Lebanon
4 Branches
D u b a i
R I Y A D H
J E D D A H
D O H A

Sectors Served by ERGA

- Agriculture
- Commercial**
- Culture
- DEVELOPERS**
- Education
- Healthcare**
- Hospitality
- Industrial**
- Leisure & Tourism
- Mixed-Use**
- PRIVATE
- PUBLIC**
- RELIGIOUS
- SPORTS**

71.2%
375

28.8%
152

FULL TIME
483

PART TIME
44

460
PERMANENT

67
TEMPORARY

TYPE OF PROJECTS

Site Supervision	SURVEY	Urban Planning
DESIGN	Project Management	PERMIT
Feasibility Study	Restoration	CIVIL WORKS
	Landscape	
	Interior	

ERGA GROUP SAL, a joint stock company (Société Anonyme Libanaise), was founded in 1980 by **Elie & Randa Gebrayel Architects**, carrying their names.

Its headquarter is **based in Beirut, Lebanon** with over **221 highly skilled architects, structural, mechanical and electrical engineers, interior architects, urban planners, landscape engineers, quantity surveyors, project managers and professionals** in other engineering fields.

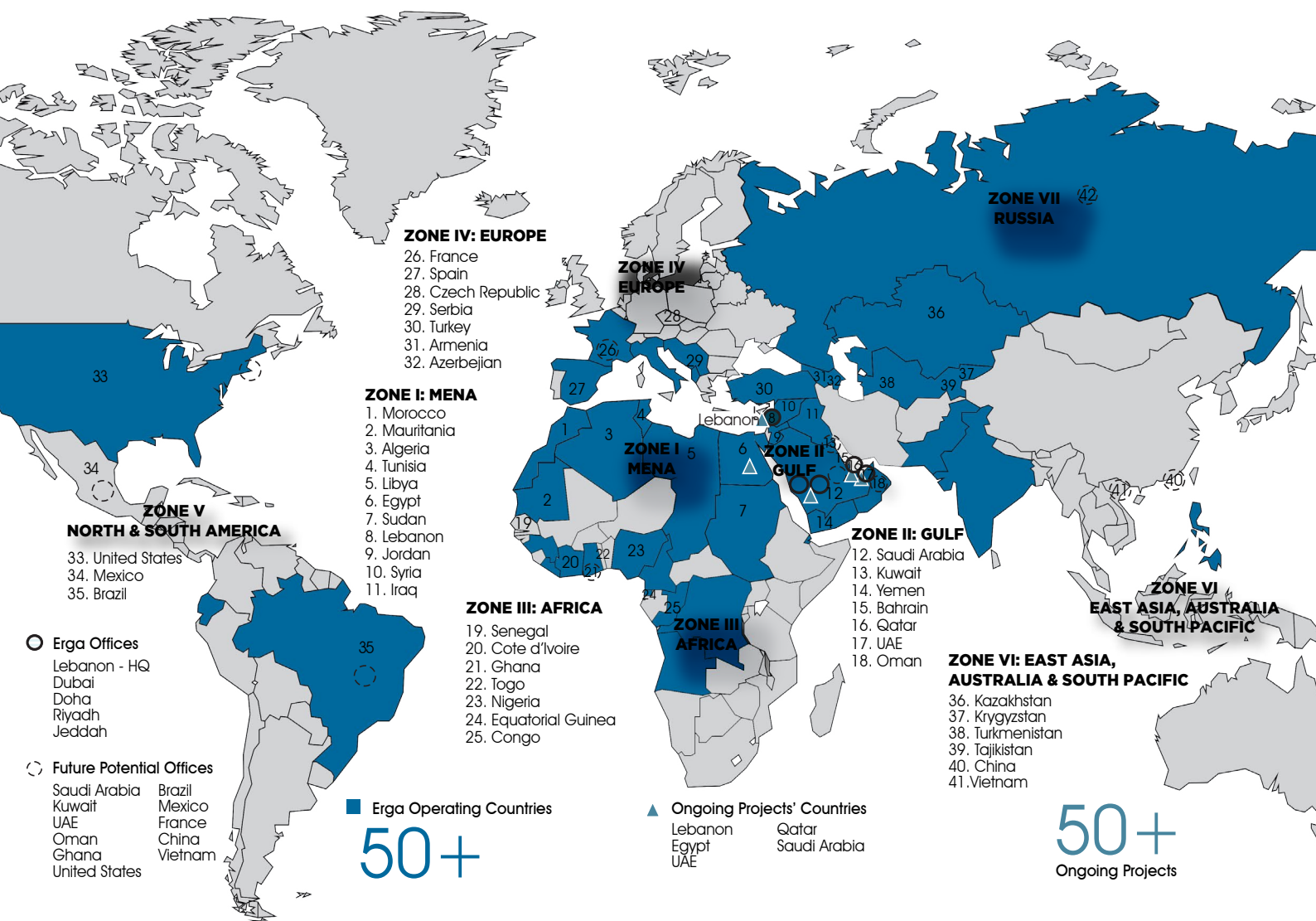
Erga has 4 regional branches operating from **Dubai, UAE, Jeddah and Riyadh, Saudi Arabia and Doha, Qatar**. In total Erga has over 300 professionals in its regional branches.

Having acquired 40 years of professional experience, Erga is fully qualified to undertake the **design, development, feasibility and direct supervision** of the projects entrusted to the group. This enables Erga to succeed as **a multidisciplinary architectural and engineering firm** and ensure full attention is given to every project, be it small or large, local or regional.

As a privately owned company, net sales are not publicly provided.



ERGA OPERATIONS, ACTIVITIES & SERVICES



Architecture and Engineering

Erga takes a comprehensive approach to design, working from inception to completion to turn an architectural vision into reality.

Its experienced architects, structural, mechanical and electrical engineers, landscape designers and master planners complement its wide range of construction consultancy services by providing holistic design solutions that reflect an understanding of the full project lifecycle.

Master Planning & Urban Design

Erga, thoroughly research, meticulously study and methodically develop its urban designs based on environmental concerns, social equity, economic viability, relationships between people and places, urban movement and form, nature and the built fabric with a view to creating places that work out perfectly and that are sustainable in the long term.

Interior Design

Erga delivers creative interior solutions that combine design and functionality, using the latest technology, working closely with the client throughout the design process, exploring every possibility and assessing the best option.

Erga follows a collaborative and interactive process to create exceptional environments that meet clients' needs using traditional, custom and modern elements to create harmonious designs.

Construction Supervision

Erga, with its experience, expertise and know-how, brings its knowledge on site, uses its capacity in taking action and defines an appropriate behavior in order to adapt the planning and organization to the site characteristics. It manages operational functions at each phase and identifies security risks, health, environment and project-related control.

Project Management

With a solid experience of 40 years, Erga acts as client representative assuming project management and construction management tasks.

Skilled multidisciplinary professionals work in coordination, determine the needs, collaborate in developing plans conceiving appropriate solutions depending on the complexity of each term.

ERGA SUPPLY CHAIN

1149 suppliers from
42 countries

Since Erga Group provides a service, as architectural and engineering consultants, the final deliverables, submitted to the client and depending on the scope of the project, are mainly the project documents comprising the set of required drawings with the Bill of Quantity (BOQ) and specifications required to start building the project. Knowing that Erga is not a manufacturing company or distributor, its supply chain is simple. The main suppliers dealing with Erga are as follow.



Computer software, hardware & peripherals' providers (with Maintenance)



Specialties' Subconsultants
(Depending on the type and scope of project)



Paper providers



Bureau de Contrôle



Mock-up providers when needed



Suppliers of Materials providing samples for mood boards and technical sheets for specifications.

ERGA SIGNIFICANT CHANGES

Company Openings

Erga opened a new company, Erga Group Saudi Branch Co. SAL in Riyadh, Saudi Arabia.

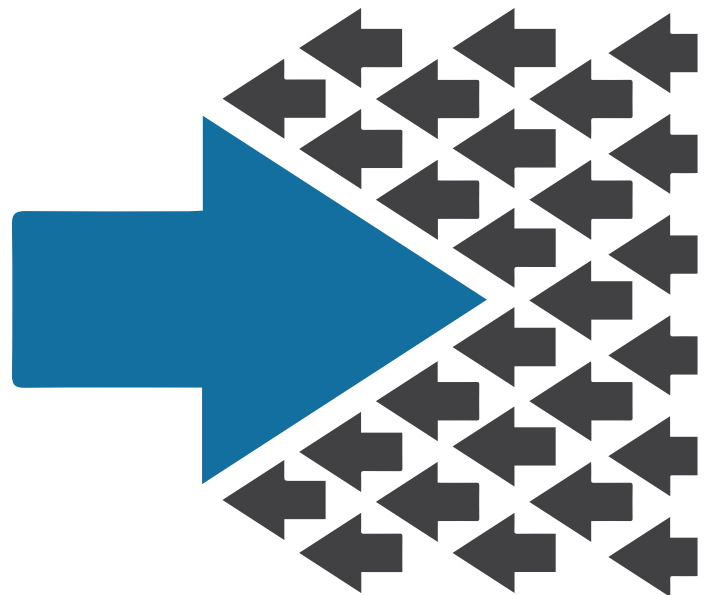
In addition a new company, Erga Architects & Consulting Engineers FZ LLC, has been opened in Ras El Khaimah, United Arab Emirates.

Site Office Openings

Erga Group Overseas SAL has a new site in Brazaville, the Republic of the Congo where a group of staff members from Lebanon was transferred.

Potential New Joint Ventures

Erga is, nowadays, negotiating new Joint Ventures and is studying the opening of potential branches worldwide in many countries to cover additional continents and expand Erga's operations. The projects of North America will be operating from the United States, South America from Brazil, Europe from France and Africa from the Ivory Coast.



ERGA GROUP SAL

ETHICS & INTEGRITY

Each person working with Erga is an important contributor to Erga's success. For this reason, Erga designed a code of conduct and ethics for staff members to properly manage each situation in conformity with the company's ethics. All Erga's stakeholders should also comply with our code acting in conformity with the laws and regulations.

This code is published on Erga's portal and is accessible to all. And the HR department is available to assist for any clarification; in addition to the periodic campaigns done to remind on specific matters and the annual training session done to new joiners in Erga team and those who wish to re-attend it.

It is imperative that each staff member carefully learn and implement the code of conduct and ethics and that no violation of the code's values occurs, especially when this could negatively affect the company's reputation. It is applied to all staff members from upper to lower level of the organization.

Audits are regularly done to make sure it is well implemented and to report any breach or deviation.

Besides, every Chief Officer, Head of Department or Section and Team Design Leader is responsible for:

- * Ensuring that all the teams perform their duties in accordance with the highest standards of business ethics and in conformance with applicable laws;

- * Taking every necessary action to ensure that no Erga entity or member engages directly or indirectly in any corrupted business practice;

- * Ensuring that any expenditure or transfer of Erga corporate funds is made in accordance with a stated, legitimate purpose and to the recipient indicated in Erga records;

- * Treating team members equally without any special favors to ones, discomforting others.

Any deviation or attempted deviation from the above is brought directly to the attention of the appropriate officer or directly to the Chairman (depending on the impact).

The company and its members comply with internal and external rules and regulations related to Erga's work, and appropriate action are taken for any violation of these rules.

Erga Code of Conduct & Ethics Main Titles

- Erga Business Practices
- General Staff Conduct
- Labor Rights – Respect of staff members
- Conflict of Interest
- Confidentiality
- Erga Properties
- Gossips & Rumors
- Safe & Secure Place – Health & Safety
- External Communication with Media and Investors
- Internal Control of Financial & Accounting Information
- Fair Competition
- Business Partners
- Bribery through gifts or other benefits
- Fighting Corruption - Fraudulent or Illegal Act
- Integrity and Quality of Services
- Integrity of Documents and Information Supplied
- Exchange of Information
- Money Laundering
- Integrity of Financial and Accounting Documents
- Politics
- Human Rights
- Environment
- Philantropy and Community Relation Activities

Erga Code of Conduct & Ethics Key Principles

Erga code of conduct and ethics is ruled by:

- Principles of transparency, honesty and fairness;
- Respect of the laws and regulations of every country we operate in;
- Respect of the culture of each country and contribution in the society through new activities;
- Ensuring a good quality of services offered to the society;
- Valuing teamwork and creativity within the teams;
- Preservation of our business partners to achieve stable, long-term relationship and mutual benefits, while keeping ourselves open to new partnerships;
- Preservation of the Community, Human Rights, Employees Rights and the Environment.



ERGA VALUES

CREATIVITY



Creativity is an integral part of Erga's daily work and operations. Perceiving a state-of-the-art project in an empty space requires a lot of new and imaginative ideas to be accomplished.

It is the ability to perceive the world in new ways, to find hidden patterns, to make connections between seemingly unrelated phenomena and to generate solutions. It is an original cognitive ability and problem solving process which enables individuals to use their intelligence in a way that is unique and directed toward coming up with THE PROJECT.

AGILITY



Agility is the ability to move nimbly with speed and ease. It refers to distinct qualities that allow organisations to respond rapidly to changes in the internal and external environment without losing momentum or vision. Adaptability, flexibility and balance are three qualities essential to long-term business agility.

Like creativity, agility is essential in architecture from delivering many projects at the same time smoothly without any delay with the best quality to being up-to-date with the new trends and innovations in the field.

ETHICS



Business ethics - known as the codes of morals, values and principles set by a company - are considered of outstanding importance because it determines good and bad behavior and decision-making.

Reputation is the most important asset for Erga and it is very difficult to rebuild once it is lost. To retain a positive reputation and image, Erga is committed to operating on an ethical foundation as it relates to respecting the surrounding environment, treatment of employees and good market practices in terms of customer treatment and prices.

HONESTY & INTEGRITY



Integrity is the foundational ethical principle of character based on honesty and truthfulness. It is a condition of mind and isn't situational. It is doing the right thing even when no one is around. It is the ability to act with honesty and consistency based on moral values or beliefs.

In Erga, integrity means telling the truth even if the truth is ugly. Honesty is better than deluding others. It is very difficult to have a successful business if customers don't trust you and don't think you are honest.

SOCIAL RESPONSIBILITY



Social responsibility has been from a long time an essential value in Erga to give back to the community, take part in philanthropic causes and provide positive social value.

Erga is known for its family spirit and its commitment to serve the society and the environment.

At Erga, we integrated social and environmental concerns in our business operations and interactions with our internal and external stakeholders to make a difference, set an example and build a positive image.



ERGA EXTERNAL INITIATIVES & MEMBERSHIP OF ASSOCIATIONS





ERGA complies with a variety of principles, standards and initiatives as below. For some standards, some companies are certified; for others, the requirement is to have professionals certified; and for some we didn't apply for the certification yet but we are seeking it.

Please note that none of these initiatives is obligatory, all of them are voluntary.

	TECHNICAL	ENVIRONMENTAL	SOCIAL
INITIATIVES	 <p>2 certified professionals Architects & engineers in Lebanon & Qatar trained</p>	 <p>seeking certification in Lebanon</p>	 <p>seeking certification in Lebanon</p>
	 <p>1 certified company 1 seeking certification in Lebanon</p>	<div> <div>  <p>Lebanon</p> </div> <div>  <p>Lebanon</p> </div> </div> <p>Architects & engineers in Lebanon & Qatar trained</p>	
		<div> <div>  <p>Qatar</p> </div> <div>  <p>Dubai</p> </div> </div> <p>5 certified professionals in</p>	

ERGA is member in many international and local associations as below. Erga's commitment to these associations is wether for pure technical professional purpose or for contribution in sustainability or CSR initiatives be it environmental, social or both.

Please note that none of these memberships is obligatory, all of them are voluntary.

	TECHNICAL	ENVIRONMENTAL	SOCIAL
MEMBERSHIP OF ASSOCIATIONS	 AIA THE AMERICAN INSTITUTE OF ARCHITECTS	 LEBANON CLIMATE ACT	 غالبون GHALBOUN
	 aci ™ American Concrete Institute		 LAU الجامعة اللبنانية الأميركية Lebanese American University
	 LGBC Lebanon green building council مجلس لبنان للبيئة الخضراء	 UN GLOBAL COMPACT Network Lebanon	 EDC-Liban
	 ASHRAE ® The American Society of Heating, Refrigerating & Air-Comditioning	 cih ملتقى التأثير المدني CIVIC INFLUENCE HUB	 Uniapac

ERGA GROUP SAL STRATEGY



With all the fast events happening in Lebanon we had to react quickly and adapt with the current situation affecting the country and all businesses in the region. The financial and monetary crisis is not momentary. Unfortunately, it will last for an undetermined period of time.

Our last resort to be able to persist is to make sure we are having a business still running smoothly and safely. For this reason, we have to be more aggressive in searching for new markets in more stable regions. We also have to change some of our priorities and compromise in some situations. Moreover, we have to be sure we can still be operational and productive even though our offices might be closed due to the strikes in Lebanon. In addition, we want to make sure our offices are following a high end technology to compete internationally.

This is Erga's revolution! This is how Erga is going to face this crisis. This is Erga's revolutionnary perspective of where the company will be in the next decade.

With all the difficulties faced lately, Erga is still committed to deploying a culture of social responsibility, sustainability and ethics among other important topics adding initiatives in this direction.



KEY RISKS & OPPORTUNITIES

IMPACT

Insecure and politically unstable Middle East with global financial and monetary crisis

- Difficulty finding new developers ready to invest.
- Recession in construction and real estate market.

Expand to other international markets where financial crisis is reduced

- Diversify potential clients database
- Open horizon to new markets, new investments, new projects...

Strikes hitting the country and closing the roads prohibiting staff members to reach the office

- Delays in the delivery of international projects that can't be affected by the insecurity in Lebanon.

House loans stopped in Lebanon

- Recession in construction and real estate market affecting architectural and engineering companies and related fields.

New architectural and engineering trend more specifically green designs, renewable energy...

- Follow the trend and diversify from competition
- Provide suitable training

Erga offices to follow the latest technological trends

- Despite the financial crisis the office should stay up-to-date to compete internationally to persist.

ERGA GROUP SAL GOVERNANCE

GOVERNANCE STRUCTURE

Erga board of directors defined 4 main committees in Erga to follow up primary issues in the organization.

THE STRATEGY COMMITTEE

Presided by the Chairman, this committee reviews the overall performance of the company, makes decisions over modifications in the strategic plan and follows up the implementation. This committee reviews and approves the sustainability report too.

Global risks are monitored by the Board of Directors through the corporate strategy, respecting set risk and environmental management policies and procedures.

THE RISK MANAGEMENT COMMITTEE

Presided by the Chairman, this committee oversees risk management within Erga, sets the tone and influences this culture within the company.

This committee determines the appropriate level of risk exposure for Erga, takes major decisions affecting this exposure, monitors the management of the most significant corporate risks, assures itself that identified risks are being actively managed, with appropriate controls in place, bi-yearly reviews Erga's Risk Policy to ensure it remains fit for purpose and maintains the Risk Register.

The Audit Department has the responsibility for assessing the effectiveness of risk management.

PRECAUTIONARY APPROACH

Each of the committees has a responsibility of reporting any critical concern or risk that arises to its president and it will be directly communicated from committees' presidents to risk management committee for proper handling. In addition, the Audit department communicates critical concerns or risks that might be detected.

THE COMMUNICATION COMMITTEE

Presided by the Vice Chairman, this committee takes care of internal and external communication. Its points of interest are three.

Erga Newsletter reflects the professional work of Erga highlighting its know-how and expertise in designing projects and supervising their execution; in addition to its family spirit and the organized events to better serve the environment and the society. It is annually published on Erga website.

Erga Website reflects Erga's image. The committee's role is to keep the design and content always updated adding latest projects, news and contact details.

Erga Intranet is Erga's internal communication tool. It helps sharing documentation, knowledge, lessons learned, professional and social events, scheduling meetings, filling surveys, accessing online training, participating in open discussions and announcing latest news, Erga offers, ...

THE SOCIAL & ENVIRONMENTAL COMMITTEE

Headed by the Vice-Chairman, its membership is open to anyone interested in helping. This committee works on "Ergamania" concept symbolizing Erga's family spirit. It focuses on the human side, apart from daily operations, and is directly linked to Erga's commitment towards the society and the environment. Its responsibilities rely on setting a social and environmental plan and organizing activities boosting the relation between Erga staff and the society serving humanitarian or environmental causes. This committee looks for associations, NGOs or families in need that have no outside funding or support and organizes internal seasonal events involving all staff members and their families.

In addition, whenever a staff member or a relative is in need for any support, the committee tries to involve all staff members in helping.

This committee is responsible for preparing the Sustainability report.

ERGA GROUP SAL

STAKEHOLDER ENGAGEMENT

Identifying & Selecting Stakeholders

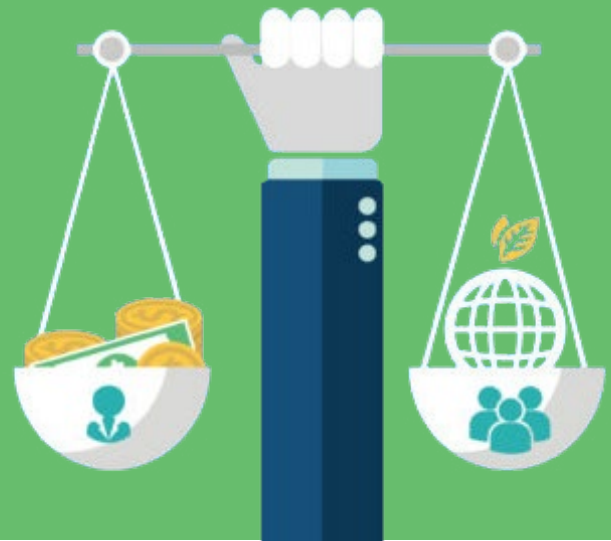
Erga defined its stakeholders as a firm and every Project Design Manager managing a new project defines its project stakeholders. For each stakeholder, Erga sets the ratio impact and power, defines the communication channels and the strategy on how to deal with.

Key Topics & Concerns

Key topics and concerns are raised and dispatched to concerned parties to resolve depending on the subject and related division. If the concern is related to the business and its strategy it is directly channeled to the CEO or COO.

	STAKEHOLDERS	ENGAGEMENT METHODS
INTERNAL	<ul style="list-style-type: none"> - Board of Directors - Partners & Associates - Employees 	<ul style="list-style-type: none"> - Periodic reports with all the needed information to be updated on the financial, managerial, administrative and technical performance of the firm. - Intranet platform, internal emails and memos, continual surveys and annual gathering to be updated on the latest news and performance of the firm.
	<ul style="list-style-type: none"> - Clients - Consultants - Suppliers & Subconsultants - Bureaux de Contrôle 	<ul style="list-style-type: none"> - Client Satisfaction Questionnaire, Erga Events and costumer focus groups. - External emails and meetings...
	<ul style="list-style-type: none"> - Order of Engineers - Public Authorities (Permit Units, NSSF...) & Municipalities - Tenants - Local Communities - NGOs 	<ul style="list-style-type: none"> - Respect and alignment with their regulations and application for permits and other regulatory transactions. - Continual support to specific NGOs and periodically select some cases and help in these matters.

**SHOULD COMPANIES ONLY
STRIVE TO MAXIMIZE
SHAREHOLDER VALUE
OR TRY TO SERVE THE
INTERESTS OF ALL
STAKEHOLDERS?**



ERGA GROUP SAL

REPORTING PRACTICE

ENTITIES IN CONSOLIDATED FINANCIAL STATEMENTS

LEBANON

- Erga Group SAL
- Erga Management SAL
- Erga Group Overseas SAL (Offshore)

QATAR

- Erga Qatar LLC

UNITED ARAB EMIRATES

- Erga Progress Engineering Consultants
- Erga Architects and Consulting Engineers FZ LLC

KSA

- Erga Saudi Lebanese Co. for Project Management
- Erga Group SAL Branch in KSA

Changes in Reporting

Due to the financial and monetary crisis hitting Lebanon we had to add new material topics related to the economic responsibility as a first priority and keep old environmental and social topics defined last year with a second priority.

Reporting Period & Cycle

Erga submits its Sustainability Report annually from February till January. It covers year 2019.

Date of Most Recent Report

The most recent sustainability report was done for calendar 2018.

Claims & Content Index






























This document is a GRI-referenced report.
Please find attached the GRI Content Index page 40

Contact Point for Information



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Email: mye@erga.com

ERGA MATERIALITY

Material Topics	GRI Disclosure	Topic Boundary	SDGs					
ECONOMIC								
High-Tech Intelligent Headquarters	GRI 203 Indirect Economic Impacts	Erga Board of Directors/ Erga Chief Officers				8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	
ENVIRONMENT								
Green Buildings	GRI 307 Environmental Compliance	Client/ Erga Design Division/ Suppliers	7 AFFORDABLE AND CLEAN ENERGY 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	
Nature Preservation	GRI 304 Biodiversity	Client/ Erga Design Division/ Suppliers/ Social & Environmental Committee				13 CLIMATE ACTION 	15 LIFE ON LAND 	
Energy Consumption & Emissions	GRI 302 Energy GRI 305 Emissions	Erga / Logistics Department/ Lebanon Climate Act / Ministry of Environment	7 AFFORDABLE AND CLEAN ENERGY 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	17 PARTNERSHIPS FOR THE GOALS 	
Waste Management & Recycling	GRI 306 Waste	Erga / Social & Environmental Committee / Recycling NGOs or Manufacturer	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	
SOCIAL								
Employees Health & Safety	GRI 403 Occupational Health & Safety	Erga Employees / HR Department						3 GOOD HEALTH AND WELL-BEING 
Community Support	GRI 413 Local Communities	Erga Employees / Social & Environmental Committee/ NGOs/...	1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	17 PARTNERSHIPS FOR THE GOALS 	
Employee Training & Development	GRI 404 Training & Education	Erga Employees / Erga Academy			4 QUALITY EDUCATION 	5 GENDER EQUALITY 	10 REDUCED INEQUALITIES 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 

ERGA GROUP SAL ECONOMIC IMPACT

Index

As architectural and engineering consultants, in a tormented country, we are struggling for the time being to provide a decent work and economic growth **(SDG 8)** for Erga and its staff members.

For so Erga is committed to invest in its infrastructure to provide a high-end office in this industry with the latest innovations and technologies to be able to compete worldwide since the Lebanese and Middle-Eastern regions are in crisis **(SDG 9: Industry, Innovation and Infrastructure)**.

This will be helping Erga in searching for new markets in more stable regions.

In line with above mentioned UN Sustainable Development Goals (SDGs), we are engaging ourselves in **High-tech Intelligent Headquarters**.



ERGA INTELLIGENT HEADQUARTERS

ERGA INTELLIGENT WORKPLACE

The design of an office has to reflect today's evolving work environment, and collaborative working is becoming increasingly popular. Here are some key features that make a collaborative workspace.

- An open plan to encourage collaborative collisions
- Additional common areas: cafeterias, lounge, etc...
- Areas that are designed for more than one person, rather than single-occupancy.



HYBRID CLOUD-BASED INFRASTRUCTURE

It is a cloud computing environment using a mix of on-premises and cloud services with orchestration between the two platforms. By allowing workloads to move between clouds as computing needs and costs change, hybrid cloud gives businesses greater flexibility and more data deployment options.

ERGA LAB

It is a technologies Research Center. Its mission is to identify, develop, and deploy energy-efficient building system technologies. ERGA LAB is not limited to any type of techniques. ERGA LAB applies exciting developments in digital technologies, 3D printing, and cutting edge innovations.

WELCOME ROBOT

Today, robots are cropping up everywhere. Imagine a robot that welcomes a client and guide him to the meeting room. A Robot can make a programmable guided tour to visitors. Erga could be the first company in Lebanon to deploy such a robot.



ERGA GROUP SAL

ENVIRONMENTAL IMPACT

As architectural and engineering consultants, our major impact on the environment is by consuming energy and paper during our daily operations (**SDG 12**). So Erga generates waste (**SDG14: Life below Water & SDG 15: Life on land**) and Greenhouse Gas emissions (**SDG 13: Climate Action**).

In our field, we can advise our clients to choose the latest **affordable and clean energy (SDG 7)** systems in the industry (**SDG9: Industry, Innovation & Infrastructure**) in the target of having **sustainable cities and communities (SDG 11)**. We can also impose the materials' quality and quantities to be specified in any planned construction project (**SDG 12: Responsible Consumption and Production**).

In addition, our work can indirectly affect the biodiversity (**SDG 15: Life on land**), especially that our client to additionally benefit from his land might cut trees but the law imposes to plant others.

In line with above mentioned UN Sustainable Development Goals (SDGs), we are engaging ourselves in the following initiatives:

- Green Buildings /Designs
- Nature Preservation
- Energy Consumption & Emissions
- Waste Management & Recycling



ERGA ENERGY CONSUMPTION & EMISSIONS

302
305



Since 2017, Erga is committed with Lebanon Climate Act to reduce its greenhouse gas emissions with a network of other private companies with whom we share this interest. Workshops and training sessions are frequently given by experts to push our work forward and make the private sector aware of its effective contribution in climate change. An action plan was submitted by Erga to Lebanon Climate Act and the Ministry of Environment involving all staff to enhance the green culture and the sustainable architectural vision.

Company: Erga Group SAL

Year: 2018

Introduce values in shaded areas only, if applicable

Indirect Emissions from Purchased Electricity

CO₂ Emissions

	Consumption (KWh)	Emission Factor (t CO ₂ /MWh)	CO ₂ emissions (t CO ₂)
EDL bill	397201	0.65	258.18

CO₂ Emissions

	Current (A)	Working hours (hours)	Voltage (V)	Carbon Emission (t CO ₂ /MWh)	CO ₂ emissions (t CO ₂)
Shared generator - Single phase	0	0	220	1.3	0.00
Shared generator - Triple phase	350	1901	380	1.3	454.90

Direct Emissions from Stationary Fuel Combustion

CO₂ Emissions

	Consumption (l)	Consumption (t)	Conversion Factor (TJ/1000t)	Carbon Emission Factor (t C/TJ)	CO ₂ emissions (t CO ₂)
Gas/Diesel Oil for Electricity	62118	51.55794	43.33	20.2	163.81
Gas/Diesel Oil for Space Heating		0	43.33	20.2	0.00
Gas/Diesel Oil for Water Heating		0	43.33	20.2	0.00
Heavy Fuel Oil for Boilers		0	40.19	21.1	0.00
Gas for cooking		0	47.31	17.2	0.00
Lubricants		0	40.19	20	0.00
TOTAL					163.81

CH₄ Emissions

CH ₄ Emission Factor (t/TJ)	CH ₄ emissions (t CH ₄)	CO ₂ equivalent (t CO ₂)
0.002	0.00	0.09
0.002	0.00	0.00
0.002	0.00	0.00
0.002	0.00	0.00
0.005	0.00	0.00
0.002	0.00	0.00
0.00	0.00	0.09

N₂O Emissions

N ₂ O Emission Factor (t/TJ)	N ₂ O emissions (t CO ₂)	CO ₂ equivalent (t CO ₂)
0.0006	0.00	0.42
0.0006	0.00	0.00
0.0006	0.00	0.00
0.0006	0.00	0.00
0.0001	0.00	0.00
0.0006	0.00	0.00
0.00	0.00	0.42

Business Related Transport

CO₂ Emissions

	Consumption (l)	Consumption (t)	Conversion Factor (TJ/1000t)	Carbon Emission Factor (t C/TJ)	CO ₂ emissions (t CO ₂)
Gasoline	15047	11.13478	44.8	18.9	34.22
Gas/Diesel Oil	55217	45.83011	43.33	20.2	145.61
TOTAL					179.84

CH₄ Emissions

CH ₄ Emission Factor (t/TJ)	CH ₄ emissions (t CH ₄)	CO ₂ equivalent (t CO ₂)
0.02	0.01	0.21
0.005	0.01	0.21
0.02	0.02	0.42

N₂O Emissions

N ₂ O Emission Factor (t/TJ)	N ₂ O emissions (t CO ₂)	CO ₂ equivalent (t CO ₂)
0.0006	0.00	0.09
0.0006	0.00	0.37
0.00	0.00	0.46

ERGA GREEN BUILDINGS & DESIGNS



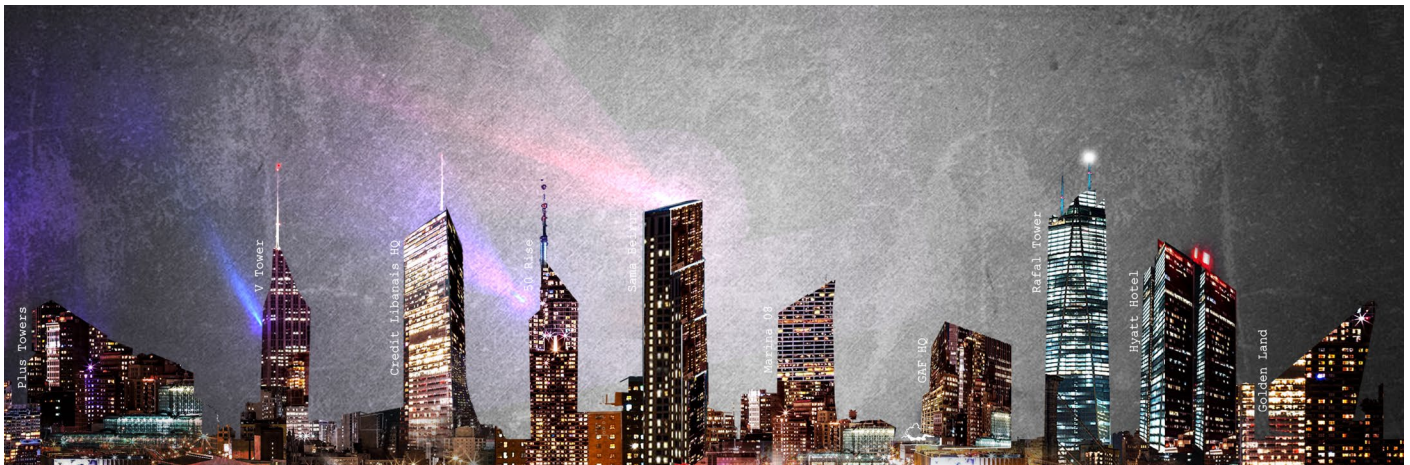
Erga helps as much as possible many municipalities in Lebanon advising them to work, their projects taking into consideration energy saving and their cities and communities' sustainable development.

In addition, Erga is committed in its Strategic Plan to promote green culture among its clients convincing them to install energy and water saving systems.



For this reason, Erga Academy plays a major role in technically engaging our architects and engineers providing the suitable training courses related to worldwide green standards (LEED, BREEAM, QSAS, Istidama...) and Energy Modelling Techniques.

Whenever a new supplier introduces any new innovation in our field, it is automatically transmitted through Erga Academy and Erga's Library to our architects and engineers in search for new solutions in designing green buildings and from them it is transmitted to our clients providing the best suppliers' contact for this purpose.



ERGA NATURE PRESERVATION



Erga has been committed from 10 years till now to backup Jouzour Loubnan in their journey organizing on a yearly basis plantation days with staff members and their families planting each year more than 800 Cedar and Juniper trees in many regions in Lebanon. Our way of giving back to Nature.

WHEN WE SAY GREEN, WE MEAN GREEN



ERGA WASTE MANAGEMENT & RECYCLING



RECYCLING & REUSING

As architectural company, waste generated is limited to the following:

- The major waste generated in the company: Paper, foam boards, cardboards
- Small water plastic bottles used in meeting rooms
- Old computers, peripherals (scanner, printers,...)

We have been working with L'Arc-En-Ciel (AEC) and L'Ecoute Organization for a long time for all kind of recyclable material (paper, IT equipment, plastic bottles and caps...). But for the time being, we are more working with L'Ecoute Organization.

For example this year, we updated the majority of the architects and engineer's computers which gave us the opportunity to give to L'Ecoute more than 60 computers. They refurbish them and re-sell them or recycle their material and the benefit goes to the NGO employing people with special needs.

In addition, in the archive, anytime we have projects to be disposed all their boxes are also sent to L'Ecoute for recycling.

REDUCE

Erga has been committed from the beginning to reduce the generation of waste, a priority coming before recycling. So, an initiative to reduce the use of paper was launched and many actions were implemented accordingly.

- Going paperless and transforming the majority of forms to e-forms,
- Modifying the settings of printers to 2-sided printing by default and to sleep mode when unused,
- Blocknotes are made from old unused 1-sided printed papers,
- All erga policies, procedures and internal presentations are published online with an impossibility of being printed out.

DO YOU SPEAK RECYCLING LANGUAGE?



ERGA GROUP SAL

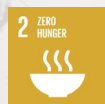
SOCIAL IMPACT

In Erga, there is a community of architects, engineers and management experts who is the basis of Erga's success for years. Erga doesn't compromise on its Employees rights, their health & safety (**SDG 3: Good Health & Well Being**) nor on their evolution at work, giving a big importance to their training and development (**SDG 4: Quality Education**) and respecting all genders and social statuses (**SDG 5: Gender Equality & SDG 10: Reduced Inequality**).

Erga is committed to support its community (**SDG 1: No Poverty, SDG3: Good Health & Well Being and SDG 2: Zero Hunger**) organizing social events through its Social & Environmental Committee with concerned NGOs (**SDG 17: Partnerships for the Goals**).

In line with the UN Sustainable Development Goals (SDGs), we are engaging ourselves in the following initiatives.

- Employee Training & Development
- Employees Health & Safety
- Community Support



ERGA EMPLOYEE TRAINING & DEVELOPMENT

Erga Academy was created to boost the education of Erga staff members to evolve in terms of knowledge, competence and skills and to properly work as per Erga standards & regulations. It is a training system based on live or recorded training given internally or externally. Erga Academy is not strictly limited to training sessions; it manages seminars, workshops, product presentations and Erga’s knowledge base including the Visual Library and the lessons learned.

A suitable training system is put in place based on tracks and credits beneficial for each staff member in their field. Five training tracks are identified to be followed.

EPREP (Erga Preparatory)	The basics of Erga systems to be known by all Erga staff
EPRO (Erga Professional)	What Erga Engineer should know in Erga Systems Worldwide
EADMIN	How to be an Erga Administrative Professional
EPDM	How to become a n Erga Project Design Manager (PDM) Professional
SM	How to become an Erga Site Management Professional



ERGA EMPLOYEE HEALTH & SAFETY

ERGA DOCTOR

Erga has appointed a doctor available at Erga premises 2 days a week. Erga doctor has for each staff member a confidential detailed medical record. Erga doctor is reached on his mobile phone for urgent matters.



MEDICAL & LIFE INSURANCE

Erga provides to all its employees non engineers a second class medical insurance covering 100% in and 85% out. While Erga Engineers are obliged to be covered by the insurance imposed by the Order of Engineers where they are registered.

In addition, Erga provides a life insurance to all its employees called Jinane program named after an employee who died from a car accident on her way to the office in the morning.

Work Insurance is also provided in case an accident occurs at work covering all cases.



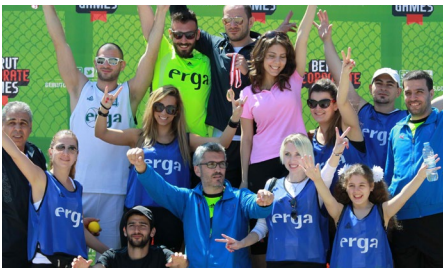
ERGA FIRST AID & EMERGENCY DEFIBRILLATOR TRAINING

In case of emergency, a first aid kit is available in the Office Logistics office. In addition Erga periodically train interested staff members on first aid basics in a way to find in each floor 1 to 2 trained persons. In addition, Erga bought an automatic defibrillator for emergency cases and trained support staff members on using it.



ERGA SUPPORTS SPORTS ACTIVITIES

The Social & Environmental Committee continually participates in sports activities like Beirut Corporate Games competing for 2 days with other companies, Beirut Marathon supporting annually a cause, hiking with the Lebanese Soldiers, biking, caving,... Erga supports as well sports teams like Erga Basketball team & Erga Football team.



Beirut Corporate Games



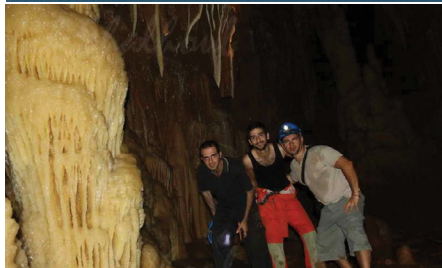
Beirut Marathon



Erga Football Team



Hiking with Lebanese Soldiers



Erga Caving Team



Erga Basketball Team



Biking Event



Camping Event

ERGA COMMUNITY SUPPORT

ERGAMANIA is a simple word symbolizing and resuming Erga's family spirit that you can't but feel it whenever dealing with Erga staff. We want all our stakeholders to consider themselves part of what we like to call ERGAMANIA.

Erga has other perspectives than only being a solutions provider. It has this other human magical part that is only felt by the people dealing with Erga and is directly linked to our commitment towards the society and the environment. We, as one of the biggest architectural consulting companies in the region, are responsible and aware of our day-to-day impact on society and environment. For this reason, Erga tries to spread a family spirit among its staff members to raise awareness and organizes regularly collective activities to staff members and their families.

Our corporate gifts are in their majority a support to Sesobel or Message de Paix.

Annually, Erga organizes special events. Below is a hint of what is ERGAMANIA.



End of Year Erga Gathering



Christmas Day with Erga Children



All the social events Erga organizes are not limited to what is shown in the pictures. This is just a hint of some of our initiatives. Other than the mentioned visits, Erga helps on a case by case a lot of people in need (orphans, homeless shelters, drug addicts, patients with a need of medication or surgery...).

Logos of some of the NGOs we support



Santa Barbara funding Christmas Action



Lent Food Sale funding Easter Action



Blood Drive Donner Sang Compter



Periodic Visits to Shelters



Periodic Visits to Orphans



All year vide grenier supporting Auxilia

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