

# erga Part of the UN Global Compact



Dear Colleagues,

With this awareness campaign, we want to explain Erga's Sustainability Strategy. Thus, our Corporate Social Responsibility (CSR) actions are not based on spontaneous initiatives; they are based on pre-defined goals we will be sharing with you seeking your involvement.

Your questions and comments are welcomed during this campaign!  
Stay Safe!



# erga

## Part of the UN Global Compact

### WORD OF THE CHAIRMAN



From its inception, Erga supports the society and environment. Sustainable Development is wider; but society and environment are an integral part. Our commitment to support the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment & Anti-Corruption, made us eager to fulfill the requirements of our stakeholders regarding the SDGs.

Before being committed to support the Ten Principles of the UNGC we incorporated and aligned the Sustainable Development principles in our strategy.

Accordingly, it was easy for us to make few modifications in our strategy plan to align with the SDGs and incorporate more initiatives in this direction.

We committed to share this information with our stakeholders publishing the report on our Web portal and the UNGC website for free consultation, to assure our long term commitment to said principles.

Elie Gebrayel  
Chairman and CEO



# **erga** Part of the UN Global Compact

WHAT IS THE UN GLOBAL COMPACT?



## **The world's largest corporate sustainability initiative**

A call to companies to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals.

[www.unglobalcompact.org](http://www.unglobalcompact.org)

[www.erga.com](http://www.erga.com)





# erga Part of the UN Global Compact

## THE TEN PRINCIPLES OF THE UNGC

### PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery

### PRINCIPLE 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

### PRINCIPLE 8

Businesses should undertake initiatives to promote greater environmental responsibility

### PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges

### PRINCIPLE 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation

### PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights, within the scope of their influence

### PRINCIPLE 2

Businesses should make sure that they are not complicit in human rights abuses

### PRINCIPLE 3

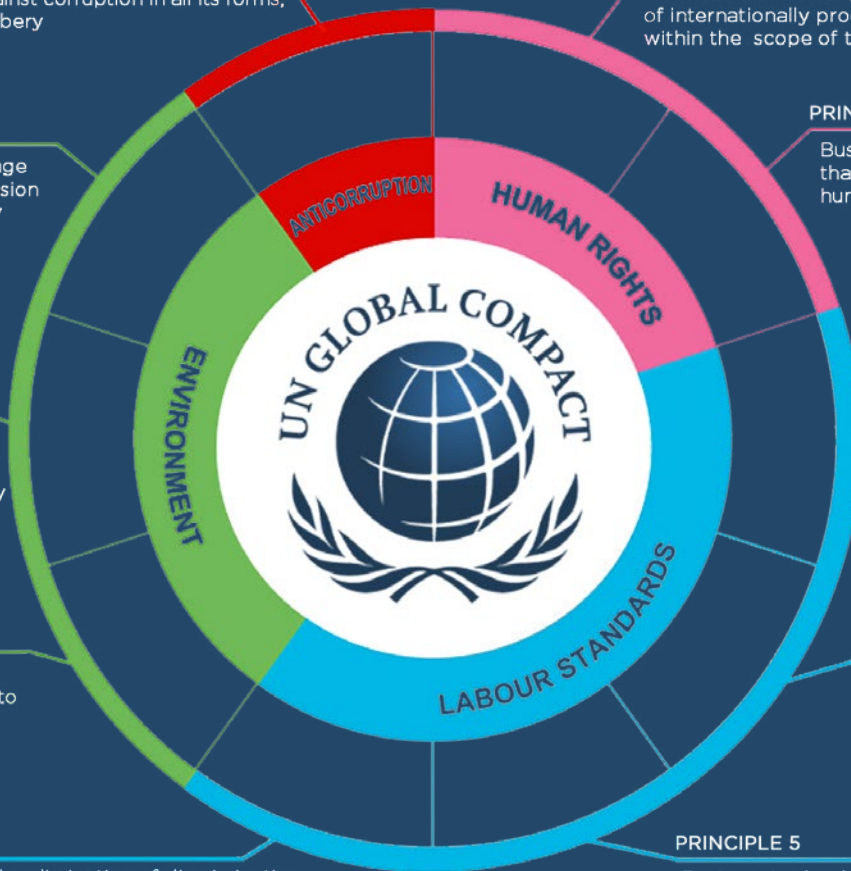
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

### PRINCIPLE 4

Businesses should uphold the elimination of all forms of forced and compulsory labour

### PRINCIPLE 5

Businesses should uphold the effective abolition of child labour



# erga Part of the UN Global Compact

## SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

The SDGs are integrated; an action in one area affects outcomes in others and development must balance social, economic and environmental sustainability.

Through the pledge to “Leave No One Behind”, the SDGs are designed to bring the world to several life-changing “zeros”, including zero poverty, hunger, AIDS and discrimination against women and girls.



[www.unglobalcompact.org](http://www.unglobalcompact.org)

[www.erga.com](http://www.erga.com)



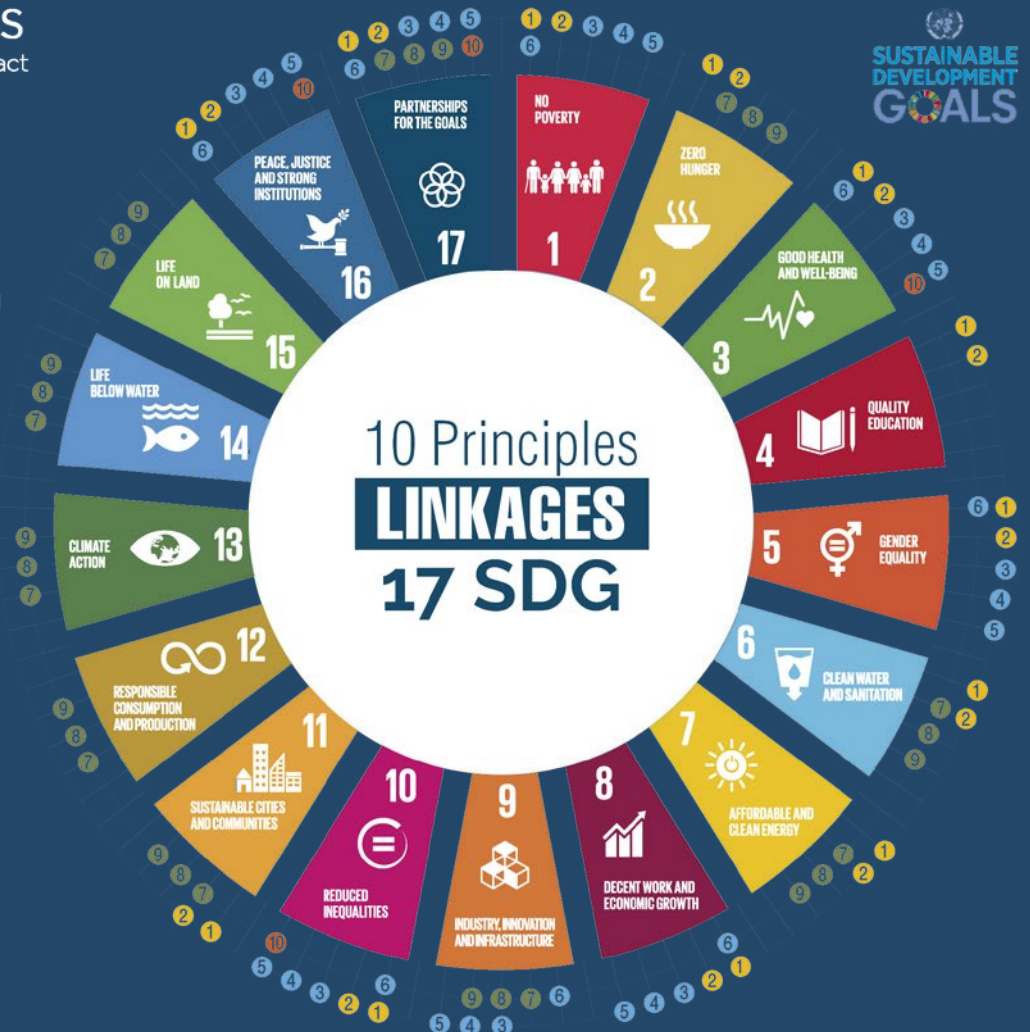
# erga Part of the UN Global Compact

## WHAT LINKS THE 10 PRINCIPLES & THE SDGs?

### THE TEN PRINCIPLES of the United Nations Global Compact



- 1 Support and respect the protection of internationally proclaimed human rights
- 2 Not complicit in human rights abuses
- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining
- 4 Support the elimination of all forms of forced and compulsory labour
- 5 Support the effective abolition of child labour
- 6 Support the elimination of discrimination in respect of employment and occupation
- 7 Support a precautionary approach to environmental challenges
- 8 Undertake initiatives to promote greater environmental responsibility
- 9 Encourage the development and diffusion of environmentally friendly technologies.
- 10 Work against corruption in all its forms, including extortion and bribery



[www.unglobalcompact.org](http://www.unglobalcompact.org)

[www.erga.com](http://www.erga.com)





# **erga** Part of the UN Global Compact



## **WHY CHOOSING TO BE A UNGC PARTICIPANT?**

### **It's good for business**

Corporate and organizational success requires stable economies and healthy, skilled and educated workers, among other factors. And sustainable companies experience increased brand trust and investor support.

### **It's good for society**

And business really can make a difference. Companies offer fresh ideas and scalable solutions to society's challenges – exactly what we need to create a better world. More than 8,000 business participants and 4,000 non-business participants in the UN Global Compact are already changing the world. They're helping alleviate extreme poverty, address labour issues, reduce environmental risks around the globe, and more. You can see who is involved in the UNGC website.

[www.unglobalcompact.org](http://www.unglobalcompact.org)

[www.erga.com](http://www.erga.com)



## Change begins with the leaders

Participants engage at the global level, and at their national or regional level. To start, a commitment from the CEO to meet fundamental responsibilities in four areas: Human Rights, Labour, Environment & Anti-Corruption is required with support from the Board. Then, a required **yearly financial contribution**, is made based on their annual revenue.

## Accountability also matters

Then, they must voluntarily pledge to:

- Operate responsibly, in alignment with universal sustainability principles
- Take actions that support the society around
- Commit to the effort from their organization's highest level, pushing sustainability deep into their DNA
- Report annually on their ongoing efforts with a Communication in Progress
- Engage locally where they have a presence





# erga **Part of the UN Global Compact**

## WHAT TO DO AS A UNGC PARTICIPANT?

### TO BRING THEIR COMMITMENT TO LIFE

All participants are asked to:

- Make the UN Global Compact and its principles an integral part of their business strategy, day-to-day operations and organizational culture;
- Incorporate the UN Global Compact and its principles in decision-making processes at the highest levels;
- Engage in partnerships that advance the UN Global Compact's principles & support broader UN goals, such as the UN SDGs;
- Advance the UNGC and the case for responsible business practices through advocacy and outreach to peers, partners, clients, consumers and the public;
- Make an annual financial commitment to support the work of the UN Global Compact Office.

### AND THIS IS WHAT ERGA DID...

[www.unglobalcompact.org](http://www.unglobalcompact.org)

[www.erga.com](http://www.erga.com)



# erga Part of the UN Global Compact

## WHAT ARE THE SDGs IMPACTED BY ERGA?

At Erga, we have identified 7 SDGs at the core of our initiatives, though we are indirectly and positively impacting other global goals by our actions (indirect impact).

### CORE TO BUSINESS



When specifying technical systems in its projects, Erga tends to specify energy star and clean energy ones.



- Constant search for new projects and markets to create new jobs.  
- Recruiting nationals in all operational countries.



The work forces us to push boundaries seeking innovative solutions & infrastructure is in Erga's core business.



As architectural consultants, SDG 11 is our main focus. we have a direct impact on it.



- Paper is the main consumed product. We are creating automated systems to minimize its use.  
- Erga responsibly identifies & specifies quantities and qualities with fairness in its BOQs.



Erga is committed with LCA & the Ministry of Environment to annually reduce its carbon footprint.



As architects, construction works might oblige to cut trees impacting the ecosystem on site.

### INDIRECT IMPACT



# erga Part of the UN Global Compact

## SDGs AFFECTED BY GREEN BUILDINGS

EXAMPLE

By just choosing one initiative, “Designing Green Buildings” - the main initiative for Erga-; we can see how many Sustainable Development Goals we will be targeting. This is why we invested a lot for the good of this initiative especially on training sessions; so that all architects would be able to comply with all international green standards and convince the client to build green projects.





# erga Part of the UN Global Compact

THE GLOBAL REPORTING INITIATIVE



GRI is an international independent standards organization that pioneered sustainability reporting since 1997 and helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption by identifying, gathering and reporting this information in a clear and comparable manner.

GRI's sustainability reporting framework is the most used by multinational organizations, governments, SMEs, NGOs and industry groups in more than 90 countries. And Erga's annual sustainability report is based on the GRI Index.

## erga MATERIAL TOPICS GRI Disclosure

### ENVIRONMENT

Green Buildings	GRI 307
Nature Preservation	GRI 304
Energy Consumption & Emissions	GRI 302/305
Waste Management & Recycling	GRI 306

### SOCIAL

Employee Health & Safety	GRI 403
Community Support	GRI 413
Employee Training & Development	GRI 404



STANDARDS

THE FUTURE  
OF REPORTING

Universal

GRI  
100

Economic

GRI  
200

Environmental

GRI  
300

Social

GRI  
400

[www.unglobalcompact.org](http://www.unglobalcompact.org)  
[www.globalreporting.org](http://www.globalreporting.org)

[www.erga.com](http://www.erga.com)



# erga Part of the UN Global Compact

## GRI 300 DISCLOSURES AFFECTED BY ERGA

Environmental

GRI  
300

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

In our field, we can advise our clients to choose affordable and clean energy (SDG 7) systems 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 & Production).

In addition, our work can indirectly affect the biodiversity (SDG 15: Life on land), because sometimes our client, to maximize the use of the space, 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 GRI 307
- Nature Preservation GRI 304
- Energy Consumption & Emissions GRI 302 & GRI 305
- Waste Management & Recycling GRI 306



[www.unglobalcompact.org](http://www.unglobalcompact.org)  
[www.globalreporting.org](http://www.globalreporting.org)

[www.erga.com](http://www.erga.com)





# erga Part of the UN Global Compact

## ERGA DESIGNS GREEN BUILDINGS



Erga helps 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.

When a new supplier has a 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 green buildings and from them it is transmitted to our clients providing the best suppliers' contact.

[www.unglobalcompact.org](http://www.unglobalcompact.org)  
[www.globalreporting.org](http://www.globalreporting.org)

[www.erga.com](http://www.erga.com)





# erga Part of the UN Global Compact

## ERGA PRESERVES THE NATURE

Environmental

GRI  
304

## WHEN WE SAY GREEN, WE MEAN GREEN



Erga is committed from 10 years till now to backup Jouzour Loubnan in their journey organizing yearly plantation days with its staff and their families planting more than 800 Cedar and Juniper trees in many regions in Lebanon. Our way of giving back to Nature.



[www.unglobalcompact.org](http://www.unglobalcompact.org)  
[www.globalreporting.org](http://www.globalreporting.org)  
[www.jouzourloubnan.org](http://www.jouzourloubnan.org)

[www.erga.com](http://www.erga.com)





# erga Part of the UN Global Compact

ERGA CONTROLS ITS ENERGY  
CONSUMPTIONS & EMISSIONS



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.

CLIMATE CHANGE CHAMPIONS 2017



[www.unglobalcompact.org](http://www.unglobalcompact.org)  
[www.globalreporting.org](http://www.globalreporting.org)  
[www.lebanonclimateact.com](http://www.lebanonclimateact.com)

[www.erga.com](http://www.erga.com)



# erga Part of the UN Global Compact

## ERGA MANAGES ITS GENERATED WASTE



As architectural company, waste generated is limited to paper, foam boards, cardboards, small water plastic bottles and old computers and peripherals (scanner, printers,...).

For all these types of recyclable waste, we contact related NGOs more specifically Arc-En-Ciel (AEC) and L'Ecoute Organization.

This year we disposed more than 100 computers with servers, printers and scanners that were in the store. They were divided between AEC and L'Ecoute. They refurbish them and re-sell them or recycle their material and the benefit goes to the NGO employing people with special needs. 10 tonnes of papers were also disposed from the store for the benefit of L'Ecoute organization.

In addition, we have an initiative to reduce the use of paper transforming our forms to e-forms.



# erga Part of the UN Global Compact

## GRI 400 DISCLOSURES AFFECTED BY ERGA

Social

GRI  
400

Each company seeks a decent work & economic growth (SDG 8) which is major to Erga as per its Code of Conduct & Ethics. There is a community of architects, engineers and management experts in the company 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 & development (SDG 4: Quality Education) and respecting all genders & 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.

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

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

GRI 403

GRI 413

GRI 404



[www.unglobalcompact.org](http://www.unglobalcompact.org)  
[www.globalreporting.org](http://www.globalreporting.org)

[www.erga.com](http://www.erga.com)



# erga Part of the UN Global Compact

## ERGA MANAGES ITS EMPLOYEES' HEALTH & SAFETY

Social

GRI  
403

ERGA DOCTOR available in Erga 2 days a week and reachable on his mobile for urgent cases. All members have confidential medical records at disposal.

**WORK, MEDICAL & LIFE INSURANCE:** All employees non engineers and their families are provided a 2<sup>nd</sup> class medical insurance. Erga Engineers are covered by the Order of Engineers' insurance.

All employees are provided «Jinane Life Insurance» named after an architect who died few years ago in a car accident on her way to the office.

Work Insurance is covering as well all accidents occurring at work.

**ERGA FIRST AID KIT & AUTOMATIC EMERGENCY DEFIBRILLATOR** available in the Logistics office for emergencies. Erga periodically trains interested employees on first aid basics to have in each floor trained personnel and trained all support staff on using the defibrillator when needed.

**SPORTS ACTIVITIES** are continually supported by Erga. Erga participates in Beirut Marathon supporting yearly a cause and participates in Beirut Corporate Games competing for 2 days with other companies.





# erga Part of the UN Global Compact

## ERGA SUPPORTS THE COMMUNITY

Social

GRI  
413

ERGAMANIA, a simple word resuming Erga's family spirit felt when dealing with our staff. We want all our stakeholders to consider themselves part of what we like to call ERGAMANIA.

Erga has other perspectives than being a solution provider. It has this other human magical part linked to its commitment to the society and environment.

We, as architectural and engineering consultants, are aware of our day-to-day impact on society and environment. So, we try to spread a family spirit to raise awareness and organize regularly collective activities to employees and their families. Below is a hint of what is ERGAMANIA!



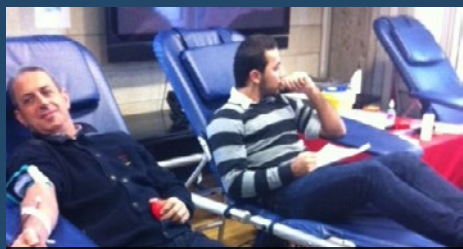
Reforestation Day (November)



Santa Barbara funding Christmas Action



Lent Food Sale funding Easter Action



Blood Drive Donner Sang Computer



Periodic Visits to Shelters



Periodic Visits to Orphans





# erga Part of the UN Global Compact

## ERGA DEVELOPS ITS EMPLOYEES

Social

GRI  
404

Erga Academy was created to boost the education of Erga staff to evolve in terms of knowledge, competence and skills and to properly work as per Erga standards and regulations.

It is a training system based on five training tracks described in table below and credits beneficial for each staff member in their field consisting of live or recorded training given internally or externally.

Erga Academy is not limited to training sessions; it manages seminars, workshops, product presentations and Erga's knowledge base including the Visual Library and lessons learned.

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 an Erga Project Design Manager (PDM) Professional
SM	How to become an Erga Site Management Professional

