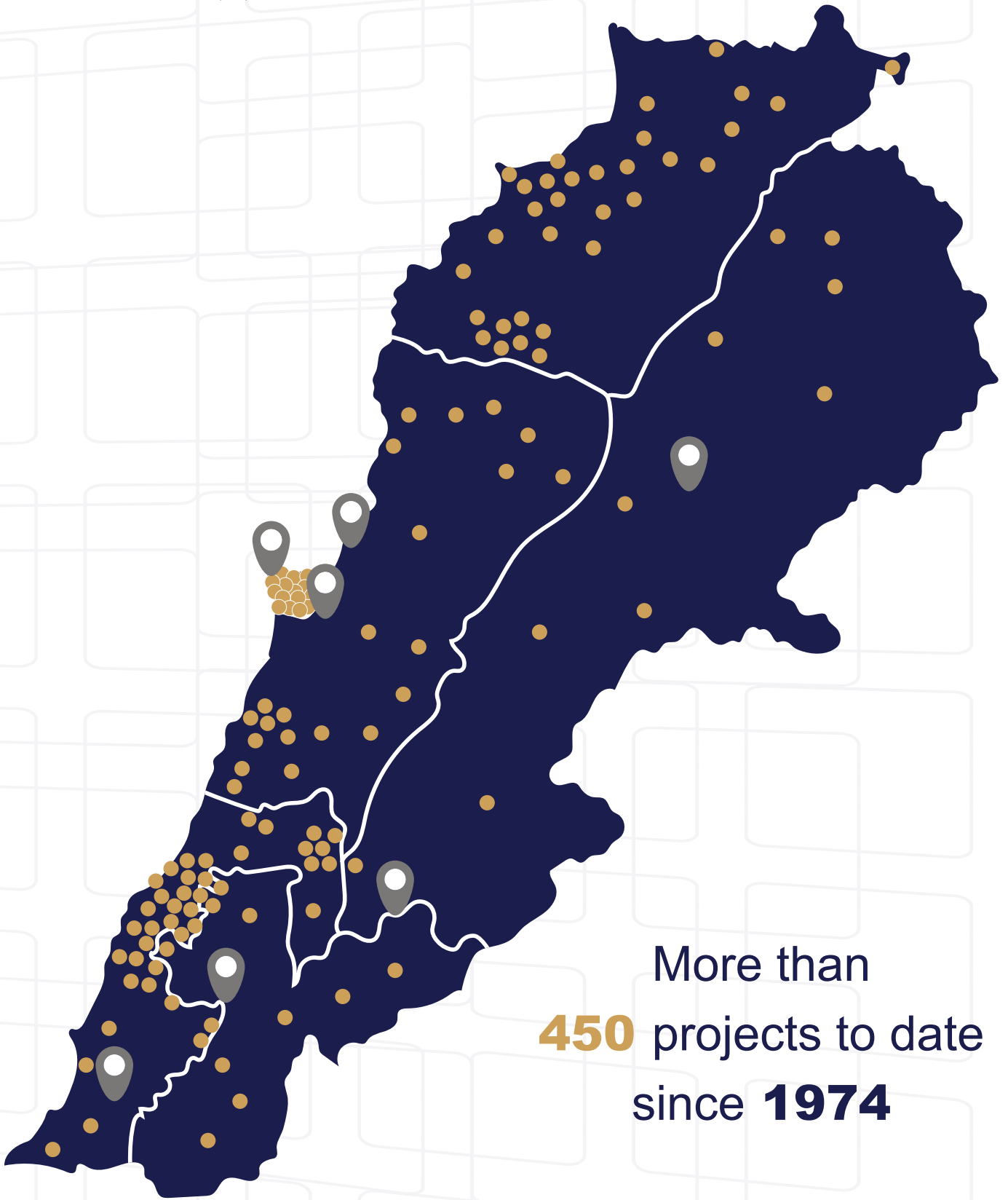


**EBCO**  
**BITAR**

ENGINEERING & BUILDING CO. EBCO (BITAR) S.A.R.L



# Sustainability Report 2025



More than  
**450** projects to date  
since **1974**

-  **Current Projects**
-  **Executed Projects**



# **EBCO (BITAR): THE COMPANY:**

# MESSAGE FROM OUR CEO

In 2025, we proudly celebrate 50 years of Engineering & Building Co. EBCO (BITAR). What began as a small team with big dreams has grown into a respected name in the construction industry, built on hard work, resilience, and strong values. When I started this company, my goal was simple: to build with purpose, integrity, and excellence. With just a few hands and tools, we laid the foundation for something lasting. Today, we're not only constructing buildings, but we're also building trust, futures, and legacies.

This milestone would not have been possible without the dedication of our people. To our employees, past and present, you are the backbone of EBCO. To our clients, partners, suppliers, and consultants, your trust and collaboration have brought our shared visions to life. We take great pride in having built homes, commercial spaces, public infrastructure, and iconic landmarks with excellence. As we look ahead, we remain focused on innovation, sustainability, and responsible growth. Here's to the next 50 years of building with impact. Thank you for being part of our journey.

Thank you,  
Eng. Jalal Bitar  
CEO at EBCO (BITAR)



The legacy we leave behind is responsible, respectful of the environment, and dedicated to serving the communities we help shape.

# OUR VISION, MISSION

## **VISION:**

EBCO (BITAR) will expand its efforts to grow profitably in meeting customer needs today and in the future by continuing to build strong partnerships with our suppliers and foster employees' engagement towards a sustainable future.



## **MISSION:**

EBCO (BITAR) is committed in building lasting relationships based on integrity, performance, value and customer satisfaction. Our pledge is to meet the changing needs of our clients with our quality services delivered by the most qualified people.



# VALUES



## **SAFETY:**

We prioritize the safety and well-being of our employees, subcontractors, clients, and the public above all else. Safety is an indispensable component of our business operations, seamlessly integrated with our quality standards. Through diligent practices and a steadfast commitment, we foster a secure work environment for all.

## **COLLABORATION AND TEAMWORK:**

We believe our greatest asset is our people. By fostering a collaborative and empowering environment, we cultivate a high-performing team dedicated to achieving exceptional results. We build strong partnerships with clients and suppliers, founded on mutual respect and shared goals. Together, we unlock potential and drive success.

## **CUSTOMER FOCUS:**

We put our clients first at EBCO (BITAR), tailoring solutions to meet their needs and build lasting partnerships. We are keen to offer the highest standards of service, quality, and personal attention to clients. We constantly challenge ourselves to be the best.

## **LEADERSHIP:**

Our leadership team is committed to inspiring and empowering our employees to achieve extraordinary results. We foster a culture of respect, collaboration, and continuous growth, driving our company forward.

## **COMMUNICATION:**

Clear and open communication is fundamental to our success. We foster an environment of transparency and collaboration, ensuring efficient project execution and strong relationships with clients and partners.



# SERVICES

## PRE-CONSTRUCTION SERVICES

Overall project success relies heavily upon the decisions made at the initial stages. We ensure a good foundation for the project to deliver client's objectives from the earliest point in the development process.

Our pre-construction services include feasibility studies, site analysis, design studies and landscaping, value engineering, cost control and scheduling, procurement, constructability reviews and permit application.

## GENERAL CONTRACTING

General contracting has been the essence of EBCO (BITAR)'s business since 1975. With our private and public sector projects, our pledge to our clients is to provide general construction services at the highest levels of integrity, safety and quality.

### Our areas of expertise comprise:

- Cultural & Educational Residential
- Commercial Health Care
- Archaeological Telecommunication Infrastructure

## CONSTRUCTION MANAGEMENT

Construction projects involve subcontractors and suppliers, daily workers, materials, equipment, and services. Managing such operations from start to finish requires an expertise in construction management, from handling the big process and negotiating contracts, materials management and warehousing, to field administration and maintenance of operations.



**EBCO (BITAR)**  
**United Nations Global Compact**

# ALWAYS COMMITTED FROM THE HEART

EBCO (BITAR) has been recognized as an active member of the United Nations Global Compact initiative since 2011, making it the first Lebanese construction company and among the 20 first participants in Lebanon to be committed to the UNGC 10 principles in the areas of human rights, labor, environment and anti-corruption.

Global Compact Network Lebanon (GCNL) was launched in September 2015. EBCO (BITAR) is proudly among the founders of this network. Since then, it serves on its board and today our Managing Partner, Mrs. Nour Bitar, serves as well on the council.

GCNL is one of the 68 Local Networks around the world. GCNL is an independent and self-managed entity. The network grew to accommodate more than 227 members today. More than 140 businesses and 87 non-businesses embrace, support and enact the 17 Sustainable Development Goals in the areas of human rights, labor, environment, and anti-corruption.



NETWORK LEBANON  
WE SUPPORT



# SUSTAINABLE DEVELOPMENT GOALS

**01**  
NO POVERTY



**02**  
ZERO HUNGER



**03**  
GOOD HEALTH  
AND WELL-BEING




**04**  
QUALITY EDUCATION



**07**  
AFFORDABLE  
AND CLEAN ENERGY



**08**  
DECENT WORK AND  
ECONOMIC GROWTH



**09**  
INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**10**  
REDUCED  
INEQUALITIES



**11**  
SUSTAINABLE CITIES  
AND COMMUNITIES



**12**  
RESPONSIBLE  
CONSUMPTION AND  
PRODUCTION



**13**  
CLIMATE ACTION

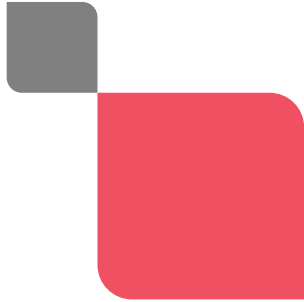


**16**  
PEACE, JUSTICE AND  
STRONG INSTITUTIONS



**17**  
PARTNERSHIPS  
FOR THE GOALS





02  
ZERO HUNGER



03  
GOOD HEALTH  
AND WELL-BEING




10  
REDUCED  
INEQUALITIES



16  
PEACE, JUSTICE AND  
STRONG INSTITUTIONS



01  
NO POVERTY



# SDG 01 NO POVERTY

As per the goal # 1 of the agenda, we aim to eliminate poverty in all its forms by promoting equal access to basic services, economic opportunities, and social protection.



## Support for Displaced Communities During the Lebanese-Israeli War

In response to the humanitarian crisis caused by the Lebanese-Israeli War, **EBCO (BITAR)** took swift and meaningful action to support displaced individuals and affected employees. In partnership with **Souk El Balad**, EBCO (BITAR) played a key role in launching the **Solidarity Drive**—a community-led humanitarian initiative focused on immediate relief and long-term dignity.

Over the span of **40 days**, this collaborative effort enabled the **distribution of over 100,000 nutritious meals** to displaced families temporarily sheltering in public schools across **Beirut**. These meals—covering **breakfast, lunch, and snacks**—were freshly prepared each day in a dedicated community kitchen, providing more than sustenance: they delivered **compassion, stability, and hope**.

EBCO (BITAR)'s contribution extended beyond food aid. The Solidarity Drive also distributed **essential relief items**, including **pillows, blankets, mattresses**, personal hygiene products, and **cleaning supplies**, ensuring safe and dignified living conditions. Additionally, access to **electricity and clean water** was secured for **public schools** housing displaced communities.

This campaign was about more than meeting basic needs—it was a collective act of **solidarity and resilience**. Each meal, each blanket, and each moment of care reaffirmed a shared commitment to **human dignity and social responsibility**. At a time of great uncertainty, EBCO (BITAR) stood beside those most affected, including its own employees, with empathy and tangible support.

## Alignment with the United Nations Sustainable Development Goals (SDGs)

This initiative contributes directly to several of the United Nations Sustainable Development Goals:

- **SDG 1 – No Poverty:** By addressing the urgent needs of displaced individuals through food, shelter, and basic supplies
- **SDG 2 – Zero Hunger:** By ensuring consistent and nutritious meal provision to vulnerable communities
- **SDG 3 – Good Health and Well-being:** By promoting hygiene, nutrition, and physical safety in emergency conditions
- **SDG 10 – Reduced Inequalities:** By reaching marginalized groups with equitable support and services
- **SDG 16 – Peace, Justice and Strong Institutions:** By fostering community cohesion and upholding human dignity amid conflict.

## Upholding the UN Global Compact Principles

This humanitarian initiative reflects EBCO (BITAR)'s alignment with key **UN Global Compact Principles**, particularly:

- **Principle 1:** Supporting and respecting the protection of internationally proclaimed human rights
- **Principle 2:** Ensuring the company is not complicit in human rights abuses
- **Principle 6:** Promoting non-discrimination and equal treatment in employment and emergency response efforts.





# Occupational Health and Safety: ISO 45001:2018 Certified

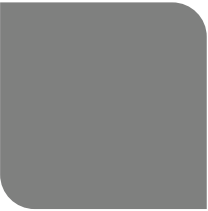
In alignment with its core values of employee well-being and operational excellence, **EBCO (BITAR)** is proud to be **ISO 45001:2018 certified**, having successfully completed the comprehensive onsite audit required to meet this internationally recognized standard for **Occupational Health and Safety Management Systems (OHSMS)**.

**03**  
**GOOD HEALTH AND WELL-BEING**

**08**  
**DECENT WORK AND ECONOMIC GROWTH**

**09**  
**INDUSTRY, INNOVATION AND INFRASTRUCTURE**

**12**  
**RESPONSIBLE CONSUMPTION AND PRODUCTION**



This certification reinforces EBCO (BITAR)'s ongoing commitment to creating a safe, secure, and empowering work environment for all employees. Beyond meeting regulatory requirements, it demonstrates our proactive approach to managing occupational health and safety risks and fostering a culture of accountability, prevention, and continuous improvement.

EBCO (BITAR) upholds this standard through routine internal audits, regular performance reviews, and the implementation of robust safety protocols. These efforts are rooted in our belief that a healthy workplace is not only a fundamental human right but also a critical enabler of long-term productivity, employee retention, and sustainable growth.

### Supporting the UN Sustainable Development Goals (SDGs)

Our occupational health and safety practices contribute directly to several United Nations Sustainable Development Goals:

- **SDG 3 – Good Health and Well-being:** By promoting a safe and healthy workplace, addressing both physical and mental health needs.
- **SDG 8 – Decent Work and Economic Growth:** By ensuring compliance with labor standards and maintaining secure working conditions.
- **SDG 9 – Industry, Innovation and Infrastructure:** Through the application of globally recognized safety systems and innovations in operational risk management.
- **SDG 12 – Responsible Consumption and Production:** By integrating safety and sustainability into all stages of the production and construction lifecycle.



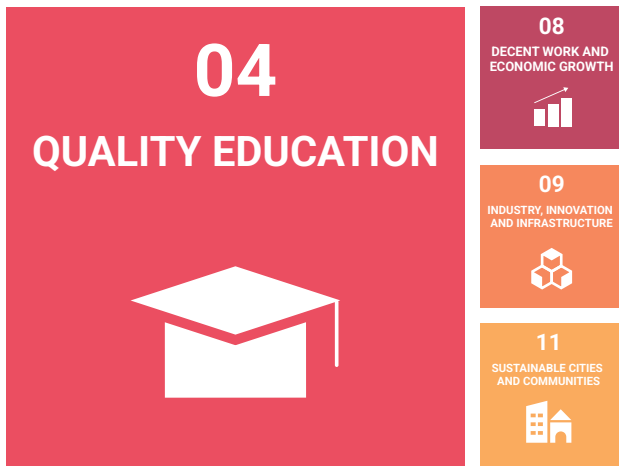
### Alignment with UN Global Compact Principles

EBCO (BITAR)'s occupational health and safety policies are guided by several core principles of the **UN Global Compact**, including:

- **Principle 1:** Support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** Ensure that the company is not complicit in human rights abuses.
- **Principle 6:** Uphold the elimination of discrimination in respect of employment and occupation.

By embedding these principles within our ISO 45001-certified management system, EBCO (BITAR) ensures that its health and safety culture is inclusive, rights-based, and equitable across all levels of the organization.

As we continue to elevate our sustainability performance, EBCO (BITAR) remains steadfast in its commitment to health and safety as a core business priority. Our focus will be on maintaining ISO 45001:2018 certification through ongoing training, employee engagement, hazard mitigation, and strategic enhancements to our management system. We are determined to foster a workplace culture where every team member is equipped, informed, and empowered to contribute to a safe and sustainable future.



# SDG Day Workshop with the United Nations Global Compact

In 2025, EBCO (BITAR) strengthened its commitment to sustainable development by partnering with the **United Nations Global Compact (UNGC)** to host an engaging **SDG Day Workshop** for our employees.

This initiative supports our dedication to responsible business practices aligned with the **UNGC's Ten Principles on human rights, labour, environment, and anti-corruption**, and directly contributes to the advancement of the **2030 Sustainable Development Agenda**.

The workshop offered our teams a comprehensive introduction to the **17 Sustainable Development Goals (SDGs)**, with a special focus on those most relevant to our business:

- **SDG 4 (Quality Education)** — by building employee awareness and capacity.
- **SDG 8 (Decent Work and Economic Growth)** — by promoting responsible workplace practices and sustainable growth.
- **SDG 9 (Industry, Innovation and Infrastructure)** — by encouraging innovative thinking in sustainable construction.
- **SDG 11 (Sustainable Cities and Communities)** — through our commitment to resilient, inclusive, and sustainable built environments.



Throughout the event, employees had the opportunity to hear from sustainability experts, exchange ideas, and identify practical actions to integrate the SDGs into our daily operations, project delivery, and strategic planning.

This collaborative learning experience reinforced our pledge to advance the **UNGC Principles**, particularly **Principle 7–9 (Environment)** and **Principle 10 (Anti-Corruption)**, by strengthening a culture of transparency, ethical conduct, and environmental stewardship.



# 07

## AFFORDABLE AND CLEAN ENERGY



### SDG 7

#### Sustainable Development

SDG7 calls for “affordable, reliable, sustainable and modern energy for all” by 2030.

**It's three core targets)are the foundation for our work:**

- Ensure universal access to affordable, reliable and modern energy services.
- Increase substantially the share of renewable energy in the global energy mix.
- Double the global rate of improvement in energy efficiency.



# Renewable Energy System

For several years, EBCO (BITAR) has been committed to promoting sustainable practices by incorporating solar panel systems into its projects. These projects span a wide range, encompassing public schools, private buildings, and agricultural endeavors. EBCO (BITAR) is not only contributing to environmental sustainability but also empowering communities and fostering economic growth.

The implementation of solar panel systems in public schools serves as a testament to EBCO (BITAR)'s dedication to enhancing educational facilities while minimizing their environmental impact. By generating clean, renewable energy, these systems reduce the schools' reliance on fossil fuels, thereby lowering their carbon footprint and promoting a cleaner environment for future generations.

In addition to public schools, EBCO (BITAR) has also extended its solar panel initiatives to private buildings, demonstrating its commitment to encouraging sustainable practices across the private sector. By adopting solar energy solutions, businesses can reduce their operating costs, enhance their energy independence, and project a positive image as environmentally responsible organizations.



Furthermore, EBCO (BITAR) has recognized the potential of solar energy to transform agricultural practices, leading to the introduction of solar panel systems in agricultural projects. Solar-powered irrigation systems, for instance, offer a sustainable and cost-effective solution for farmers, enabling them to optimize water usage and reduce their reliance on traditional energy sources.

EBCO (BITAR)'s commitment to integrating solar panel systems into its diverse projects highlights its unwavering dedication to promoting sustainable development. By embracing renewable energy solutions, the company is actively contributing to a more environmentally conscious future while fostering economic growth and empowering communities.



# SELECTION OF OUR PROJECTS

<b>Koucha</b>	<b>Habbouch</b>	<b>Aaramoun</b>	<b>Baalbek</b>
<b>Anfeh</b>	<b>Deir El Zahrani</b>	<b>Bchamoun</b>	<b>Nahle</b>
<b>Bazdena</b>	<b>Marwanieh</b>	<b>Beirut</b>	<b>Chmistar</b>
<b>Azee-Zgharta</b>	<b>Hasbaiyya</b>	<b>Naameh</b>	<b>Mdoukha</b>
<b>Danniyeh</b>	<b>Qlayaa</b>	<b>Chehime</b>	<b>Tripoli Port</b>
<b>Ehden</b>	<b>Marjaayoun</b>	<b>Bourj Hammoud</b>	



# 08

## DECENT WORK AND ECONOMIC GROWTH



### **SDG 8 DECENT WORK AND ECONOMIC GROWTH**

Decent work and economic growth is “achieving improved productivity and economic growth which provides employment for all in safe working environments, protected by labor rights”

During 2018, striving for maintaining and enhancing our work environment was one of the main points in our SDG action plan



# EBCO (BITAR) SUPPORTING ITS EMPLOYEES

While thousands of businesses could not sustain the economic and financial crisis prevailing in Lebanon and were forced to lay off thousands of employees in the past few months, EBCO (BITAR) still provides jobs for all her workers.

## **Anti-Corruption Principles**

EBCO (BITAR) adheres to the highest standards of ethical conduct and is committed to an anti-corruption culture. Our policy is to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.

## **Training and Development Programs**

EBCO (BITAR) is committed to fostering a culture of continuous learning and professional development, empowering its employees to excel in their current roles and prepare for future opportunities.

The company's comprehensive training and development programs are designed to enhance workforce skills, promote knowledge sharing, and cultivate a growth mindset among employees. These programs encompass a diverse range of offerings, catering to the specific needs of individuals across all levels of the organization.

## **Measuring Impact and Refining Programs**

EBCO (BITAR) places a strong emphasis on evaluating the effectiveness of its training and development programs. The company gathers feedback from participants, tracks employee performance metrics, and conducts surveys to assess the impact of these programs on individual and organizational growth. This data-driven approach allows EBCO (BITAR) to continuously refine its programs and ensure they are aligned with the company's strategic goals and the evolving needs of its workforce.

By investing in comprehensive training and development programs, EBCO (BITAR) is empowering its employees to reach their full potential, fostering a culture of innovation and continuous improvement, and positioning itself as an employer of choice in an increasingly competitive talent market.

10

REDUCED  
INEQUALITIES



03

GOOD HEALTH  
AND WELL-BEING



08

DECENT WORK AND  
ECONOMIC GROWTH



## Fostering Community Spirit through EBCO (BITAR)'s Ramadan Iftar

As part of our commitment to nurturing an inclusive and respectful workplace culture, EBCO (BITAR) proudly hosted its annual **Ramadan Iftar**, bringing together employees to celebrate the holy month in a spirit of unity and reflection.

As the sun set, colleagues gathered to break their fast, share a meal, and strengthen the bonds that connect our diverse team.

The evening was filled with meaningful conversations, laughter, and a deep sense of community, reflecting our belief that our people are our greatest strength.

This cherished tradition aligns with our dedication to advancing the **United Nations Global Compact (UNGC) Principles**, particularly **Principle 1 (Human Rights)** and **Principle 6 (Labour – Non-Discrimination)**, by fostering a workplace where cultural and religious diversity is respected and celebrated.

It also supports the **Sustainable Development Goals (SDGs)**, including:

- **SDG 3 (Good Health and Well-Being)** — by promoting well-being through supportive social connections.
- **SDG 8 (Decent Work and Economic Growth)** — by strengthening an engaged and motivated workforce.
- **SDG 10 (Reduced Inequalities)** — by encouraging inclusivity and respect for different cultural and religious practices.





11

SUSTAINABLE CITIES  
AND COMMUNITIES



## **SDG 11 SUSTAINABLE CITIES AND COMMUNITIES**

As per the goal #11 of the agenda, we aim to provide safe and a sustainable city through road safety with a focus on sustainable urbanization and environmental impact.

# EBCO (BITAR) SUPPORTS ARDNA NGO

EBCO (BITAR) supports ARDNA NGO in its efforts to build organizations that contribute to development. ARDNA (Association of Rural Development and National Aid) is a Lebanese non-profit humanitarian organization established in 2021, whose mission is to empower the deprived small-scale producers to reach sufficiency and be provided by financial and skillful practices.

At ARDNA, we invest in people through our capacity building program, so they gain the knowledge required to drive sustainable growth. Souk El Balad is our first capacity building activity focused on strengthening & supporting local producers and rural development. A multitude of ethnicities and religions are inextricably woven into the social fabric of Souk El Balad family, making it the most diverse souk in Lebanon. More than 75 producers are assembled each Saturday at Souk El Balad in Beirut Souks. Sajjette is a Lebanese youth empowerment initiative aiming to preserve Lebanese traditions with a twist. The project is developed by ARDNA capacity building as well.

We likely have multiple projects in progress as we focus on benefits realization to our community. As Lebanon is facing crippling economic crisis, ARDNA is struggling to help needy families to survive and get outside the complex array of issues that the country faces. However, ARDNA is seeking an international assistance in form of donation in order to be able to achieve its mission.

ARDNA believes Souk El Balad plays an important role in supporting small-scale producers through aggregation, collective marketing, facilitative services, and access to international markets. Through our first initiative, we ultimately seek to share with Lebanese (local and expats) as well as our neighboring countries not only the taste of traditional Lebanese gastronomy but also the know-how of authentic and organic agriculture, as well as the expertise related to genuine and true craftsmanship.

# ARDNA

*By the community, for the community*

**We have established a set of well-defined and distinct milestones that is definitely helping us in achieving our end-goal both effectively and efficiently:**

- Ensuring high-quality and certified products
- Sharing the organization's culture and core values with our partners and end-customers
- Enlightening and educating the youth
- Celebrating the seasonality of each and every Lebanese producer.

## **Values:**

At ARDNA, we trust that clear and well-defined values provide touchstones for the organization's partners and volunteers to understand the company's culture.

**The following make up the base and foundation of our group's culture:**

- Responsibility towards the environment and mankind
- Environmental awareness and consciousness
- Community service
- Woman empowerment
- Innovation and creativity
- Commitment and discipline
- Transparency and accountability



## سوق البلد SOUK EL BALAD

BY ASSOCIATION FOR RURAL DEVELOPMENT AND NATIONAL AID (ARDNA)

Souk El Balad, an initiative by the Association for Rural Development & National Aid (ARDNA), serves as a Lebanese community market dedicated to supporting and uplifting small-scale producers, farmers, and artists. The primary goal is to provide a platform for these individuals to exhibit, promote, and sell their meticulously crafted and high-quality products in an open-air market. This initiative aims to assist producers in overcoming the challenges posed by the difficult circumstances faced by Lebanon.

Souk El Balad takes place every Wednesdays from 8:00 am to 4:00 pm at Gefinor Center, featuring more than 30 producers from various industries.

Souk El Balad Community Market typically commemorated and focused on distinctive aspects of Lebanese communities and their interconnected relationships. **Emphasis was primarily placed on cultural and traditional themes for several reasons:**

- Informing people about their traditions to foster unity among Lebanese individuals.
- Facilitating social gatherings and bringing people together.
- Showcasing intellectual and creative accomplishments.
- Celebrating local food and beverages.
- Highlighting the diverse local production from various regions in Lebanon.

A more precise definition of our project would be as follows: "Establishing an infrastructure that enables us to promote innovative, environmentally sustainable, economically viable, and socially responsive approaches." **In fact, we are convinced that achieving this mission necessitates:**

- Supporting small-scale farmers and producers.
- Contributing to local community development initiatives.
- Creating a community that aims to connect individuals with similar values.
- Educating and enlightening current and future generations about traditional and organic/healthy lifestyles.



## Christmas Market

From December 8 to 29, Souk El Balad hosted a vibrant Christmas Market in Downtown Beirut, near Aishti, from 4 PM to 11 PM. The event was organized by ARDNA NGO and proudly supported by EBCO (BITAR).

The festive market featured a rich mix of food stations, live entertainment, kids' activities, and unique arts & crafts, bringing warmth and joy to the heart of the city.

**Widespread Media Coverage:**

Souk El Balad's Christmas Market gained strong media attention both locally and internationally:

- Local Channels: MTV Lebanon, New TV, AlAfdal TV, TL, and others.
- International Platforms: BBC Arabia, Al Jazeera (TV & Web), Roya TV, Dubai TV, Al Arabiya, and more.
- Online Presence: Featured on Lebtivity, Beiruting, Beirut.com, Live Love Beirut, VDL News, This is Beirut, Jbeil District, and others.

One of the event's highlights was the unveiling of the World's Largest Creppfle, made by Souk El Balad producer Bob Fersan, covered by major influencers like the famous Beirut Billionaire and loved by attendees.

The market brought life and joy to Beirut, rekindling the holiday spirit in the aftermath of a difficult time for Lebanon.

## Ramadan Event

Souk El Balad, in collaboration with SMS, organized Ramadan event "Beirut El Eid" in Downtown Beirut, spanning Uruguay, Argentina, and Azmi Beik Streets. Proudly supported by EBCO (BITAR), the event brought together a vibrant mix of arts & crafts, culinary experiences, and family-friendly activities. It ran from March 10 to April 13, daily from 5 PM to 2 AM.



12

RESPONSIBLE  
CONSUMPTION AND  
PRODUCTION



## **SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

Striving towards making part of the achievement of the 12th SDG involves the efficient management of natural resources and the reduction of waste pollutant production.

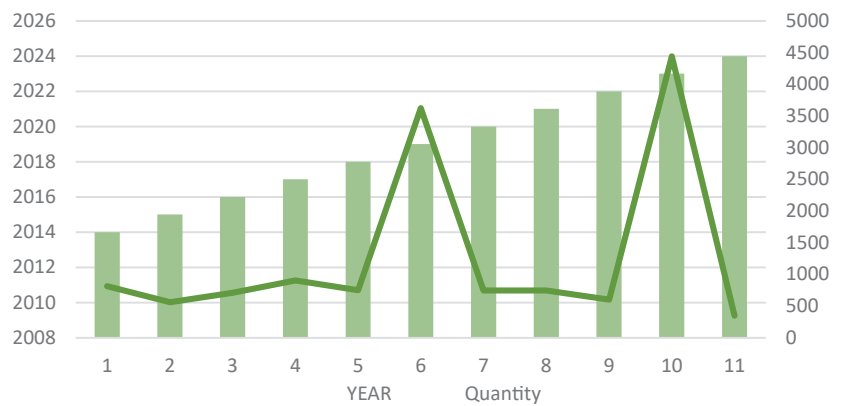
# Recycling is our Routine

Recycling is the process of converting wasted materials into new materials and objectives. Noticing throughout the years that we have a huge usage of papers, we decided to jump into the recycling routine. All EBCO (BITAR) sites apply since 2013 paper recycling in the daily working life. All used papers are sent monthly to Association TERRE Liban responsible in recycling.

The table below shows the amount of papers we have recycled. In fact, we saved 142 trees since 2013! We are regularly encouraging our employees to reduce paper usage and turnout system to a digital one.



Chart Title



## CERTIFICATE OF APPRECIATION

T.E.R.R.E. Liban Congratulates

*EBCO BITAR*

For Recycling 350 Kgs of paper and saving 6 trees  
2024 - 2025





# Embedding Shared Values Through Employee Engagement and Leadership Development

At **EBCO (BITAR)**, we believe that our organizational values are the cornerstone of a resilient and purpose-driven corporate culture. They guide decision-making, shape leadership behavior, and drive employee engagement across all levels of the organization.

In **2024**, we undertook a transformative initiative to **redefine and prioritize our core values**, placing our people at the center of the process. In response to employee feedback and in line with our ongoing commitment to inclusivity and transparency, EBCO (BITAR) engaged its workforce in a company-wide effort to reshape the value system. As a result, the following values were identified and formally adopted as the new guiding principles of EBCO (BITAR):

- **Safety**
- **Customer Satisfaction**
- **Collaboration and Teamwork**
- **Leadership**
- **Communication**

16

PEACE, JUSTICE AND STRONG INSTITUTIONS



08

DECENT WORK AND ECONOMIC GROWTH



10

REDUCED INEQUALITIES





## Alignment with the United Nations Sustainable Development Goals (SDGs)

This values-based initiative contributes meaningfully to the advancement of several UN Sustainable Development Goals:

- **SDG 8 – Decent Work and Economic Growth:** By fostering a values-driven workplace where employee input is respected and leadership is developed in line with ethical and inclusive practices.
- **SDG 10 – Reduced Inequalities:** By empowering employees at all levels to have a voice in shaping the culture of the organization.
- **SDG 16 – Peace, Justice and Strong Institutions:** By promoting ethical leadership, transparency, and institutional accountability.

## Consistency with UN Global Compact Principles

Our commitment to embedding shared values and fostering an inclusive leadership culture aligns closely with key principles of the **UN Global Compact**, including:

- **Principle 1:** Support and respect the protection of internationally proclaimed human rights.
- **Principle 6:** Eliminate discrimination in respect of employment and occupation.
- **Principle 10:** Work against corruption in all its forms, including extortion and bribery—by cultivating a culture of integrity and transparency.

To bring these values to life, a dedicated **Values Workshop** was held for department heads and members of senior management. The workshop served as a platform to foster a shared understanding of the new values and to explore actionable ways to integrate them into everyday leadership and organizational practices. This initiative also reinforces our commitment to building a cohesive, people-first culture rooted in shared purpose and ethical conduct.

By actively involving employees in defining what EBCO (BITAR) stands for, we have cultivated a workplace culture founded on **mutual respect, equity, transparency, and accountability**. Moreover, it ensures that our leadership is aligned with the principles our employees value most, while continuously evolving in step with the organization's strategic direction.



# Commitment to ESG Stewardship Program

## 17 PARTNERSHIPS FOR THE GOALS



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



In 2024, **EBCO (BITAR)** proudly reaffirmed its commitment to sustainable business practices by actively participating in the **Lebanon Environmental, Social, and Governance (ESG) Stewardship Program**. This national initiative—supported by **USAID’s Trade and Investment Facilitation (TIF) Project (@tifleb)** and implemented in partnership with **Capital Concept**.

As part of this engagement, EBCO (BITAR) successfully obtained **ESG Certification**, signaling compliance with globally recognized frameworks for responsible governance, environmental performance, and social responsibility. In parallel, we have developed a robust ESG program that integrates sustainability principles across our operations, culture, and long-term strategic vision.



By institutionalizing ESG practices, EBCO (BITAR) enhances its capacity to **anticipate, identify, and mitigate potential risks**, thereby maintaining business continuity, protecting stakeholder interests, and reinforcing operational resilience. This proactive governance model enables us to address emerging challenges before they escalate, safeguarding our business and strengthening investor confidence.

EBCO (BITAR)'s ESG commitment is aligned with key **UN Global Compact Principles**, including:

- **Principle 1:** Support and respect the protection of internationally proclaimed human rights
- **Principle 7:** Support a precautionary approach to environmental challenges
- **Principle 10:** Work against corruption in all its forms, including extortion and bribery

In addition, our actions directly support several **United Nations Sustainable Development Goals (SDGs)**:

- **SDG 8 – Decent Work and Economic Growth:** Through ethical labor practices and risk-informed economic strategy
- **SDG 12 – Responsible Consumption and Production:** By embedding sustainable resource management in operations
- **SDG 13 – Climate Action:** By contributing to environmental stewardship and reducing ecological impacts
- **SDG 16 – Peace, Justice and Strong Institutions:** Through transparent governance and strong ethical standards
- **SDG 17 – Partnerships for the Goals:** By engaging with national and international stakeholders to advance sustainability



EBCO (BITAR) views ESG certification not as a destination but 'as a **strategic cornerstone** of its sustainability journey. As we move forward, we remain committed to continuously refining our ESG practices in line with international standards and stakeholder expectations. This ongoing effort reinforces our long-standing belief that **responsible business is smart business**, and that sustainability is integral to value creation—for our company, our partners, and the communities we serve.





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