

Facts

Health and Safety at work: our Safety Ambassadors.

Sharrcem has proven time and again that health and safety is a priority. Currently, has begun the implementation of a program with the main goal to induce safety as operational living culture within the organization.



Considering the health and safety as a matter of moral, legal and economic basis upon which the company's vision regarding security is built, but also as a matter of consistency, the “Involvement for Continuous Safety Improvement (ICSI)” program was initiated in cooperation with the Group Sharrcem Management Force (Force Management Group), which aims to enhance the awareness of workers about the importance of health and safety at work, while also creating a safe working environment. Through this program, Sharrcem, further to its proven compliance with operating Health and Safety standards which exceed local legislation and guidelines, intends to create an environment in which each and all of its employees are responsible for their own safety and that of their colleagues. By creating a “Safety Living Culture” through the training and knowledge offered to the CCT groups (our “Safety Ambassadors”) we aim to overshoot the safety at work bench works of commitment, continues Improvement, registration of safe working practices and active adaption of rules regulations and indicatives of Titan Group.



The "Involvement for continuous safety improvement (ICSI)" consists of three phases. The first phase includes initial training and actual performances that began in October 2013 and ended on 26 June 2014, but preparations were previously completed where the sector and team to be trained were already selected. Furthermore, Sharrcem will continue to work until the completion of this program, thus, the completion of the second phase as well, which includes the continuation of trainings and ongoing evaluations, whilst the third stage includes assessments, final measurements, and sharing the practices with other actors.

As a training team for the first phase the Company's Culture Team (CCT 1) was elected, which consists of Nexhmedin Luma, Deputy Production Manager, Musli Bushi, Head of Raw Mill Department, Pasion Suma, Head of Process Automation, Zena Fida, CCR Operator, Gezim Vlashi, System Administrator for the Asset Management Company, and Mustaf Bajramliu, Shift Coordinator.

Consequently, after nine months of work and effort, the completion of the first phase was accomplished and the Culture Company team shared with other company employees their experience, challenges, progress and the way towards creating a safe plant and provide security for the lives of workers.

Some of the steps that were taken by the members of the group were daily inspections, which included reporting to managers on a daily basis; that step was considered very successful as 96.5% of the cases were resolved within a 6 month period.



with the identification of problems, channelling and the manner of their resolve.

Other steps were the inspection of facilities and activities, an activity log reflected more advanced problems in the company, with filtering options of the solved and unsolved problems, conversations with employees to raise awareness about the importance of certain protective devices, evaluation risk, choices and their prevention, an important step was also the change of culture, as there was hesitation initially, but then it was seen that there are things that should be changed, starting

Sharrcem employees were satisfied with what was achieved through this approach and became much more aware of safe working practices. Also, it was a mutual understanding that people must accept to change their routine, strive for continuous improvement of their effectiveness in fulfilling their roles and responsibilities in relation to safety.



SHARRCEM

a **TITAN** Group Company

