



ESG IMPACT

Serving Our People and Society

JANUARY 2024

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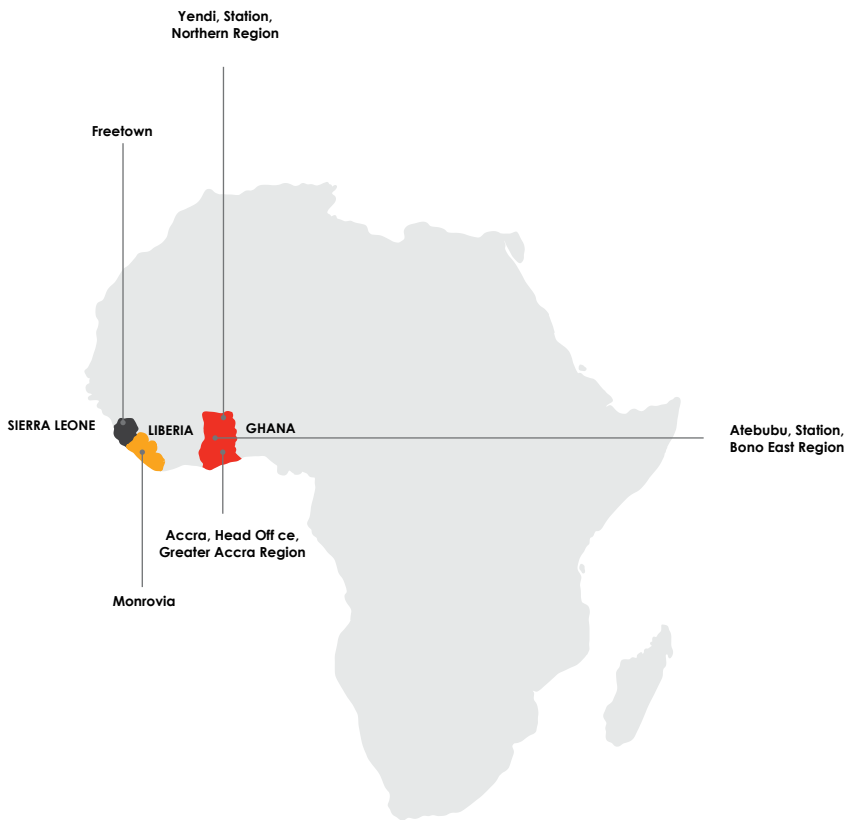




INTRODUCTION

As we celebrate a decade of operating in Ghana, we took the opportunity to reflect on our commitment to our values and the impact we have had on the world. I am pleased to present our 2023 Annual Sustainability Report, "Serving our People and Society", which provides insights into our organization's impact on our clients and the wider society. This report allows us to assess the value we have created over the past year and beyond.

Edward M. Melomey MP



ABOUT US

Constromart Africa is a multidisciplinary Engineering, Advisory and Project Management Consultancy firm that is committed to operating in a responsible and sustainable manner. As part of our commitment to transparency and accountability, we have prepared this ESG (Environmental, Social, and Governance) Report to communicate our efforts and progress in these areas.

SUSTAINABLE DEVELOPMENT GOALS

ABOUT THIS REPORT

This report presents Constromart Africa's sustainability performance in 2023 and highlights our commitment to aligning our activities with the United Nations Sustainable Development Goals (SDGs). Our dedication to the well-being of the planet and people on a global scale is reflected in our focus on these global goals. Throughout this report, we emphasize our efforts to integrate the SDGs (3, 4, 5, 9, 10, 12, 13, 15, 16 and 17) into our company culture, allowing us to monitor our progress towards a more sustainable future.



ENVIRONMENTAL IMPACT

Serving Our People and Society

HIGHLIGHTS OF OUR ENVIRONMENTAL IMPACT

GHS 800+

Worth Projects being managed by our firm to support our clients realise sustainability in infrastructure development.

3+

Projects addressing sustainable waste management

3

Projects focused on road connectivity and access to community infrastructure

3

Publications to address Global Sustainability and Climate Risk Issues



FIDIC CLIMATE CHANGE CHARTER
Actions for FIDIC



Staff Transportation
2020 - 2022



70%

Use public transport

Staff Consumption
2023



250

tonnes plastic recycled
out of 1000+ tonnes of waste generated



9 of 10
meeting or less the number of benchmark print



Electricity Usage
7,500+ KWH



Water Usage
50,000+ LITRES



Fuel Usage
5,600+ LITRES



Waste Generation
1,000+ TONNES



Closing the Sustainable infrastructure



Insights from COP 28



Framework for assessing and improving WASH services in climate vulnerable communities



Dams Spillage Rapid Impact Assessment



Infrastructure and climate change an overview



Resource recovery from landfill gas opportunities and challenges



Minimizing the use of plastic in the construction industry



AI Adoption in Infrastructure Development

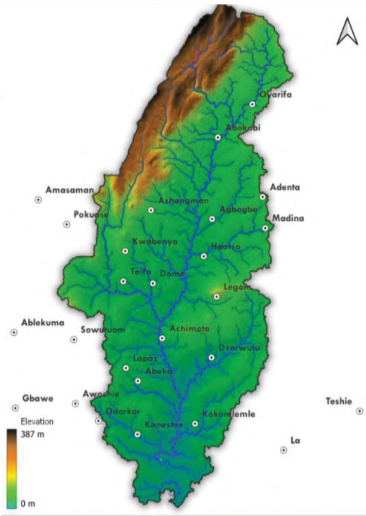


OUR EFFORTS



We are dedicated to minimizing our environmental impact and promoting sustainable practices in all of our operations. We have taken significant steps to reduce our energy consumption, minimize waste generation, and promote biodiversity conservation in our project execution. In doing so, we are directly contributing to the achievement of Sustainable Development Goals, 9 (Industry, Innovation and Infrastructure), 12 (Responsible Consumption and Production), and 13 (Climate Action).

Furthermore, our commitment to environmental responsibility extends to ensuring compliance with all relevant environmental regulations and standards in the countries where we operate. This not only demonstrates our dedication to environmental protection, but also supports SDG 15 (Life on Land) by promoting the conservation and sustainable use of terrestrial ecosystems during construction activities.





SUSTAINABLE INFRASTRUCTURE DESIGN AND MANAGEMENT

As part of our dedication to environmental sustainability, we are working closely with stakeholders in the construction industry to prioritize environmental protection throughout the implementation of infrastructure projects. This collaboration has resulted in the thorough training and development of our professionals in various environmental safeguarding techniques, including specialized expertise in the World Bank's operational protocols for Environmental and Social Risk Management. Again, we actively promoted awareness through hosting seminars and publishing articles on a range of topics including climate risk, sustainability, decarbonization, and strategies for addressing energy challenges at global, regional, and sector-specific levels. In 2023, we contributed 14 insights to further the conversation on sustainable futures



OUR OPERATIONS

Within our operations, we are dedicated to openly communicating our utilization of resources and the environmental effects of our activities. In 2023, our electricity usage totaled around 7,500 kWh, while our water consumption reached approximately 50,000 litres, and we consistently exhibit responsible water resource management, including the implementation of rainwater harvesting. Our current waste generation stands at 1000 tonnes annually, but after introducing waste segregation at our headquarters, we were able to successfully recycle 250 tonnes of plastic waste this year. The fuel consumption of our fleet vehicles amounted to 5600 litres, prompting us to consider alternative travel options and work towards reducing our carbon footprint. These statistics demonstrate our consciousness and responsibility, driving our continued initiatives to improve resource efficiency and diminish environmental impact throughout our operations.



MINIMIZING WASTE GENERATION

As infrastructure professionals, we have extended our practice to align with the growing demand for environmental sustainability. We are actively involved in projects focused on source separation, composting, dumpsite capping, and landfill design. Our ultimate goal is to contribute to reducing greenhouse gas emissions, improving public health, promoting sanitation, and protecting the environment.



BIODIVERSITY CONSERVATION PROJECTS

As a responsible member of the Engineering and Infrastructure community, we have pledged our dedication to environmental stewardship by signing the FIDIC Global Goals Climate Change Charter.

Our commitment to conducting thorough environmental impact assessments for all development projects ensures the mitigation or avoidance of environmental harm.



SOCIAL IMPACT

Serving Our People and Society

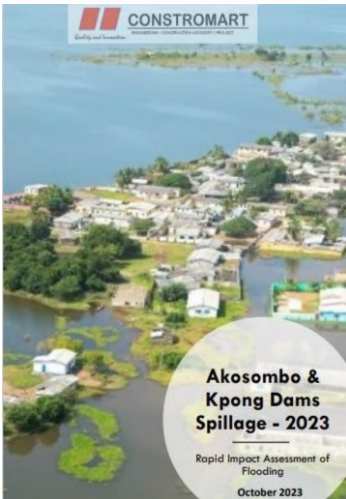
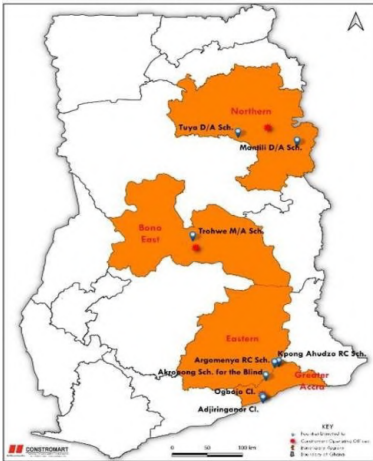
HIGHLIGHTS OF OUR SOCIAL IMPACT

3000+
Braille Sheets
Donated

300+
Beneficiaries

GHS 50K
Financial
Commitments

CONSTROMART'S 10TH-YEAR DONATION SITES



SDGs Contributed to: 3, 4, 5, 10



Beneficiary Schools: 6

1. Mantili D/A Primary School
2. Tuya D/A Primary School
3. Trowhe MA Kindergarten and Primary School
4. Akropong School for the Blind
5. Kpong Ahodzro RC JHS
6. Agormanya RC JHS



1000+

Students
Reached through
Outreach



800

Volunteer
Hours amassed



No. of staff

Volunteers: **20**



Beneficiary Health

Facilities: **2**

1. Adjiriganor Health Center
2. Ogojo Polyclinic



Health Care Support:

500+ Mothers/month

1000+ Babies/month



SOCIAL IMPACT



Constromart Africa is dedicated to enhancing the welfare of communities in which it operates. The company actively supports community development initiatives, promotes diversity and inclusion, and prioritizes the health and safety of its employees and stakeholders. Constromart Africa also invests in skills development and capacity building programs to empower local communities and contribute to socio-economic development.

At Constromart Africa, we are committed to making a positive impact on society and the communities in which we operate. Our focus on social impact is aligned with the United Nations Sustainable Development Goals (SDGs), and we are proud of the progress we have made in this area in 2023.





OUR CONTRIBUTIONS TO HEALTH AND WELL- BEING

In line with SDG 3 on good health and well-being, we have prioritized the health and safety of our employees, clients, and the wider community. This has included providing access to healthcare services to our employees, where the company is investing **GHS 1,500,440.00** in health insurance cover and **GHS2.2M** in life insurance cover. We also aided vulnerable mothers and babies to prevent maternal child mortality through the donations of fetal dopplers, pulse oximeters, thermometers, baby care products as well as catering for the hospital bills of vulnerable mothers and babies. We implement stringent safety standards in our project management work and promoting a healthy work-life balance for our employees. Constromart also donated over 400 sanitary towels under the year of review, to the girls in the schools we visited to encourage school attendance like their fellow boys colleagues.



ADVANCING EQUITY & INCLUSION

Poverty encompasses various dimensions, with causes such as unemployment, social exclusion, and the heightened vulnerability of specific populations to disasters and diseases. This ultimately hinders their productivity and restricts access to basic needs like good health, quality education, and equal gender representation, further perpetuating a sense of inequality. This in the long run prevents them from being productive and unable to access their basic needs of good health, quality education, and equal gender representation further reinforcing a sense of inequality. Constromart as part of our commitments to the SDG 5 carried out 8 community interventions of giving back to society centred in the communities where we live and work to reduce any form of inequalities caused by socio- economic differences. In 2023, as part of this initiative, we contributed more than GHC 50,000 towards reducing inequality by supporting the health and educational needs of vulnerable people in communities across the country.



PROMOTING QUALITY EDUCATION

In relation to SDG 4 on quality education, we have supported education initiatives in the communities where we operate. This includes partnering with local schools to provide equipment, resources, and mentorship programs, as well as commitment to provide internships and practical learning opportunities to students. Additionally, Constromart is in partnership with the School of Engineering Science at the University of Ghana to offer internship opportunities, aiming to bridge the gap between theoretical knowledge and industry experience for students. Similarly, we invest in our employees by promoting capacity building opportunities for them in relevant sectors in the industry. We recorded over 100 trainings for our employees giving an average of 5 courses per employee. In the year under review, over **GHS256,856.65** was committed to facilitate continuous professional development training programs in leadership and sustainability for employees through participation in conferences at the University of Oxford UK, the International Water Association conference in Rwanda, FIDIC Africa Infrastructure Conference in Zambia, and the GHIE, GCEA conferences in Ghana.



REDUCED INEQUALITIES

We have made substantial progress in addressing inequalities, with a particular focus on promoting gender equality in line with SDG. Through the implementation of policies and the introduction of initiatives aimed at fostering diversity and inclusion, such as mentoring programs and leadership development opportunities specifically tailored for women within our organization, we have taken meaningful steps towards reducing inequalities. As a result of these efforts, our management team is now more diverse, with equal gender representation, leading to positive contributions in this area.



GOVERNANCE IMPACT

Serving Our People and Society

HIGHLIGHTS OF OUR GOVERNANCE IMPACT

19+

Water
Supply
System

~400km

Road Network
(Rural &
Suburban)

9

Educational
Facilities

7

Health
Facilities

3

Climate
Resilience
Projects

~170km

Fibre-optic
connectivity

NATIONAL (2)



GhIE



GHANA
CONSULTING
ENGINEERS
ASSOCIATION

INTERNATIONAL (4)



IRF
GLOBAL

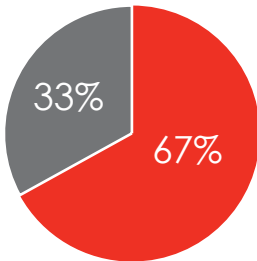


IAIA
International Association
for Impact Assessment



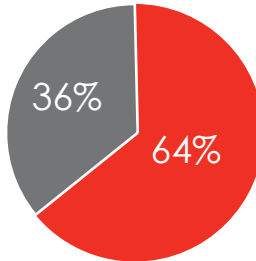
IWA
the international
water association

REPRESENTATION OF KEY ACADEMIC STAKEHOLDERS ON GOVERNING BOARD



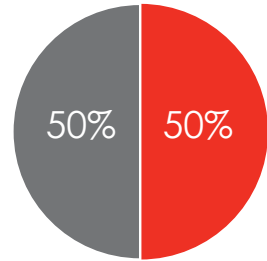
■ Academic ■ Non-Academic

GENDER DISTRIBUTION OF EMPLOYEES



■ Male ■ Female

LEADERSHIP REPRESENTATION



■ Male ■ Female



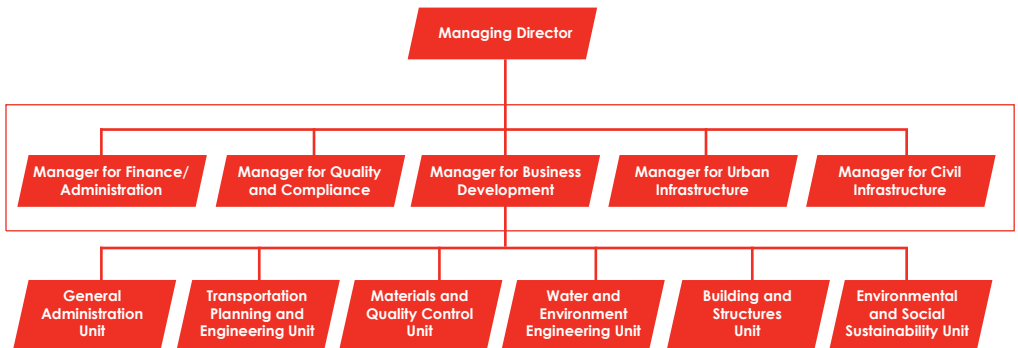


OUR GOVERNANCE PRACTICE



We recognize the crucial role that effective governance plays in driving sustainable development and promoting societal well-being. In 2023, we made substantial strides in enhancing transparency, accountability, and ethical conduct within our organization. As part of our governance impact, we have prioritized diversity, equity, and inclusion within our organization, recognizing the importance of creating a diverse and inclusive workplace that fosters innovation, collaboration, and equal opportunities for all. Our efforts in this area are aligned with SDG 10: Reduced Inequalities, SDG 9: Industry, Innovation, and Infrastructure, SDG 16: Peace, Justice, and Strong Institutions, and SDG 17: Partnerships for the Goals.

One of the keyways in which we have contributed to the SDGs is through our dedication to promoting economic growth and decent work for all. As a multidisciplinary consulting firm, we have created job opportunities and provided training and development programs for our employees. Additionally, we have worked with local partners to support small and medium-sized enterprises, helping to drive economic growth in the communities where we work.





ADVANCING INDUSTRY, INNOVATION & INFRASTRUCTURE

We have made significant contributions to sustainable infrastructure and innovation in various sectors in support of SDG 9 on Industry, Innovation, and Infrastructure.

Through collaboration with our clients and stakeholders, we have prioritized environmental sustainability and technological innovation in the development of infrastructure projects such as educational and health facilities, rural and suburban road development, climate resilience projects, fibre-optic connectivity, and water supply systems. In addition, Constromart is committed to safeguarding sensitive data through Information Security Management Systems, promoting a security-conscious culture through regular cyber security training, policy updates, and proactive threat identification. Our adherence to industry-leading practices ensures the robust protection of entrusted information and cultivates a culture of awareness, responsibility, and continuous improvement in cybersecurity.



REDUCED INEQUALITIES

In line with SDG 10 on Reducing inequality, we have promoted fair demographic inclusion and representation. Our company embraces diversity and inclusion as integral components of our governance framework. We are committed to fostering an inclusive workplace and ensuring equal opportunities for all employees. We currently have 36% of our employees being women and have our employees coming from all regions of the country.



OUR CONTRIBUTIONS TO PEACE JUSTICE & STRONG INSTITUTIONS

In line with SDG 16 on Peace, Justice, and Strong Institutions, we have strengthened our corporate governance framework to ensure that our decision-making processes are inclusive, equitable, and accountable. This has enabled us to foster a culture of integrity and ethical behaviour within our organization, as well as to promote the rule of law and access to justice within the communities where we operate. We have established robust decision-making committees responsible for steering the operations of various management functions as well as development projects. We transitioned from basic unit management to well-structured and interconnected unit and practice management with oversight from our board of directors.



PARTNERSHIPS FOR GOALS

We have made significant strides in establishing sustainable partnerships and collaborations with various stakeholders, aligning with SDG 17. Our active engagement with governments, businesses, and the academic community enables us to harness collective expertise and resources to address complex challenges and generate positive impacts. Additionally, we are affiliated with reputable bodies such as the Ghana Institution of Engineering, International Water Association, International Association for Impact Assessment, and others, demonstrating our dedication to upholding industry best practices and staying updated with the latest developments. Our pursuit of ISO 9001 certification this year reflects our global commitment to excellence. Furthermore, our collaboration with academic institutions, including the University of Ghana School of Engineering Sciences, illustrates our emphasis on bridging the gap between industry and academia. This is further demonstrated by the representation of our Six (6) Board of Directors, four (4) of whom are stakeholders in major academic institutions.

FUTURE INITIATIVES

In line with its ESG commitments, Constromart Africa is continuously seeking to improve its performance and build a sustainable business model. The company plans to expand its environmental initiatives by implementing renewable energy solutions in its operations and integrating climate change considerations into its project designs. Constromart Africa also aims to enhance its social impact by increasing its community engagement efforts and supporting initiatives that address social issues in its operating regions.

CONCLUSION

Constromart Africa remains dedicated to integrating ESG principles into its business strategy and operations. The company is committed to creating long-term value for its stakeholders while contributing to the sustainable development of the African continent.

This report reflects Constromart Africa's ongoing efforts to uphold ESG principles and contribute to a more sustainable future. The company remains open to feedback and engagement with its stakeholders to ensure continuous improvement in its ESG performance.



ACTIONS FOR OUR COMMUNITY

**Intensify Waste
Minimization
Strategy**

**Increase CSR
Budget to
GHS100,000.00**

**Strategic Partnership with Industry
Players and Academia to
accelerate sustainability**

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 **CONSTROMART**
Quality and Innovation