

QGMIAmaraba
Magazine



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QGMI PROFILE

WHO WE ARE

QGMI is a global infrastructure group specialised in the development, structuring and implementation of civil engineering and construction projects.

Based in Madrid, Spain, with subsidiaries in Sweden, the United Kingdom and Germany, the Group is committed to clients expectations and has capacity to implement high complexity projects, undertaking the full range of activities from design and inception to commissioning and handover, as well as procurement and construction.

To complement our service, we assist clients in structuring financial solutions that meet their needs, in line with strict international sustainability requirements.

MISSION

Promote the development and financing of sustainable infrastructures and services in emerging economies.

VISION

Actively contribute to Sustainable Development Goals delivering financial, technological, legal and cultural knowledge to all key stakeholders on implementation of infrastructure projects and services in emerging countries.



ABOUT THE PROJECT

Tamale International Airport is proposed to be an alternative to Kotoka International Airport, Accra. When it is opened, the New Airport Terminal will receive a movement of 400.000 pax per year, supporting and processing until 200 pax during peak hours at regular flight operations.

To achieve this goal, QGMI is erecting an elegant and modern two story steel structure and glazing building with 5,500 square meters which reflects, not only the cultural heritage from Tamale region on its design, but as well implementing the state of art on its facilities, promoting comfort, security and reliability for passengers, airliners and all GACL stakeholders.

In a double floor to ceiling area, eight stand-alone and two self-check-in counters will allow people to experience an efficient and smooth welcoming during their departure. Their luggage will also pass through the most secured security system of screening according to the high standard for international and domestic flights around the world.

The two dedicated departure lounges can accommodate at least two aircrafts like B-737 or A-321, with plenty area dedicated to washrooms, multiple types of stores, food, and beverage facilities and two dedicated VIP lounges for customers who want to spend their time in a more convenient way during travels.



The airport will receive a full integration system that includes: flight information displays along the corridors at the main principal passengers take decision points, clear visual signage, and public announcement systems to help them always get updated about their flight time.

To enable a fast access to the new terminal, a New Access Road is under construction between N-10 road and the drop-in/drop-off area. This road with 5.00 km of extension will have sidewalks, lighting, and also includes parking lots for 320 vehicles and kerb dedicated to dropin/ drop-off operations.

To support all these activities, many other facilities are being constructed: a new water supply line that will feed the new terminal, three new substations, a fire-fighting reservoir and a full Wastewater Treatment Plant that can treats at less 40m3/day of sewerage.

As complimentary operation at Hajj periods, a Multi-Purpose Building is being constructed with 1325m2 that will also allow events, fairs, meetings, etc. and giving to the client other opportunities to guarantee operations for the rest of the year.

This particular construction adds more six stand-alone check-in points, border control for departures and arrivals and is able to receive a number of passengers equivalent to B-747 aircraft per shift.

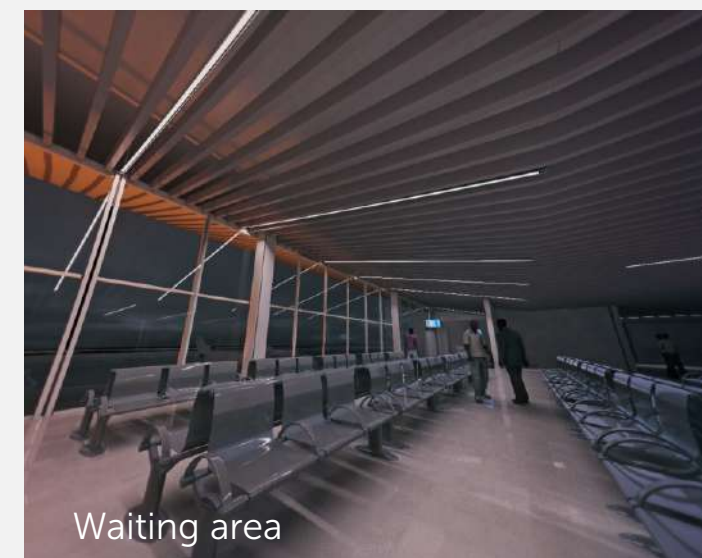
The Multi-Purpose building is receiving its own dedicated parking lot and more facilities with an expanded area of almost 2,000 s.q.m. to accommodate permanent and temporary installations such as ablution areas, prayer rooms and other facilities.

For events, the building will receive a kitchenette to help when it is necessary to manage food and beverage.



THE DESIGN

The project reveals varying stages of completion with design work (80%), main terminal (57%), multipurpose building (61%), bulk utility (41%), the access road and car park (38%) completed.





Access Road



PROJECT UPDATE



Main Terminal



Multi-Purpose Facility



ABOUT OUR TEAM



Roberto Viviani is responsible for the overall execution of the project in accordance with the contract.

He represents the contractor on site. Also, he is responsible to finalize with the client on all technical and contractual matters and ensures execution of the project within the allocated time, budget, quality, environment, and safety contractual requests and internal objectives through his team, as well ensures program of works/critical milestones are achieved.

**Roberto
Viviani**
Project Manager



Sergio Couto, is responsible to develop, implement, co-ordinate and maintain the Project Health, Safety, Environment, Quality and Social Responsibility (HSEQ-SR) management system.

He monitors the compliance with national laws and international standards providing technical guidance and direction to the Project, to ensure the Integrated Management System Policy and Strategy are fit for purpose.

He acts as team lead across various sustainability initiatives with key project stakeholders—clients, subcontractors, local authorities, communities and other partners captures valuable information about social and environmental issues.

**Sergio
Couto**
HSEQ-SR Manager



Leo Saucedo is the Engineering manager at the Phase II of the Tamale Airport Project. The engineering manager is responsible for all technical matters related to the project.

He receives the project brief, analyze it, and he and his team are responsible for project sketches as well as making complimentary drawings for production. They also work with the other departments guiding them as to the requirements to follow to make work easier for them and also to make sure the work is being done properly.

**Leo
Saucedo**
Engineering Manager

Introduction of QGMI Team to be continued in the next edition.



Q G M I T E A M

OUR FACILITIES



QGMI has a site close to the project that houses all the facilities that would aid the successful execution of the Phase II of the Tamale airport project. These facilities include an administration, a clinic, laboratory, a maintenance workshop and a warehouse.

The facility has a prayer room for workers to be able to observe their daily prayers. There is also a canteen that serves workers breakfast, lunch, and supper.





Maintenance

Also at the site is the Maintenance Department, which is responsible for the maintenance of all equipment fleet. Together, the team plans and executes preventive and predictive revision schedules, as well as acting in the need for some corrective maintenance. It also plans the need for requests for maintenance supplies (parts, tires, lubricants) and hiring of some external services.



Clinic

There cannot be a construction site without expectation of minor injuries and emergencies. The lives and Health of QGMI workers are very important for us because they are the cornerstone of all our projects. For this reason, QGMI found very important to have a clinic at the site in case there are minor injuries or emergencies. The site doctor, Dr. Michael Agyapong can normalize or stabilize the situation before it has been transferred to the nearest hospital, if needed.

Aside that, the clinic does day to day OPD consultations for the Staff of QGMI, as well as the subcontractors working at the site. We also respond to emergencies and, for that reason, we have a well-equipped ambulance. According to Dr. Michael Agyapong, "we give our all, we devote ourselves to making sure that health on the site is safeguarded and secured".

The clinic is been managed by a private organization called Remote Medical International and is been represented by Dr. Michael Agyapong.



"We Make Sure Health on Site is Safeguarded"

Dr. Michael Agyapong



Prayer Room

Tamale, where the project is been executed, is the capital of the Northern Region of Ghana. The Northern Region is predominantly a Muslim community and, because of this reason, many of the local workforces who work at the project site are Muslims. This necessitated the establishment of a small prayer room at the site where workers can offer their daily prayer without necessarily having to leave the project site. This encourages productivity and helps reduce ineffectiveness at the site, since workers do not need to leave the project to access this basic need.

Canteen

Food is a very important subject matter, especially for workers before, during and after work. It gives you energy and reenergizing yourself is necessary to be able to continue working. Eating after a hard day's work would help you to have a good rest and revitalize your body for the next day's work.

The project is quite far from the town, and that is why a private food company, Newco Catering, has been contracted to provide breakfast, lunch, and supper services to QGMI's staff.

At the canteen both local and continental dishes are served to feed the multicultural and nationality differences that exist at the site, so that workers can feel at home and enjoy meals they would have enjoyed back at their native countries.

It is however refreshing that some of the expatriate also enjoys some of our local Ghanaian delicacies.



QGMI, as an International company with core competence in infrastructural construction, is committed to Health and Safety of personnel involved on the project.

With Project Objective of ZERO INCIDENT, engagement between Production and Safety management

Key Performance Indicators which help us on this path include: hazard identification and risk assessment through daily and weekly inspections within the project boundary, weekly HSE meetings with the team, HSE Job Specific Trainings and thorough induction of new employees, just to mention a few.

As we strive for continual improvement, review of HSE management system and processes is inculcated in our annual plan to enable gaps identification, recommendation, implementation, and monitoring.

HEALTH & SAFETY MANAGEMENT

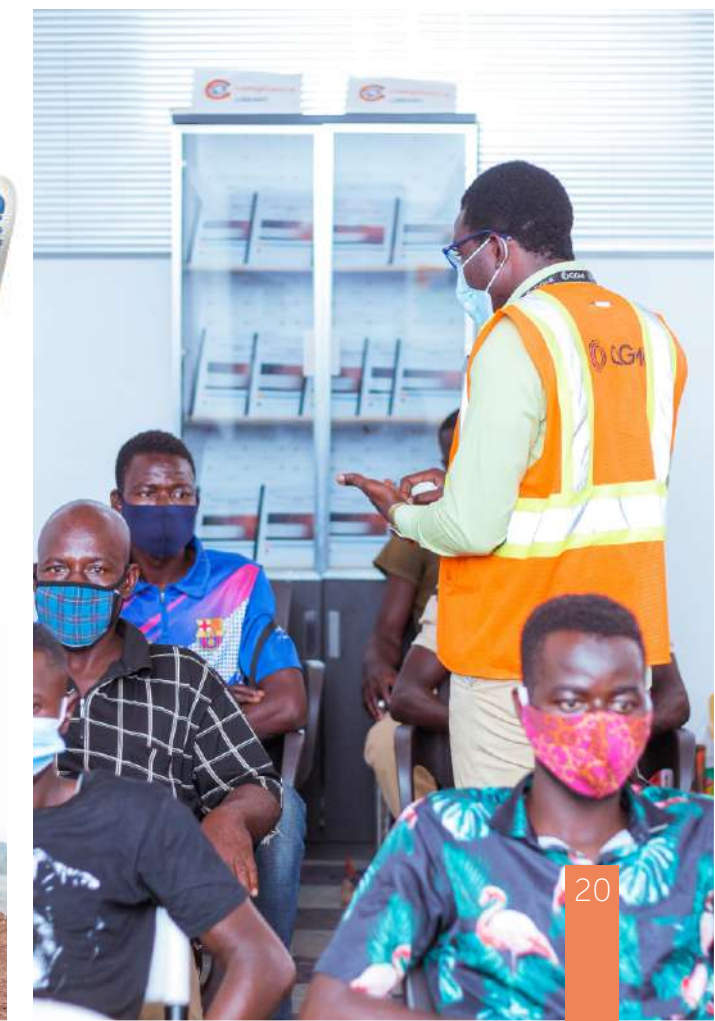
team plays a critical role in striking a balance between meeting Production target on one scale and achieving that Safety on the other scale.

With 477 days without lost-time injury (LTI), team HSE is always proactive to continue with this record and this is achieved through strict compliance with QGMI HSE procedure, IFC Standards, International Standards, National/ Legal Requirement and Guidelines, Client HSE Requirement and Accepted Code of Practice.

In a safe and healthy workplace, employees have a stake in the success of the program. Safety and health are everyone's responsibility. We actively encourage employees involvement to have the project well succeed.

As we are committed to fighting diseases and epidemic likely to break out on the project environment, services of a third party international medical facility (RMI) are on the project to manage situations likely to arise because of exposure to materials and work.

This we believe gives us an urge over other construction industry and hence a force to reckon with.



ENVIRONMENTAL MANAGEMENT

A conviction that an environment with optimum ambience plays a pivotal role in achieving the goals and objectives of the company as well as meeting all timelines, has been a fulcrum upon which all our actions and commitments geared toward environmental management revolve.

With an enviable record of zero non-compliances filed against us from both local and international environmental regulators, speaks loud on our achievements so far in the area of environmental management and forestalling any damage to the environment as far as our activities as a construction company is concern.

Our programs in air quality management, waste and wastewater management, Biodiversity conservation and Protection, Noise mitigation and management as well as chemical management in line with the best of international standards and stringent sustainability requirements are the active pillars upon which our system is built.

We believe the behavior of the people plays a critical role in achieving our environmental objectives. As such, our employees over the years have been brought in synch with our environmentally friendly culture through our pre-eminent environmental training programs conducted right from the onset of the integration process of new employees into the project and progressively as the project continues from one phase to the other.



Tree Planting

The company in its quest to maintain environmental sustainability, promote corporate social responsibility, and comply with Ghana's Environmental Protection Agency (EPA), has embarked on a tree replanting activity to restore some depleted tree stock fell during the construction process of the new access road.

The activity is being carried out by High Green Resources Ltd (HGRL), a consultancy in Forestry Management, and by a Community Volunteers formed for the purpose of this project. Skill straining program was conducted by HGRL for the volunteers to help build their knowledge and skills necessary to manage trees and forest effectively. PPEs were provided to the volunteers for their safety during the planting activities.

At a general stakeholder meeting in Libga, the committee members preferred high socio-economic value trees as well as environmental quality (evergreen species) trees. A total of 1,500 trees has been planted in the Ligba community, made up of 800, i.e 400 local and 400 grafted mango trees, and 700 tick trees to meet their livelihood and economic requirements.



CORPORATE SOCIAL RESPONSIBILITY

QGMI embarked on a number of significant CSR activities, including the improvement of road network for the communities within the airport catchment area,



tree plantation to maintain environmental sustainability, and also promote corporate social responsibility. Other initiatives undertaken include Sexual Transmitted Infections program for the project affected communities in order to reduce STI infections.



QGMI also embarked on a breast cancer sensitisation and screening programme for hundreds of women within the project affected communities.





Local Employment

QGMI has recruited about 60% of youths from the affected communities and beyond, as a contribution to its CSR and in fulfilment of the livelihood needs of the local people.

This recruitment has helped to reduce unemployment in the nearby communities.



In these communities, where farming is the major source of employment, young people who are not interested on it, but who have other skills, do not have many job opportunities.

For that reason, QGMI is committed to close that unemployment gap. Even the King and overload of the Dagbon Kingdom, Yaa Naa Abukari II, commended QGMI for giving these young people a chance, which has resulted in a reduction in poverty levels in the various affected communities, where people are now able to afford basic needs for themselves and their families and can afford better living conditions.

In addition to creating jobs for young people, at QGMI we are also proud to be training them in areas such as: carpentry, steel bending, electrical works, etc. This enhances their technical skills and professional experience, so that even



after the project is completed, they will be able to benefit from the skills they have learned and apply them to new projects.

This has also strengthened the relationship between QGMI and these communities, which has led to a cooperative behaviour from community leaders and community members at large which is affecting the progress of work positively.

The airport expansion project has created opportunities and stimulated the local economies of the affected communities, as well as Tamale, the regional capital, and Ghana at large.

It is important for us that our stakeholders recognise the benefits of the company's CSR initiatives. As a brand, we always endeavour to serve society in various, relevant ways.

We do not embark on CSR for its name's sake. We rollout on programmes that contribute to the betterment of our stakeholders. CSR is a key priority for QGMI, and we will continue to engage in programmes and projects that will serve the benefit of the local communities.



Women Empowerment

Empowered women contribute to the health and productivity of whole families and communities, and they improve prospects for the next generation.

To promote sustainable economic development for the youth and women within the project affected area and fulfil the LRP needs of the Company, QGMI in collaboration with Savana Signatures, initialized capacity building and entrepreneurial development / Vocational skills training program for youth, especially women in the project area, to help improving their incomes.

The empowerment and autonomy of women and the improvement of their political, social, economic and health status is a highly important end in itself. In addition, it is essential for the achievement of sustainable development. The full participation and partnership of both women and men is required in productive and reproductive life, including shared responsibilities for the care, and nurturing of children and maintenance of the household.

In most parts of the communities, women are facing threats to their lives, health, and well-being as a result of being overburdened with work and of their lack of power and influence. In most cases, women receive less formal education than men, and at the same time, women's own knowledge, abilities and coping mechanisms often go unrecognized. The power relations that impede women's attainment of healthy and fulfilling lives operate at many levels of society, from the



most personal to the highly public. Achieving changes requires policy and programme actions that will improve women's access to secure livelihoods and economic resources, alleviate their extreme responsibilities with regard to housework, remove legal impediments to their participation in public life, and raise social awareness through effective programmes of education and mass communication. In addition, improving the status of women also enhances their decision-making capacity at all levels and in all spheres of life, especially in the area of sexuality and reproduction.

To this end, QGMI alongside Savana Signatures engaged women within the project affected communities to help assess their needs and capacities and the potential opportunities for appropriate and sustainable livelihood empowerment option. Soap Making and other detergents, Vegetable Farming, Hairdressing / Tie and Die Making, Dress and Bead Making, Cloths and Smock Weaving, Further Processing of Shea butter for internal / external market, among others, are the livelihood options chosen by the women groups in the various communities during the inception meetings and engagement processes.

These interventions, when implemented, will go a long way to improve the economic situation and relevant livelihood empowerment skills of young women within the affected communities, and it will also improve sustainable income flow through increased visibility of products

and services respectively.

QGMI is in the process of evaluating the financial impact of these feedback to see if these livelihood empowerment programme can be implemented.

Note: Some pictures were taken before Covid19.



Livelihood Restoration Plan

Tamale Airport Project resulted in the economic displacement of people who were using the land designated for farming. A Livelihoods Restoration Plan (LRP) was therefore concluded in October 2018 by the consultancy Environmental Resources Management Ltd., under contract to QGMI UK.

The LRP was developed in line with Ghanaian legislation and IFC Performance Standards on land acquisition and involuntary resettlement. This was then handed over by the GACL team for implementation of the LRP requirements and entitlements. QGMI UK has provided technical advice and support to GACL on an ongoing basis. However, accountability for implementation sits with GACL.

For vulnerable households, transitional allowance is provided initially for four months (120 days, one cultivation season), to ensure they begin to have income of their own at the end of the transition period.



The transition allowance acts as a bridge for the households until they have restored their farming activity or other income streams. This can be continued up to twelve months or whenever the livelihoods restoration measures are in place. Transitional allowance is paid as a conditional cash transfer, calculated as \$2 per household member per day.

The provision of transition allowance is accompanied by assessment and monitoring the vulnerable households that receive it. This is to ensure that vulnerable households are taking steps to restore their livelihoods and sources of income to pre-displacement levels and, should this not be the case, determine additional measures and actions to support vulnerable households in doing so. This in turn helps to determine when transition allowance or support to vulnerable households can be terminated.

In line with the LRP, agricultural livelihood restoration measures are to focus on the use of improved agricultural techniques to help counter the impact of land taken by making the remaining land area more productive. Technical assistance is provided for a set period and has incorporated a farmer training program which covers farm record keeping and basic business management and require households to plan their required inputs, anticipated returns, and extension requirements. This programme aims to work, in partnership with the Ministry of Food and Agriculture's Regional Agricultural Department, Northern Ghana (RADNR), assuming access to their subsidized input rates, to ensure that households receive adequate extension support over the long term. These are some of the livelihood restoration plans to support the affected communities get back to normal lives.

In line with the LPR, all impacted households are to be offered financial management training and assistance to help manage payments they receive as part of the lump sum compensation payments.

The financial management training will be delivered by qualified third-party organizations. The Financial Literacy Training Program is expected to take the form of short courses with modules or training sessions to be delivered every six (6) months, with informal sessions at the



village level.

The development of open and communicative relationships, as well as ongoing consultation with stakeholders (including PAPs, PAHs, and project Residents) helps ensure the long-term sustainability of the LRP activities. To do this, GACL must initiate and maintain ongoing and regular communication, information sharing and consult with all relevant stakeholders (including PAPs, PAHs, and Project Residents).

GACL, together with QGMI, have adopted a clearly defined grievance mechanism to register all complaints emanating from Project-affected households and persons. The grievance mechanism is to address the following: avenues for raising complaints by PAPs; resolve disputes or issues arising from the project cycle including land acquisition process; LRP; construction, operation, and decommissioning phases of the project, among others.





COMMUNITY STAKEHOLDER ENGAGEMENT



As part of our stakeholder engagement, QGMI has a responsibility towards the chiefs and people of the communities in the project affected area to keep them up to speed with the progress of work at the Phase II of the Tamale Airport Project,



as such QGMI periodically calls on the chiefs to give them updates as to how far the project has gotten to and give them the opportunity to come to the site to inspect for themselves.

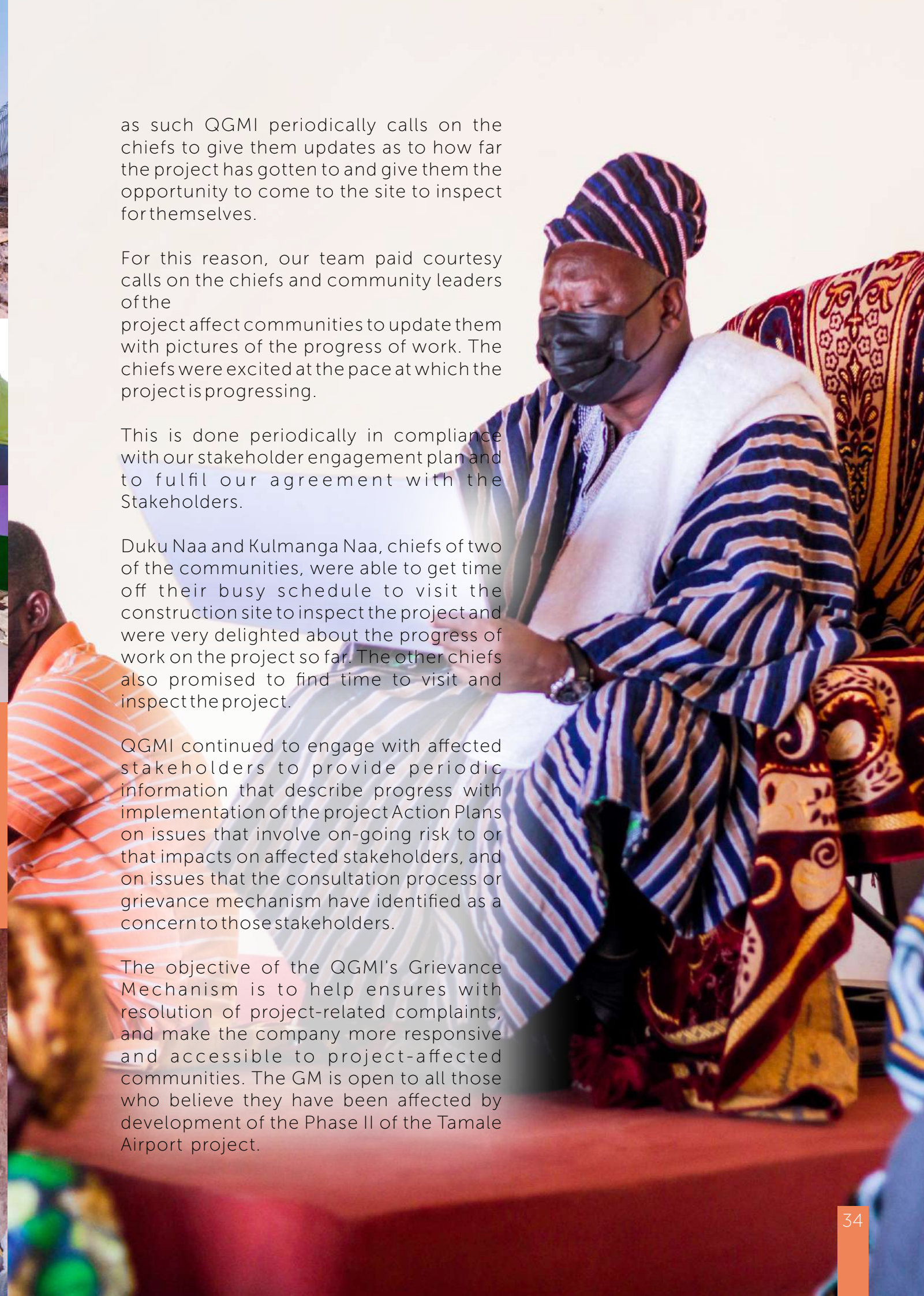
For this reason, our team paid courtesy calls on the chiefs and community leaders of the project affect communities to update them with pictures of the progress of work. The chiefs were excited at the pace at which the project is progressing.

This is done periodically in compliance with our stakeholder engagement plan and to fulfil our agreement with the Stakeholders.

Duku Naa and Kulmanga Naa, chiefs of two of the communities, were able to get time off their busy schedule to visit the construction site to inspect the project and were very delighted about the progress of work on the project so far. The other chiefs also promised to find time to visit and inspect the project.

QGMI continued to engage with affected stakeholders to provide periodic information that describe progress with implementation of the project Action Plans on issues that involve on-going risk to or that impacts on affected stakeholders, and on issues that the consultation process or grievance mechanism have identified as a concern to those stakeholders.

The objective of the QGMI's Grievance Mechanism is to help ensures with resolution of project-related complaints, and make the company more responsive and accessible to project-affected communities. The GM is open to all those who believe they have been affected by development of the Phase II of the Tamale Airport project.



SPECIAL EDITORIAL

Ya-Na means "king of power" in the Dagbani language. The Ya- Na is the Overlord of the Kingdom of Dagbon and therefore, is the King of Dagbon. The King is surrounded by Paramount Chiefs and Sub Chiefs across the length and breadth of the Kingdom. The Dagbon Kingdom covers a very large land area located in the Northern part of Ghana which was founded by the Dagomba people of which Tamale is the business capital, and here is where the Tamale International Airport is being built.

The King, Ya-Na Abukari II and the Kingdom of Dagbon are therefore major stakeholders when it comes to the Tamale International Airport project. The King has played diverse critical roles in order to facilitate the smooth execution of the project and hence the need to update him regularly as to the progress of the work.



Every new company or person in the surround of Tamale used to visit the King as a way to show its respect for the local community. In this regard, In February, the QGMI team visited the King at his palace in Yendi on a regular project update routine to show him pictures and talk about the progress of the work.

The Kingdom of Dagbon is known for its hospitality, the King warmly welcomed the team and after which he was updated on the progress of the project. After the brief explanation, the King was glad at the



progress of work as well as the progress of the multi-purpose Hajj facility, as he reminisces his experience when he embarked on the pilgrimage to the Holy land of Macca.

The King was grateful to the team for coming and promised to find time to come to the construction site after the team from QGMI extended an invitation to him.

A visit to the King Yaa Naa Abukari II

The Minister's visit

The Minister of Transport, Hon. Kweku Ofori Asiamah in the company of the Northern Regional minister, Shani Alhassan Saibu, delegation from GACL and some other dignitaries accompanied by the media, paid a working visit to the site of the Phase II of the Tamale Airport project. He indicated his visit was to see the progress of work and to ascertain whether the contractor is working according to the stipulated time so as prevent project overrun cost.

The Minister of Transport and his entourage were welcomed with lunch at the project site, after which they were taken around the various facilities under construction to see the progress of work. Starting from the access road, the entourage went straight to the terminal area where we were presenting the project. At the moment, works at the airport in its totality is 57% complete as at the time of the minister's visit and would be fully completed by January 2022 which in within the stipulated time for the completion of the project.

According to the visiting staff, the government of Ghana believes that infrastructure is needed to make the region a hub for agriculture export and this project would also encourage the private participants to put up more warehouses in the environs and this will lead to a growth of business and the wider economy.

After the briefing, the minister and his entourage went ahead to inspect the terminal as well as the multipurpose facility.



COVID 19 REPORT

Since it started in 2019, COVID-19 has been annoying for many organizations all over the World, especially for those whose activity involves human interaction, as it has become clearly difficult to organize workers for productive work to go on.

Ghana had its first case of COVID-19 on the 12th of March 2020 and then came many restrictions from the Government to control the situation, from reduced labour force, partial lockdown, and reduced hours of work time to the roll out of COVID-19 safety protocols. As the virus was not going away anytime soon, the best way we could overcome it was strict adherence to the rolled-out protocols to enable work to continue, while the world looked for a vaccine to control the pandemic.

QGMI, as a company that has strict compliance to health and safety measures and looks out for the wellbeing of its workers, ensures strict adherence to the COVID-19 safety protocol by all workers, subcontractors, visitors, etc.

There is a 24/7 temperature check point at the entrance of QGMI's site with a "veronica bucket" and soap for workers to wash their hands, strict mask wearing and hand sanitizer dispensers all around the site, as well as at the construction site as the first point of prevention.

QGMI provides disposable nose masks to all workers and puts hand sanitizer at vantage points for the use of all employees and visitors. QGMI also provides nose mask and "veronica" hand



washing buckets for community engagements and social responsibility programmes. Periodic disinfection has also been performed at the site. There is a clinic with a 24/7 site doctor well equipped to manage cases if they should appear.

The virus hasn't gone completely, but the effort by QGMI has helped manage the COVID-19 situation at the site and at the construction site, and has allowed work to go smoothly, guaranteeing the meeting of timelines.

