



## Letter from the Executive Director



As you have heard and seen many times over BPC Group has and is going through a great number of changes, most significant in my view is the steps taken toward quality human resources. Human Resource Management or Personnel Management is not concerned only with hiring and firing of employees. The purpose of Human Resource Management is to improve the working environment's quality consequently enhance the productive contribution of people to the organization in ways that are strategically, ethically and socially responsible. Personnel are the most important asset to our Organization, hence to achieve best quality management must pay serious attention to the kind of people hired at various positions and the retention of those already employed.

The Management and the HR Department have a direct and indirect influence on employee motivation and satisfaction. Their efforts to improve productivity through changes in employee relations rely on "brains and wit" not capital outlays. BPC Group must tap into the ideas and interests of its employees by providing them with a high quality of working life and in return receive a good quality of work force.

One of the methods BPC Group introduced to improve the quality of working life is employee involvement. Employee involvement consists of a variety of systematic methods that allow employees to participate in decisions that affect them and their relationship with their work, job and organization. To be successful however, employee involvement must be more than a systematic approach; it must become part of the organization's culture by being a part of the Group's philosophy. The Management and HR Department is working hard to create an organizational culture that truly treats people as though they are experts at their jobs and empowers them to use that expertise. BPC Group's assumption is that our employees want to contribute, thus we are seeking ways to tap that contribution to be able to make better decisions and provide a higher quality of work life.

Another method BPC Group has introduced to create an effective work environment is a more powerful Performance Appraisal System. Performance Appraisal is a critical activity of HR Management. Its goal is to provide an accurate picture of past or future employee performance. To achieve this, actual performance is compared against preset standards. These standards are based on job related criteria that best determine successful job performance. Performance appraisal can result in rewards, recognition or corrective interviews.

As total quality management engulfs each aspect of the organization aiming at improving efficiency, the requirement of a good workforce if left neglected would not only result in incomplete objectives but also poor quality measure adopted by the company. Hence the need of a systemized HR system has become imperative not only to improve the quality of work life but also to improve the quality of employees within the organization.

**HANI AL A'ALI**  
Executive Director

## MESSAGE FROM CEO



The year 2005 is fast approaching its end. It has been a busy year with lots of challenges and changes. We got new top management for both BPC and UPC Qatar. Also in UPC Dubai and Abu Dhabi the organization has been trimmed further. Co-operation and work between the individual factories has been enhanced tremendously making us all more knowledgeable, stronger and better performers. Looking ahead I am pleased to say that for all our business units the remaining values / jobs in hand have never been higher than right now, which secure a steady growth and a prosperous future. I will take this opportunity to thank you all for the good work that has been done throughout 2005 and wish you & your families a Happy and Prosperous New year 2006.

**TOM KJAER**  
Chief Executive Officer

## MAJOR PROJECTS IN BAHRAIN



BPC is synonymous with sculpture, beautification and landscaping of the Bahrain island. Majority of the precast landmarks of Bahrain are designed, produced, supplied and erected by BPC. It has now added one more such landmark to its list.



A new fountain together with landscaping has been made with precast panels at Bab-Al-Bahrain round about in the heart of the town.

Precast elements are 120mm thick and are being made in colour concrete with polished finishes. BPC has designed and fabricated a special polishing machine for this purpose. The fountain is made in two layers and has become a landmark of Bahrain now.

## BOUNDARY WALL AT DURRAT



This is a 3.6 km long boundary wall coming up in Durrat. Design and Production, of 120mm thick pigmented solid panels for the



for the boundary is over; erection of the boundary wall is expected to be completed by the year end.

### 3 STOREY PRECAST BUILDING



BPC has just completed the erection of panels on a 3 storey complete precast building. BPC has designed, produced, supplied and erected load bearing pigmented precast panels, hollowcore slabs and stair cases.

Building does not employ any beams or columns. The whole structure rests on the load bearing panels only.

### University Of Bahrain : Library Building, and Food Court and Lecture Hall

On successful completion of IT and Science building, where BPC designed, produced and erected 1939 panels, it was awarded further precast works for the double storey Library, Food Court and Lecture Hall.



UoB – Library Building



UoB Food Court & Lecture Hall

The erection of panels is just completed. The design of library building is unique; it involves 12 meter high panels without any intermediate support and inclined in both directions, in order for natural light to filter through.

### **Modularity of Precast Elements**



A big advantage of precast panels is recently experienced in the form of its modularity. A precast structure was erected about 4 years ago in Endurance Village. The owners wanted the structure to be moved 100 meters away from its place. BPC disconnected the structure from its base, moved to its new place and re-erected at

the new location without any problem. This also proves the flexibility of the precast elements, which could be exchanged or modified with the new ones.

### New Orders - BPC

**BCCI Headquarters:** Solid 80mm skin with 150X150 frame all around, replacing traditional beam/block wall around periphery for 20 storey new headquarters for Bahrain Chamber of Commerce building at Seef area, together with various new Precast orders, is the new hot project for BPC. Design of Precast elements structure is just done and we are awaiting the Client's nod to go ahead with the production.

**PC Panels for Moharruq Municipality:**

BPC has just bagged an order for design, production, supply and erection of 100 nos. of 270 mm thick insulated grey coloured insulated precast panels and 4400m<sup>2</sup> of 240mm hollowcore slabs for the Moharruq Municipality. It is a sort of rush job and complete project is to be finished within 4 months time.

**Hollowcore Slabs:**

BPC is very comfortable with its target sales, design, production and erection of Hollowcore slabs. 95% of the targets have already been achieved and BPC hopes to surpass all its previous records. New orders include 470000 sq meters of HCS for Ministry of Housing; 26301 sq meters of HCS for 4x4 building coming up in Manama and 10000 sq meters for Classic Building. As of today total pending orders are to the tune of 278,000 sq meters.

**By Kishan, BPC**

### **A LIFETIME WITH CONCRETE** **9 FACTORIES AND 33 YEARS**



Juoko Lehtimaki  
Production Mgr.  
UPC Qatar

By Juoko Lehtimaki: 3 years and 3 months ago when I first arrived at the new factory area in Mesaieed, I saw only desert covered with tide and in one spot backfilling had just started. To this area I had to build a new factory, 9<sup>th</sup> in my working life. Now on the reclaimed land stands a modern precast factory, ready to take its slice from potential precast markets. But our status today has not come easily. Qatar surprised UPC owners and the management in many ways. Today I am confident the worst is already passed and the new management can concentrate to conquer the Qatar market. I feel it is my time to step aside and let younger ones to do it. It is still challenging and long lasting work.

This retirement attempt brings to my mind my life story, 9 factories and 33 years for Construction Industry. All started from the northeast University City in the world. I was still a technical student when a small, local precast plant got a big, full precast delivery agreement for the new University campus in Oulu.

The company needed a coordinator to work between the Architect, Structural Designer and the Main Contractor. Today we call such a vacancy Project Manager, the same what was my last position here for UPC. The circle was closing!

At UPC – Qatar, when I started & the activities were commenced in Sept. 2002, the first investment phase was not matching with turnover expectations and the budget was badly underestimated. Enquiry documents for the main contract were so poor that the first contractor refused to start the work and we lost several months to update the design and to arrange next enquiry round.



Our Own work we couldn't start because UPC's status as a company without the local sponsor made it extremely difficult to get enough working visas.

Finally, in August 2003 we started the commercial production, but mainly the orders were only reinforced precast jobs, not HCS. Technically well performed sheet pile work on two HCS beds shifted HCS mass production almost half year. And when we got enough slab capacity the bottle neck was moved to the sites. UPC was not prepared to extend HCS erection capacity when required and to work simultaneously with several ongoing TILT jobs.



UPC Factory -Qatar



UPC Factory -Qatar

I hope that this my attempt to retire will be the success. Me and my wife, we wish all the best for UPC/BPC management, staff and workers.

## BRIGHT START TOWER & CARPARK



Iranna Dougritot  
Project Manager

This is an ongoing project. It's a time bound, high rise G+M+59 storey building with a total height of 280meters. (UPC scope up to 217mtrs).

Our scope is to design, manufacture, supply and erect precast beams, balconies, hollowcore slabs, staircases, solid slabs and cladding panels.

As per initial programme we had to finish one floor every 6 days but at present we complete one floor in 3-4 days, which is resulting in a time saving of 30% - 50%. This is only possible with good planning, co-ordination between site and other departments within UPC and Client, and a quality performance.

The speciality of this project is simultaneously erection of all precast elements including staircases in a short period of time.

UPC uses a special connection system to erect staircases in this project instead of corbels.

Each floor is divided into two zones and each zone will take around maximum of 16 hours of erection. Each floor is built in two different days. I am glad to mention here UPC is working 24x7 days on this project whenever erection takes place. Even a call at odd hours has been given attention. All beams & balconies are erected on temporary support (scaffolding) provided by Main Contractor.

Immediately after erection of beams, hollowcore slabs has been erected on the beams so that the Main Contractor could carry out other activities without any delay. In addition to this we are erecting the hollowcore slabs and cladding panels for the carpark.

This is one of the tallest towers in the world using the hollowcore slabs.

As a tower this Bright Start Tower is a model project for UPC. This project has added goodwill to UPC's reputation. Client, Consultant and Main Contractor are well impressed with UPC's overall quality & performance.

I would like to take this opportunity to thank UPC Management, Staff and Workers who are involved in this project to achieve this goal.



Bright Start Tower & Carpark

## IKEA, HYPERMARKET AND ATRIUM AT DUBAI FESTIVAL CITY



Hypermarket



Atrium



IKEA

By Iranna: Another prestigious project in UPC's projects list - Ikea, Hypermarket and Atrium at Dubai Festival City.

Ikea & Atrium are the 3 storey buildings, Hypermarket is a 2 storey building. UPC's scope of work included 477nos.of columns, which comes to around 4Kmts

in length and consume 1621m<sup>3</sup> of concrete volume. In Ikea and Hypermarket all columns are of one height and in atrium each floor is having different columns heights.

Beams 1040nos., which comes around 8kmtrs in length and consume 3403m<sup>3</sup> of concrete. Parapet 114nos. In this 40nos. are each with 6mWx3mH and 300mm thick, erected at 17.4m height, with special connections, with dowels in the bottom of the panels. Around 75,000sqm of 320mm, 400mm and 500mm thick hollowcore slabs were erected.

We completed the Ikea and Hypermarket buildings well in advance of the time frame, but the completion of Atrium was complicated because of design input by Client and Consultant. However we still have the credit of completing the job within the given period by the Main Contractor.

Pile caps (with  $\phi$ 300mm x 1000mm deep), were used as an inclined support fixing for columns to avoid heavy concrete blocks/excavation/craneage/back filling and to hold area for long time, etc. The use of pile caps has resulted in financial savaging. For the first time UPC used Boom lifter in this project for erection of beams, parapets and external finishes. The use of Boom Lifter for erection is the best method to perform jobs in a faster and better way.





## UPC DUBAI & ABU DHABI

UPC used a C60 grout mix (specially designed by our QA/QC Engineer, Mr. Sojan) instead of combextra STD to grout columns and beams.

Again, for the first time, we used fibre reinforced concrete, as a screed thickness of 30mm, specially designed by UPC (our Chief Engineer Mr. Finn Theilgaard), successfully.

We received very good, positive feedback from the Client, Consultant and Main Contractor for the quality performance at site.

This is one of the best examples of effective coordination and planning between site & other departments within UPC, and with the Client. The introduction of many new concepts in this project has boosted UPC's confidence to undertake more complex projects.

The Letter of Appreciation from Mr. Trevor Smith, Project Manager of Higgs & Hill, the Main Contractor of this project, states, "The first pile on the Ikea Project was sunk on December 9, 2004. The store opened for trading on time on November 16, 2005 giving Ikea almost 24,000m<sup>2</sup> of trading floor.

The re-engineering that took place to incorporate a pre-cast system substantially reduced our construction time. UPC's effort in production and erection was a major part of the team effort to meet the fast track demands of the projects. From the perspective of the Project Manager it was pleasing to see the pro-active approach from UPC as a major Subcontractor".

### ONGOING PROJECTS

- Burj Dubai Residence
- Textile City
- ACE Hardware
- Gold & Diamond Park

### Production

TILT Production has been busy whole year. Different surface solutions and complicated element shapes has brought out the best side of experience in production.

### HOLLOW-CORE SLABS

Various projects have been completed. 2006 Order Book looks promising. More stock space has been rented from Avir.

### Quality Control

Achievement of good quality. In-house quality policy and several inspections during production process will minimize possibility of making mistakes.

### CONCRETE

800 cubic meters a day. 6 mixers in four plants provides concrete for different projects.

### Transportation

Daily changing erection sites and on time deliveries requires good logistics and coordination between sites and production. 16 powerful units and several specialized trailers unable high, wide and long deliveries.

By Kalevi Mayra  
Production Manager  
UPC Dubai



### SERVICE AWARD

25 YEARS



MOHAMMED RIAZ

### EMPLOYEE OF THE YEAR 2005 UPC DUBAI



VICTOR D'SOUZA

### EMPLOYEE OF THE YEAR 2005 UPC ABU DHABI



DHAN BAHADUR RAI

### NEW JOINEES TO UPC DUBAI



Librada D. Castro  
Document Controller



Fiasal Siddique  
Sales Engineer - Trainee



Najeeb Jr. Rahman  
Design Engineer



Imthiyaz Gudme  
Design Engineer

### TUG OF WAR CHAMPIONS 2005 MANAGEMENT TEAM



### VOLLEY BALL CHAMPIONS 2005



Dear Management & Staff,

I take this opportunity to thank one & all who has made this news letter run continuously with their valuable contributions of time and efforts, with their beautiful letters, messages and articles.

**Season's Greetings & Wish You All A Happy & Prosperous New Year 2006.**

JENS KROGH  
Executive Sales Manager  
UPC Dubai