



04

June 2011

Vassallo Group will, this year, be marking its 65th anniversary since its humble beginnings in 1946, just after the end of World War II. This publication is one of the initiatives being taken by the Group to mark this important milestone.



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VASSALLO GROUP
MARKETING AND PR EXECUTIVE



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CEO Foreword



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Vassallo Group
Today

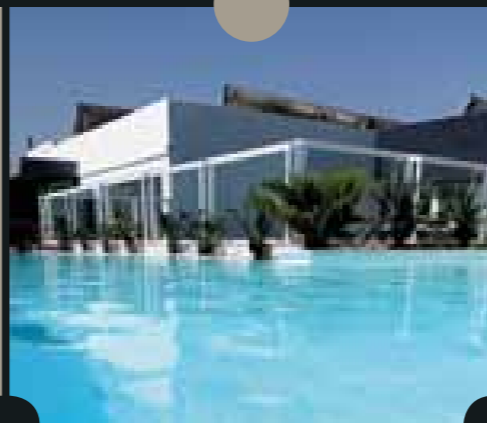
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Vassallo Group

Vision, Courage, Commitment



As Vassallo Group moves swiftly towards its 65th anniversary, the hallmark of its success remains its ability to be at the very forefront of identifying business opportunities locally. Today, while construction is still a huge part of what we do, the Group can pride itself on being one of the most diversified in Malta, and very much in line with local economic trends and opportunities.

Our History of Success – Our Milestones

When construction was booming, we actively and aggressively expanded our involvement in it; when tourism was thriving we were one of its most dynamic investors. And, having identified Malta's trend towards an ageing population, we were also the first private organisation to have the vision and courage to invest in innovative healthcare and homes for the elderly. We were also one of the most active investors on the Malta Stock Exchange.

The Group's success can also be seen in its ability to identify strong

and successful partnerships with specialists across various fields. Although family-owned, we have always chosen to work with the very best people in the business. We did not reinvent the wheel but chose to mirror the best practices in Malta and abroad, and adjust them to our needs. We have always striven to be distinct, diverse and dynamic.

My father has always attributed the Group's accomplishments to the fact that it has been surrounded by great

people. He has built solid relationships with key professionals and consultants whose advice has always been invaluable. Moreover, we believe in our people – our employees across all the levels of this organisation. Our low employee turnover is testament to our loyalty to them; we acknowledge and reward their services and loyalty in return, and take a down-to-earth approach to their well-being. We are all part of one team, and I have great memories of the celebrations that have followed each project which was punctually executed since I was a child.

Vassallo Group – Towards the Future

At the start of this decade, we opted to change direction and sold our 50 per cent shareholding in the Island Hotels Group. This brought a refreshing change and increased our appetite for further diversification.

We have since received a tremendous number of requests for new partnerships, across various sectors, and some opportunities have already come into fruition. These include one with Corinthia Group, with

whom we launched Catermax and set our sights on becoming Malta's leading caterer. Additionally, the 4-star George Hotel opened in June 2010 in partnership with ESE.

We remain selective in our choices for the property market too, identifying great locations and opportunities. OneOneO, on the Strand in Sliema, is our latest investment; this unique high end property development is co-owned with Forestals and has great views of Manoel Island and Valletta. The Landmark, meanwhile, which we acquired last year, is located in the heart of Malta and will feature various retail outlets and events space.

Now we plan to continue our investment in the care, hospitality and construction sectors, and will keep seeking strong partnerships with individuals and organisations that will enhance our portfolio.

The Group has recently undergone a complete rebranding process. This has retained the significance of the '3 Arches' but also reflects our dynamic and modern nature. It echoes our many specialisations and interests and represents our strengths and professionalism across the market.

Meanwhile, this publication will give you the opportunity to really get to know Vassallo Group – across our various sectors and through the stories and experiences of many of the people who are connected to us. We hope you will find it interesting.

Pio

Vassallo
CEO, Vassallo Group



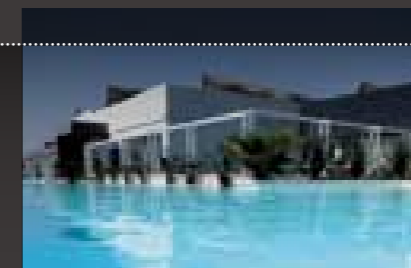
Vassallo Group
Today



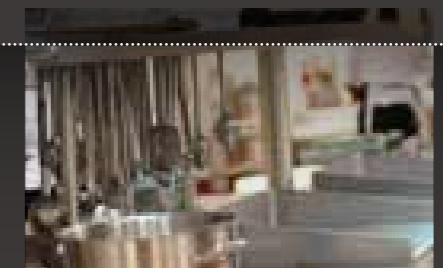
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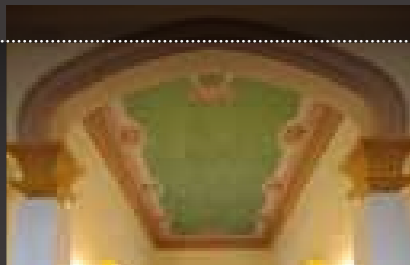
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Related Services



Hospitality



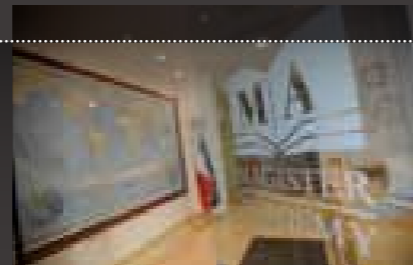
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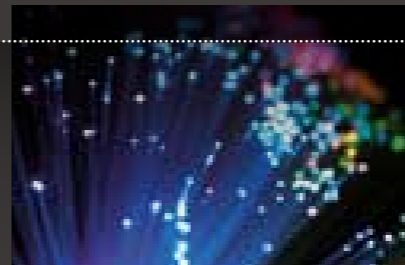
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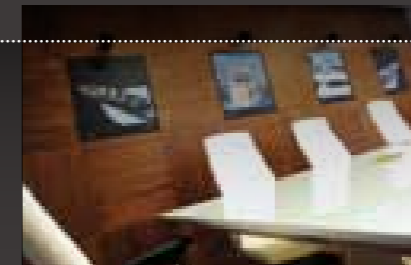
Care & Elderly



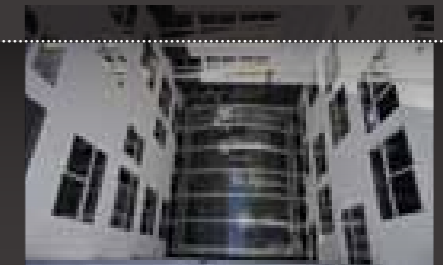
Education



Information
Technology



Furniture &
Interiors



Associate &
Financial
Investments

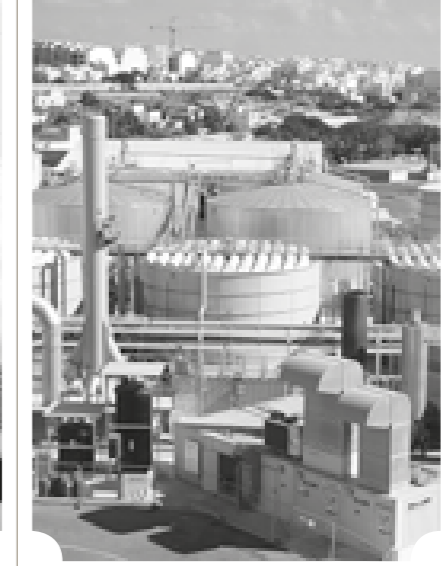


Vassallo Group Today



Today Vassallo Group

10 Timeline



1946

The late Piju Vassallo formed a partnership with his nephews Mikelang and Giuseppe Gatt, initially clearing war debris from public buildings.

1965

Partnership with Gatt Brothers ended and Piju Vassallo formed a new partnership.

1971

Vassallo Builders Ltd incorporated as a limited liability company. Nazzareno Vassallo appointed the first managing director.

1974

Started operations in joinery and woodworks as a division of Vassallo Builders Ltd.

1979

Responsible for the implementation of the Danish Village, Mellieha.

1982

Built and started operation of the Bugibba Holiday Complex.

1985

Extended the Bugibba Holiday Complex to 450 beds.

1987

Formed a partnership with Winston V Zahra which became the Island Hotels Group Ltd.

1989

Further extension of the Bugibba Holiday Complex to 1,000 beds.

N.O.V.I.T.A. Construction Co Ltd established and Nazzareno Vassallo appointed as executive chairman.

N.O.V.I.T.A. Construction Co Ltd entrusted with the construction of the new air terminal in Luqa.

1990

Responsible for major restoration works of St John's Co-Cathedral.

1992

Built the Siege Bell Monument inaugurated by Queen Elizabeth II.

1993

Built and started operating Casa Arkati, the first purposely built home for the elderly.

Ventured into the education sector with the formation of Magister Academy in partnership with Paul Fenech.

1994

Built the new Coastline Hotel – 366 beds, 4-star.

Established Vassallo Joiners Ltd as a subsidiary of Vassallo Builders Ltd.

Responsible for the construction of the Malta Freeport Terminal II entrusted to N.O.V.I.T.A. Construction Co Ltd.

1994

Signed the first ever Public Private Partnership agreement for the management of The Zejtun Home for the Elderly.

1996

Built the Radisson SAS Baypoint Hotel in St Julian's and built 'Villa Messina', the second purposely built Home for the Elderly.

1999

Signed an agreement for the management of The Bormla Home for the Elderly.

2000

Completed the restoration of the Mosta Dome.

Started the construction of St Angelo Mansions after acquiring a shareholding in the Cottonera Waterfront Group Plc.

Established Makeezi Ltd – our first IT subsidiary.

2005

Completed the Radisson Golden Sands Resort & Spa and completed the Prince of Wales Apartments in Sliema.

2008

Completed Dar il-Madonna tal-Mellieha, another Home for the Elderly.

Formed a partnership with Claret Holdings Ltd and acquired 50 per cent of Westminster Properties Ltd, the company that purchased the land on which to build The George Hotel.

2009

Completed the rehabilitation (Aerial Emmission Works) of the Malta landfill at Maghtab and the Gozo landfill at Qortin.

Sold 50 per cent shareholding in Island Hotels Group.

Acquired the ex-Lowenbrau factory in Qormi to be transformed into a mixed use development named The Landmark.

2010

Formed a partnership with Forestals Ltd for a large scale development in Sliema – OneOneO at The Strand.

Completed Roseville – another Home for the Elderly in Attard.

Completed The George Hotel in Paceville, an urban boutique hotel.

Formation of Catermax Ltd – joint venture with Corinthia Group of Companies for all outside catering.

2011

Completed Sant Antnin Waste Treatment Plant and acquired 20 per cent shareholding of 6PM Ltd.



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Celebrating
65 Years



Celebrating our 65th Anniversary

Vassallo Group has prepared a full programme of events to mark its 65th anniversary. Our employees will be at the centre of most of the events; for all these years, they have been the backbone of the Group as it progressed from one milestone to another.

The programme of activities prepared by an ad hoc committee, chaired by Vassallo Group Chairman Mr Nazzareno Vassallo, features a mix of cultural, social and CSR events and initiatives which all adhere to the Group's philosophy.



Business Breakfast

One of the first activities to be held is a business breakfast which will focus on the theme Strategic Planning in a Family Business – The Key to Success? The key-note speaker at this event will be Mr Roderick Chalmers. A number of key players on the local business scene have been invited to attend.



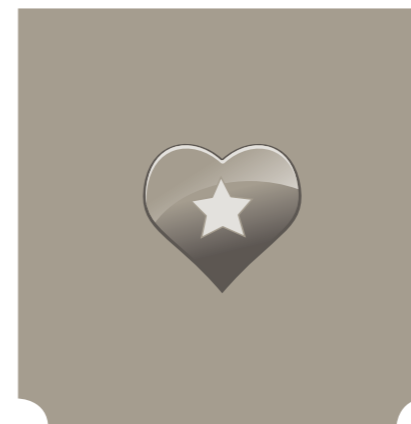
Tree Planting

65 employees from the various companies within the Vassallo Group will each be planting a tree at the Institute for Tourism Studies with which the Group, a key player in the hospitality and catering industry, has forged a very close relationship in the past few years. The trees will be provided by Botanica Ltd, our landscaping company.



Anniversary Concert

This concert by the Nicolò Isouard Philharmonic Society will mark the Group's 65th anniversary on June 4th. Under the direction of Mro Emanuel Spagnol, and with the participation of Soprano Miriam Cauchi and Tenor Charles Vincenti, the band will be playing memorable numbers by Elgar, Brahms and Bernstein.



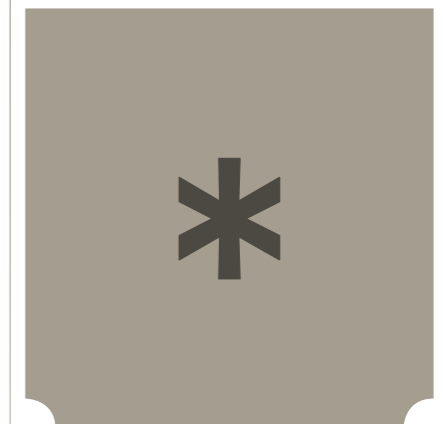
Blood Donation

A blood drive will be held in July. Employees and their relatives will be invited to donate blood in solidarity with patients who are in need of it.



Open Weekend

An open weekend at the site of one of the Group's newest projects – The Landmark – will be held in November. The aim is to create a village to serve as a taster of all the services offered by the Group, ranging from construction to joinery, catering to caring, hospitality to property.



Social Events

A number of social events will also be held to mark special occasions throughout the year – Mother's and Father's day, Santa Marija and Christmas. The programme of activities will come to a close towards the end of the year with a big party for all the Group's employees.



Nazzareno Vassallo

The
Business
Visionary

Vassallo Group – has been a non-stop success story fuelled by Mr Vassallo's vision and determination.

"In 1985 I bought the shares of my brothers and father, and gained sole ownership," he says. "Family is so important to me, and from a young age I always wanted my five kids to be involved, so I made them equal partners – even though they were only children at the time! At 18 they gained full ownership and I am so proud that they are now all involved in different sectors of the business. They have chosen their individual paths, and all works well.

"Together we have completed a stocktake of everything we've achieved so far, and are now looking enthusiastically to the future with numerous new projects in mind. We have approved a strategy to move forward that will see us expanding into new and exciting sectors, such as our investment in the IT industry through 6pm Holdings plc, and in the importation and exportation sector through our investment in CGT Ltd. We are always on the look out for viable partnerships with industry experts who can help us realise our vision, and we have been thrilled by recent successes in this area.

"Today it is incredible to think that this is our 65th anniversary – we have achieved so much, yet there is so much more for us to go on to do. With the launch of The Landmark, we can already tell that 2011 will be another milestone year for us. I know that I am surrounded by the right people – over 1,300 employees – who all have the potential to do great things.

"Together we will keep on carving the niche that we have so carefully crafted. I am very much looking forward to it."

Vassallo Group turns 65 this year. Here, Nazzareno Vassallo, Chairman of Vassallo Group, talks to Jo Caruana about his childhood entrepreneurial spirit, the importance of family and the many business decisions that have shaped his career since then.

"I took my first business decision when I was about eight years old," smiles Vassallo Group Chairman Nazzareno Vassallo, as we sit down to chat about his business acumen and successes. "And it was actually one of the most difficult ones that I've ever made!

"I recall needing two shilling and six pence (about €0.30c) to open a Government Savings Bank Account, which had just been launched. A friend of mine had been given the money by his parents, but I was from a family of 12 children and money was scarce, so I knew I'd have to earn my own somehow."

Consequently, Mr Vassallo decided to sell eggs for his father in Bugibba over the summer. Back then, he sold a dozen of them for nine pence, and his father agreed to give him three pence profit for every 12 sold.

"It was a pretty tall order, as it cost six pence just for the bus up north; but I was determined," he recalls. "I also remember how long it took just to get there, and then having to knock on different doors to make sales. When I was successful, I would put six pence in one pocket for my father, and three pence in the other for me.

"But things didn't always go to plan. On one occasion I met a woman who said she'd buy some eggs but that she didn't have her purse on her at the time. She took the eggs and told me to come back for my money later, but when I did, she said she'd never seen me before and shut the door on me!

"I was so upset that I walked down to the seafront and pondered my options for ages. It was a huge amount of money back then. I knew that I could either tell my father and upset him, or could take it in my stride. I did the latter: I went home and told my father that I'd done well, and that I'd pay him a lump sum at the end of the week. By that time I was able to recoup the money I'd lost, and did very well in the following weeks. When I returned to school eight weeks later, I'd managed to save eight pounds, which made me the richest kid in school! It was thrilling to learn that, despite coming from a poor family, I was able to do well for myself."

Now, 50 years on, that decision about whether to fight or flee in the face of a challenge remains poignant for Mr Vassallo. But choosing to find a viable solution turned out to be a valuable lesson learnt and one that he still lives by today.

"It was my father who first carved our path in the construction sector, which was ultimately the first step of our success," he continues. "Back in 1939, when the war broke out, he was one of the few men from the north who owned a truck. As a farmer he was exempt from compulsory service, but the military confiscated his truck for use in the war. Once the conflict was over, it was returned to him, but he was also given a contract to clear rubble from the streets and start the rebuilding process. He chose to join forces with two of his nephews and, in 1946, they formed a partnership that lasted until 1965, during which time they started to gain experience as a construction company."

In the end they chose to amicably go their separate ways by forming two separate companies. Thus, in 1971 Vassallo Builders was officially launched with the minimum capital required.

"I was 19 and was given the role of managing director, despite being

the youngest of my brothers to be involved. I was keen to inject new blood into everything that we did. It wasn't easy though; the construction industry had had its first boom and was now in a slump."

The company was mostly involved in Government projects but, in 1977, Malta's first-ever turnkey contract opened up for the construction and completion of the Danish Village in Mellieha.

"It was an incredibly tough contract to win, with difficult specifications to meet and many challenges to face, but we made it. Worth Lm3 million (€7 million), it was the largest Maltese contract awarded during the '70s to a single contractor and will always remain a major milestone for us. It opened doors for us and was arguably the start of everything else that we have gone on to do."

That project certainly was a major milestone, but it was one that Mr Vassallo and his capable team have gone on to match and exceed in the following decades. From the building of the Mellieha Bay Extension and the construction of the Bugibba Holiday Complex, to the development of Casa Arkati and the recent George Hotel, Vassallo Builders – and subsequently

N

azzareno Vassallo

CHAIRMAN,
Vassallo Group

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A New Brand Identity



VASSALLO GROUP
SINCE 1946

NEW

new brand identity builds on the heritage of Vassallo Group

Six-and-a-half decades of hard work, investment and success are certainly worth celebrating.

Vassallo Group deemed it fit to pay tribute to its past, yet embrace its future, by carrying out a rebranding exercise that would retain the Group's heritage.

Rebranding

The Typography

The typographical approach and the colours of the new brand identity represent the corporate pitch and feel of the Group, which is the umbrella corporate organisation for almost 30 different companies that operate within various critical sectors of our economy.

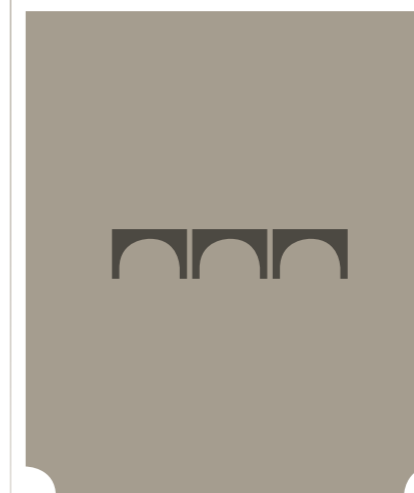


The Three Arches

The new brand identity has in fact retained one of the main characteristics that are so strongly associated with Vassallo Group, the three arches, yet applied a corporate and sophisticated twist to reflect the dynamics and versatility of the Group. The aim is to portray the heritage and the roots of the Group, yet develop a new brand identity that symbolises the Group's level of involvement in various sectors.

The Arc

A subtle arc, supporting the three arches, has been introduced within the new brand identity. This sweeping arc symbolises the strong foundations upon which the Group's success is built – its people, its sound investment and a penchant for quality.



At Vassallo Group, we enjoy grasping every opportunity to do something different and love celebrating special moments throughout the year. Here's our pick of what's been going on recently:

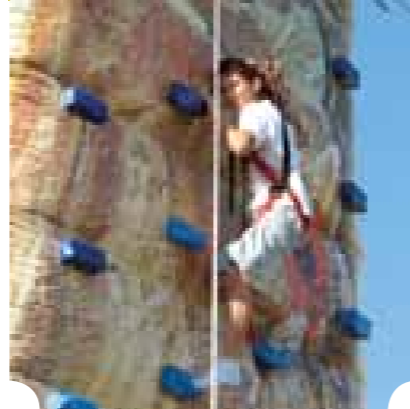
Family Day, Ta' Qali



Family values are integral to the Vassallo Group, so we took the opportunity to celebrate them with our first Family Day, held in November last year. Organised by the Group Activities Committee, it coincided with International Children's Day, which gave us even more reason to celebrate.



To make it really memorable for our young invitees, we hired part of the Ta' Qali picnic area and transformed it for the day. Attractions included bouncy castles, a climbing wall, a huge slide, pony rides, a puppet show, face painting and plenty of great fun games. A super raffle, with big prizes donated by some of the companies within the Group, brought the day to a fitting end.



The Malta Property Expo

For the first time ever, Vassallo Group recently took part in the popular Malta Property Expo, held from 17th to 20th March. It proved to be an excellent platform to showcase Vassallo Joiners' excellent work, especially as our stand incorporated a built-in apartment that really wowed visitors. The event went brilliantly, and we were thrilled with the response from both clients and other exhibitors.

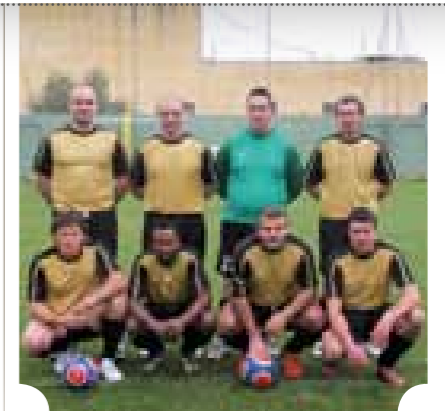


Vassallo Group Football Team

With so many talented athletes among our staff, the Vassallo Group football team is quickly making a name for itself. The team comprises players from various sectors within the Group, including Vassallo Builders, the Bugibba Hotel and CaterEssence Ltd.

The team is currently third in the 7-a-side Industries Sports Association

league, having won two consecutive games. The team is coached by Carlo Mifsud, who is the financial controller for CaterEssence Ltd, holds a qualification from the Malta Football Association, and has been coaching for over six years – both in the UK and Malta.



Launch of 100 Women, 100 Stories

This year marked the 100th anniversary of Women's Day internationally. Vassallo Group has always celebrated Women's Day, usually with a special meal for female employees hosted by Mr Vassallo.

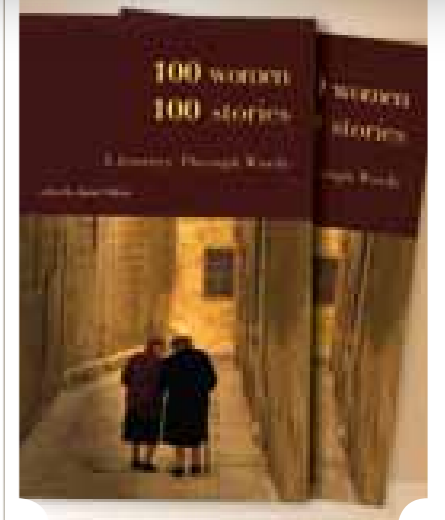
This year, though, things were taken to a new level, with the launch of the book 100 Women, 100 Stories – A Journey Through Words, which was edited by CareMalta manager Janet Silvio.

Originally the brainchild of CareMalta CEO Natalie Briffa Farrugia, Ms Silvio chose to take the project on and

develop it further. It features interviews with 100 women currently residing within one of CareMalta's seven homes, and a recount of their individual stories.

Since its launch, the book has been hailed a success by both readers and critics alike, and has proven to be a wonderful read that really brings to life the stories of these unique women.

The book is now on sale and currently available from all leading bookshops.



20

The Landmark

The



andmark

A Village in its Own Right

20

Malta is getting a new Landmark



Throwing open its doors later on this year, The Landmark promises to revolutionise the way we shop, relax and spend time.

With a total area of 20,000sqm, it is a project half the size of Wembley Stadium yet bang in the heart of Malta – with designer boutiques, shops, a supermarket, event halls, cafes, a garden centre and beautifully-landscaped gardens. Yes, The Landmark certainly looks set to make its mark!

Vassallo Group's latest venture, The Landmark, is one of their most ambitious projects to date. Once it throws open its doors, it will tie several of the Group's various companies together and serve as the ultimate one-stop-shop!



Without a doubt, everything about The Landmark is bold and ambitious, but what makes it so? For starters, this one-stop destination will tie in just about all of your needs in one place. So, whether you are after a little retail therapy, looking to catch up with friends over a cup of coffee, or perhaps searching for a unique venue to host your wedding or event... it all starts and ends here!

One of the things that makes this venue so alluring is its location, as it is situated in the central part of the island, in Qormi. Its sheer size is another factor that makes this project one-of-a-kind.

But what will make The Landmark truly distinctive is that it will serve as a unique commercial hub, providing just about everything you could possibly imagine! Once completed, The Landmark will host large areas dedicated to office space; a number of retail outlets; a large supermarket and a cafeteria that will serve and retail the Group's own catering products, provided by CaterEssence and Catermax.

In a relatively short time, Vassallo Group quickly got the ball rolling, after having purchased the ex-Lowenbrau factory at the beginning of 2010. Interestingly, the Group's ties with the brewery go back a long way as in the

early 1990s, Vassallo Builders were responsible for its construction.

The Landmark required a major overhaul to suit the various uses planned for it – one of which being the Group's very own CPU kitchen – one of the largest industrial kitchens on the island! "The CPU kitchen will cater for all of our other entities, including the elderly homes division and the catering sector," architect Ruben Vassallo explains, adding that "the kitchen is divided into two areas; the hot kitchen, which produces savoury items, and the pastry kitchen."

These two areas are spread over two floors and cover a total of 1,800sqm.



In terms of design, a great deal of detail was injected at every stage. "We ensured that we covered factors such as food safety, hygiene and practicality in the kitchen – making it one that is easy to manoeuvre in as well as with adequate storage," he says.

And that's not all. This prestigious venue will also include two multi-purpose function halls; purposely built to host wedding receptions, conferences and other events.

Designed by the renowned architectural and design firm Architecture Project (AP), the two venues have a completely innovative concept that promises to be the first of its kind in Malta! "The design of each hall is based on a diamond structure that will be a major eye-catching detail at The Landmark – hence their names, The Diamond and The Crown," Mr Vassallo says.

Both designs have already been launched at the MFCC Weddings Fair in November 2010 and have received excellent feedback. In fact, the halls are already receiving bookings for the coming years!

"The design for these two venues is an ambitious one and aims to create a unique structure incorporating a mix of uses and building types, combining

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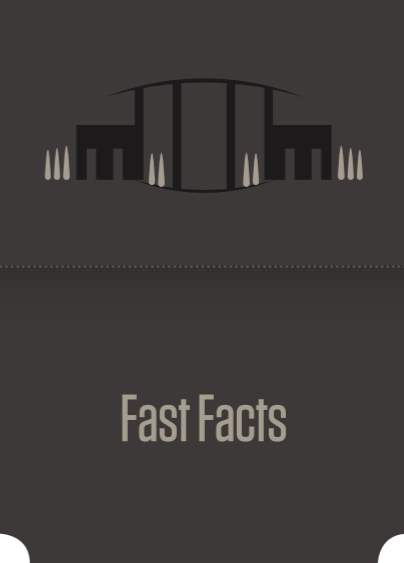
the existing architecture with contemporary interventions,” explains Rory Apap Brown, architect at AP, and creative designer of the two halls.

“The design concept of the wedding venues is the insertion of a contemporary piece of interior architecture into an old factory warehouse. The aim is to fashion an insertion that is independent of the factory and creates its own presence, while the reflective and faceted architectural language originates from the methods used to shape precious stones such as diamonds,”

Mr Apap Brown says, adding that “the major challenge ahead will be in the construction and detailing of the design in order to keep the expression of the building true to the initial concept.”

Plans are to include in the Landmark two of the Group’s very own outlets - Botanica, a perky garden centre to be located at the entrance of The Landmark, as well as Catermax, a joint venture with the Corinthia Group and CaterEssence. The complex will incorporate the CPU kitchen which rolls out hot dishes for the Group’s homes for the elderly.

Tying this entire project together, Vassallo Group is also seeing to the landscaping aspect and overall environment of The Landmark in order to create a holistic environment in which visitors can stop, rest and people-watch as well as relish the surroundings. “The Landmark will allow people to enjoy the space and everything that it has to offer. It will serve as a central hub that encourages people to congregate,” Mr Vassallo adds.



The ex-Lowenbrau factory in Qormi was constructed by Vassallo Builders in the early 1990s

The Landmark is Vassallo Group’s largest project to date

Size of The Landmark
20,000sqm

Size of the CPU kitchen
1,800sqm

The Diamond and The Crown are the two designer wedding halls located at The Landmark



We like engineering challenges

The more complex and risky a project, the more we excel.



the challenges that the construction industry will face in the future.

“The trends of the next ten years are likely to be very different from those of the last decade, and we’re ready to adapt,” Mr Vassallo says. “The environment will continue to become more and more significant, and this in itself will put further pressure on traditional methods of construction. Innovation will certainly need to be at the forefront of everything that we do.”

Meanwhile, the company wants to take advantage of environmental opportunities, including alternative energy and other related sectors. “We are ready for the change,” he says. “The government needs to provide the right balance between sustainable and environmentally-friendly developments, while ensuring enough people remain gainfully employed by the sector.”

“Similarly, the Malta Environment and Planning Authority should be providing the right environment for sustainable development, while still encouraging investment and development in sectors that add value. It is a challenge that must be faced. I also feel that the bureaucratic processes need to be assessed, as delays in this sector have knock-on effects on other parts of the economy.”

But, just like all the challenges faced by Vassallo Builders across its dynamic history, this one too will be taken in its stride.

“2011 promises to be another incredible year for us, as with projects like The Landmark and the St Elmo Footpath successfully forging ahead, we can look forward to many more milestones, for both Malta and Vassallo Builders.”

Vassallo Builders, the company that spearheaded the success of Vassallo Group, is renowned for its dynamic approach to the construction industry in Malta. With a portfolio that includes some of the island’s most impressive projects, there is no doubting its versatility and forward-thinking approach.

The company’s work now encompasses build and design, construction, waste management and scaffolding. And today, 65 years after it was first established, Vassallo Builders remains a centre for fresh ideas, unsurpassable standards and welcome innovation.

Property and Construction

The property industry is one that is constantly evolving to meet ever-more challenging demands. As large-scale developments become the norm, clients want to reduce risks and costs by utilising a contractor that ticks all the boxes.

“We have always offered our clients a one-stop solution,”

explains Vassallo Builders

CEO Pio Vassallo.

“We understand that most clients will only build once in their lifetime – whether that’s a home or new business premises – and we recognise how important it is for them, and us, to get it right. Some clients really enjoy the process, while others are daunted by the whole experience. We make it our job to guide them through it and ensure everything is completed in the best and most pleasant way possible.”

The company certainly has a wealth of experience and an almost unmatched portfolio. It is now also excelling in the ‘design and build’ sector, and has recently completed a number of these projects successfully, including the old people’s home Dar il-Madonna tal-Mellieha, which was finished in record time in under 10 months.

“The philosophy behind our success is to set ourselves targets related to timely completion,” Mr Vassallo continues. “We make those timelines known to everyone involved and ensure they are met. Our employees have become so accustomed to these completion targets that it is now the first question they ask when we launch a new project. With their help, we are confident that objectives will always be reached.”

It’s not just successfully hitting deadlines that has shaped the success of Vassallo Builders, but its vast experience across the sector that ensures no stone is left unturned. The team regularly ‘value engineers’ its projects to ensure it is always on top of the most efficient and cost-effective ways of getting things done.

“We like engineering challenges,” smiles Mr Vassallo. “The more complex and risky a project, the more we excel.”

And excel they have, with completed projects including the new Malta Stock Exchange, Bank of Valletta’s newest premises, the new American Embassy, the new Malta Prison, Malta International Airport, Malta Freeport, the new power station, the rehabilitation of the island’s largest landfills and the construction of Malta’s only waste treatment plant.

“These types of projects are only undertaken once every hundred years or so,”

continues Mr Vassallo.

“We feel very honoured to be part of them.”

Of course, these buildings join the long list of other completed developments, including some of the island’s largest hotels, old people’s homes, churches, apartment blocks, schools and homes.

It really is a portfolio that very few other companies can compete with, and Vassallo Builders is also different in its acute awareness of



Constructing Our Future





The New American Embassy Compound

Ta' Qali



In 2008, Vassallo Builders was awarded the main subcontract for the construction of the new Embassy Compound in Malta from American contractor AICI. The project, built on 40,000sqm of land, comprised the construction of a main building together with a number of smaller buildings across the site. Later, the company was also awarded another subcontract for a substantial part of the finishing works.

Aside from the standard pressures that exist on large-scale projects, the unique challenge of this one came from the high specifications associated with such a high-security, American building.

"After a series of initial concrete designs and trial mixers, our first decision was to import all the aggregates used for the concrete from Sicily, as local aggregate did not meet the specifications," explains Vassallo Builders CEO Pio Vassallo. "Additionally, we had to conform to on-going security checks and the

screening of our workers and vehicles involved, both of which made the situation unique and more challenging."

Echoing his sentiments, Malcolm Gingell, the appointed project group leader for Vassallo Group, said: "We had to familiarise ourselves with American standards so there was a lot to learn. Two hundred people were working on site and we had to be very careful about health and safety regulations, which posed interesting challenges. There were many highlights too, though, including when we managed to hit our deadlines bang on time! Overall it was fantastic."

Mr Vassallo adds:

"It may not have been plain sailing throughout, but we are very proud of what was achieved. As we watch the American flag fly high above the new compound, we will always remember our involvement and the fact that it is yet another feather in our cap."

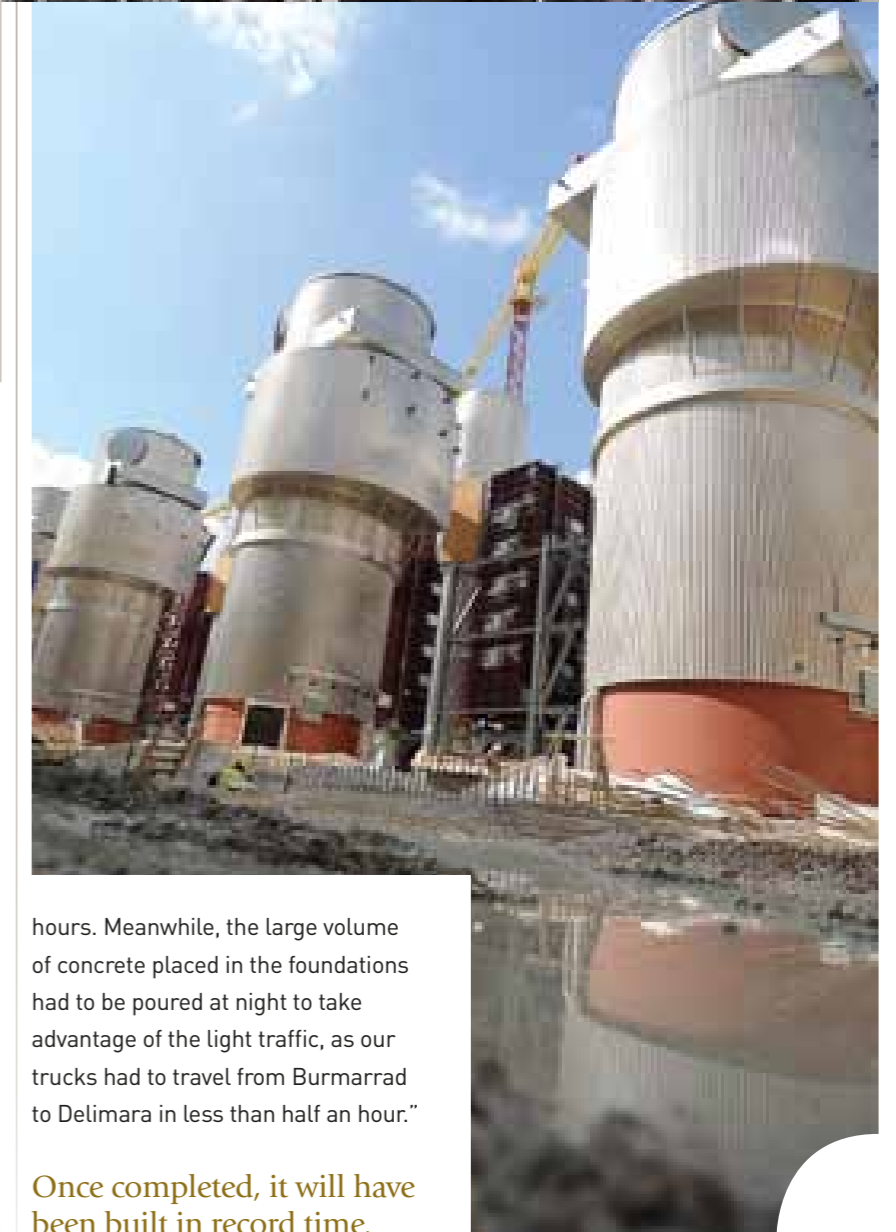
The Extension of Delimara Power Station



Early last year Vassallo Builders was awarded the subcontract to handle all civil works related to the extension of the Delimara Power Station by the main Danish contractor, BWSC. Works began in the second half of 2010.

The project, which is still ongoing, comprises the construction of a number of buildings, including the steel erection of the powerhouse, as well as the foundations on which large generators, tanks, chimneys and other power generation-related equipment were to be placed.

"The whole project was very well coordinated by all those involved," says Mr Vassallo. "Just as we finished the foundations, those positioning the equipment carried out their work within



hours. Meanwhile, the large volume of concrete placed in the foundations had to be poured at night to take advantage of the light traffic, as our trucks had to travel from Burmarrad to Delimara in less than half an hour."

Once completed, it will have been built in record time.



St Elmo Footbridge



Last year the Malta Maritime Authority, now Transport Malta, issued a tender for the design and construction of the St Elmo footbridge, which was demolished during WWII.

Unlike other tenders, the site visit organised for the participating tenderers took place on a boat, which also offered an unusual opportunity to walk on the breakwater of the Grand Harbour in Valletta.

"For this tender we formed a joint venture with one of the leading

local architectural and structural firms, Bezzina & Cole, as well as with Spanish design firm Arenas and Co, which specialises in bridge design," explains Mr Vassallo.

This partnership was successful and the bid was chosen from the 14 submitted.

"The main components of the bridge will be manufactured in Spain and shipped to Malta in one piece on a special barge," continues Mr Vassallo. "Aside from the design

and construction of the bridge itself, our role also includes the timber decking and upgrading of the surrounding areas."

Works will commence very soon and after careful analysis of the perfect weather window, the bridge will be shipped from Spain and eventually put in place.

"It will doubtlessly be very challenging, but we are really looking forward to being part of another landmark project in Malta," he adds.

Waste Management Projects

Jonathan Buttigieg
Commercial Director



Vassallo Builders

first started handling waste management projects around six years ago, soon after Malta joined the European Union, when funds were made available for the upgrading of various infrastructural projects.

"We targeted the area of waste management and identified two projects that were being tendered for at the time – the rehabilitation of the Maghtab landfill and the Sant Antnin Mechanical Biological Treatment (MBT) Plant,"

explains Jonathan Buttigieg, Vassallo Builders' commercial director, who manages the high level decisions for the environmental projects within the Group.

By the time Vassallo Builders got involved, the Maghtab landfill had become hazardous, so the government had taken the decision to close it and address the various issues. "These included the treatment of spontaneous surface combustion ignited by the heat of subterranean fires and the poisonous gases that were being emitted. We partnered with a German company that



provided us with a technical solution of the problem, while we carried out the design and build aspects of getting the site up to scratch."

The job also included the installation of a gas extraction system, consisting of 400 wells and equipment that treats the subterranean air before it is vented out into the atmosphere.

Meanwhile, the Sant Antnin project also saw Vassallo Builders partner with a German company and successfully win the tender. This time around, the job involved treating the biological components of the domestic waste taken to the plant, and converting it into electrical energy, water, heat and compost.

"Today our waste is being put to good use. For instance, the gas from



fermentation is currently generating nearly 1 Mega Watt of electricity which is fed into the national grid, the cooling water of the generators is being used to heat the fermentation process while the surplus heat shall be used to warm the Inspire swimming pool next door, and the resulting compost which is Rottegrad 5 can be

Services offered by Vassallo Builders

Design and build projects

Manufacture and supply of hollow concrete blocks

Ready-mixed concrete of exceptionally high grades

Precast blocks and units

Rebar for construction

Fast Facts

30,000 Cubic metres of concrete poured in 2010

2,100 TONNES Rebar used from January to September 2010

240,000 The number of hollow bricks made in 2010

240km The length of pavement that this concrete would create – which is the equivalent of the distance between Malta and San Leonardo in Italy!





Waste Management Projects

Continued

used for agricultural purposes. The project is now in its final stages and we're building up to the peak capacity of the plant," adds Mr Buttigieg.

All this works towards future goals when waste will no longer be deposited in landfills but treated at MBT plants. Malta plans to build another two of these plants in the near future.

"At Vassallo Group, we aim to be at the forefront of this industry in Malta, ensuring that our waste isn't put into a hole and ignored, but used to the best of its potential," Mr Buttigieg concludes.

Scaffolding Solutions

Jonathan Buttigieg
Commercial Director



Vassallo Builders is also a leader when it comes to scaffolding, and has led many top local projects.



"Scaffolding Solutions was first launched 25 years ago and has now asserted itself as a market leader following its recent rebranding process," Mr Buttigieg says.

"It has taken part in many large local projects, including providing

the scaffolding for the facade of the Grandmaster's Palace, the Mdina Bastions and the Valletta Bastions, the scaffolding to restore the statue of St Paul on St Paul's islands, as well as scaffolding for several façades across Malta and Gozo."

Fast Facts

100
TONNES

Domestic organic waste currently being processed by the Sant Antnin Plant every day

400
TONNES

Cow manure used as a catalyst to start the fermentation process at the plant

10
MILLION
LITRES

Waste being fermented in the plant's storage tanks at any given time

40,000
TONNES

Waste treated per year by the Sant Antnin plant (20 per cent of the islands' domestic waste)

By 2020, only 35 per cent of Malta's domestic waste will be allowed to be deposited in landfills

Since it went into operation, the Maghtab landfill project has treated 700 million cubic metres of air – which would otherwise have been contaminated air vented into our atmosphere

Services offered by Scaffolding Solutions

Access to difficult-to-reach places using independent towers

Hoarding/screening to block off construction sites

Delineation between one area and another

Temporary hoists and vertical transportation systems

Anything which can be custom-built to meet clients' requirements, such as seating stands for concerts or tournaments

Shoring and false work for churches and other restoration projects

Temporary structural supports

Fast Facts

600,000FT

The amount of scaffolding owned by Scaffolding Solutions so far, which when laid end to end is equivalent to the distance between Malta and Catania!



Where

B

Beauty & Functionality Meet

Character, Style, Design



Ruben Vassallo
ARCHITECT



They say that beauty lies in the eye of the beholder, but the outstanding workmanship that Vassallo Joiners brings to each and every job ensures that its creations are not only beautiful, but functional as well.

Over the last 37 years, Vassallo Joiners has built itself a reputation of excellence when it comes to crafting furniture and interiors that truly reflect the character of its client. While lending unique style to the surrounding environment, be it a cosy home or corporate office, Vassallo Joiners is considered to be a leader in bespoke furniture in Malta.

Character, style, design

Not always the first adjectives that spring to mind when one mentions the word 'furniture'. Often banished to the realms of functionality and



sturdiness, furniture and interiors have taken on a whole new dimension with Vassallo Joiners. This talented team of craftsmen has dedicated its efforts to creating a happy marriage between the two often separate worlds of aesthetics and functionality, and with impressive results.

Ruben Vassallo, the company's architect,

is clearly passionate about his job. With his team of professionals busily working away in the background, he



explains that the world of creating individual, bespoke pieces of furniture that truly breathe life into a building is in fact a challenging task that demands a diverse set of skills.

"It's not just about beauty, but it's not just about functionality either," he explains. "We work hard to achieve a balance, aiming to create beautiful interiors that inspire, yet which are perfectly suited to their required function, are always made to the highest standards and use the best material."

The quality of the workmanship and materials used in each project is one factor that is never compromised. Mr Vassallo is confident that Vassallo Joiners' customers can rest assured that their project is in the best hands available on the islands, literally. "Our woodworkers and craftsmen are well and truly the best," he says without a moment's hesitation. "And their skills

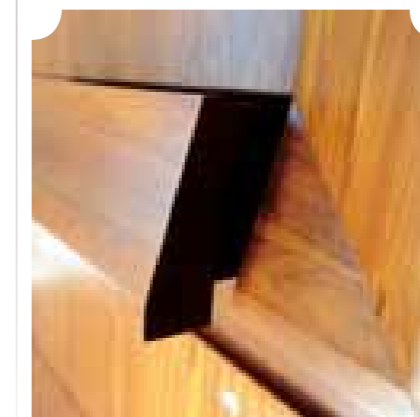


are complemented with the use of the best material for the job at hand."

The company also has a specialised core team that tackles restoration projects, and the demand for such services is growing at a constant rate. "We came to realise that while the creation of new furniture and interiors is the core driver of this particular market, there was also a need for specialised restoration services," Mr Vassallo observes.

"With our specialised craftsmen, it was natural progression for the company to branch out into this area. We have brought many pieces of antique furniture back to life over the years," he says, with a smile of quiet satisfaction.

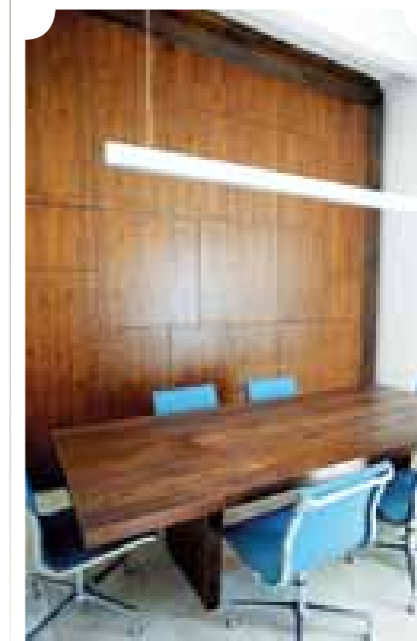
Yet while Vassallo Joiners started out by specialising in the creation of furniture and interiors for domestic residences, the company has also expanded its operations and taken on

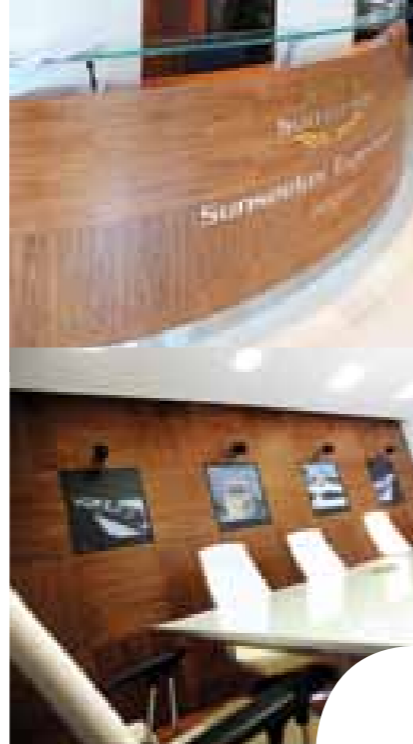
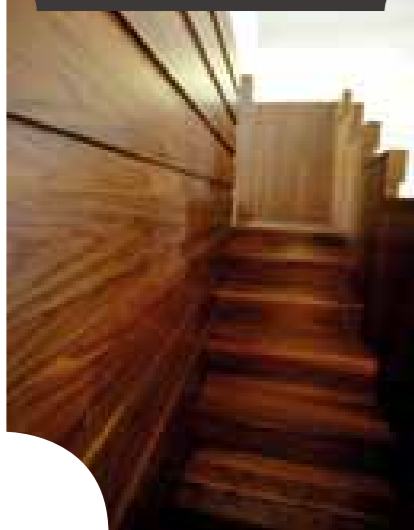


a number of large-scale commercial projects. Many of these impressive assignments now take pride of place in the company's extensive portfolio.

One of the most impressive to date was the massive design project undertaken at St Barbara Bastions in Valletta. The Project was designed by Architecture Project architects, who worked hand in hand with Vassallo Joiners to bring their creative ideas to life.

"This is one endeavour the team will never forget!" Mr Vassallo jokes. "We were entrusted with the mammoth task of creating a staircase made of wood and steel. It may sound like a fairly standard task, but for various reasons we had to build it from top to bottom, rather than the other way around. As you can imagine, it was a logistical challenge but it is one of our greatest achievements so far."





Then there was the exciting task that came in the form of The George. This urban boutique hotel is ultra stylish, and oozes minimalist chic to a tee. Set right on the doorstep of Malta's 'entertainment city', Paceville, The George offers an oasis of trendiness and quality in an area that is sometimes perceived to be rather seedy – a reputation that is not always justified.

"The George was a massive project. I have to admit that, despite the stress that comes with demanding deadlines, it was a very enjoyable one," Mr Vassallo says with a chuckle.

"We tackled everything related to the interior of the hotel... all the rooms, common areas, restaurants, pool decks; you name it, we did it!"

Vassallo Joiners has a number of other projects to be proud of – Roseville in Attard, the Prince of Wales Apartments in Sliema, Sunseeker's Offices in Portomaso and TGI Fridays all feature on the company's list of major successes.

"We take on all sorts of projects – whether small or large, domestic or commercial, challenging or

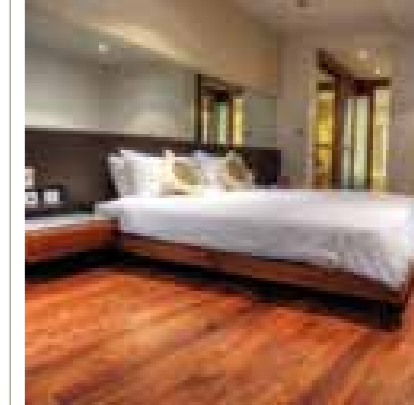
straightforward," Mr Vassallo adds.

"We make sure to invest in the best material and recruit the best skills.

"We understand the value of delivering a superior product and service, which is why we never hesitate when it comes to working with the best interior designers around. With this approach we have managed to transform many dreams into tangible realities, quite literally. And this is what gives the team unending enthusiasm for each and every project," he concludes.

Case Study 1

Nicholas & Cheryl's Apartment



Nicholas and Cheryl were gearing up to get married, when they began their search for a company that could handle the interior furnishing of their home. "We did contemplate buying our furniture 'ready-made' but, to be honest, that approach doesn't really suit my style. We like to be unique and the obvious option was to have everything custom-made to suit our characters and our new home," Nicholas explains.

They decided to engage Vassallo Joiners after having seen some of its previous work. The company had been recommended to Nicholas

and Cheryl by friends, so they decided to see what it could offer.

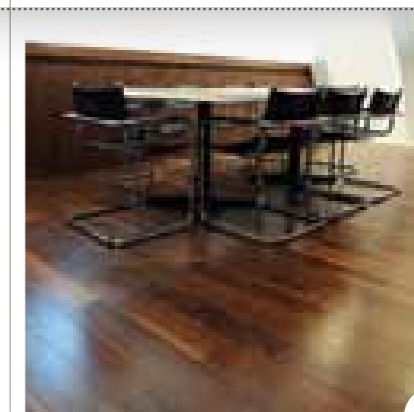
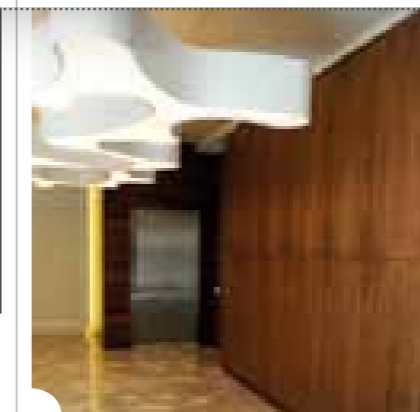
"The initial meetings we had with the project manager seemed very promising – they were on our wavelength and seemed to be very dedicated to quality materials and workmanship, which was what sealed the deal," Nicholas says.

The couple had all their interior furnishings custom-made at Vassallo Joiners, who worked hand-in-hand with an interior designer of the couple's choice to ensure that the end result was absolutely perfect.

"We are thrilled," Nicholas states. "Vassallo Joiners' team was helpful and flexible in its approach. And, as a result, the place looks fantastic!"

Case Study 2

St Barbara Bastions Offices & Residences



Whichever way you look at it, St Barbara Bastions, overlooking Malta's breathtaking Grand Harbour, is an impressive project. The interior of the bastions has recently been renovated and refurbished, and is now one of the most exquisite residential and commercial premises in the capital.

"Vassallo Joiners was entrusted with the task of working on all the interiors of both the office space and the domestic residences that form part of the project," explains Ruben Vassallo, who led the Vassallo Joiners team.

and a beautifully finished penthouse with unobstructed views of the Three Cities and the misty horizon of the Mediterranean.

"The team worked meticulously with leading architects Architecture Project and, of course, with the client, to develop the best quality finishing and furnishing that suit a development of this calibre," explains Mr Vassallo. "Everything had to be made-to-measure and had to suit the character of the building, complementing the old architectural features rather than overpowering them."

One of the biggest challenges that Vassallo Joiners has been faced with in its years of operation was the imposing staircase that is one of the main features of the project's interior. "The staircase challenged the entire team, particularly because, due to certain constraints, we had to build it from top to bottom rather than the other way around," Mr Vassallo explains.

"But today, the staircase, as well as the interior of St Barbara Bastions, form part of one of the best projects we've handled so far, definitely one to be proud of!"

The end result is impressive – three floors of office suites,

List of Services

Furniture design

Turnkey projects

Carpentry for domestic, commercial or office furniture

Restoration works (woodwork)

Fast Facts

32 Vassallo Joiners craftsmen who specialise in wood

4.6 TONNES The amount of steel used to construct the staircase at St Barbara Bastions

15 Vassallo Joiners craftsmen who specialise in steel

112 Rooms furnished by Vassallo Joiners within a six-month period



The saying goes

You are
as old as
you feel

Natalie Briffa Farrugia
CEO CareMalta



CareMalta 

City & Guilds 

As the saying goes, “you are as old as you feel,” and there are thousands of senior citizens who feel that they could do with a helping hand. This is exactly where CareMalta steps in. Its team specialises in the provision of quality care for the elderly, meeting their needs with professionalism and sensitivity.

Headed by Chief Executive Officer Natalie Briffa Farrugia, the dedicated team of over 600 professionals sees to the needs of almost 1,000 elderly residents every hour of the day. It’s a tough job, but the rewards are unbeatable when you can rest assured that an elderly resident’s quality of life is the best it could possibly be.

CareMalta is, by far, Malta’s largest provider of care for the elderly.

Established back in 1992 with the opening of its first residential home, Casa Arkati, CareMalta found a solution to the need of hundreds of Maltese families for residential care for their elderly relatives. The

services on offer proved to be a godsend for many elderly people who needed full-time care, and a number of other homes were opened in quick succession. Today, the company operates a grand total of seven facilities across the island.

But while bricks and mortar can provide shelter, it is the carers themselves who turn the place into a home. Caring for the elderly requires a special breed of person. Carers must be sensitive and compassionate, yet also able to retain a level of professionalism that prevents them from becoming too emotionally involved with the residents under their care.



“Caring for the elderly is a vocation, not a job,”

explains Ms Briffa Farrugia. “You have to be sensitive, you have to be empathic. But you must also be disciplined and patient... and this is before you even start to develop the specialised knowledge needed to be able to understand the physical and psychological needs of the residents.”

Ms Briffa Farrugia certainly knows what it takes. Her involvement with the caring profession started long before her appointment as the CEO of CareMalta. Her roots within the field stem back to her youth, when she carried out voluntary work for those in need in Guatemala and Ethiopia. A decade later and armed with a

wealth of experience and professional qualifications in both management and gerontology, Ms Briffa Farrugia returned to Malta and worked her way up the ranks. She started out as deputy manager and within a few years was appointed operations director, eventually taking over the helm as CEO of the company early last year.

Ms Briffa Farrugia explains that CareMalta has always taken a great deal of pride in the quality of its service. This factor is what makes the company

stand out as the best in the sector. Even though there are currently no official industry standards that are required to be met by law, Ms Briffa Farrugia explains that CareMalta has adopted a policy of self-regulation, aiming to ensure that the very best staff is recruited and that the best facilities are provided for the residents.

“We give a great deal of importance to the continuous training of our staff. They have a challenging role and it’s essential that they have the necessary knowledge and skills to meet their responsibilities,”

she explains.



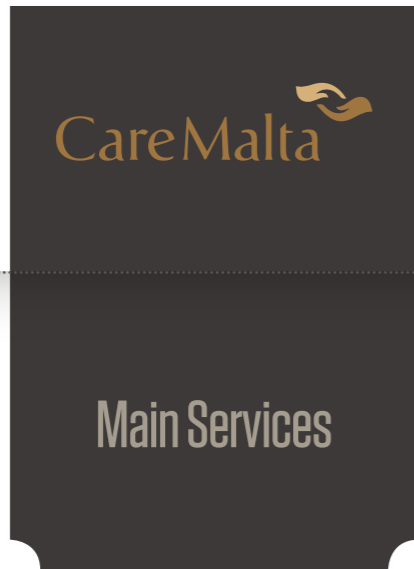
In fact, through its affiliation with City & Guilds, CareMalta is the only local establishment that offers employees the chance to gain an internationally recognised qualification in care for the elderly. The company also works closely with Stirling University in the UK, which specialises in caring for dementia sufferers, and a number of the company’s staff have specialised in this area.

CareMalta will certainly need this level of training and specialisation if it continues to grow at its current pace, which is a likely scenario. To date, CareMalta owns and operates

three private homes, Casa Arkati, Villa Messina and Roseville, an Independent Living Facility – Prince of Wales, as well as three other government-owned homes.

But plans are being hatched to branch out to other services that the elderly may need and the next 12 months are set to be a flurry of activity and growth for the company. “We have established ourselves very well within the care sector, but the time is ripe for expansion into other areas,” states Ms Briffa Farrugia.

“There is so much potential for growth – such as providing health care services and financial services that cater for the lifestyle needs of the over 60s... but I won’t give too much away at this point... just watch this space!” she chuckles.



Nursing care and assisted living for the elderly

Main Services

Dementia Care

19
The percentage of Malta’s population aged 60 and over

Fast Facts

1992
The year CareMalta was established

Independent living for active adults

7
The number of residential homes for the elderly operated by CareMalta

1,000
The number of clients CareMalta caters for on a daily basis

590
The number of people CareMalta employs



Marigold Dementia Unit

Villa Messina

Natalie Briffa Farrugia
CEO CareMalta



Dementia is an increasingly diagnosed ailment that affects hundreds of people across the globe, and Malta is no exception. Unfortunately, the illness is often misunderstood, making it quite difficult for a family to handle and assist a dementia sufferer who, in the vast majority of cases, is elderly.

“The Marigold Unit at Villa Messina is entirely dedicated to making life easier for those living with dementia,”

explains Robert Grech, Facility Manager at Villa Messina. “Residents with dementia have special needs and this place is a sanctuary for them, making them feel comfortable and at ease, while offering peace of mind for their relatives as well.”

The Marigold Unit is indeed a sanctuary. “At the beginning of last year we embarked on a restructuring project of this unit so as to ensure that the latest standards in dementia care are included in the design,” explains the CEO, Natalie Briffa Farrugia. “After attending Dementia Design School at the University of Stirling with my brother Ruben, who is an architect, we were both enlightened on how we can better utilise the common area of this unit. Together with all the managerial team involved, a plan was set out and in March 2010 the unit was relaunched and renamed Marigold. The name symbolises the bright yellow contrast that the flower creates after a colourless winter.”

The restructuring project included the addition of two other residents’ rooms, a redesign of the area and the creation of an open-space scenario which allows the care assistants and residents to be more accessible to each other, a change of entrance to the unit, the incorporation of a veranda within the common area – in a conservatory style to maximise light and garden views, the inclusion of a quiet room for residents and their relatives, and a new signage system with visual aids for easier recognition. It has been designed with the needs of dementia sufferers in mind, with the incorporation of a number of special features such as graphical signage and colour-coded doors to indicate the different functions of the area, thus making it that much easier for the residents here.



Marigold can host up to

**31
RESIDENTS**

“Marigold can host up to 31 residents and is divided into two main sections – the residents’ rooms and the lounge and dining area,” Mr Grech continues. “We have made sure that the area is as safe as possible, yet gives residents the freedom to wander around while remaining within the unit and under the watchful eyes of the carers on duty.”

“As the overall manager of this facility I am proud to say that the carers and nurses who work within the Marigold Unit are fully trained to handle people living with dementia. A number of our care assistants underwent a reflective practice course in Best Practice in Dementia Care through the University of Stirling, which is recognised worldwide for its work in dementia care. We have what I would call a ‘person-centred’ approach to dementia,” Mr Grech says. “Every resident is special. Each one has his or her own individual needs. Residents with dementia need an exceptional environment – it has to be safe and caring, as well as mentally stimulating, and I honestly believe that at the Marigold Unit, we provide the very best care and standard of living for those with dementia.”



“The training helped our care assistants to understand dementia, seek to see the person and know the individual, learn how to communicate better and how to act when faced with challenging behaviour situations. The care assistants were also made aware of the health and well-being requirements of our elderly, providing support to each other and also to the relatives who continue to care for them,” explains Ms Briffa Farrugia, adding that “as one can realise, caring for our elderly is not a one person job. The way forward is to continue to seek to collaborate together with all the stakeholders involved.”

“Success can only be achieved if we continue to think in the best interest of our elderly,” she concludes.



Our team can boast over 60 years experience in the catering industry

Edward D'Alessandro
CEO CaterGroup



CaterGroup is a new and dynamic catering company where food is, literally, the order of the day.

At CaterGroup's state-of-the-art production facility in Qormi one finds a very busy team of highly experienced chefs preparing mouth watering morsels that tantalise one's taste

buds... the aroma of freshly baked cakes fills the air and delicious *hors d'oeuvres* tempt you at every moment, looking as good as they taste.

CaterGroup is divided into three main companies, each one specialising in a particular niche market within the catering industry.

CaterGroup

3

Catermax

supplies upmarket outside catering for all events such as weddings, conference and incentive functions, private functions at any outside location or inhouse at one of its exclusive venues where one is spoilt for choice.

CaterEssence

specialises in the supply of the highest quality pastries and cakes to upmarket coffee shops, restaurants and other retail outlets.

CaterMeals

specialises in the supply of high quality packaged meals to schools, residential homes, hospitals, factory canteens and more.

ood
Glorious Food





The chefs we employ are certainly in a class of their own



ingredient, this is what they are all about – the transformation of food into an art form that tantalises your senses.

Whatever shape or form it takes, there is certainly no denying that there is a lot more to food than just satisfying a basic need. Food also plays a social role and can spell the success or failure of many a social occasion. Brides-to-be fret over their menus, dinner hosts obsess about the consistency of their sauces and the subtle flavours of their soup, whilst corporate players seek to impress with tasty morsels that help set the mood for finalising business deals. Yet while food, or in its finer form – cuisine – can stress people out, the good thing is that the team at CaterGroup is purely and simply dedicated to it. The finer details, the expert touches, the secret

“CaterGroup has now been in operation for just over a year. All three companies have progressed very well in their respective fields. CaterGroup operates from the largest production facility of its kind on the island and employs a team of highly qualified staff, all of whom are renowned in their respective sectors of the local catering trade.

In addition, CaterGroup employs a highly experienced management team boasting decades of experience operating at the highest levels in the catering industry,” explains Edward D’Alessandro, Chief Executive Officer

of CaterGroup. Jason Falzon is Executive Head of Sales & Operations of CaterEssence, Jose da Silva and Andrea Lattughi are Sales & Operations Directors of Catermax and Rowena Spiteri is Executive Sales Manager.

“Our team can boast over 60 years experience in the catering industry and, together with our highly experienced and sought after team of executive chefs and patissiers, we are in a position to offer the highest quality product to our clients,” Mr D’Alessandro explains.

“The chefs we employ are certainly in a class of their own. Our award winning Head Chef, Keith Gatt, leads a strong culinary team. Head patissier, Ronnie Caruana, whose exceptional skills in creating high quality sweets and cakes have won him recognition not only on our island but also overseas, is quite simply a superior patissier,” he concludes.

CaterGroup is making good use of its investment in its infrastructure.

The staff has settled down well and works from new offices located at The Landmark, in Qormi. Staff have direct access to one of the largest kitchens of its kind in Malta and the total area spans an impressive 20,000sqm metres. The catering team certainly makes good use of this large area, as all three companies are in operation from this location which is producing thousands of quality items for various locations on a daily basis.

In fact, Catermax – a recently formed joint venture company between Corinthia Group and Vassallo Group – has recently been awarded a contract to work as exclusive catering providers to all events held at The Marquee in Ta’ Qali, known as MFCC, for an indefinite period.

This new addition to the extensive list of venues available to Catermax is most definitely in line with the company’s objective to provide a highly innovative quality product from a select choice of venues for its clients. Catermax has staff specially dedicated to the conference and incentive market, and corporate and



state events. This highly experienced team has already taken care of a number of high profile conference groups and Catermax looks forward to continuing to serve this market with the highest level of expertise.

List of Services

Catering for weddings

Catering for corporate events

Outside catering for private events

Provision of exclusive venues

Supply of sweets, cakes and pastries to shops

Fast Facts

3,000

The number of meals prepared by CaterGroup every day

1,500

The largest function that has been catered for so far by the team

20,000sqm

The area of the offices and Central Processing Unit from where CaterGroup operates



"Catermax did a
fantastic job"

Edwin Borg
General Manager, The Point



"We wanted
something
different..."

...So Catermax set up a
live Japanese sushi station
and served a number of
Asian specialities along
with other delicacies."

Nicholas Grech

The expertise of the chefs employed
by Catermax came out in full force
on the day and the menu consisted
of many original items such as quail
eggs in pastry baskets, freshly made
sushi and an array of items such
as veal, beef and lobster all served
to perfection. A mouth watering
selection of sweets was also served.

"The Point's inauguration was a big
day for all of us," explains Edwin Borg,
General Manager of The Point. "We
wanted to impress and offer something
special, and we do not regret selecting
CaterGroup to cater for this important

event. It was a good choice as the
'pedigree' of the company's team spoke
volumes. Catermax did a fantastic job."

Catermax is already becoming a sought
after caterer for weddings. Catermax
is proud to have been responsible for
a large number of weddings since
its launch on the market. Nicholas
and Cheryl Grech one of the many
couples who contracted Catermax
for their wedding catering, are one
of many satisfied couples who praise
Catermax for making their wedding day
reception an outstanding experience.

"The menu was exquisite,"

says Mr Grech, "we wanted to avoid
having the usual standard fare...
we wanted something different...
so Catermax set up a live Japanese
sushi station and served a number
of Asian specialities along with other
delicacies. The management of the
catering at our wedding by Catermax
was impeccable and my wife and I were
extremely happy with the results. All
our guests were praising us for our
choice of caterers," he concludes.

CaterGroup consists of a perfect
combination of the very best talented
team of staff on all levels, the
most experienced and sought after
management team, a state-of-the-art
production facility and a strong long
term vision. This huge investment by
Vassallo Group has again created a
huge number of jobs and the venture
will surely be another long term
successful line for Vassallo Group.

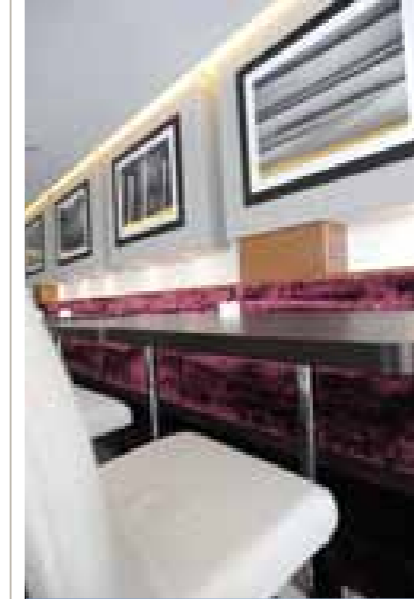
"Our plan is to further consolidate
our position and to expand our client
base, whilst retaining the highest
levels of product quality and service
that we are already renowned for,"
explains Mr D'Alessandro. "I have
full confidence in the hard working
and able team of CaterGroup and we
are very proud of the excellent staff
members we have here at CaterGroup,
each of whom strives to deliver only
his or her very best on a daily basis."



When it comes to
Maltese hospitality

Vassallo Group has got it just right

Christian Vassallo
CEO Oper8Malta



hosted thousands of guests and we have received very positive feedback from them," Mr Vassallo says. "The encouraging performance of the hotel has only been achieved as a result of the hard work and dedication of the team we have here," he adds.

Naturally, running a hotel comes with many challenges. For the Operations Manager Jean Pierre Abela, one of the biggest difficulties he faces is retaining standards while keeping costs as low as possible. "I have worked in the hospitality industry for 22 years and, in this time, I have learnt that the only way to survive in this industry is to be flexible and to try and anticipate the changes that lie ahead and adapt," he says. Still, he believes that The Bugibba Hotel has an edge over other 3-star hotels on the island: its size and location.

The George

The George Hotel is owned equally by the Vassallo Group and Claret Holdings. This luxurious, urban boutique hotel, impeccably located in the heart of Paceville, is synonymous with style, relaxation and ultimate pleasure. The construction project was finalised in just 18 months.

"We managed to complete this project successfully in a relatively short time, thanks to our dedicated team and workforce – and the end result has been very well received by the market, with very satisfying occupancy levels," Mr Vassallo says.

light of its success, the Group saw it fit to expand further with the extension of 200 rooms in Block C.

As the tourism sector grew, so the Group's investment also branched out to encompass the Coastline Hotel, the Radisson Blu Baypoint Hotel and the Radisson Blu Golden Sands. As part of this investment, Vassallo Group came to own 50 per cent of Island Hotels Group, but sold this successfully in an IPO in September 2009.

Meanwhile, the past couple of months have proved to be a major milestone in the Group's hospitality development, as it regained full ownership of the Bugibba Holiday Complex, under the new name of The Bugibba Hotel. Additionally, the Group entered into a partnership with Claret Holdings to

build and operate the 4-star urban boutique hotel The George, in Paceville,

"Both hotels opened their doors to guests in June 2010, just in time for the summer season," explains Christian Vassallo, who is responsible for the Group's hospitality arm. "Both projects happening concurrently was quite a challenge, especially as we decided to reinvest in the hospitality industry at a time when many hotels were closing down because of the recession," he says.

The Bugibba Hotel

Located within the heart of St Paul's Bay, this 3-star hotel, comprising 384 rooms, is one of the largest 3-star hotels in Malta. It was purchased back by the Group three years

ago, having been operated by the Island Hotels Group until 2008.

For the following two years, a decision was taken to lease out the property to an Italian company, up until February 2010. At that point, Oper8Malta, which is a Vassallo Group subsidiary with Christian Vassallo as its CEO, took over the hotel and it officially reopened in May 2010. Currently, a three-year refurbishment programme has begun, with the first 120 new rooms coming on the market in May 2011.

The hotel boasts well-sized rooms as well as large public areas that allow guests to linger in reception areas or enjoy a refreshing dip in one of the hotel's three sizeable pools. "In the first few months since we took it over the hotel has already

A
W
arm
Welcome

From the comfort of the Bugibba Hotel, to the chic new urban boutique hotel The George, they have made their mark and pleased countless holiday makers in the process.

There's a lot of history to Vassallo Group's association with the hospitality industry. In fact, its investment into the sector began back in the early 1980s when the local tourism industry was booming.

It was 1982 when the Group embarked on its first project within the Hotel & Leisure Sector – the construction of the first part of the Bugibba Holiday Complex.

The hotel quickly became one of the most sought after holiday complexes on the island and, in



Hospitality

This 4-star urban boutique hotel first opened its doors in June of last year, and is the first of its kind. "In Malta, there is a very good niche for this hotel genre, catering for both the leisure and corporate customer," explains Mr Vassallo. In fact, what makes this hotel so appealing is its location, as well as its strong management team led by Malcolm Azzopardi as General Manager. "As it is in Paceville, the hotel gives its guests a good base to sightsee, shop, dine, work and go clubbing!" he says.



The hotel's size is another factor that makes it stand out. "I believe it to be a major advantage," explains Mr Azzopardi, who adds that, "small is the new big! As a 112-room boutique hotel, we can understand our clients and respond very well to their requests."

Although The George is set amid the chaos and bustle of its surroundings, the hotel itself is a tranquil and



calm oasis, and not a hint of its outside environment can be felt inside. Furthermore, with its major characteristics being luxury and relaxation, the hotel is currently moving towards creating a boutique spa, with its launch planned for next year.

Fast Facts

1982

The year that marked the entry of the Vassallo Group into the hotels and leisure industry

18 MONTHS

The amount of time it took to complete The George

SATURDAY 26 JUNE 2010

The date that the first guests of The George walked through its doors

49,000

The amount of guests that have stayed at The George thus far

200,000

The amount of guests that have stayed at The Bugibba Hotel thus far

Hospitality Case Study

The George Christian Vassallo

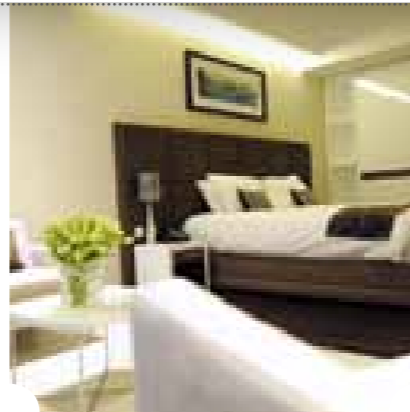


Conveniently located just minutes away from all amenities, The George is reminiscent of a stylish, spacious and tranquil oasis. Public transport, beaches, dive schools, restaurants, casinos and the best that Malta's nightlife has to offer are all located just minutes away from this hotel. Yet despite the hustle and bustle that lies outside of its doors, The George is nothing short of serene, keeping the sound out through double glazing and sound proofing, but at the same time injecting all the excitement needed!



Besides engulfing themselves in the entertainment located in the hotel's surroundings, guests can also opt to soak up the summer sun by the pool at the hotel's rooftop 'sky lounge'. Moreover, the hotel is well-equipped with a tranquil spa area – including an indoor heated swimming pool, a sauna and a steam bath – perfect for guests who are solely after leisure.

But if business is what guests are after, then The George is just as suitable. The hotel provides its business guests with first-class facilities, with a fast wireless internet access, enabling them to stay connected in all areas of the hotel, as well as with state-of-the-art conference and meeting rooms, hosting a capacity of up to 140 guests.



And if guests plan on staying here for a while, The George also provides long let fully equipped apartments.

As for the hotel's 112 rooms – they all exude ultimate luxury, each with a walk-in oversized shower or bath, a 32" LCD flat panel TV and a mini-bar. After getting the rest and serenity needed in the bedroom, guests can head down to the lobby bar, perfect for a little mingling with friends. And whatever time of day, if they suddenly find themselves craving a savoury, sweet or healthy snack, the hotel's food store provides a convenient solution.

The George provides the perfect environment to relax, unwind and destress whatever time of year.

Guest Room Amenities

Internet access in each room

Dual line, direct dial phones with voice over IP capability

Electronic in-room safe (can accommodate a lap top)

Double glazed windows and doors ensure soundproofing and comfort

Individualised guest room number with voice mail

Laundry/valet service

32" HD LCD TV

Designer bath products

Express Check Out

Step in Rain Showers

Hair dryer

Slippers and bathrobe (upon request)

Ergonomic work desk with enhanced work desk lighting

Iron and ironing board on request

In-room dining

Mini fridge in each room for refreshments and food

Safe for lap top

Guest Testimonials

"Entering The George Hotel was already a wonderful experience: the reception area with beautiful and relaxing colours all around, and smiles from the staff who make you feel at home! The room was fabulous, extremely comfortable and cosy! The whole hotel was spotless and perfectly maintained."

"Our high expectations were met; the hotel is modern and well-equipped with a great pool area on the roof. There were five of us, all spending a weekend in Malta and this hotel was a good choice because we don't like resorts and yet can afford somewhat more expensive places. It is close to the water as well as the nightlife, but yet it's perfectly tranquil if you want an early night."

"This hotel is absolutely awesome! We had everything we expected and wanted. It is new, clean and comfortable, and has great facilities that include lovely indoor and outdoor pools and complementary internet. Best of all, the staff were brilliant – we had a great time!"





The
**Women
behind
Botanica**

Charlene Vassallo
Chairperson Botanica
&
Marthese Borg
CEO Botanica



Vassallo Group has also taken a green direction, taking on a new venture, Botanica, that focuses on gardening and landscaping. The Group's picturesque garden centre, located at The Landmark in Qormi, offers all the essential gardening tools and branches out further into landscape design and maintenance.

Marthese Borg,

a qualified vet assistant and landscape designer, has teamed up with Vassallo Group and has been appointed Botanica's CEO. Prior to managing this venture, she had acquired plenty of experience working in garden centres and on a number of large projects, including the landscaping of Mater Dei, MIDI and Pender Gardens. She now works hand-in-hand with

Charlene Vassallo,

the youngest director of the Vassallo family, who, besides analysing the developments made at Botanica, is also currently in her fifth year at University, reading law. "Botanica is a good stepping stone for me," she



says, "in order to initiate me into the wider family business. Being the youngest is advantageous because my brothers and sisters have paved the way for me, but it is also a challenge because I am faced with a scenario where goals are already set high."

Botanica's name is derived from botanical, a term used to refer to all living organisms.

This quirky outlet is the ultimate one-stop garden shop, which is divided into:

The Garden Centre:

providing an endless variety of flowers and plants, as well as garden and pet accessories; and

Landscaping:

offering horticultural consultancy, design, turnkey projects and maintenance.

"Gardening is a hobby which many people enjoy, as it is relaxing and offers the reward of a beautiful landscape," explains Ms Borg. "However, many people seem to think that they do not have green fingers, and so require



helpful information and advice on gardening. This is a useful tool that we offer at Botanica, whereby our qualified gardeners propose, advise and offer ideas to our clients. They help out by advising on the choice of plants for the specific environment, on their ideal positioning, on the potting material to be used, as well as on the right amount of water and frequency of watering, and more importantly, the type of fertiliser needed," she explains.



Fast Facts

The Carnivorous Plant is one of the most intriguing cacti in the world, primarily because it eats insects.

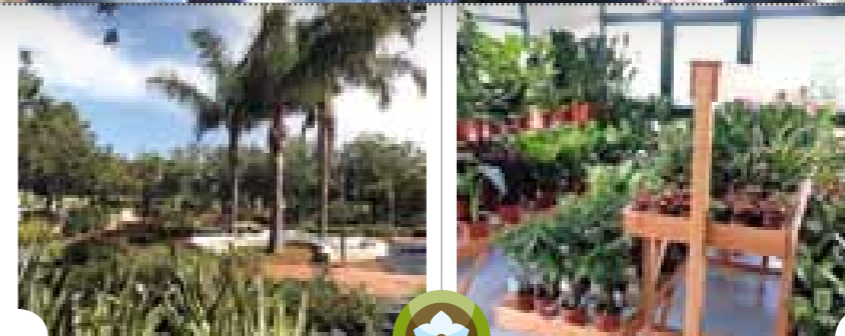
The Koala tree, botanical name *Brachychiton acerifolius*, is one of the world's largest plants.

The *Cycas revoluta* is a rather expensive plant, and only produces leaves once or twice a year.

The *Sansevieria* spp. requires the least maintenance. It can live without water for several weeks and does not require much light.

The Bonsai requires the most maintenance, as it needs to be trimmed from time to time and requires careful care when watering.

The Geranium is a typical Maltese flower – perfectly matched to our climate.



Planning your own garden

A lot goes into planning your garden successfully, and simply visiting a garden centre and buying a couple of plants is not enough. Ms Borg recommends:

Contacting a landscaping company and requesting a visit to your allocated garden space, as well as a check of the soil pH and water salinity.

That, if your garden is established but simply needs embellishing, you should take photos of your existing plants and garden features, so that a sales assistant can guide you accordingly.

Assessing the amount of time that you can realistically dedicate to your garden, and base your plant choices on that. If you are looking for low maintenance plants, stock up on perennial plants and

trees, as they regenerate automatically year after year.

Purchasing plants and flowers based on the space available, the position of the garden (including the sunlight hours) and where the garden is situated (including its proximity to the sea).

Taking into account your visual interest by incorporating statues, gazing balls, water fountains, birdhouses and birdbaths.

Opting for organic pest control measures.

In pursuit of excellence

Paul Fenech
CEO & Academic Director
Magister Academy



Vassallo Group's education arm has established itself as an integral niche within the company.

The sector currently includes the Magister Academy School of English, City & Guilds Malta and the International Vocational College. Each offers its students vital insight into the workings of the real world, and encourages them to 'learn through life' to ensure they get an all-round education.



City & Guilds
The Art of a Caring Profession

Where do you learn to care?
Professional carers – specialists who look after the well-being of those who cannot care for themselves – require a plethora of skills.

For the last year, City & Guilds Malta – through the education arm of the Vassallo Group – has been offering courses to those individuals keen to explore a career in the care industry.

"CareMalta has always provided a very high level of care to our residents," explains Charlo Bonnici, Group Head of HR & Marketing for the Vassallo Group. "But it's vital to not just employ care staff, but to train them too. Due to the shortage of people qualified to work in this industry, we realised it would make more sense to expand on the course that we already offered our employees, and to apply for accreditation with City & Guilds."

Now the courses are in their second year, with the first set of students having graduated in 2010. Preparations are well underway not only to repeat the same courses in the next academic year but also to start a new City & Guilds course in Dementia Awareness and Care next October.



"Once the course is complete, they are offered jobs within CareMalta," continues Mr Bonnici. "This brings new people into the industry, and gives them the chance to climb the ladder through the company."

"It is our aim for as many of our staff as possible to be City & Guilds qualified. And we also hope to expand on the courses offered in the near future."

Courses available

Diploma in Healthcare

Specialist Diploma in Healthcare

City & Guilds courses are held at the Group's school, Magister Academy, in St Julian's



Magister Academy
Live English
In pursuit of excellence

Magister Academy is the School of English run by Vassallo Group. Located in The Gardens, St Julian's, it is housed within a modern, purpose-built school complex with excellent facilities. To help cope with the demand in the summer months, a summer school is run from the Maria Regina College in St Paul's Bay.

"We are not a run-of-the-mill school," says the academy's CEO and academic director Paul Fenech. "We specialise in personalised programmes of studies. The academy is synonymous with



excellence in quality teaching and has one of the highest success rates in the International English Language Testing System (IELTS) anywhere in Europe."

The school, which opened in 1993, is a member of FELTOM (The Federation of English Language Teaching Organisations Malta) and is the first school to become FELTOM-accredited in Malta. It is also the first school to successfully achieve reaccreditation.

"At Magister we don't just teach the language, but we educate holistically. Students here are referred to as clients, and we carefully assess their needs before they arrive in Malta to ensure we can create a personalised programme that suits them perfectly.

"We are proud to have students coming from all over the world. They come from all walks of life, and from different social, cultural and religious backgrounds. We use role-play simulation a lot to create real-life situations where people think in English as opposed to just speaking it. Our students produce and take part in weekly drama presentations that help them to acquire the language more naturally.

"Teaching should only be part of the education process," Mr Fenech stresses. "The English language is the medium for global communication. At Magister academy, we provide the best opportunity to acquire the language skills in the shortest possible time."

Education
A Fresh and Innovative Approach



Helping them find their way

Dr Michelle Gialanze
CEO,
International Vocational College



"Sending a student to a college is a cherished rite within some households; it is the first step on the road to independence," says Dr Michelle Gialanze, IVC's Chief Executive Officer and Co-Director. "But how can we best equip our children to face the future and be successful?" Trends show that employers are seeking people with work experience, creativity and the ability to adapt to various situations. It seems that mere qualifications are no longer enough. Now IVC has crafted a solution, with a hands-on approach to learning. The college, which was launched earlier this year, will begin by harnessing entrepreneurial skills.

"A residence will be set up for them, and a house mother will supervise them at all times," says Chris Vassallo, IVC's Co-Director. "They will work until 2.30pm, and have lessons in the afternoon. They will also build their own business plan and learn two languages. At the end of their training, the student with the best business plan will receive a prize of €10,000 to help him/her launch his/her company. It really is the perfect start that any student could wish for." The programme is aimed at both international and local students.

Imagine being able to experience various careers before actually going into them, giving you the chance to see if you've made the right choice.



Vassallo Group's new education arm, the International Vocational College (IVC), is offering a course to students that will provide them with work placement opportunities across the Group's various sectors and an internationally-recognised BTEC Diploma, thus helping them gain both academic improvement and vital real-life experience.

Fast Facts

4 MILLION The number of students studying at corporate universities overseas. IVC is the first to offer this kind of course in Malta

City & Guilds have over 8,500 centres worldwide, including Malta. They offer over 300 qualifications across 21 industries

Around 35 prospective carers are currently receiving training through City & Guilds in Malta

City & Guilds has been in existence for **130** YEARS

All students qualified through City & Guilds Malta are offered a job by CareMalta

3.2 WEEKS The average length of time that students spend in Malta for a short-term English course

16 WEEKS The average length of time that students spend in Malta for a long-term English course

72,695 The number of English language students who visited Malta in 2010

Student arrivals have risen by an average of 10 per cent every year for the past few years

Case Study 1

Joanna Curmi
Magister Academy



Joanna Curmi is CELTA qualified and currently teaches English at Magister Academy. She is also reading for a diploma in Leadership in Tourism.

"I have four children, and teaching English as a foreign language has given me plenty of flexibility. I really enjoy the job, as I get to meet people from all walks of life. One week I could be teaching a doctor, lawyer or businessman from a European country, the next I'm teaching a Buddhist or Muslim from somewhere more far-flung. Of course, that is something that can happen at any language

school – and yet Magister Academy feels very unique. After all, we are a very small school, which makes us a very close-knit team. Support is readily available, and it makes you want to return to work here year after year. Additionally, we have a very good relationship with our students and get to know them individually.

"The school demands very high standards from its teachers, which gives immense job satisfaction. We teach in different ways, such as through the use of drama, which gives students the chance to communicate in different ways. The ethos of the school is not

just to teach English mechanically but to encourage the students to live it. This is something that European students take for granted, but in countries where students are hardly ever encouraged to communicate their ideas and a response is mechanical, getting them on a stage to express their ideas, outside their 'comfort zone', is quite an achievement. I also enjoy the many challenges of the job itself, one of which has been running the St Paul's Bay summer school. Plus, every time one of my students does well or feels a step closer to achieving his or her dreams, I feel as though I have been successful myself."

Case Study 2

Sarah Mifsud
City & Guilds



Sarah Mifsud was inspired to follow a caring career when her grandmother fell ill. She is currently studying at City & Guilds' Malta Centre.

"I was never clear on the exact career path I wanted to take. Although I have always been a very caring person, it never occurred to me that I could work in the care sector. Then my grandmother fell ill and needed someone to look after her, so I did.

"I quickly realised how nice it was to care for someone, and that it made me feel good. So I decided to take things a step further and got a job in an old people's home. I was confident that City & Guilds would provide me with the best education in this sector. Already the course has given me a lot of confidence, and helped me to learn the best ways of working with our clients. I now know more about

various sicknesses they could suffer, as well as the correct treatments. After all, you can never know enough in this sector, and you constantly have to open your mind to new ways of thinking. I have already gained so much, and it has certainly reassured me that a career in the health sector is the right path for me. There are so many people who need our help, and it is wonderful to be able to give it to them."



A

Vassallo Group has literally set about

redeveloping the Maltese Islands

Ruben Vassallo
Architect



Construction may be at the forefront of Vassallo Group, but with over 60 years' experience in the field, it has certainly gained much knowledge in the design world too!

From the dawn of its establishment, Vassallo Group has literally set about redeveloping the Maltese islands, all the while producing innovative and daring ideas, as well as bringing a fresh and appealing outlook to the local landscape.

In the early years, the landmark project that successfully put Vassallo Builders on the map was the establishment of the Mellieha Holiday Complex, also known as the Danish Village. This project was the first and largest of its kind.

From that point on, each project that the Group embarked on was marked by its boldness and creativity, illustrating a leap in the design element, year after year. "We moved from establishing 3-star hotels such as The Bugibba

Hotel to spectacular 5-star resorts like The Radisson Golden Sands," says the Group's architect, Ruben Vassallo.

But the Group's innovation in design is not only limited to the tourism sector. Having taken on a new venture in elderly care in the early 1990s, fresh challenges posed by this sector came to the fore. "Initially, the expertise required for this field was not there," Mr Vassallo explains. "So, we had to look overseas, thus learning what concepts to use, as opposed to creating what we thought would fit the criteria," he divulges.

Casa Arkati was the first private home that the Group designed and established. The latest endeavour, which proved to be rather challenging, was Roseville, a home for elderly

people, completed in May 2010, that incorporates a specialised dementia care unit. This treasured gem is Mr Vassallo's favourite – one which he poured his heart and soul into. It truly tested his limits in understanding what people with dementia need as, to do this, he had to get into their minds, and literally think in the same way as somebody suffering from this illness does.

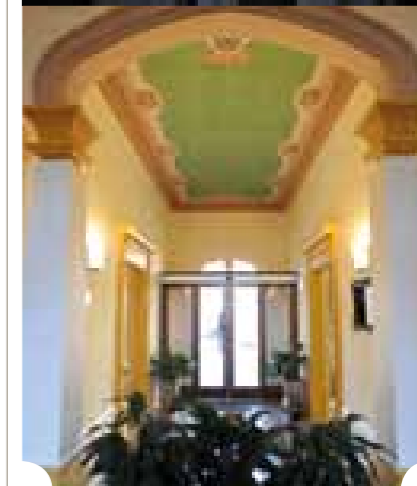
"To give me more insight into how they were feeling, I met up with people who

suffer from dementia. I also went to Scotland to study Design and Dementia to further boost my knowledge.

To give you an example, one of the difficulties that they face is that their mind 'gets stuck on something', such as, 'I'm walking straight'. So, they will continue to walk straight until their path is blocked. Therefore, putting a barrier in front of the main door diverts their minds elsewhere," Mr Vassallo discloses.

Currently, Mr Vassallo is working on one of the Group's major and most ambitious projects to date, The Landmark, in conjunction with one of the best architecture firms on the islands, Architecture Project (AP). They have created two fresh and innovative wedding halls, new to our islands, both of which are designed on a diamond structure. Additionally, The Landmark houses one of the island's largest industrial kitchens. Go back to page 20 for further details about this prestigious destination.

Another major highlight that the Group will embark on in the coming year or so is the development of a block of 110 luxurious apartments, a joint venture with Forestals, located at The Strand in Sliema. These high-end apartments will enjoy breath-taking views of the capital, Valletta. And, just recently, the Group has also launched a new project that is currently in its design phases – a vast block of offices in the heart of Sliema.



Architecture Fast Facts

Vassallo Group has designed and completed over 10 major projects in the last two years

The Mellieha Holiday Complex was built by Vassallo Group on a turnkey basis. This was the first project of its kind in Malta

Roseville and The George are two gems that were both finalised in the middle of 2010

The Landmark is the Group's most ambitious project to date, primarily because of its sheer size, innovation and mixed land use

8,000sqm

The surface area of a new block of offices in the heart of Sliema is one of the Group's on-going projects

Architecture Case Study

Roseville

Ruben Vassallo
Architect



This carefully restored development combined with a new expansion, is one of the most attractive and remarkable buildings in Attard. Architect Ruben Vassallo shares his passion about the workings of this grand project.

Up until the 1970s, the house belonged to two sisters. But after they passed away, it was inherited by their family members who lived in Africa. As they hardly ever came to Malta, the house was left abandoned and neglected for some decades. However, last year Vassallo Group

completed works on this beautiful home, returning it to its former glory.

"I still recall visiting this remarkable gem with my father. And from the moment that we laid eyes on this run down, delapidated building, we knew that there was a great deal of potential just waiting to be tapped.

"The house was originally built as a summer residence just under a century ago, and is said to be Malta's only villa built in the Art Nouveau style. It was developed in two phases by the proprietor Dr W. Briffa; the ground floor was built in 1912 and designed by architect Alessandro Manara, while the first floor was added some years later, in 1921, and designed by architect Emanuele Borg, who maintained the same architectural style that was used in the house's original section.

"Prior to commencing works on the house, we conducted a lot of research into its fabric, composition and design, as well as the damage sustained over the years. We also studied the façade in detail, analysing all of the motifs and decorations that are based on the Egyptian style; this

was quite a popular technique in those times. With this information in hand, we were able to embark on the restoration process, with the very best qualified people working on the job.

"We retained as much as possible, restoring the original colours on the façade and replacing as little as necessary with new material. As restorations on the front of the building took place, we also started working on the development of the new section of the project, which is now a high-quality residential unit for the elderly.

"As we didn't want the new part to overshadow the old, we kept the new section of the building understated and simple in its design, ensuring that both buildings would remain unique and distinct in what they offered, yet complementing each other.

"As it stands today, Roseville has retained a homely feel – another one of its main characteristics. Although it posed a number of design challenges, I am very pleased with the final result, particularly in view of the feedback and great interest that we received from MEPA and the general public."

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Investing in People

Investing in Our People

Charlo Bonnici
Head of HR & Marketing
Vassallo Group



From its efficient management team to its dedicated grass-root employees across the various sectors, Vassallo Group recognises the incredible value of its diverse workforce. The company's Human Resources Department manages the way in which the Group's people work.

There are few companies in Malta that need to manage a workforce as large and diverse as that of Vassallo Group. With over 1,300 employees across numerous sectors, successfully handling the company's workforce has become a major consideration over the years.



This is where human resources comes into play, bridging the gap between the company and its team to effectively ensure that all parties feel content and supported, and that all are pulling the same rope.

"Human resources is at the very centre of everything we do; after all, our major resource is human," says Charlo Bonnici, the Group's Head of HR and Marketing. "For starters, we operate an 'open door policy', which ensures our employees are well represented, listened to and taken care of. We want to know if there is something that they are not satisfied with and our HR managers strive to find a suitable solution for all those involved.

"We very much believe in the welfare and well-being of our employees, and try to be as flexible as possible whenever we can."

Mr Bonnici heads a team of two other human resources managers within the Group, one of whom handles Vassallo Builders exclusively and the other, CaterEssence, Catermax and other subsidiary companies of the Group.

"We are also currently in the process of integrating a number of policies and procedures as well as taking initiatives on a Group level that make sense for both the Group and its employees," continues Mr Bonnici. "For instance, we have introduced the 'V-Card' which is a privilege card that entitles the holder to discounts on various products



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and services on offer from companies within the Group, as well as from some other associated organisations. We have also introduced a Group Disciplinary Policy and Procedure.”

Additionally, the human resources team will be developing other policies, concerning education, health and safety, and the use of social media.

“The Group is now pooling its resources to ensure it implements the best practices at every stage. Whereas the different companies in Vassallo Group previously worked individually to get things done, they are now working together towards common goals.”

This includes training which, Mr Bonnici says, is on-going for the Group’s workforce.

“We have always focused on education, but in the last couple of years or so we have started to focus on it more and more,” he says. “Whether it’s construction, catering, care, administration or any other sector, we recognise how vital it is to encourage our employees to develop their skills and excel. Aided by EU funds, we have invested heavily in this area and will continue to do so.

“Moreover, we’re always keen to see our employees progress

up the ladder within the Group. We offer them prospects and encourage them to move through the ranks. It is always very exciting to witness their advancements.”

CareMalta Ltd, part of Vassallo Group, is currently vying to achieve its equality mark, which is granted by the National Council for the Promotion of Equality. This will signify that the Group has everything in place to promote general equality between all staff, as well as potential staff. It is hoped that eventually this mark will be extended to the rest of the Group.

“Equality is important to us, and we believe in employing a diverse set of people,” continues Mr Bonnici. “For instance, we have several people with disabilities who work for us, and they are contributing highly to the success of the Group. ETC funds help us to employ people with disabilities and we have been keen to tap them, as we really do believe in developing this area of our team.”

Fast Facts

1,300

People employed by Vassallo Group

550

Female employees

3,000,000

Man hours per year

The Group does not stop at just business interests – it also strives to assist its employees to strike the right balance between their work commitments and their private ones. Recently, a number of measures have been adopted with the specific aim of making it easier for employees to achieve this balance, a process which can be tricky at the best of times. A work-life balance policy has just been piloted at CareMalta.

“Whether it’s flexi-time, prolonged unpaid parental leave or childcare facilities, we hope that it will really make a difference to them,” he says.

“Finally, we also enjoy encouraging a sense of team spirit within the Group and often hold social activities for our staff and, sometimes, their families. For instance, we have introduced a Family Day for all employees and their families; CareMalta recently organised a ‘Bring your child to work’ Day, which was a great success, and we also hold various parties and organise events throughout the year.

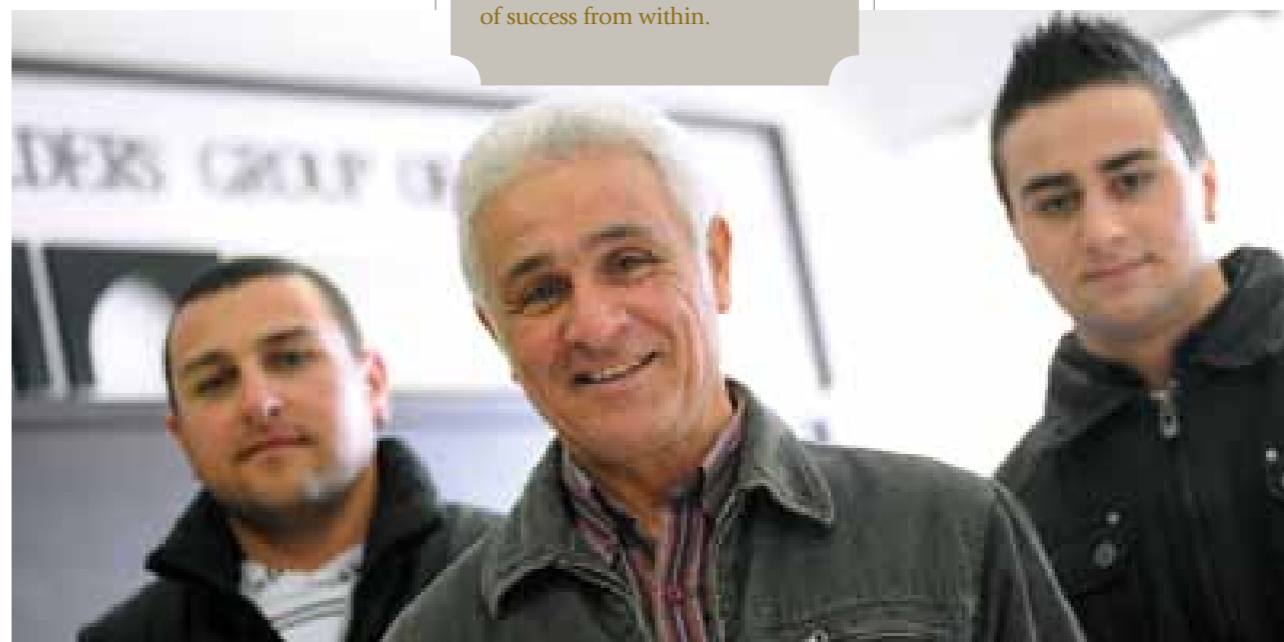
“We certainly believe that a happy workforce will contribute to the success of the Group, and we are more than ready to invest in it. After all, that’s exactly what human resources is all about!”



Our Employees

Our People

Vassallo Group is known for valuing highly its numerous and varied workforce. Here, we share three stories of success from within.



A Family Affair

Joe Borg, 57, and his two sons David and Mario, all work within different sectors of Vassallo Group. Consequently there is a strong intergenerational connection to the company.

Joe

“I started working with Vassallo Joiners in 1974, when I was 20. The company was so new back then that we didn’t even have the right tools to work with! I worked there for 15 years, and over time the company grew and developed – we moved from a small room into a much larger workshop in Mosta.

“Since then I’ve worked in different areas within the Group, including

maintenance and handling the rent of various properties. I am now the foreman for The Landmark, which is a very exciting position.

“I encouraged my sons to join the company because I have always felt very comfortable here. It’s also an extended family affair as my brother, Tony, was one of the Group’s first employees.

“I’ve had some great experiences over the years, and I remember Mr Nazzareno Vassallo’s gratitude when we completed the Golden Sands project on time a few years ago. When it was fully operational, he took us all on a short break to Sicily as a token of gratitude. I always knew my job was secure, and I feel like part of the family. Mr Vassallo is in fact my son Mario’s godfather!”

David

“I was 17 when I joined the company 16 years ago, and worked my way up from storekeeper to the mechanic section. I now operate a 60-tonne crane for the Group, and also undertake other jobs if I’m needed. I grew up knowing the company, and have always felt part of it. It makes for a positive working experience.”

Mario

“I joined the group three years ago when I was 17, and my first role was as an apprentice quantity surveyor. I am now working at the Delimara Power Station issuing sub-contractor contracts, and I recently completed the Quantity Surveyor course at MCAST. Working here certainly feels like a family affair, and I cannot imagine it any other way!”





Up the Ranks

Pauline Cumbo, 28, from Birzebbugia, has worked at CareMalta's Zejtun Home for the past five years, and has climbed the ladder from kitchen assistant to cook.

"I began my career as a kitchen assistant five years ago, stacking shelves and helping the chefs out. I wasn't involved in the cooking at

the time, and it was simply a case of keeping everything nice and clean.

"I was keen to advance my career, so I began an ITS course last year, which lasted nine months and was funded by the EU and CareMalta. After completing that successfully, I was promoted to the role of chef.

"Now things are different and I feel very involved – I love my job. I spend my days making soups and other dishes for our residents, and I enjoy

coming up with recipes that are both tasty and nutritious. I usually include a lot of old favourites too, such as vegetable soup, chicken broth and *kusksu* (a traditional soup made from ricotta, beans and pasta).

"It feels good to have improved, and I took it as a personal challenge. I love working with the elderly community and now hope to progress further up the ladder within CareMalta."

Juggling Balls

David Smith Cordina, 27, from San Gwann, works within CareMalta's finance department while also forming part of the national futsal team.

"I have worked with CareMalta for a year. I am currently still furthering my studies in the accounting field and I chose to work here as I wanted to gain experience in the sector. I really enjoy my work – my colleagues are very helpful and we're a good team.

"When I am not working, I play futsal on a national level. It is very similar to football, only the ball has just 30 per cent of the bounce of a normal



ball, which makes it heavier to kick, while the game is played five-a-side and indoors on a parquet floor.

"Futsal was introduced in Malta 12 years ago and has been steadily increasing in popularity ever since. The national team was formed by the Malta Football Association a while back, and I was chosen to join when the coach spotted me playing; I've formed part of the team for the past 18 months.

"It feels great and I regard it as an honour. We get to play overseas sometimes and, so far, I've played against teams like Switzerland, Palestine, Syria and Bosnia, and have travelled to Libya, the UK and Switzerland to play.

"Juggling all the things in my life can be a challenge, of course, but it's worth it."

Vassallo Group

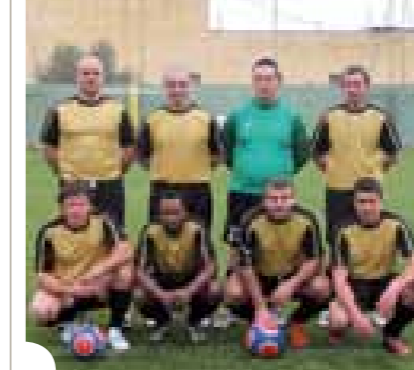
Part of the Community



With plenty of attention dedicated towards the community and the environment, Vassallo Group is proud to be extremely CSR conscious and plans to dedicate even more resources to it in the future.

So what is CSR?

Put simply, Corporate Social Responsibility encourages businesses to think about their impact on society at large. By committing to an in-house CSR programme, organisations like Vassallo Group aim to offset some of their effects on the world, while also generally improving corporate practices. Across the globe, CSR is seen as a positive initiative that really can make a change in the way businesses and their employees carry out their work.



Vassallo Group's recent CSR initiatives

The Arkati Foundation is an internal charity run by Vassallo Group. Employees are invited to make donations to the charity, which then utilises the funds to help other employees who have been affected by unfortunate circumstances, such as illness, the death of a relative, or other misfortunes.

The Nazzareno Vassallo Award was created to honour a person who excels in services to the elderly within the community. Nominations are received through the relevant local council, and the winner is awarded a trophy in recognition of his or her work. The 13th edition took place recently.

For the first time ever, the Group participated in this year's National CSR Day, and was assigned to help out at St Joseph's Home in St Venera, which offers a home to boys who have to live away from

their family. Thirty employees from various sectors within the Group offered their help for the day.

CareMalta's staff regularly organises 'dress down' days, which provide an opportunity to collect donations in aid of a good cause. Last year, funds were donated to the Malta Hospice Movement, while proceeds from this year's dress down day were donated to St Joseph's Home in St Venera.

To give back to the community by way of beautifying the environment, the Group will be planting trees as part of its 65th anniversary celebrations. Sixty-five trees will be planted by 65 employees from different sectors within the Group.

On Mr Nazzareno Vassallo's initiative, employees are asked to donate blood annually.



Working towards lower fuel consumption

Vassallo Group



Benchmarking of consumption against industry norms (SOURCE NSD)

Total construction output in Malta (2009) was €411 million

Total Vassallo Builders construction output (2009) was €20 million or 4.9 per cent of Malta's total construction output

2 per cent of Malta's diesel is consumed by the construction industry (approx 2.3 million litres per year)

110,000 litres of fuel were consumed by Vassallo Builders in 2010. This represents 4.9 per cent of the total fuel used by the construction industry

The company's vehicles travelled nearly 600,000km

Average fuel economy of the Vassallo Group fleet is 5.5 kilometres per litre

Fast Facts

Vassallo Group is working towards becoming a paperless office, with all incoming and outgoing correspondence being handled electronically

Vassallo Group is also aiming to use more sustainable energy sources. 220 Sunpower 225WHT photovoltaic solar modules were installed at the Group's Dar Il-Madonna tal-Mellieha in March 2010. They now satisfy 25 per cent of the home's energy requirements

