Building our ability to sustain

Sustainability Initiatives 2018

#GoBeyond

www.cielgroup.com
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OUR STORY

We were born in Mauritius—a heavenly country characterised by diversity.

We are an international investment group based in Mauritius, listed on the Stock Exchange of Mauritius, operating in five business clusters (Agro & Property, Finance, Healthcare, Hotels & Resorts, Textile) spread across Mauritius, Africa and Asia.

Through our century-old history, we have built relationships with strategic partners and investors and set the path to our sustainability journey around ownership, pragmatism and continuous improvement.

We strive relentlessly to embed sustainability as a management practice by changing the perception of sustainability to a value adding practice and promoting the implementation and execution of environmentally and socially sound practices.

We believe in going beyond horizons.

We are CIEL.
OUR WORLD
SUSTAINABILITY AT A GLANCE

13,425 trees planted across the Group

2,000 endemic trees planted this year as part of a reforestation programme at La Vallée de Ferney

Celebrated across our 5 clusters
Mauritius, Madagascar, India, Bangladesh

3 tonnes of waste collected at Head Office

MUR 14.8 million invested in community projects across the Group through CSR Tax and voluntary donations

fondation CIEL

5,501 direct beneficiaries
17,500 indirect beneficiaries

25 new NGOs registered on our online platform promoting inclusive development

New National Code of Corporate Governance implementation in progress

3,500 participants of which 1,000 from CIEL Group

2 material investees on the Sustainability Index of the Stock Exchange of Mauritius

2018 Mauritius Top 100 companies

#3 CIEL Group in turnover category

#1 CIEL Textile in textile category

#2 Medical and Surgical Centre Ltd in health sector category

#2 Sun Resorts Ltd in hotel category

2,000 endemic trees planted this year as part of a reforestation programme at La Vallée de Ferney

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2018 Mauritius Top 100 companies

#3 CIEL Group in turnover category

#1 CIEL Textile in textile category

#2 Medical and Surgical Centre Ltd in health sector category

#2 Sun Resorts Ltd in hotel category
CIEL’s Board of Directors adopted a 5-year sustainability roadmap in 2015 with the view to embed sustainability as a management practice while creating value for all our stakeholders and promoting the sustainable development of Mauritius, and the communities in which we operate. This ambition is enabled through a clear sustainability governance structure at different levels.

The International Finance Corporation’s (“IFC”) Performance Standards provide for an overarching approach to assessing the minimum requirements we aspire to reach throughout our main investee companies by 2020. Beyond IFC’s Performance Standards, CIEL has established its own Sustainability Policy around 5 pillars: Business Ethics, Labour Practices, Environmental Responsibility, Stakeholder Engagement and Sustainable Design, Planning and Procurement. A table on the following pages provides an overview of the different measures taken at the level of our 5 clusters.

In line with this, CIEL aspires to contribute to greater common good. We have mapped our current contribution to the United Nations Sustainable Development Goals (“SDGs”). The 17 SDGs define global sustainable development priorities and seek to mobilise global efforts around a common set of goals. The SDGs call for worldwide action among governments, business and civil society. While at the beginning of SDG reporting, CIEL strives to embrace these international goals and has highlighted on the following pages how it does so.

**Vision**

To be the leader of sustainable development in our world

**Mission**

We create and nurture lasting value for our stakeholders and country through transparent, ethical and responsible business management
OUR INTEGRATED APPROACH TO SUSTAINABILITY

This 360° chart depicts an integrated approach to sustainability and provides an overview of how it is achieved. It puts forward the multiple overlapping layers of our philosophy, and gives a synopsis of its components.

1. Use sustainability as a management practice
   - By changing the perception of sustainability to a value adding practice
   - By promoting the implementation and execution of sustainability

2. Embed sustainability in CIEL’s culture
   - By having a governance structure to drive the sustainability agenda
   - By embedding sustainability in business processes and reporting

3. Nurture CIEL’s people
   - By developing mechanisms to attract, train and retain best talent
   - By increasing and improving collaboration among teams and individuals in different clusters

4. Create value for our stakeholders
   - By engaging and communicating with our various stakeholders through differentiated and adequate media
   - By becoming involved in community projects

5. Promote the sustainable development of Mauritius
   - By raising awareness about sustainability issues in Mauritius
   - By initiating/supporting sustainability related initiatives
## OUR STAKEHOLDERS

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<td>Citizenship engagement platforms</td>
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<td>Environmental Management System</td>
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<td>Community engagement</td>
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<td>Products and services stewardship</td>
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CIEL Limited Building Our Ability to Sustain

CIEL Corporate Sustainability Committee, as sub-committee of the Board, gathering clusters’ representatives

GOVERNANCE STRUCTURE
Corporate Sustainability working group up and running
Cluster and operational sustainability committees up and running
Cluster and operational sustainability committees up and running
Cluster sustainability committee up and running, where appropriate
Cluster sustainability committee up and running

CODE OF ETHICS
CIEL Code of Ethics available at www.cielgroup.com
Implemented at operational level, in process at cluster level
Code of Conduct and Whistleblowing framework in place
Being drafted at cluster level for implementation at operational level
Implemented at operational level, and adopted at cluster level
Code of Ethics and Business Conduct being implemented

Human Rights and Labour Practices
HR Forum gathering peers from across the Group around HR practices and employee engagement initiatives

TRAINING AND LEARNING OPPORTUNITIES
Training and learning opportunities as and when required
In-house on-the-job training centre at almost all operational sites
Sustainability awareness campaign Leadership & Management Academy
Partnerships with hospitality management schools internal training platform at almost all operational sites
In-house technical and professional training at all operational sites
Environmental and Social awareness campaign Capacity building and training around environmental social responsibilities
Training and learning opportunities as and when required Leadership Development & coaching programme

EMPLOYEE WELFARE
Welfare Committee up and running
Welfare Committees at almost all operational sites
Welfare Committees operating in all resorts with monthly initiatives and events organised throughout the year
Welfare Committees at almost all operational sites
Welfare Committees at almost all operational sites
Welfare Committee at almost all operational sites
Welfare Committee up and running at some operational sites

CONTINUOUS IMPROVEMENT/RECOGNITION
Chairman’s Manufacturing Excellence Award
Employee Awards
Nurse Awards

Business Ethics
Corporate Governance
Sustainable Development Goals
16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels. We consistently report on the composition of the highest governance body and its committees, and its role in the identification and management of economic, environmental and social impacts, risks and opportunities through our corporate governance and risk management reports. CIEL’s Corporate Sustainability Committee is a sub-committee of the Board of Directors.

8.1 Sustain per capita economic growth in accordance with national circumstances. We consistently report on the direct economic value generated and distributed from year to year through our strategy and performance, notes to the financial statements and sustainability sections. We strongly enforce policies that prevent employment of children by our investee companies and through the supply chain, abiding by the IFC’s Exclusion List and our Sustainability Policy.

4.7. Ensure that all learners acquire the knowledge and skills needed to promote sustainable development. Events are highly effective platforms to transfer knowledge to stakeholders and are an important way for advancing sustainability, driving innovation and developing society. We strive to report on the different sustainability initiatives designed to raise awareness, share knowledge and impact behaviour change and results achieved through our website and Information Booklet – Sustainable Initiatives.
## CIEL MANAGEMENT INFRASTRUCTURE AND SUSTAINABILITY PILLARS

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<th>Environmental Responsibility</th>
<th>Act for Our Environment Day</th>
<th>Act for Our Environment Day at all operational sites</th>
<th>Act for Our Environment Day at most operational sites</th>
<th>Act for Our Environment Day at almost all operational sites</th>
<th>Act for Our Environment Day at almost all operational sites</th>
<th>Act for Our Environment Day at almost all operational sites</th>
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<td>Cluster Sustainability Champions Meeting gathering peers around sustainability initiatives and projects</td>
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### 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species.

La Vallée de Ferney is considered an area of high biodiversity value, fully owned and managed by Ferney Limited and La Vallée de Ferney Conservation Trust. The 200-hectare nature reserve is not subject to legal protection but recognised for important biodiversity features by governmental and non-governmental organisations. La Vallée de Ferney Conservation Trust is taking significant action to reduce the degradation of natural habitats, halt the loss of biodiversity, and protect and prevent the extinction of threatened endemic bird and plant species.

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<td>Stakeholder Engagement &amp; Satisfaction</td>
<td>CSR Forum gathering peers around CSR and community engagement initiatives</td>
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### 1.2 Reduce the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.

We strive to contribute to the welfare of communities through Fondation CIEL Nouveau Regard and significant mobilisation of resources from a variety of sources in order to provide adequate means to several NGOs.

<table>
<thead>
<tr>
<th>COMMUNITY INITIATIVES</th>
<th>2 citizen engagement platforms (ACTogether.mu BouzeMoris.mu)</th>
<th>Act for Community Day at all operational sites</th>
<th>Community engagement initiatives and projects at almost all operational site</th>
<th>Community outreach events around healthcare at most operational sites</th>
<th>Community engagement activities in place around poverty and education</th>
<th>Community engagement activities in place around infrastructure, poverty and education in Mauritius, Tanzania, Kenya</th>
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<td>SPONSORSHIPS</td>
<td>Culture &amp; Sports</td>
<td>Education &amp; Youth</td>
<td>Participation to annual CIEL Ferney Trail</td>
<td>Education, Sports &amp; Youth</td>
<td>Environmental Awareness - Waste issues in Mauritius, in partnership with local NGO</td>
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### 4.1 Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

We strive to provide our support to a Non-Formal Education Network and a School for Deaf Children through Fondation CIEL Nouveau Regard.

| COLLABORATION & PARTNERSHIPS | Private sector collaboration on national interest initiative Partnership with the Mauritian Wildlife Foundation | Member of the Sustainable Apparel Coalition Industrial Waste Symbiosis Project Social Labour Convergence Project | MoU with University of Mauritius Partnership with the Fashion Design Institute | Partnership with health-related NGO and Fondation CIEL Nouveau Regard | Community engagement programmes in partnership with NGOs in Mauritius and Madagascar | Community engagement programmes in partnership with Cantax and Fondation CIEL Nouveau Regard |

### 4.2 Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

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### CIEL MANAGEMENT INFRASTRUCTURE AND SUSTAINABILITY PILLARS

<table>
<thead>
<tr>
<th>CIEL</th>
<th>CIEL Textile</th>
<th>CIEL Hotels &amp; Resorts</th>
<th>CIEL Healthcare</th>
<th>CIEL Finance</th>
<th>CIEL Agro &amp; Property</th>
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<td>Responsible Supply Chain Management</td>
<td>Supply Chain mapping in progress</td>
<td>Supplier code of conduct implementation in progress</td>
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<td>Environmental and social clauses implementation in progress</td>
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</tbody>
</table>

### RESPONSIBLE PROCUREMENT
- Responsible Supply Chain Management
- Supply Chain mapping in progress
- Supplier code of conduct implementation in progress

### CERTIFICATIONS AND FRAMEWORKS USED
- Integrated Reporting
- Sustainable Apparel Coalition and Higg Index
- Earthcheck, Travel Life, ISO 22000
- Supplier code of conduct implementation in progress
- Environmental and social clauses implementation in progress

### OTHER
- Stock Exchange of Mauritius Sustainability Index
- Stock Exchange of Mauritius Sustainability Index

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12.6 Encourage companies, especially large companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

We strive to encourage our investee companies to adopt sustainable practices, including actions promoting social corporate responsibility, and to integrate sustainability trends in communication (internal and external) programmes.

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### SUSTAINABLE DEVELOPMENT GOALS

1. **No Poverty**
2. **Zero Hunger**
3. **Good Health and Well-being**
4. **Quality Education**
5. **Gender Equality**
6. **Clean Water and Sanitation**
7. **Affordable and Clean Energy**
8. **Decent Work and Economic Growth**
9. **Industry, Innovation and Infrastructure**
10. **Reduced Inequalities**
11. **Sustainable Cities and Communities**
12. **Responsible Consumption and Production**
13. **Climate Action**
14. **Life Below Water**
15. **Life on Land**
16. **Peace, Justice and Strong Institutions**
17. **Partnerships for the Goals**

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IFC Performance Standards
- Assessment and Management of Environmental & Social Risks and Impacts
- Labour and Working Conditions
- Resource Efficiency and Pollution Prevention
- Community Health, Safety and Security
- Biodiversity Conservation
OUR SUSTAINABILITY INITIATIVES

CASE STUDY
PROTECTING & RESTORING ENDANGERED FORESTS

La Vallée de Ferney Conservation Trust was introduced in 2006 to preserve and protect a unique fauna and flora. It has since carried out a reforestation programme to restore natural habitats.

A total of 15,000 endemic trees have been planted, a field station was set up for the consultancy and monitoring of La Vallée de Ferney’s conservation developments by the Mauritian Wildlife Foundation and many endemic birds have been reintroduced in their natural habitat including Pink Pigeons, Kestrels, Echo Parakeets, amongst others.

This project was born through a public-private partnership with the Ministry of Agro-Industry and Food Security, the Mauritian Wildlife Foundation, the GEF Small Grants Programme UNDP, in collaboration with the National Parks and Conservation Services and other partners such as the Durrell Wildlife Conservation Trust, the Chester Zoo and HSBC.

The work undertaken for the conservation of the endemic plant species include the selection of young plants in the forest, the sampling and extraction of species from the mountain to the nursery, the seedling in the nursery, and back to the forest once the plants have reached the adequate level of maturity, and finally the weeding of the area restored to prevent invasive species propagation. 12 workers are involved in the whole process to ensure the restoration of a part of the Mauritian endemic forest.

“A total of 15,000 endemic trees have been planted, a field station was set up for the consultancy and monitoring of La Vallée de Ferney’s conservation developments by the Mauritian Wildlife Foundation and many endemic birds have been reintroduced in their natural habitat including Pink Pigeons, Kestrels, Echo Parakeets, amongst others.”

ARNAUD BERTHELOT
La Vallée de Ferney Conservation Trust Manager

“Today we must build on the success of La Vallée de Ferney Conservation Trust to raise awareness of the importance of preserving biodiversity. Our reforestation programme is the ideal and tangible means to educate Mauritians and visitors about our role in taking care of our environment. We cannot claim to be ensuring the preservation of our fauna and flora unless we all act together.”

JEAN-PIERRE DALAIS
Chief Executive Officer

CONSERVATION BY NUMBERS

<table>
<thead>
<tr>
<th>FLORA</th>
<th>CONSERVATION BY NUMBERS</th>
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<tr>
<td>200 hectares of forest reserve, of which 10 hectares restored</td>
<td>A total of 15,000 endemic trees reintroduced in 12 years</td>
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<tr>
<td>25 different varieties</td>
<td>11 rare plants</td>
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<tr>
<td>5 endemic bird species reintroduced, a total of 174 birds</td>
<td>20 pairs of Kestrel</td>
</tr>
<tr>
<td>30 Pink Pigeons</td>
<td>30 Flycatchers</td>
</tr>
<tr>
<td>70 Echo Parakeets</td>
<td>2 pairs of Cuckoo-Shrikes</td>
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</table>
OUR SUSTAINABILITY INITIATIVES

CASE STUDY
SUPPORTING OUTDOOR RECREATION, LOCAL BIODIVERSITY CONSERVATION AND FIGHTING SOCIAL EXCLUSION

A unique opportunity to discover the island’s wilderness and natural cachet that goes beyond the competitive aspect of a trail, offering above all a human experience.

Initiated 10 years ago, the Ferney Trail is one of the oldest and most popular trails in Mauritius, gathering an average of 3,000 participants every year on a series of 4 races 4km, 10km, 20km and 50km. Being a not-for-profit event, CIEL Ferney Trail remits its proceeds to organisations working in the fields of environment and societal causes, more precisely biodiversity conservation through La Vallée de Ferney Conservation Trust, and social inclusion through Inclusion Mauritius.

Since last year, CIEL Ferney Trail has been marked by the participation of physically and mentally handicapped youngsters. Thanks to a partnership between Fondation CIEL Nouveau Regard and Inclusion Mauritius, a group of NGOs fighting for the inclusion of individuals with disabilities, 30 youngsters participated in the 4km race. A physically handicapped eleven-year-old participated into the 10-km race thanks to 30 volunteers who took turns in carrying and pushing a joëlette, a single wheel trekking chair, designed to carry a disabled person.

“We raced through the forest and downhill slopes. The landscape was beautiful, there were lots of birds. It was fun, and I really enjoyed myself! It was an experience I will never forget!”

ETHAN L’UTILE
OUR SUSTAINABILITY INITIATIVES

CASE STUDY
CONTRIBUTING TO THE WELFARE OF COMMUNITIES

CIEL continuously endeavours to contribute to the welfare of the communities in which the Group conducts business. It manages this commitment through Fondation CIEL Nouveau Regard (“FCNR”).

Introduced in 2004, Fondation CIEL Nouveau Regard is involved in the fight against poverty and exclusion, and the promotion of education and disability rights, and has been empowered to receive Corporate Social Responsibility (CSR) tax through funding from subsidiary companies of CIEL.

The Foundation has invested some MUR 90 million in 13 years in various projects managed by local NGOs, with whom it has developed close partnerships.

Managed by Caritas, an NGO in Mauritius, Lakaz Lespwar (meaning Home of Hope) is a community development project which offers a wide variety of services to the community, including solidarity shops, a therapeutic community garden, training and development programmes, a pre-school, and after school academic support.

The social grocery store programme provides non-perishable food items to identified families in need over a certain period, usually in difficult times in the event of illness or loss of employment.

The small clothes solidarity shop provides families with clothes at low prices, driving them towards empowerment rather than assistantship.

The therapeutic garden enables women to benefit from the interaction with the healing elements of nature while growing vegetables.

Training and development programmes occur year-round to allow beneficiaries seeking employment to restore self-esteem and confidence, and develop new skills.

The pre-school welcomes 3 to 5-year-olds every day, with the aim of supporting their development and education.

SOCIAL IMPACT BY NUMBERS

**MUR 6.4 million**
invested in handicap, poverty, education, health and our citizenship engagement platform ACTogether.mu

**A total of MUR 90 million**
invested in 13 years

**5,501** direct beneficiaries

**17,500** indirect beneficiaries through in 13 years

**8 YEARS**

**4,530** indirect beneficiaries

**14,000** direct beneficiaries
CASE STUDY
Giving access to proper diagnosis

Fondation CIEL Nouveau Regard in partnership with an NGO, Austime Maurice, has launched the only specialised autism diagnosis centre service in Mauritius (SEDAM).

In Mauritius, it is estimated that 12,000 individuals may be affected by autism spectrum disorders. Managed by Austime Maurice, the service aims at expanding access to proper diagnosis to a greater number of families, especially those in need. This new unit provides a multidisciplinary approach and diagnosis to individuals, with the expertise of team composed of a psychologist, an occupational therapist and a speech therapist, within one of CIEL Healthcare’s hospitals in Mauritius. Since June 2018, 16 children and their parents have undertaken the initial interviews and will proceed with full testing.

In line with this, Fondation CIEL Nouveau Regard works with Rêve et Espoir, a school for handicapped children. The school has set up two specialised classrooms to cater for autistic children within their premises.

ACTogether.mu aims to raise awareness and to shed light on work done by Mauritian social actors.

Founded 10 years ago by Fondation CIEL Nouveau Regard, ACTogether is a social platform created to act as a communication support for NGOs engaged in specific spheres – namely in the fields of poverty, health, disability, exclusion and education. The platform intends to link professionals and social workers to citizens, while encouraging different social actors to bind forces, build upon one another’s good practices, and work together. As such, beyond its role of communication tool to showcase the best actions carried out by local NGOs, the website also bridges the gap between NGOs, potential funders or individuals seeking for volunteering or work placement.

The website allows to find specific information about the different NGOs by browsing through their respective profiles, to finance an NGO or raise funds, to have access to professional training in the field of social work and means to empower beneficiaries. On the other hand, the website allows citizens, through a dedicated section, to provide their help, donate, finance, recycle, and get more involved into the non-profit community. More than a website, ACTogether.mu further fulfills its role of expanding visibility and awareness among the general public, for NGOs and the services they offer via the use of social media and by collaborating with local media such as newspapers and live radio broadcasting. Public advertisement regarding NGOs are made once a week on live radio broadcasting, and NGOs are invited by ACTogether to share information about their specific project. This is supported by a monthly publication on a specific cause by ACTogether.

A total of 127 NGOs registered in 10 years

ACTogether registered this year

25 additional NGOs registered this year
SUSTAINABILITY AT A GLANCE

- **Launched its new CODE OF ETHICS**
- **Committed to using Higg Index**
- **Member of Ø ZDHC the Zero Discharge of Hazardous Chemicals Project**
- **Member of Sustainable Apparel Coalition**
- **5,000 employees involved through ACT FOR OUR ENVIRONMENT DAY**
- **10,000 employees involved through ACT FOR OUR COMMUNITY DAY**
- **19 PRODUCTION UNITS**
  - Mauritius
  - India
  - Bangladesh
  - Madagascar
- **100 employees involved through**
- **Listed on the Sustainability Index of the Stock Exchange of Mauritius**
- **Embarked on SOCIAL & LABOR CONVERGENCE project**
- **Financial contribution of Corporate Social Responsibility tax of MUR 4.9M**
- **+10,000 trees planted in Madagascar**
- **APPROX. 20,000 EMPLOYEES**
Focusing on ethics

Abiding by high standards of business ethics everywhere it operates.

Its Code of Ethics highlights key areas which CIEL Textile believe are crucial in doing business in a fair and ethical manner: business integrity, workplace culture, data privacy, reputation and goodwill, environmental and social values. The code provides guidance in daily business activity and sets the expectations from all team members. Given that its success depends not only on compliance with the Code but also in the way employees engage and apply the rules, a presentation, followed by a role play were conducted at Aquarelle in Mauritius in all factories and Head Office to illustrate different ethical situations and issues, including corruption, sexual harassment, bribery and fraud.

Role-playing has been an excellent training technique to disseminate our Code of ethics to the employees of Aquarelle Group. It has not only been a fun way of learning but has helped employees to reach a common understanding and to explore realistic, work-related situations by interacting with their colleagues. This has enabled greater involvement with regards to the importance of ethical issues.

NILESH BUCKTOWAR
Head of Maintenance, Aquarelle Group

Betting on innovation to ensure sustainable growth

Betting on innovation to ensure sustainable growth was the motto of the annual strategic meetings of Tropic Knits Group & Aquarelle Group. The purpose of these gatherings was to take stock of the past year, of the current positioning of the two entities, and especially to discuss the expectations of customers and the evolution of the textile industry – but also an opportunity for employees to discuss the values and good practices dear to both companies.

In order to bring new perspectives and offer a new dynamic to the teams, Robin Banks, a world renowned motivational speaker, was invited to both meetings. On this occasion, both groups presented their new collection during a fashion show, highlighting tomorrow’s trends and integrating major issues, particularly ecological and technological, into product design. Indeed, the clothing trade is experiencing strong growth and increasingly high expectations of consumers in terms of quality, respect for social and environmental standards and prices.

“Don’t forget to be awesome!”

“It is important today to constantly reinvent ourselves if we want to respond to changes in the market and to customer expectations. The group’s ability to constantly innovate is essential to ensure the growth and sustainability of Aquarelle, which now produces more than 17M shirts thanks to the know-how of its 10,000 employees.”

ERIC DORCHIES
CEO of Aquarelle Group & COO of CIEL Textile
Working together

Working with industry partners enables to identify gaps in all aspects. CIEL Textile works with its customers and capitalises on feedback to focus on the right areas and to continuously improve its social and environmental compliance programmes.

Multiple social and environmental certifications and processes support CIEL Textile’s strategy and provide a baseline from which to ensure continuous improvement. The numerous audit programmes include customers’ inspections and worker interviews. As for now, multiple certifications are used across the 21 factories. However, retailers and manufacturers are working together through the Sustainable Apparel Coalition towards standardisation in order to eliminate duplication and audit fatigue.

Overview of some of CIEL Textile’s Certifications

**WORLDWIDE RESPONSIBLE ACCREDITED PRODUCTION**
Ensures CIEL Textile’s commitment to promoting safe, lawful, humane and ethical manufacturing, mainly focused on 12 principles (Prohibition of forced and child labour, harassment or abuse, and discrimination, Health & Safety, Security etc.) based on the rule of law and the spirit of the ILO conventions.

**SEDEX MEMBERS ETHICAL TRADE AUDIT**
CIEL Textile factories undergo SMETA every year or every two years as per customer requirements. It is an audit format which is a compilation of good practice in ethical audit techniques (labour standards, health and safety, business ethics, the environment).

**OEKO-TEX STANDARD 100**
Contributes to high and effective product safety from a consumer’s point of view. This certification implies extensive product checks and regular on-site visits, which ensure that CIEL Textile has put measures in place for the responsible use of chemicals.

**GLOBAL ORGANIC TEXTILE STANDARD**
Ensures the organic status of textiles from harvesting of the raw materials through environmentally and socially responsible manufacturing to labeling to provide credible assurance to the consumer.

**ORGANIC CONTENT STANDARD**
Tracks and verifies the content of organically grown materials in final products.

**BUSINESS SOCIAL COMPLIANCE INITIATIVE**
Programme of the Foreign Trade Association of Europe, designed to improve working conditions across the supply chain. Based on labour standards, this initiative aims at improving CIEL Textile’s social performance.

**BETTER COTTON INITIATIVE**
Exists to make global cotton production better for the people who produce it, for the environment it grows in and for the sector’s future. BCI aims to transform cotton production worldwide by developing Better Cotton as a sustainable mainstream commodity.

To achieve this mission, BCI works with a diverse range of stakeholders across the cotton supply chain, including CIEL Textile to promote measurable and continuing improvements for the environment and farming communities.

**COTTON MADE IN AFRICA**
Initiative which aims at sustainably improving the living conditions of cotton farmers in Sub-Saharan Africa. Its commitment is not based on donations, but rather, on the principle of helping people to help themselves through trade: African smallholders learn about efficient and environmentally friendly cultivation methods through agricultural training provided by experts. CIEL Textile is part of Cotton Made in Africa’s international alliance of textile companies which purchase the Cotton made in Africa raw material.
Zero cost policy

Committed to ensure that workers are employed responsibly.

CIEL Textile undertakes to comply with all laws concerning recruitment of workers in the country of employment. All workers shall be treated fairly and equitably without discrimination at the workplace. As from this year, CIEL Textile has enforced a Zero Cost Policy for foreign workers in Mauritius. With the aim of protecting workers from misleading practices in their country, this policy entails no fee of any kind imposed on workers applying for employment at CIEL Textile in Mauritius, neither deposit or retention of identity documentation.

Collaborative action towards improved working conditions

CIEL Textile joined the Social Labour Convergence Project this year, a converged assessment framework towards collaborative action for improved working conditions.

The Social Labour Convergence Project is a multi-stakeholder and industry-wide tool and verification methodology covering issues such as child and forced labor, occupational health and safety, and wages. It provides a self-assessment and verification methodology with over 150 signatories committed to the rationale and principles of the project.

It includes stakeholders such as brands and retailers, manufacturers, audit firms, civil society initiatives, national governments, and industry associations. This collaborative platform allows to ensure compliance and collect performance information from production facilities, standardise assessment framework, and allows brands, manufacturers to share and compare data.

CIEL Textile is a signatory to the Social Labour Convergence Project. A first pilot project was conducted at Laguna Clothing in Mauritius. This initiative allows for continuous improvement and provides means to better work towards global solutions to the challenges faced by the industry.

Investing in people

Talent Management, a top priority.

In that perspective, the 361° Leadership and Management Academy (“LMA”) has been launched last year, with the aim of providing the best leadership and management practices and nurture the best talents within the cluster.

To win in today’s complex and rapidly changing business environment, the challenge for most organisations is to have the capability to learn not only faster, but smarter than the competition. In this context, Corporate Academies, are a powerful driving force with a dual purpose. First the 361° LMA brings practical and company specific tools to accelerate and leverage the general leadership and management skills of all leaders of CIEL Textile, from CEOs to supervisors. Secondly, the classroom and mentoring sessions would create a forum to stimulate the exchange of best practices between leaders and subordinates, as well as from peers to peers throughout the group.

A Management book, written by CIEL Textile CEO Harold Mayer, has been published for the trainees, which bridges the gap between theoretical knowledge and practical experience.

“Having leaders who become mentors can help an organisation attract and retain high-potential talents, as well as accelerate leadership development and readiness.”

ANNABELLE LONBORG-NIELSEN

Director
CASE STUDY

The power of an award

Launched in 2008, the Chairman’s Manufacturing Excellence Award aims to encourage manufacturing excellence at all levels and to foster a spirit of innovation and competitiveness among employees of CIEL Textile Group.

This yearly award ceremony concludes a day of exchange of good practices between sister companies in a festive atmosphere, in the presence of the Minister of Industry and Trade, the Chairman of CIEL, the Group Chief Executive of CIEL and the CEO and COO of CIEL Textile. The Chairman’s Manufacturing Excellence Award recognises the unit with the highest levels of excellence across all categories. This 2017 edition took place in Mauritius and Bangalore and rewarded the best performing units and employees in each production unit.

The 2017 Capital Intensive Chairman’s Manufacturing Excellence Award in Mauritius was awarded to Consolidated Fabrics Ltd (CFL), as the unit with the highest levels of excellence across all categories. The CFL team also won the Most Improved Factory Award whilst the Quality Award was awarded to Ferney Spinning Mills, while the World Class Innovation & Creativity Award went to CDL Knits.

The 2017 Labour Intensive Chairman’s Manufacturing Excellence Award in Bangalore, went to Aquarelle Grand Bois while the Quality Award was awarded to Laguna Mauritius. Laguna India team won the Most Improved Factory Award and Aquarelle Antsirabe won the Best Human Resource Management Award.

“The Chairman’s Manufacturing Excellence Award is an opportunity to bring together different companies and identify challenges, innovation possibilities and best practices to foster cross-fertilisation. It is also an opportunity to recognise the remarkable work of our teams.”

HAROLD MAYER
CEO of CIEL Textile

“Winning the Most Improved Sustainable Environment Best Practice Award brought fulfilling satisfaction to the entire team! We feel very proud of the efforts invested in developing projects within our factory throughout the year. CFL is very particular in that sense – we rely on a strong sense of employee engagement and commitment. We very much believe in a dynamic approach based on a participatory process. It is about collective and shared effort and strong involvement at all levels. Any employee, from grassroots to supervisors across all departments participate into our meetings and constantly come up with fresh ideas. In that respect there are no right or wrong, little nor big ideas, simply ideas worth sharing and investigating.”

QUENTIN THOREL
Energy Efficiency and Sustainability Manager, CFL
Acting for our Environment

Joining the UN’s global call for action.

CIEL Textile celebrated World Environment Day with creativity, passion and determination, with the aim of raising awareness, building team spirit and strengthening community ties across its 20 units in 5 different countries.

#ActforOurEnvironment initiatives focused on reducing plastic pollution at three operational layers, particularly at business unit, employee and supply chain levels. Employee engagement really brought maximum creativity to teams. A few initiatives include replacing plastic bottles and bags for reusable alternatives. Using their skills, CIEL Textile teams came up with a creative yet practical way to carry groceries, personal belongings and even to clean up. Bearing in mind that education is a key component of #BeatingPlasticPollution, CIEL Textile demonstrated its commitment towards the community by raising awareness in schools and cleaning its vicinities. 462 children benefited from these awareness sessions in Mauritius and Madagascar.

Planting Days

Deforestation being a serious issue in Madagascar with wood used as main combustible for domestic and industrial purposes, CIEL Textile proceeded with its reforestation programme initiated in 2013.

On 18 March 2018, some 1,900 trees have been planted on several sites in Anjeva, situated about one-hour drive from Tropic Knits’ production unit in the neighbourhood of Antananarivo. The selection of species has been done taking into account their strength and their ability to prevent soil erosion. For Tropic Knits, this project is in line with the spirit of sustainable development it wants to promote among its employees and stakeholders. The team members will ensure the plants are in good condition through regular site visits every three to four months. Public authorities in Madagascar are also part of this initiative with onsite training given by a representative from Forestry authorities. Floreal Antsirabe and Aquarelle Madagascar joined forces and planted an additional 12,500 trees, which brings the total trees planted in Madagascar by CIEL Textile to 14,400.

Going beyond, Roadmap to zero

The Zero Discharge of Hazardous Chemicals (“ZDHC”) Foundation, is an organisation which oversees the adoption of a holistic approach to tackling the issue of hazardous chemicals in the global textile industry.

The mission of ZHDC is to advance towards zero discharge of hazardous chemicals in the textile, leather and footwear value chain to improve the environment and people’s wellbeing. Its vision is widespread implementation of sustainable practices in chemistry in the textile industry.

This has become part of a collaborative industry approach to drive harmonisation and reduce duplication and confusion of standards within the value chain, and further translates CIEL Textile’s commitment to embedding sustainability in its management practice.

CIEL Textile joined the ZHDC this year, as Value Chain Affiliate. Sustainable manufacturing is a continuous improvement journey and can only be achieved through a firm leadership commitment and daily actions of people. As ZDHC contributor, CIEL Textile commits to chemical management best practices, to contribute to the development, adoption and implementation of ZDHC tools. This implies aspects such as compliance with a Restricted Substance List, and heavy investments, including state of the art treatment plants for instance.
Acting for our Community

Team members and employees pitch in to raise funds for the communities.

Involving 10,000 employees across 4 countries, willingly dedicating a part of their time for volunteer work in their respective neighbourhoods, Act For Community is a philosophy and a way of living that extends to the 20 production units of CIEL Textile around the world in Mauritius, Madagascar, South Africa, India and Bangladesh. Act For Community intends aid to the most vulnerable individuals including underserved communities, orphans, women and children, and the physically or mentally challenged, among others.

While CIEL Textile has been involved in various CSR-related actions for many years, the Act For Our Community initiative brought employees’ involvement to a whole new level. Performing small actions with great love has become part of CIEL Textile’s value system and drives several events. The various local teams raised more than MUR 7 million and various sponsorships were distributed among the targeted NGOs and communities. Year after year, this initiative shows how solidarity and performing small actions that brighten someone else’s day becomes part of CIEL Textile’s value-based culture.

CASE STUDY
Give a woman a fish you feed her for a day, teach her how to fish and you feed her for a lifetime.

Launched last year, this project consists in assisting unemployed women, in the manufacturing and selling of craftworks using waste fabrics.

This initiative brought forward by CDL Knits, a subsidiary of Tropic Knits Group, is part of its Corporate Social Responsibility strategy since these craft works are a smart way of recycling the waste inherent to its production. Instead of being considered as garbage, these intercuts (the equivalent of a tonne per year) are transformed into raw materials from which women, formerly unemployed, get a source of income.

For the initial phase, 8 unemployed women living in the vicinity of Curepipe were selected through Caritas, a local NGO. The necessary equipment and training for rug-mat making and supervision through the manufacturing process were provided. The first samples produced have underlined the skills of these prospective entrepreneurs - more sophisticated products such as bags and decorative items, carrying therefore a higher added value are being considered.

Since the fabrication of these craft works is a means, not an end to itself, support and training in marketing, project management and money transactions also formed part of the project. As a long-term project, the end objective is to empower women and help them out of the poverty trap. Beyond learning of new skills, it is about self-empowerment, discovering entrepreneurship and the different ways of valuing their savoir-faire.
Industry Collaboration

CIEL Textile joined the Sustainable Apparel Coalition ("SAC") last year. The SAC is a textile industry coalition for sustainable production bringing together brands and retailers, manufacturers, academia, government and NGOs.

Its main focus is on building tools such as the Higg Index, a standardised management tool, which enables the textile industry to better understand the environmental, social and labour impacts of the manufacturing and selling of its products.

This year, CIEL Textile’s Sustainability champions attended their first conference of the Sustainable Apparel Coalition in Vancouver with the objective of improving their practices. The SAC membership allows CIEL Textile to isolate its most pressing sustainability concerns and organise its sustainability priorities, develop successful sustainability initiatives through access to best practices and guidance, encourage action within each factory using customised guidelines, get ahead of regulation and become a better company. This includes for example machinery procurement using SAC requirements, or raw materials sourcing using specific certifications such as BCI (Better Cotton Initiative). By joining the SAC network, CIEL Textile aspires to take part in addressing the systemic challenges that require collective engagement.

What is the Higg Index and the Higg Environmental Module ("FEM")?

The Higg Index allows CIEL Textile to assess and measure its environmental and social impacts and identify areas for improvements such as environmental management systems, energy use and greenhouse gas emissions, water use, wastewater and waste management.

The Higg FEM specifically informs brands, retailers, and manufacturers about the environmental performance of their individual facilities, so they can make improvements that reduce negative impacts.

"Our environmental and social performance is measured using the Facility Environmental Module of the Higg Index, which was developed by the Sustainable Apparel Coalition, especially designed for the textile industry. The findings are brought up in quarterly meetings, CIEL Textile sustainability committees and at top management level. The SAC has been crucial, which is why we have become a corporate member. We want to harmonise our sustainability strategy in all of our units across various countries and with all our stakeholders, by focusing on critical areas and on community involvement."

ZAYNAB KHODABOCUS
Sustainability Manager, Tropic Knits Group and Floreal Knitwear

Innovations exist at several levels

As part of its sustainability strategy and continuous improvement approach, CIEL Textile recognises its responsibility as a manufacturer to work towards responsible sourcing and manufacturing practices. To enable the success of this initiative, CIEL Textile is mapping its Supply Chain in order to ensure that the input of materials and services into its processes, are also respecting established environmental and social standards.

"Our first lever of change is our employees. Through our «Act for our Community» and «Act for our Environment» programmes, we sensitise all of our employees and take action to make a difference. For example, more than 5,000 employees mobilised on 9th June as part of the World Environment Day when we committed ourselves to the UN objective to ‘Beat plastic pollution’. Our teams cleaned up villages, planted more than 10,000 trees in Madagascar and raised environmental awareness in schools and communities for the importance of reducing especially the single-use of plastic. Another common initiative has been to replace plastic water bottles in all our units. We are also innovating in the design stage of our products: this is where we can control 80% of the environmental impact of the products we produce. The mission of our designers is therefore to incorporate sustainability into product development from the drawing board onward and use sustainably-sourced raw materials and manufacturing process routes to minimise the environmental impact. We can’t solve it all at once, but we continuously strive to improve."

PAMI KULAR
Head of Sustainability, Continuous Improvement, CIEL Textile
Operations in COUNTRIES 3

Mauritius  Kenya  Tanzania

Through ALTEO

APPROX. 6,300 EMPLOYEES

3,000 HECTARES of land located in the South East region of Mauritius

3 SUGAR factories

1 SUGAR refinery

3 power plants using a mix of bagasse and coal for electricity production

SUSTAINABILITY AT A GLANCE

Committed to ethical and sustainable practices

COMMUNITY ENGAGEMENT around poverty, education and social inclusion

11 tonnes of waste collected in Mauritius by Alteo on

54 employees MOBILISED

WORLD ENVIRONMENT DAY

3 SUGAR factories

CIEL Limited  Building Our Ability to Sustain
Focusing on ethics

CIEL Agro & Property strives to abide by high standards of business ethics everywhere it operates. As such, CIEL Properties abides by CIEL’s Code of Ethics, within which consideration is given to business integrity, workplace culture, data privacy, reputation and goodwill, and environmental and social values. Alteo is in the process of rolling out its own Group’s Code of Ethics and Business Conduct and all related policies and procedures to its employees in Mauritius and regionally via a series of roadshows.

Health & Safety

Safety is an important pillar in Alteo’s people plan. Its commitment is to have healthy people in safe workplaces.

Alteo continues to be deeply committed to providing a healthy, safe and secure working environment for all employees wherever their workplace may be, including at CIEL Agro & Property premises in Ferney. Alteo believes it has a duty of care towards its people. Committed to improving safety and health procedures in line with applicable regulations locally and regionally, Alteo has been working on implementing a Group Safety & Health policy with support from its Health & Safety Officers, legal and HR teams based in Mauritius. Its operations in Tanzania and Kenya are also contributing to this initiative. This year, in Mauritius, Alteo Milling and Alteo Refinery conducted a Fire Risk Assessment in collaboration with the National Occupational Safety Association of South Africa.

Other initiatives to ensure health and safety include the purchase of more powerful tractors to improve safety and stability in terms of cane haulage system at Transmara Sugar Company Limited (“TSCL”) in Kenya. This was conducted in conjunction with preventive driving training for tractor drivers. In Tanzania, Alteo continued to improve on-site hospital equipment, infrastructure and IT systems at TPC Limited.

Incidents prevention

Raising awareness is key to preventing incidents.

Alteo conducted various Occupational Safety & Health Training and awareness sessions to empower personnel, job contractors and reduce the risk of incidents; and worked with the Mauritian police to provide employees and Job contractors with road safety awareness training.

Alteo organised a Safety & Health Week at Union Flacq operational site to instill greater awareness around the World Day for Safety & Health; and conducted a vaccination campaign in response to the outbreak of the AH1N1, H3N2 flu in collaboration with the Mauritian Ministry of Health & Quality of Life and a private clinic. Employees were also sensitized on the prevalence and risk associated with alcohol and drugs in the region and were made aware the need of being conscious about healthy eating habits.
Acting for Environment

Raising awareness

Alteo is committed to support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally-friendly technologies.

To mark its commitment to beat plastic pollution and its continuous engagement to the protection of the environment, Alteo has organised clean-up campaigns at Union Flacq and Olivia. 11.02 tonnes of waste have been collected with the participation of employees and local inhabitants on the occasion of World Environment Day #Beat Plastic pollution.

In line with its commitment, Alteo joined forces with Mission Verte this year, a local NGO involved in the collection of recyclable waste in Mauritius, for the production of a video raising awareness about critical waste issues in Mauritius, specifically littering and waste dumping across the country.

Responsible practices

Alteo is committed to protecting natural resources by ensuring environmentally sound practices and minimising the use of natural resources within its operations.

Some of its achievements include:

• A case study on the smarter elimination of effluents from the backwash of sand filters from Alteo Refinery has been initiated;
• A major effort was made this year to provide accurate estimate of water consumption and wastewater production. Collaborative work has been initiated with the Electrical and Instrumentation department of Alteo Milling to facilitate data collection and provide the results;
• Successful construction and operation of the new circular clarifier at Alteo Milling for improving the efficiency of removal of sludge from the wastewater treatment;
• Construction of a state-of-the-art wastewater treatment plant at Transamara in Kenya with a treatment capacity of 500 m³ per day. The treatment plant consists of a system of an oil and grease trap, equalization tank, anaerobic reactor, aeration tank, secondary clarifier, special filters and a sludge management system;
• Investment in a Hazardous Cell for final disposal of Hazardous waste at TPC factory in Tanzania. No local licensed hazardous waste dealer was available around the factory for the collection and correct treatment of hazardous waste such as batteries and electric and electronic waste.
Alteo Group is committed to promoting social empowerment and social wellbeing for the sustainable development of the eastern region.

Managed by Caritas, a local NGO, La Caze Lespwar Olivia, is a community development project initiated in 2015 through a partnership between Caritas, Alteo Group and Fondation CIEL Nouveau Regard. It intends to offer services to the vulnerable population of the area. The concept is based on the success of La Caze Lespwar Solitude, a community development project in the north of Mauritius, although the context of the Village of Olivia is different and more challenging.

The objectives include:

- The identification of local needs and adaptation of services accordingly.
- The establishment of trustful relationships with the community through a conducive environment, whereby the local population feels at ease to reach out to the centre.

Some 100 families had been identified and benefit from different services, including activities with children during school holidays, awareness talks around drugs, visiting needy families and providing accompaniment where necessary, and work placements for youngsters.

CASE STUDY
For a better future

The East Coast of Mauritius is known to be a region where social mobility is quite restricted, particularly among residents living in pockets of poverty and are further compounded by segmentation of employment, and lack of equal opportunities in accessing certain jobs.

The Skills Hub Programme is pilot project initiative of Alteo Group through its corporate social responsibility strategy. The main objective of this programme is to offer life skills training and coaching so as to develop the employability competencies of targeted vulnerable groups residing in the eastern region of Mauritius. Eighteen youngsters received training and coaching over a 5-month period enabling them to develop a specific set of skills which would allow them to apply for a job, or turn towards entrepreneurship.

The programme was divided into 3 modules, with focus on self-confidence and self-development, as well as tools and knowledge required to enter the business world, including topics such as communication, time management, customer service, entrepreneurship and basic computer skills. This programme was developed with the support of a consultant and a trainer specialised in recruitment and training, and private companies willing to provide internship placements to the participants following the completion of training.
Working together

Together with industry peers in Mauritius, Alteo has committed to implement Bonsucro Standards within its sugarcane supply chain through industry collaboration.

Alteo’s main achievement over the Financial Year 2017/2018, includes Alteo Milling becoming a member of Bonsucro in December 2017.

Alteo participated in a Technical Week organised by Bonsucro together with other stakeholders at local level, and participants from Malawi, Mozambique, South Africa and Swaziland. The objective of the technical week was to build further capacity of sustainable practices in the sugarcane sector.

A site visit around Alteo’s agricultural activities was organised as part of the practical aspects of the training. Alteo Milling Ltd is the unit of certification, together with its supplying area and the Refinery by the Chain of Custody, is aiming to obtain its certification in Quarter 2 of Financial Year 2019/20.

Renewable energy

Sustainability is as the heart of Alteo’s mission, vision and values. Part of its commitment includes investing in cleaner and renewable forms of energy.

As such, Alteo has successfully launched the construction phase of a first photovoltaic farm of a capacity of 10 MW at Ernest Florent in Mauritius, in partnership with a renown French company. Alteo also takes part in ongoing research and development in renewable energy production in Mauritius – new varieties of biomass with high energetic value are under research. 2000 tonnes of cane trash were burnt to produce electricity this year. This pilot project proved to have decent results and has been validated for ongoing trials.
CIEL Limited  Building Our Ability to Sustain

CIEL Limited

PERMANENT OFFICES

INVESTMENTS

COUNTRIES OF ACTIVITIES

ZAMBIA  KENYA  TANZANIA

MAURITIUS  MADAGASCAR  SOUTH AFRICA

BOSTWANA  UGANDA  IVORY COAST

MOZAMBIQUE

CIEL Finance

SUSTAINABILITY AT A GLANCE

Committed to ethical and sustainable practices

COMMUNITY ENGAGEMENT around poverty, education and social inclusion

1,525 trees planted

367 employees mobilised on planting days in Mauritius and Madagascar

Financial contribution of Corporate Social Responsibility tax to Fondation CIEL Nouveau Regard

MUR 1.1M

Banking Fiduciary Services Asset Management Private Equity
Focusing on ethics

Good governance principles support ethical and sustainable practices.

At Cluster level, the E&S (Environmental & Social) Committee is composed of a representative of CIEL Finance and at least one representative from each of its investee companies. The role and responsibilities of the committee is to provide strategic direction, share knowledge as well as report on progress pertaining to sustainability performance as far as CIEL Finance Group is concerned, including overseeing the implementation of IFC Performance Standards in a continuous improvement process. In line with this, CIEL Finance Group has adopted a Code of Ethics and several directives with respect to E&S Integration, anti-fraud framework, whistleblowing framework and conflict of interest management.

Sustainability as a management practice

Embedding sustainability within core operations bring added value.

Financial institutions are exposed to E&S risk through the business activities of their clients. The degree of E&S risks will depend on factors such as the specific E&S circumstances associated with their clients’ operations, sector and geographic context, among others. In that respect, BNI Madagascar has devised an Environmental & Social Management System in line with IFC Standards, to identify, assess, and manage the E&S risks associated with its lending activity through the approval process.
Health and Wellbeing

Recognising the relationship between physical and mental health.

The Mauritius International Trust Company (MITCO) organised a Health & Safety week this year in April on the occasion of World Day for Safety and Health at Work. The international campaign aims to accelerate action to achieve decent and secure working environments for all workers by 2030. Achieving this goal for the benefit of the next generation of the global workforce requires promoting a culture of prevention on occupational safety and health.

MITCO believes that cultivating a wellness culture and raising awareness for a healthy lifestyle is key to the wellbeing of employees. Activities around work-related hazards were scheduled throughout the health and safety awareness week, including a prize competition, the production of a short video to stress the importance of good posture at work, and that of balanced workouts.

Values in action

10 years of serving the Mauritian community.

Bank One’s values guide decision making and daily work. Over the past year, Bank One has been focusing on how to keep these core values alive through actions. Employees were asked to explain how they were living the Bank’s core values, from which 10 examples were selected and showcased in a short video as #10people10reasons.

This initiative intended to strengthen mutual understanding, boost motivation, promote the Bank’s family spirit and ignite a passion for continuous improvement.

Learning and development opportunities

BNI Madagascar strives to make its workplace a place where team members can grow their career and enhance their skills.

This year, focus was put on sustainability. BNI Madagascar expanded its training strategy to environmental and social issues so as to further embed sustainability as a management practice within its banking operations.

An environmental and social training programme was designed not only to raise awareness on general environmental and social issues within the banking sector, but more specifically to suit the needs of managers and sales teams in terms of industry specific environmental and social risk management and investment screening. 65 employees have followed the training pertaining to environmental and social assessment tools and procedures. This was further facilitated by an online learning platform, where the entire workforce could complement their training. The programme was an effective way to build capability.
Planting Days

Staff come together for the environment.

As part of the celebration of its 25th anniversary, employees from the MITCO gathered in Port Louis, at La Citadelle for a symbolic planting day. This activity gathered 17 employees and some of their relatives.

BNI Madagascar fulfills its duty of reforestation, as the first Malagasy bank, by the Malagasy and for the Malagasy. To reiterate its commitment, the BNI Madagascar family gathered 10 km north from Anosiala Ambohidratrimo, for its traditional annual reforestation campaign.

It is in close partnership with the Young Farmers Association for the Environment and Development of Ecotourism (“AJPEDE”) as part of a vast project to reforest and safeguard this site, that BNI Madagascar’s employees have planted more than 1,500 young plants of Eucalyptus Robusta.

“This great mobilisation of more than 350 employees perfectly reflects the eco-responsible approach of BNI Madagascar. It fits perfectly with our inclusive and sustainable development model as every environmental action is vital to the entire population.”

ALEXANDER MEY
CEO of BNI Madagascar

The organisational, technical and financial support of BNI Madagascar to the Association will allow to reforest an area of 3.5 ha in the locality of Anosiala Ambohidratrimo with more than 12,000 young trees.

“For BNI Madagascar, this type of large gathering allows us to live our values. A 5-km hike has strengthened our team spirit.”

MAMY RAKOTOBE
Head of Human Resources

CASE STUDY

Protecting endangered species

Supporting conservation programme through partnerships.

Through its Visa prepaid card, Bank One is committed to the preservation of the Kestrel, an endemic bird which almost went extinct as result of the destruction of its natural habitat. For each prepaid card issued, MUR 100 are remitted to the Mauritian Wildlife Foundation to fund its activities towards the preservation of the endangered Mauritian Kestrel bird as part of its Conservation Project throughout Mauritius, including La Vallée de Ferney. In just 2 years, MUR 585,400 were contributed by Bank One towards the Kestrel Preservation Programme with a total of 3,854 prepaid cards issued as at July 2018, and an additional contribution of MUR 200,000.

The objective of this initiative is to contribute to healthy ecosystems and strong communities, through the protection of the endemic Mauritian Kestrel bird since 2016.

In line with its commitment, Bank One renewed its sponsorship on the 10th Edition of CIEL Ferney Trail in September 2017, with the aim of further raising awareness around the importance of biodiversity conservation in Mauritius.

“Through this action, we show our will to stop deforestation by bringing our contribution to allow the island to restore its forest wealth and biodiversity.”

BARIJAONA RAMAHOLIMIHASO
Advisor to the CEO

“Through this action, we show our will to stop deforestation by bringing our contribution to allow the island to restore its forest wealth and biodiversity.”

MAMAS RAKOTOBE
Head of Human Resources

MUR 585,400

towards the preservation of the endangered Mauritian Kestrel
Banking on a better future

Education is the best legacy we will bequeath to the young generation.

By the means of a partnership agreement signed in 2017, BNI Madagascar and the Ministry of National Education work hand in hand to offer Malagasy youth a fulfilling educational environment. The rehabilitation of the buildings of the Public Primary School of Amboditsiry Antananarivo was celebrated in conjunction with the 55th anniversary of the establishment in March 2018.

BNI Madagascar, as the first Malagasy Bank, reaffirms, through this gesture, its status as a committed and responsible player in the development of the nation, in addition to providing access to banking to education officials. This valuable construction underscores the importance that BNI Madagascar places on education as part of its inclusive development model as a corporate citizen.

"The renovated buildings will certainly have a positive impact on the performance of the 655 students." - ANATOLE RALISON, Chief of Staff, Ministry of National Education

"Through this renovation of the EPP Amboditsiry, BNI Madagascar wants to significantly improve the working conditions of teachers and staff." - ALEXANDRE MEY, CEO of BNI Madagascar

YouthCan!

A better future through education.

YouthCan! is a platform aiming at developing youth employability skills by connecting them with reliable partners and mentors, organising skills development sessions and providing labour market advice.

For BNI Madagascar, it is through fund-raising conducted among its employees, that the Adviser to the CEO handed school supplies (notebooks, pens, chalks, compasses, rules and schoolbags) in the form of kits to 655 students of 55 children from vulnerable families to SOS Village Madagascar Association.

The broader objectives of this initiative include providing young people with educational and vocational guidance and training, exposure to the professional working environment, and skills development and career opportunities through internships, sponsorships, and mentoring. This programme aims at creating direct opportunities for young people to increase their employability potential by providing relevant knowledge and skills and by offering them opportunities based on market needs and their abilities.

Working towards poverty alleviation.

Bank One recognises and remains committed to play a role in stimulating economic and social development through its Community Action for Relief and Empowerment (CARE) programme with a view of improving the quality of life of the local community. Bank One has partnered with Caritas of Vacoas (local organisation promoting social inclusion) to work hand in hand to identify and provide sustained support to the underprivileged families and ensure their continuous progress. Bank One ensures year on year that the children are given a new set of uniform, bag, shoes and their school material towards the next academic year. The children who are in need of special attention are identified and coached under this project. The aim is to boost their confidence, get them more engaged in their studies and ensure that they are at par with their peers.

Breakfast and lunch are provided for 102 children in different centres around the region of Vacoas. It is one of the most successful initiatives that has brought a lot of relief to the parents who could not cater for a proper meal for their children. Investigation showed a high level of absenteeism recorded at school, due to an absence of a nutritious meal. Support is also provided in some instances, where hardship cases within the community were identified by social workers. Social workers work with the families in need of support and provide counselling sessions. Training around life skills management has been provided to encourage some families to rebuild confidence and self-esteem to become autonomous. This was an ongoing initiative from 2016 which culminated in certificates being remitted to all those who completed the programme as part of their achievement in 2017. A few are now ready to stand on their own feet and start a business on their own.

#OneWishOneWinner

As one national people.

Bank One marked the country’s 50 years of independence with a national crowdsourcing contest on social media, inviting the general public to submit their wishes for their country’s future. In the spirit of making a sustainable difference in society, Bank One committed to help realising the best liked wishes. This campaign aimed at increasing brand awareness among the local Mauritian population, positioning Bank One as a real Mauritian Bank, and promoting a sense of national pride and hope in a better future.

Sameer Golam’s wish for Mauritius is the national pride and hope in a better future. Breakfast and lunch are provided for 102 children in different centres around the region of Vacoas. It is one of the most successful initiatives that has brought a lot of relief to the parents who could not cater for a proper meal for their children. Investigation showed a high level of absenteeism recorded at school, due to an absence of a nutritious meal. Support is also provided in some instances, where hardship cases within the community were identified by social workers. Social workers work with the families in need of support and provide counselling sessions. Training around life skills management has been provided to encourage some families to rebuild confidence and self-esteem to become autonomous. This was an ongoing initiative from 2016 which culminated in certificates being remitted to all those who completed the programme as part of their achievement in 2017. A few are now ready to stand on their own feet and start a business on their own.

Bank One recognised as the first Malagasy Bank, reaffirms, through this gesture, its status as a committed and responsible player in the development of the nation, in addition to providing access to banking to education officials. This valuable construction underscores the importance that BNI Madagascar places on education as part of its inclusive development model as a corporate citizen.

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CIEL Limited  Building Our Ability to Sustain

Operations in COUNTRIES 3

Mauritius  Uganda  Nigeria

6 HOSPITALS 32 CLINICS 2 HEALTH MAINTENANCE ORGANISATIONS

APPROX. 2,700 EMPLOYEES

495 OPERATIONAL BEDS

PROVIDING MEDICAL SCHEMES COVERING 340,000 LIVES

Healthcare

Mauritius  Uganda  Nigeria

IN MAURITIUS RANKED #2 IN 100 companies in health sector category

Committed to implementing IFC’s Performance Standards

45 EMPLOYEES mobilised WORLD ENVIRONMENT DAY
Good governance

CIEL Healthcare strives to abide by high standards of business ethics everywhere it operates.

As such, CIEL Healthcare is in the process of developing guidelines for its operations based in Mauritius and Uganda. The code will provide guidance in daily business activity and will set the expectations from all team members. In line with CIEL’s Code of Ethics, consideration will be given to business integrity, workplace culture, data privacy, reputation and goodwill, and environmental and social values.

Continuous training

Collecting patient feedback enables to identify gaps in all aspects.

CIEL Healthcare and its subsidiaries capitalises on patient feedback to focus on the right training and to ensure skill development to continuously improve patient experience. This holds true specifically for nurses for instance, with respect to soft skills training and development. An in-house trainer is responsible for soft skills training at Wellkin and Darné and tackle topics such communication and grooming.

Health and Wellbeing

Connecting people to our purpose Prevention is better than cure.

Good health is the foundation of a happy and productive life and workplace. Diabetes, obesity and stroke being the main health issues in Mauritius, free health screening sessions have been organised at Wellkin Hospital and Clinique Darné. The purpose of medical screening is the early detection of diseases. The screening provided to employees focuses on diseases related to Mauritian context. With the objective of raising awareness, Health Talks are regularly carried out across CIEL Healthcare’s hospitals. In Uganda, the International Medical Group ("IMG") organised a whole Wellness Week, during which its employees benefitted from a variety of free health and wellness screenings, accompanied by health talks, including Body Mass Index & Blood Pressure checks, glucose tests, HIV testing and counseling, physical fitness.
Celebrating nurses

International Nurse Day was celebrated in May 2018, in Mauritius at Wellkin and Clinique Darné and in Uganda at IMG. Nurses are the one of the lynchpins of health teams, playing a crucial role in health promotion, disease prevention, treatment and care. Nurses are more than often the first health professional that patients come to encounter and the quality of their initial assessment, care and treatment is vital. Nurses are also part of their local community – sharing knowledge and experiences – and can shape and deliver effective interventions to meet the needs of patients, families and communities.

250 NURSES celebrating International Nurse Day

CASE STUDY

Best Nurse Award

Launched this year, the Best Nurse Award aims to acknowledge and celebrate outstanding service demonstrating excellence in their work. This initiative includes a ceremony during which best performers are rewarded through a structured recognition programme for their dedication, commitment and hard work. The event gathered approximately 100 to 150 employees.

This award is listed amongst 3 other main categories of employee awards:

- TOP DOCTOR AWARD
- BEST NURSE AWARD
- BEST SUPPORT SERVICE
- EMPLOYEE AWARD
- PATIENT EXPERIENCE AWARD

Better together

Listening to people’s voices.

In the spirit of improving working environment and conditions as well as service delivery and patient relations, informal discussion platforms involving nurses, medical officers, doctors have been created. Chaired respectively by the Chief of Nursing and the Head of Medical Services, operational issues are discussed amongst the nursing and medical staff.
Acting for our environment

Joining the UN’s global call for action.

With the aim of raising awareness among its staff around its operations’ environmental impacts such as resource efficiency and pollution prevention, #ActForOurEnvironment initiative was launched this year with focus on energy savings, clean up campaigns and tree planting activities. 45 employees from Wellkin Hospital and Clinique Darné joined forces to participate in the celebration of World Environment Day.

CASE STUDY

Connecting with the general public

Created in the spirit of information sharing and raising awareness, the Doctor’s Chat consists of public and free talks by Clinique Darné on different themes. The aim of this initiative is to provide adequate and clear information on various pathologies, in order to respond and address concerns. This year the various themes ranged from measles, to health among men, to fertility and procreation, to psoriasis. The point of this initiative is to provide for a space of unformal dialogue outside consultation rooms. These events are organised on a monthly basis and opened to the general public, with information shared before-hand on social media and full details published on Clinique Darné website.

Raising awareness

Connecting with communities and rising to the challenges.

As part of its Corporate Responsibility outreach events, IMG partnered with 40-40 Foundation to assist communities and provide free medical services and prevention. 40 Days Over 40 Smiles Foundation (40-40) is a Kampala based independent, youth-led, charity organisation, committed to help vulnerable children and communities to access quality, all-round education support and entrepreneurial training aimed at self-sustainability.

Living with hope

Contributing to improving lives.

It has now been 12 years since the International Medical Foundation (“IMF”), through its Hope Ward, has been providing a response to a gap in secondary and tertiary healthcare services for the poor and vulnerable in Kampala city. As part of its community engagement programme, the International Medical Foundation (“IMF”), under the aegis of the International Hospital of Kampala, part of IMG, provides underprivileged patients with lifesaving treatment or surgery. This year, IMF held its first ever charity golf tournament to provide one new born with surgery for potentially life threatening abnormal connection between the esophagus and the trachea.
Sharing is Caring

“I want to help the ladies, well before they conceive, during their pregnancy, during and after delivery. My job is my passion. I have been a midwife for 11 years and I really appreciate when patients leave the hospital saying they would want me as their midwife again.”

ROUBINAH HOLLANDA
Charge Nurse & Midwife, Wellkin Hospital

In this context, free antenatal classes for birth preparation are conducted with Roubinah Hollanda every last Friday of the month. Antenatal classes, help future parents to prepare for labour, birth, breastfeeding and caring for a newborn baby. The aim of this is to provide comfort and confidence to future parents, whether they come to choose Wellkin hospital or not. Approximately 60 future parents benefit from these sessions throughout the year.

CASE STUDY
Facilitating access to proper diagnosis

Managed by Autisme Maurice, SEDAM (Autism Diagnosis Centre Service in Mauritius) aims at expanding access to a proper diagnosis for a greater number of people. This new unit, up and running since June, provides multidisciplinary diagnosis for people suffering from Autism Spectrum Disorder, known as ASD. According to the World Health Organisation, 1% of the world’s population suffers from ASD. Based on this ratio, it is estimated that 12,000 Mauritians could be suffering from ASD.

The opening of SEDAM was made possible thanks to the support of Fondation CIEL Nouveau Regard, Sun Resorts and Wellkin Hospital as well as other sponsors. Wellkin offers two consultation rooms, free of charge, to welcome families in the best possible conditions.

“We wanted to provide all families, irrespective of their income, with proper assistance since understanding and assessing the degree of autism is essential in delivering the best follow-up for the child.”

GÉRALDINE ALIPHON
Director and Founder of Autisme Maurice

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CIEL Limited
Building Our Ability to Sustain

CIEL Limited

APPROX. 4,000 EMPLOYEES

3 CLUSTERS HOTELS PROPERTIES SERVICES

More than 1,500 ROOMS

More than 9 OWNED AND MANAGED PROPERTIES IN THE INDIAN OCEAN

Mauritius Maldives

SUSTAINABILITY AT A GLANCE

More than 5,000 beneficiaries through SUN Children Cancer Ward since 2008

RANKED #2 IN MAURITIUS 100 companies in hotel category

3 HOTELS CERTIFIED Travel Life Gold

SUNCARE programme registered as an NGO

WINNER of the First SUSTAINABILITY TOURISM AWARD organised by the MINISTRY OF TOURISM

Listed on the Sustainability Index of the Stock Exchange of Mauritius

First Hotel group in Mauritius to be EarthCheck Silver certified

Founding member of UN Global Compact Mauritius local network

55 endemic trees planted in Mauritius

Hotels & Resorts

More than 1,500 ROOMS

9 OWNED AND MANAGED PROPERTIES IN THE INDIAN OCEAN

Mauritius Maldives

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55 endemic trees planted in Mauritius
As a responsible organisation, we are committed to adhering to our legal responsibilities, sustained environmental protection, social responsibility, strict adherence to occupational health and safety practices and the highest level of ethical conduct. Central to the success of a sustainability strategy is the stringent monitoring processes we have implemented to ensure we remain on the right track.

DAVID ANDERSON
CEO of Sun Limited

Sun Resorts won the first Sustainable Tourism Award issued by the Ministry of Tourism during the International Conference on Digitalization and Sustainable Tourism. This Sustainable Tourism Award is based on the principles of sustainable development, the local community and an ethical approach to hospitality.

During the conference the case study of Long Beach was presented. Long Beach Sun 5* hotel, has been rebuilt with an ecological approach and also rewarded by certifications such as Earthcheck Silver and Travelife Gold.

Sustainable Tourism Award

Businesses are increasingly faced with the challenge of managing organizations that meet the expectations of a wide range of stakeholders, while ensuring a return to shareholders. As a result, sustainable development is now an essential ingredient for the long-term success of a business.

Sustainability Index

Sun Limited has joined the Sustainability Index of the Stock Exchange of Mauritius, which highlights companies adopting sustainable development practices. This reflects Sun Limited commitment to responsible business practices and translates recognition for continuous improvement. Being listed on the SEMSI Index allows Sun Limited to create added value for its investors and partners by using resources responsibly and creating a positive impact for society.
Towards continuous improvement

Sun Limited engages with industry experts and stakeholders to evaluate its economic, environmental and social strategies and challenges. Its memberships and programmes with industry partners help Sun Limited to measure and improve its own progress, and to better work towards global solutions to the challenges faced in the tourism industry.

**TRAVEL LIFE**

Sun Resorts' membership to Travelife supports its sustainability programme. This international sustainability certification has been designed by the travel industry as a system that helps hotels and accommodations to improve their sustainability approach. Three hotels, Ambre, Sugar Beach and Long Beach, which meet the Travelife Gold standard and assessment criteria are formally recognised with a Travelife award to promote their achievements.

**EARTHCHECK**

EarthCheck is the world’s leading scientific benchmarking, certification and advisory group for travel and tourism, certified by the Global Sustainable Tourism Council. Four of Sun Limited’s hotels are EarthCheck Silver Certified. The Certification programme provides Sun Limited with a framework to achieve the desired outcomes for sustainable development and to monitor its environmental and social performance. All 4 hotels have undergone a Benchmarking Assessment of their operational performance including areas such as energy consumption, greenhouse gas emissions, waste, community commitment, and Corporate Social Responsibility to name a few.

**ISO 22000**

ISO 22000 sets out the requirements for a food safety management system and maps out the requirements Sun Hotels have to meet to demonstrate its ability to control food safety hazards. To ensure a systematic approach to food safety, Sun Limited has implemented a food safety management system in all its hotels. Sugar Beach, Ambre, Long Beach and Kanuhura have been certified.

**ISO 9001**

ISO 9001 sets out the criteria for a quality management system. This standard is based on a number of quality management principles including a strong customer focus, motivation and implication of top management, a systematic process approach and continuous improvement. Using risk management principles helps Sun Limited to ensure industry partners of quality products and services through process alignment and efficiency, and to compliment the necessary statutory and regulatory requirements in identifying and addressing the risks associated with operations.

**THE CODE**

Sun Limited is a member of The Code.org to ensure protection of children from sexual exploitation in travel and tourism. Several awareness campaigns and workshops on Child Sex tourism were conducted to educate employees and to setup the right framework to enable them to act and report on suspicious behaviours.

**UN GLOBAL COMPACT**

Sun Limited is part of UN Global Compact Mauritius, a voluntary initiative which brings together a network representing the Tourism and Hospitality industry of 9792 companies in 164 countries to align strategies and operations with the universal principles of human rights, labour, the environment and the fight against terrorism, and corruption among others. As part of its commitment, Sun Limited submits a yearly Communication on Progress report which supports its sustainability programme and includes a description of practical actions taken to implement UN Global Compact Principles.
Educating Associates

Change can happen through the efforts of everyone.

It is through the Sun Training Institute that employees are provided with training and induction around its SUNCARE programme as soon as they are employed. It is important for them to be aware of Sun Limited’s sustainable development strategies to address issues such as climate change, water scarcity, human rights, pollution and good governance. It is by instilling a sense of responsibility and involving employees in the SUNCARE programme that Sun Limited aims to take its programme further.

People of the Sun

The quality of well-being that employees of Sun Resorts enjoy is a reliable measure of the health of its hotels and services.

In order to keep its workforce mentally and physically healthy, each and every hotel has the responsibility of planning and organising its own employee welfare activities. Sugar Beach for instance organises an array of welfare activities on a monthly basis, ranging from painting to wellness, to the celebration of Women’s Day.
Protecting lagoons through a Marine Conservation Programme.

In collaboration with the University of Mauritius, Sun Resorts has conducted a survey among its hosts, which enable to highlight their concern about the degradation of marine areas. Subsequently, in collaboration with the University of Mauritius, Sun limited established an education marine conservation programme of around lagoons.

Sun Limited is working closely with the University of Mauritius and the United Nations Environment Programme on tackling the challenges for Small Island Developing States. The programme with the University of Mauritius includes the restoration of marine biodiversity and scientific research on sand erosion on the west coast of Mauritius. Through awareness campaigns over a 3 month-period, Long Beach and Ambre hotels sensitized some 100 guests thanks to two marine biologists working to monitor and protect lagoons.

Little actions matter

As SUN has embarked on a journey towards more sustainable practices, raising awareness has become its everyday responsibility.

Designed to be an enchanting, fun and safe place for kids on holiday, the Sun Kids Club programme offers a wide variety of in-door and out-door activities. From puppet shows to theatrical performances to the huge array of toys, games and arts activities, staff promote a few recycling activities with children, around craft and local culture. Sugar Beach’s Kids Club led the pack in transforming used hotels towels into soft toys for instance. Further to this initiative, same was implemented across all hotels.

In line with Sun Resorts’ environmental policy, Long Beach strives to reduce its environmental impact to the greatest extent possible and contribute to biodiversity conservation. As such, a Nature Trail within the hotel’s extensive gardens provide guests with the opportunity to discover some endemic plant species to Mauritius.

700,000 plastic bottles spared every year
Connecting with communities, a philosophy of local engagement

Sun Resorts has always been actively involved in community matters, particularly in villages and places surrounding their properties.

Since 2004, their social commitment was reinforced with the establishment of a centralised community development programme. Over time, Sun Resorts Community Engagement commitments have expanded in several areas, especially the management of projects surrounding children, education, and environmental protection as well as projects about socio-economic development and medical progress. One of the slogans of SUNCARE’s community-based children’s programme is Children at Heart. This programme sponsors schools and other centers for children in a perimeter close to hotels.

CASE STUDY
SUNCARE

Working with guests to achieve more.

Based on the triple bottom line approach (social equity, environmental stewardship, economic prosperity) SUNCARE Association addresses sustainability objectives by finding innovative ways to do more with less. SUNCARE is based on 3 main pillars: sustainable business values, environment and community engagement.

The SUNCARE Association is registered with the Registry of Association as an NGO and structured with a Managing Committee led by Sun Limited’s CEO. In the spirit of transparency towards its guests, Sun Limited has appointed PwC as auditor for the review of its NGO’s financial accounts. Through the NGO, Sun Resorts’ guests have the opportunity to reduce their ecological impact through a voluntary contribution to local projects that will bring a positive outcome to their stay in Mauritius. SUNCARE focuses on four major aspects: children with cancer, local communities, conservation with marine areas and endemic trees adoption programme.

Transforming waste into art pieces

25 students, as part of their training, transformed old uniforms into art pieces.

Sun Resorts has partnered with the Fashion & Design Institute to launch a project, which involves the transformation of old hotel uniforms into raw materials for the production of works of art. Usually the Take, Make, Waste model prevails, whereby we dispose of things, once we believe its function has been fulfilled. We tend to forget that they might serve another purpose.

The project serves as a platform to promote local talent, adding a social dimension through community engagement: a first exhibition of the works took place at Ambre hotel, and other avenues are being explored with the aim of developing other products. On the occasion of Independence Day, the Fashion and Design Institute designed a Wish Tree, displayed at Sugar Beach Hotel, for the guests and employees to share their wishes and greetings for the country.
Sun Limited has signed a MoU with the University of Mauritius (The International Center for Sustainable Tourism and Hospitality). This collaboration between Sun Resorts and the University of Mauritius is a first step to strengthen the tourism industry and creates a linkage between academia and the industry with the ultimate goal of promoting sustainable tourism.

The International Center for Sustainable Tourism and Hospitality of the University of Mauritius was set-up with the main objective of carrying-out applied research of direct relevance to the industry and to facilitate transfer of knowledge between the University of Mauritius and public and private sector stakeholders in the field of sustainable tourism. The collaboration would allow local researchers to apply their respective theory of sustainability tourism in real business context and see its practicability.

The objectives of the MoU include research on climate change mitigation, hotel best sustainable practices for small island developing states, marine and reef conservation project, assisting hospitality industry to meet with UN SDGs objectives, community projects, educating staff, guests, and communities.

“Dedicated to pursue its defined sustainability strategy, Sun is proud to be the first hotel group to sign an MoU with the University of Mauritius. This will definitely help to raise awareness for guests and raise funds for our SUNCARE programme to help in the funding of Marine Conservation.”

DAVID ANDERSON
CEO of Sun Limited
CASE STUDY

Children at Heart

It has now been 10 years since Sun Resorts, through its Sun Children Cancer Fund, has been a partner of pediatric services for children with cancer at Victoria Hospital. Founded in 2008, the SUN Cancer Trust Fund has the objective of providing some relief and joy to children suffering from cancer and other related ailments. To this end, Sun Limited has adopted the Children’s Cancer Ward at Victoria Hospital. It is a unique center of its kind in the Indian Ocean region. Sun Limited primarily supports the purchase of equipment and the maintenance of the Cancer Ward, through the SUN Children Cancer Trust Fund.

With the collaboration of private companies specialised in construction works, Sun Limited is currently renovating part of the Children Cancer Ward’s roof and building, severely damaged by a hurricane. Additionally, Sun Resorts hosted a 3-day national conference on infantile cancer at Sugar Beach Hotel in partnership with Lions Club. The conference gathered medical professionals, researchers, academics from different fields such as pediatrics, surgery, oncology, and psychological monitoring and supervision from Mauritius, India and Reunion Island.

5,000 direct and indirect beneficiaries in 10 years

Towards responsible practices

As part of its SUNCARE programme, Sun has established sustainable procurement standards which are implemented through its Supplier Code of Conduct. This ensures that all collaborating service providers and suppliers are clearly informed and educated around minimum environmental and social standards required in terms of procurement.

Furthermore, to facilitate the implementation of sustainable procurement objectives at the onset, a central procurement company has recently been created to consolidate volume items, source, contract and import required products and services across all business units. In this regard, this structure is consistently on the lookout for sustainable procurement initiatives, in the like of local producer development initiatives within fresh food category whereby local farmers are accompanied and supported in the process of supplying organic products on a small scale. In addition to replacing plastic straws with bamboo alternatives, Sun has embarked in the process of including energy saving parameters in the sourcing and selection of electrical equipment.
About this information booklet

This is our second Information Booklet. It covers the period from 30th of June 2017 to 30th of June 2018. The Booklet accompanies our CIEL Annual Report 2018, available online at www.cielgroup.com which includes our full financial performance and results.

Data in this booklet covers CIEL Investee companies, spread across our 5 clusters in Mauritius, Africa and Asia. We have reported on a sample of initiatives, but these are not representative of the entire Group, as we may not have complete data available.