

# CORPORATE SUSTAINABILITY REPORT

The purpose of sustainable development is to meet the needs of the present without compromising the ability of future generations to fulfil their own needs. CIEL Limited (“CIEL”/“the Group”) has always strived to make its operations sustainable. It does this via a series of measures aimed at its stakeholders, as well as by ensuring that its activities are conducted within legal parameters and in line with an ethical framework. The Group proudly affirms its contribution to the economic, social and environmental development of Mauritius and the various countries where it has significant operation units such as Madagascar, India and Bangladesh.

We are convinced that our inherently sustainable approach to business decision-making is the key to our continued growth and we see challenges as opportunities to adopt, develop and share best practices.

Integrating sustainability concerns as an overarching “way of doing things” in business decision-making will allow the Group to thrive in increasingly competitive markets. It will add value, ensure consistent quality and bring with it undisputed confidence in our investments as well as in our products and services.

We therefore believe that creating value for our stakeholders, the communities in which we operate and the environment can only help strengthen our businesses. CIEL wishes to foster a culture of long-term value creation as the overarching and foremost principle of decision-making across our value chain. To create as much value as possible for all of our stakeholders, our sustainability management system is decentralised and promotes continuous improvement within a framework of overarching policies, requirements and guidelines.

**CIEL NURTURES A HUMANE, ETHICAL AND TRANSPARENT WAY OF DOING BUSINESS THROUGH THE INTEGRATION OF SUSTAINABLE (ETHICAL, SOCIAL AND ENVIRONMENTAL) CONSIDERATIONS INTO ITS BUSINESS DECISION-MAKING PROCESS. IT IS COMMITTED TO IMPLEMENTING, MAINTAINING AND FOSTERING THE BEST SUSTAINABILITY-RELATED PRACTICES ACROSS ITS VALUE CHAIN, THROUGH THE CIEL SUSTAINABILITY STRATEGY AND MANAGEMENT SYSTEM.**

## SUSTAINABILITY FRAMEWORK AT CORPORATE LEVEL

On 30 September 2014, CIEL established the Environmental & Social Committee to assist its Board of Directors with meeting its responsibilities in line with the Company's sustainability policies and practices. The Committee's main areas of focus are environmental, social and related ethical matters. Furthermore, in keeping with its vision, CIEL Corporate Services Ltd (a wholly-owned subsidiary of CIEL Limited) set-up a Sustainability Department under the leadership of Mr. Roger Espitalier Noël in November 2014. The Sustainability Department is supported by a network of representatives within each of the subsidiary's operations, to ensure bottom-up and top-down communication.

## OUR SUSTAINABILITY POLICY

In February 2015, based on the recommendations of the Environmental and Social Committee, CIEL approved a Sustainability Policy to ensure that sustainability is treated as an integral component of business performance. The CIEL Sustainability Policy is supported by a sustainability management system that has been designed to promote accountability, transparency and continuous improvement through networking, empowerment, knowledge sharing, capacity building and innovation. It also allows for regular site visits and includes a requirement for quarterly reports with which to monitor progress.

## SEMSI

The Stock Exchange of Mauritius Sustainability Index ("SEMSI"), launched by the Stock Exchange of Mauritius Ltd in September 2015, tracks the price performance of companies that demonstrate strong sustainability practices. It is therefore a useful tool for domestic and international investors with an appetite for responsible investment opportunities.

CIEL Textile Limited, one of the pillars of CIEL Limited, is among a small number of pioneering companies to be listed on the SEMSI following an audit by EY Mauritius.

More details on the SEMSI are available at: [www.stockexchangeofmauritius.com/about-semis/](http://www.stockexchangeofmauritius.com/about-semis/)

## THE WAY FORWARD

At CIEL, we strongly believe that sustainability is about creation of value and we will ensure that our sustainability management system is effective, efficient and brings value to our operations. Since the month of August 2015, Management is working on the Group's 2015-2020 Sustainability Strategy in collaboration with Mott-MacDonald, a London-based Multinational consultancy firm, and in consultation with our main stakeholders. We are, at the time, strengthening our sustainability management system and growing our sustainability network.

# CSR REPORT OUR COMMITMENT FOR 2014-2015

## FONDATION CIEL NOUVEAU REGARD ("FCNR")

CIEL has continuously endeavoured to contribute to the welfare of the communities in which the Group conducts business. It manages this commitment through the FCNR as well as via its various business units.

FCNR is accredited as a Special Purpose Vehicle by the National Corporate Social Responsibility ("CSR") Committee. The organisation has been authorised to receive CSR tax contributions from CIEL's subsidiaries and associates since February 2010.

Since 2005,  
**MUR 72.3M**  
has been invested in various projects to alleviate poverty and exclusion in Mauritius.

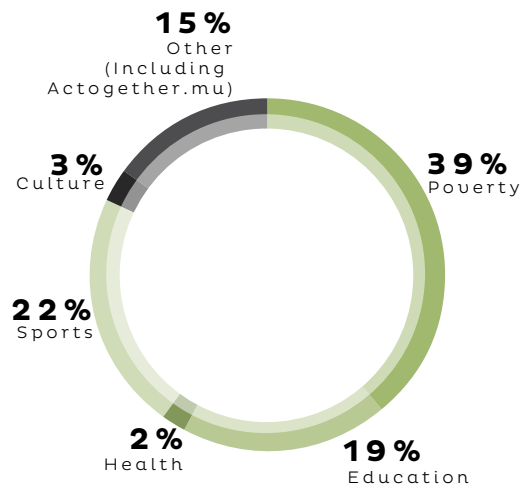
Total number of beneficiaries in 2014-2015:  
**2,641** of which  
1,141 direct beneficiaries.

The foundation, which seeks to combat poverty and exclusion in Mauritius, spent some MUR 5M during the period under review on various projects at regional and national level. The projects are in line with the criteria set by the FCNR's Board of Directors and follow national legal guidelines governing the use of CSR tax contributions.

This year, 75% of the amount received in the form of CSR tax contributions was used to finance projects managed by local non-governmental organisations (NGOs) who work to alleviate poverty, improve access to health and educational opportunities, and provide services to those with disabilities.

The table below gives an indication of the distribution of funding by area of intervention over the year.

### Distribution of FCNR funds from CSR tax contributions, by area of intervention



FCNR PROVIDED SUPPORT TO THE FOLLOWING NGOS DURING THE PERIOD UNDER REVIEW:



**Caritas' La Caze Lespwar community** development projects at Solitude and Olivia.



**Open Mind day care centre** for those experiencing psychological distress.

**Surinam Centre d'Écoute et de Développement**, a provider of remedial courses for primary school students;



**Society for the Welfare of the Deaf.**

**Teen Hope**, which provides non-formal schooling opportunities to adolescents.

**ICJM Counselling Department**, which provides psychological counselling for children.

**Link to Life**, a cancer-focused charity.

**Kinouété**, an NGO working towards the rehabilitation of female ex-prisoners.

**Solidarité Maman**, which offers remedial courses to primary school students.



**Adolescent Non-Formal Education Network (ANFEN).**

**Fondation Cours Jeanne d'Arc**, a specialised primary school for disabled children.

**Mille Soleil**, a day care centre for the welfare of multi handicapped individuals.

# CSR REPORT OUR COMMITMENT FOR 2014-2015 (CONT'D)

**ACTOGETHER.MU,**  
A PROJECT CREATED, FINANCED AND MANAGED BY FCNR



www.ACTogether.mu is a web portal that aims to bring together NGOs and social sector organisations in Mauritius and Rodrigues. The portal was created by FCNR in 2007 and is managed and financed by the foundation to this day.

The aim of this communications platform is to give local NGOs a space in which to represent themselves, communicate, share information, and organise collective actions. ACTogether has progressively opened to the private sector, individuals and NGO. Today, the platform brings together 130 NGOs working against poverty and all types of exclusion.

Among the free services that ACTogether offers its members are an online classified ad space; the creation of infomercials highlighting NGOs' activities; social media communications; help to promote member events; and press coverage in broadsheets and on the radio thanks to ACTogether's media partnerships with L'Express and Radio One.

THIS YEAR, ACTOGETHER HAD:

**4789 newsletter**  
subscribers.

**465 classified ads** placed.

**64,000 annual**  
**web visitors** and  
5,300 monthly web visitors.

**48 mentions**  
on Radio One.

**12 pages of coverage**  
in L'Express' "solidarité  
actogether" pull-out.

ACTogether also takes part in civil society events in order to continuously raise its own profile and grow its member network. This year, the platform participated in three career fairs, the "Tikoulou" performance and the Disability Business Forum.

According to a participating NGO: *"It's a fantastic and indispensable source of support. It allows us to post about our needs and communicate with the general public."*

## ETHICS

The decision to behave ethically is a moral one. Employers and employees must decide what they think is the correct course of action. Ethics apply to all aspects of business conduct and are relevant to the conduct of individuals and the organisation as a whole. In some cases, this may mean that the organisation rejects the route that would lead to the largest short-term profit. Together with good corporate governance, ethical behaviour is an integral part of everything that CIEL does.

### EXAMPLES OF ETHICAL PRACTICES AT CIEL INCLUDE:

- Businesses that are conducted within the framework of relevant laws, regulations and internal policies;
- Codes of conduct for employees;
- Ensuring that all our business partners adopt the same standard of ethics with regard to employee welfare, society and the environment;
- Regular anti-bribery and anti-corruption awareness campaigns, as well as campaigns to raise awareness of privacy and data protection policies;
- Anti-bribery and anti-money laundering awareness sessions in partnership with ICAC and Transparency Mauritius;
- Continuous efforts to promote clean, high-performing, more accountable and transparent control systems at all levels;
- Responsible procurement procedures; and
- Zero tolerance policy against discrimination and respect for employees' rights to freedom of association and collective bargaining.

## OUR COMMITMENT TO OUR PEOPLE

Our people are our greatest asset. We provide our employees with a wide range of training and development programmes to help them develop their talents and achieve their full potential in a collaborative, safe and healthy workplace.

### EXAMPLES OF OUR COMMITMENT TO OUR PEOPLE INCLUDE:

- Ongoing training programmes to improve performance and promote personal development;
- Regular team building exercises;
- Remuneration surveys to ensure accurate and competitive remuneration practices;
- Workers Councils and Welfare Committees;
- Occupational and Safety Committee in place;
- Health and Safety policy;
- Risk assessment, fire drill and first aid training;
- Awareness sessions on health care;
- Medical tests and Health and Safety Weeks organised in several units; and
- Leisure and sporting activities.

### WORK ACCIDENTS

No serious injuries were reported for the period under review.



# CSR REPORT OUR COMMITMENT FOR 2014-2015 (CONT'D)

## ENVIRONMENT

We encourage stakeholders within CIEL companies to adopt environmentally conscious practices in their operations and activities. Control systems have been introduced at the level of individual companies to better manage water and energy consumption as well as waste and affluent.

### VALLÉE DE FERNEY: OUR COMMITMENT TO THE PROTECTION OF MAURITIAN BIODIVERSITY

CIEL Limited has an ongoing commitment to support the “Vallée de Ferney”, an area of privately owned land in the Bambous Mountains that is among the largest and most important reserves of native wildlife in Mauritius. The Bambous Mountains have been identified as a priority area for the expansion of the Republic of Mauritius’ “Protected Area Network” project, funded by the Government of Mauritius and the United Nations Development Programme. The Vallée de Ferney Conservation Trust will benefit from the widening of this programme.

In January 2013, the Vallée de Ferney Conservation Trust and the Mauritian Wildlife Foundation signed a Memorandum of Understanding to further develop the conservation management of the valley and of its endemic species. We have carried this work forward in 2014 with a three-year project to “Optimise the Ferney Valley into a Mauritian biodiversity conservation and awareness hotspot”.

## KEY ACHIEVEMENTS DURING THE YEAR

**Forest conservation:** Initial weeding out of invasive species was undertaken over a total area of 51,200m<sup>2</sup> (5.12 ha) of forest. Maintenance weeding, or the removal of invasive weeds that grow after initial weeding, is also important to helping the native forest regenerate. Maintenance weeding took place over a total area of 18,700m<sup>2</sup>.

**Propagation of plants:** Once the weeding activities had been completed, Ferney nursery staff collected native seedlings and seeds from the forest to be propagated and planted in different zones throughout the valley. 5,196 native plants have now been replanted in the forest, and there are 7,047 native plants in stock in the Ferney nursery waiting to be replanted.

**Rare plant search:** Searches for rare plants are regularly conducted within the conservation zone.

**Native birds reintroduction:** Beyond habitat exploration, a key element of the Ferney Valley’s renewal is the reintroduction of endangered or lost species that previously played key ecological roles. The Ferney Valley conservation project includes efforts to re-establish and protect many land bird species such as the Kestrel, the Echo Parakeet, the Mauritius Cuckoo-Shrike and the Mauritius Fly-Catcher. The project is also considering the reintroduction of Pink Pigeons in 2016.

#### EXAMPLES OF ENVIRONMENTAL BEST PRACTICE AT CIEL INCLUDE:

- Our Environmental Policy Statement;
- Procedures established, implemented and maintained to ensure compliance with Emergency Preparedness and Response Policy;
- Policies and guidelines for reducing water and energy use;
- Regular monitoring to identify and manage environmental risk;
- A Water and Effluents Management System; and
- A Solid Waste Management System.





# CSR REPORT OUR COMMITMENT FOR 2014-2015 (CONT'D)

## SUPPORT FOR CULTURE AND SPORTS

CIEL has significantly contributed to the promotion of culture and sports at national level by supporting various events, performances and sports clubs. These include:

- The play "Tikoulou et le souffle magique";
- The end of year play "Noël sous les étoiles";
- Award-winning singer-songwriter James Blunt's concert in Mauritius;
- The 2014 edition of Île Courts – International Short Film Festival of Mauritius, which promotes the development of film-making in Mauritius;
- The Otago web platform, which promotes cultural events;
- The Trust Fund for Excellence in Sports – Triathlon, funded to 2017;
- The 2015 African Triathlon Union Sprint Triathlon Cup and National Triathlon Championship 2015; and
- The Curepipe Starlight Sports Club and Faucon Flacq Sports Club.

## FERNEY TRAIL 2015

Driven by a shared passion for nature and sports, a team of CIEL employees, with the support of the Group, took on the challenge of launching the Ferney Trail at the Vallée de Ferney in 2008. The Ferney Trail was one of the first trail events to be created in Mauritius. Interest in the race has consistently grown and it is now one of the most popular trail competitions on the island. It is open to foreign participants, who join us mainly from Reunion Island and South Africa. The 8th edition of the Ferney Trail was held on 5<sup>th</sup> September 2015 at the Vallée de Ferney.

For CIEL, the Ferney Trail is not just a sports competition in which physical performance is of the utmost importance. It is also an opportunity to promote team spirit, build strong relationships with friends and colleagues, and encourage shared experiences with their families, all in a green and healthy environment. These values are deeply rooted in CIEL's DNA and we are proud to share this fantastic experience with all of the trail's participants.

Once again, the Ferney Trail 2015 partnered with the social-sector web platform ACTogether.mu, the Vallée de Ferney Conservation Trust and the Muscular Dystrophy Association by creating awareness and raising funds to support their respective projects.



**4** different racing routes:

The Ferney Trail includes a 4km race, specially designed for children aged between 6 and 12 years, as well as 35km, 17km and 10km races.



Charity: **MUR 200,000** was raised for the Vallée de Ferney Conservation Trust and the Muscular Dystrophy Association.



Participants: **Increase from 800 people in 2008 to 2,500 in 2015.**



Approximately **500 CIEL employees** participated in 2015.

