

We care we do



Sustainability Charter
April 2023



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Chairman's Message

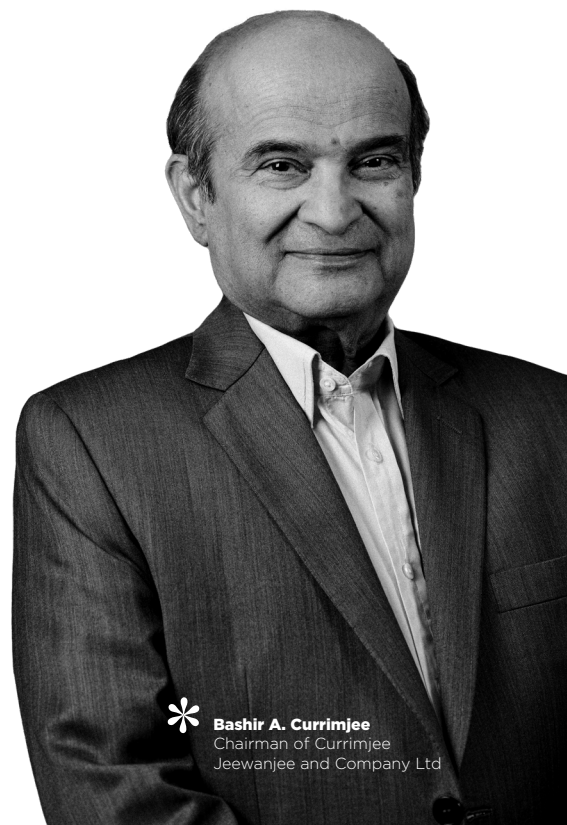
Throughout its 130 years long history, Currimjee Jeewanjee and its subsidiaries have been guided by sound business principles and strong values. Indeed, we constantly strive to uphold the highest standards in our business dealings with the utmost respect for the individual, our society, our country and at a global level, our planet. This is particularly important at a time when our world is facing unprecedented social and environmental challenges, and is essential for both our stakeholders, as well as for contributing to a healthier and sustainable society.


Currimjee Jeewanjee has been playing a key role in building a future ready and inclusive Mauritius, while

respecting the planetary and social health. Substantial improvements in its sustainability performance over the years can be noted.

To translate our engagement to the sustainable development of Mauritius, I am honored to present the Currimjee Jeewanjee & Co. Ltd.'s new Sustainability Charter, which sets out our key commitments for "Environmental Preservation", Social Inclusion and "Human Capital". Through this charter, we aim to guide our stakeholders and to support their commitments in similar agendas.

I hereby call upon all members of Currimjee Jeewanjee & Co. Ltd. to embrace this statement and adhere to its provisions.



 **Bashir A. Currimjee**
Chairman of Currimjee
Jeewanjee and Company Ltd



 **Anil C. Currimjee**
Managing Director of Currimjee
Jeewanjee and Company Ltd

Managing Director's Message

As a family owned business, the concept of sustainability and stewardship for future generation come naturally to us. Sustainability has become an integral part of our business strategy and operations, and we are constantly striving to ensure its adoption in our organization.

Through leadership and effective management, we have strengthened our sustainability commitments over the years to come up with a sustainability strategy of 3 pillars: "Environmental Preservation", "Social Inclusion" and "Human Capital", aligned with the global and local sustainability challenges. Putting sustainability at the heart of our business models has enabled us to drive more meaningful innovations over the year and has given Currimjee Jeewanjee and its

subsidiaries a competitive edge on the market as a strong sustainability partner. With the increase in global awareness on environmental and social concerns, sustainability has become a significantly important driver of choice for talent acquisition, employee engagement and customer satisfaction.

Building on our strong values of Responsibility and Openness, it gives me immense pleasure to present to you our Sustainability Charter, which depicts our group level engagements towards the environment, the society and our people.

This collaborative success exemplifies our group purpose "Together, building a better tomorrow through a value-driven culture".



About the **Sustainability Charter**

As a family-owned business with over 130 years of existence, Currimjee Jeewanjee was built with long-term stewardship and future generations in mind. What we do now will naturally impact the next generation and this is why **WE CARE.**

This is reflected in our purpose: ***Together, building a better tomorrow through a value driven culture***

We care about leaving behind an enduring legacy and we also care about how we do it. We are guided by a strong sense of moral duty towards our team members, our community members and our natural environment. We strive to strike a balance between the needs of all our stakeholders.

Our sustainability charter presents our key engagements and summarizes the operating principles for how we will conduct our business. The charter is based on our group-level

sustainability strategy, and covers the operations of Currimjee Jeewanjee and its subsidiaries and its collaborations with external stakeholders. Through these engagements, we aim to comply to and perform better than applicable statutory requirements.

The UN SDGS (United Nations Sustainable Development Goals) are our blueprint in defining our sustainability strategy and we are committed to contribute towards their achievement.

Disclaimer:

This Charter is not a legally binding document but is a general statement of intent of our commitment towards sustainable practices.

Our Sustainability Commitments

1. Manage our operations in a sustainable manner for the wellbeing of future generations.
2. Consider sustainability aspects as an integral part of our business strategy and operating methods.
3. Recognize the global sustainability challenges and diligently honor our responsibility to contribute to the solutions.
4. Engage and support our customers', employees', partners', the community's and other stakeholders' sustainability initiatives, and
5. Continually monitor, improve and report our sustainability performance openly and voluntarily.



Our Sustainability Pillars

Our Sustainability Framework is built around three pillars which are further translated into actionable strategic drivers. We also aim to align our actions to help achieve the UN SDGs as illustrated below.

Environmental Preservation

- Addressing Climate Change
- Preserving Ecosystems and Natural Resources
- Responsible Waste Management
- Environmental Stewardship

Social Inclusion

- Poverty Alleviation
- Quality Education
- Quality Health

Human Capital

- Inclusive and Fair Working Environment
- Employee Safety and Wellbeing
- Learning and Competency Development



Environmental Preservation

Goal 1: Addressing Climate Change

Recognising our contribution to the global phenomenon of climate change and proactively take effective actions to minimize and offset our greenhouse gas emissions.



How:

- Measuring and reporting our carbon footprint
- Setting carbon reduction targets and actions in line with international guidelines
 - Implement energy efficiency initiatives
 - Foster renewable sources of energy
 - Improve efficiency of or minimize high GHG emitting activities
- Offsetting our carbon footprint
 - Reforestation and afforestation projects
- Improving the adaptive capacity of our businesses and the community against the impacts of climate change

Indicators:

- GHG emissions reports
- GHG emissions avoided
- % of renewable energy generated
- Carbon sequestration capacity

Goal 2: Preserving Ecosystems and Natural Resources

Minimizing the impacts of our activities on our ecosystems and reducing our pressure on natural resources.



How:

- Restoring and preserving our terrestrial and marine ecosystems and its associated biodiversity
- Ensuring the judicious use of non-renewable natural resources
 - E.g. Water and paper
- Striving for products and services free of hazardous substances and obtained from a sustainable source
- Advocating for Responsible Agricultural Practices

Indicators:

- No. of Ecosystem restoration programmes supported
- Reforestation and afforestation area
- Use of non-renewable natural resources like energy, water, fuel and paper
- No. of responsible Agricultural practices projects supported

Goal 3: Responsible Waste Management

Promoting a circular economy model in the local context



How:

- Deploying and implementing a Waste Management System
- Reducing our waste generation by minimizing unnecessary resource consumption across our operation through the 4R principles (Refuse, Reduce, Reuse, Recycle)
- Managing and valorizing all recyclable wastes generated in our operations in a circular approach as much as possible
- Disseminating a responsible waste management culture in the community at large

Indicators:

- Process improvement to reduce generation of waste
- Volume of waste recycled

Goal 4: Environmental Stewardship

Creating an eco-conscious culture to help achieve common goals for the planet



How:

- Engaging our employees, our customers and the community at large in our environmental initiatives
- Creating eco-consciousness through recurrent awareness sessions for our employees, our customers and the community at large
- Assisting our customers in the use of our products and services in a responsible manner.

Indicators:

- Employee participation in environmental initiatives
- Community participation in environmental initiatives

Social Inclusion

Goal 1: Poverty Alleviation

Supporting social and economic development programme for the society through trust and constructive relationship.



How:

- Creating sustainable community empowerment programmes for vulnerable groups in the society
- Identifying and provide assistance to vulnerable families' immediate needs
- Supporting small local entrepreneurs

Indicators:

- No. of long term community empowerment Programmes
- Investment in vulnerable communities immediate assistance programme and
- No. of beneficiaries

Goal 2: Quality Education

Providing access to education to vulnerable groups to ensure their sustainable development.



How:

- Identifying and providing educational support schemes for children from vulnerable communities
- Indulging in literacy programmes
- Increasing outreach to academically weak students from vulnerable communities

Indicators:

- No. of beneficiaries
- Success rate of programme

Goal 3: Quality Health

Ensuring healthy lives and promoting well-being for all ages



How:

- Identifying and targeting the health issues of vulnerable communities
- Raising awareness on identified health issues and implementing specific health programmes
- Supporting community programmes for alcoholism, drug addiction, etc.

Indicators:

- No. of beneficiaries
- Success rate of programme

Human Capital

Goal 1: Inclusive and Fair Working Environment

Promoting diversity, equality and openness at work.



How:

- Maintaining zero-tolerance for discrimination at workplace.
- Hiring and retaining a diverse workforce.
- Ensuring equity in development, career opportunities, and remuneration.
- Creating an open communication culture with our employees

Indicators:

- Engagement Score
- Turnover rate
- Male vs female employee ratio
- Equal opportunity policies in place
- Compliance to Code of Ethics

Goal 2: Employee Safety and Wellbeing

Maintaining a safe and healthy working environment while acting diligently on health and safety incidents, risks and opportunities.



How:

- Preventing occupational safety and health incidents through risk assessments and hazard identification
- Providing Health and safety related trainings for employee to disseminate a safety culture
- Promoting physical and mental wellbeing of our employees
- Ensuring continuous improvement of safe behaviors and practices

Indicators:

- Outcomes of risk assessments
- Number of injury at work reported
- Investment in training on Health and Safety topics
- Employee wellbeing initiatives
- Compliance to OSHA

Goal 3: Learning and Competency Development

Enabling our people to realise their potential through development opportunities.



How:

- Providing training and skill acquisition programmes that equip employees in a changing working environment
- Having performance review conversations with employees
- Implementing the talent development programme

Indicators:

- Enablement Score
- Investment in employee training
- Performance discussions
- Retention of high potentials

