



CURRIMJEE
SINCE 1890

Sustainability Report 2019

Currimjee Jeewanjee and Company Limited
and Subsidiaries

June 2020

ABOUT THIS REPORT

This report is based on the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines

Reporting Period January to December 2019

Reporting Cycle Annual, starting 2015

Date of Issue June 2020

Report Scope & Boundary The information and data in this report relate to Currimjee Jeewanjee & Co Ltd and its subsidiaries (henceforth referred to as 'CJCO').

CJ: Currimjee Jeewanjee & Co Ltd, the Corporate Office of CJCO

CJCO: Currimjee Jeewanjee & Co Ltd and Subsidiaries.

Currimjee Foundation: Manages Corporate Social Responsibility (CSR).

Aspects regarding economic performance are covered in CJ's annual Integrated Report.

GRI 'In Accordance' Option & UN SDGS This report is in accordance with the 'Core' option of the Global Reporting Initiative. CJCO has adopted the United Nations Sustainable Development Goals (UN SDGs). The GRI Content Index and UN SDGs correspondences are provided at the end of this report.

Legal Compliance During the reporting period, no fines or monetary penalties pertaining to breach of national environmental laws were imposed on CJCO. CJCO operates in an environmentally responsible way and abides to applicable national and environmental laws

HOW TO USE THIS REPORT

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This report is issued by the Corporate Office of CJ.

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OUR COMPANY

CURRIMJEE JEEWANJEE & CO LTD AND SUBSIDIARIES (CJCO)

The foundations of Currimjee Jeewanjee & Co Ltd and Subsidiaries (CJCO), part of the Currimjee Group www.currimjee.com were laid in 1890, with 130 years of existence in Mauritius. Initially, CJCO established itself as a commodity trader and later its business activities diversified into five clusters: Telecoms, Media & IT, Real Estate, Tourism & Hospitality, Commerce & Financial Services and Energy. This report covers CJCO companies and excludes the Energy Cluster which consists of Total Mauritius and Seejay Gas. The Currimjee Group has been ranked 19th (turnover) in the top 100 companies in Mauritius in 2019 by Business Publication Ltd.

CURRIMJEE

SINCE 1890



Telecoms, Media & IT

Currimjee Informatics Ltd: Provider of ICT solutions, Business Intelligence and is a registered ICT training institution.

Emtel Ltd: Mobile telephone operator providing prepaid & postpaid, wireless internet, broadband, fixed line, digital TV & mobile services, international connectivity solutions via undersea Optical Fibre and state-of-the-art Tier 3 Data Centre Services.

MC Vision Ltd: Leader in the digital pay TV and provides, in partnership with Emtel Ltd, high speed internet and fixed telephony.

Screenage Ltd: Leading provider of interactive media and connectivity services to the hospitality sector, including multimedia portals and secured internet access.



Real Estate

Currimjee Property Management and Development Ltd: Manages CJCO properties and offers tenancy, facilities management, accounting, legal assistance and administrative services.

Multi Channel Retail Ltd: Partly owns Phoenix Central and acts as land promoter and property developer.

Compagnie Immobilière Lté: Owns Arcades Currimjee and is responsible for the rental of commercial and office space in the arcades.

Currimjee Jeewanjee Properties Limited: An investment holding company that manages properties owned by the Currimjee Family.



Tourism & Hospitality

IKO Resort Village Ltd: Responsible for the development and management of hospitality and hotel related real estate projects of CJCO.

Silver Wings Travels Ltd: A one-stop business for travel related services and solutions for leisure and business segments, both inbound and outbound.

Anantara Iko - Mauritius Resort & Villas: A 5 star+ 164-room resort operating since September 2019 in the south east of Mauritius. The project was developed by Currimjee Jeewanjee & Co Ltd through their Hospitality Division (IRVL) and is managed by MINOR Hotel Group.



Commerce & Financial Services

Batimex Ltd: Specialized in building materials & finishes and represents leading brands from Europe and USA.

Island Life Assurance Co Ltd: Offers a product portfolio including investment plans with competitive bonuses, cash back plan, educational plan, pension plan and secured loans.

Telecoms,
Media & IT

Real Estate

Tourism &
Hospitality

Commerce &
Financial Services



PHOENIX
CENTRAL

Arcades Currimjee
shop, eat & enjoy

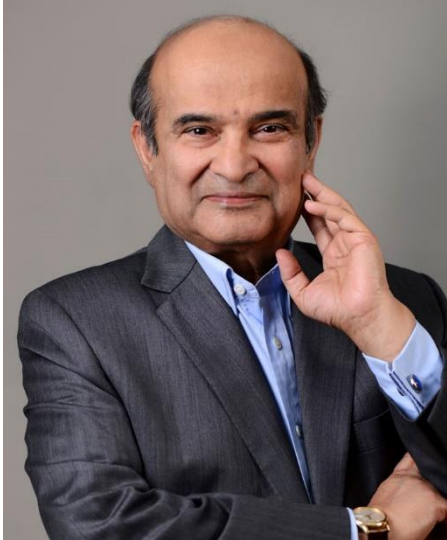


SILVER WINGS
TRAVELS



OUR MAIN BRANDS

CHAIRMAN'S MESSAGE



Bashir A. Currimjee, GOSK
Chairman
Currimjee Jeewanjee & Co Ltd

***We must responsibly manage
the present, and importantly
build a better tomorrow.***

As a diversified Group, we do realize that our world has finite resources and we endeavor in our day to day activities to provide quality products and excellent services in harmony with environmental preservation. We pledge to minimize our ecological footprint by the judicious use of natural resources and adopting a wastes valorization philosophy. In 2019, we launched a national campaign across our Telecom and Media showrooms to recycle electronic wastes collected from the public so that they do not end up as toxic pollutants in our pristine environment. In addition, we have ensured that

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 particular important at a time when our world is facing the unprecedented challenge of climate change.

As a Group, we are resolutely committed to environmental and sustainable management in line with the United Nations Sustainable Development Goals (UNSDGs). We consolidated our engagement on sustainability by adopting the "Currimjee Jeewanjee Environment and Sustainability (E&S) Statement" that sets our key commitments regarding the environment.

our first coastal hotel Anantara IKO Mauritius adopts the most stringent eco-standards including no plastic straws, and we are promoting biodiversity and conservation through valued partnerships with the Mauritius Wildlife Foundation and Reef Conservation.

The Group is also an active contributor to integrated and sustainable community developments. Indeed, through the Currimjee Foundation, we consider that is our duty to drive social projects across different areas, including poverty alleviation, health, education, training, leisure and sports. In 2019, we have supported 68 students to pursue their education and training at the University of Mauritius and other learning centers. And, we have mobilized a total of 562 volunteers including our staff, Mauritius Scouts and other NGOs in our sponsored "Citadel endemic re-vegetation" program in 2019.

The Board strongly believes that investing in our people for enhancing their skills, competencies and well-being as well as furthering collaboration with our stakeholders, namely our business partners, suppliers, customers and the society, is crucial for the Group's long-term sustainability and success. In 2019, CJCO provided a total of 13,211 hours of training to our staff and celebrated the "International Women's Day" in line with the United Nations guidelines for promoting women's rights and well-being at work.

As testament to our drive for sustainability, I am very proud to report that one of our Real Estate companies (Compagnie Immobilière Limitée) has been successfully included in the 2019 SEMSI - Stock Exchange of Mauritius Sustainability Index - with the highest score for Environment (91%). Moreover, building on our strong values of Responsibility and Openness, the Group has been publishing its Sustainability Report since 2015 based on the international GRI reporting framework with a key focus on the United Nations Sustainable Development Goals in this present edition.

On behalf of the Board of Directors, I would like to express our gratitude to the Executive team, under the leadership of the managing director, Anil C. Currimjee, all employees of the Group and our valuable partners for all their trust, support and contributions in making us what we are today, namely a Mauritian based respected, professional and sustainable organization.

KEY ENVIRONMENTAL INDICATORS

Results of 2019 for CJ and Subsidiaries (CJCO)

14,665,680 kWh

Energy consumed by
Emtel Boundary
Office, Cell Sites and
Data Centre

↓1.4%



2,124,125 kWh

Electricity consumed,
excl. Emtel Boundary
Office, Cell Sites and
Data Centre

↑0.06%



13,485 kWh

Green solar energy
generated

0.6%
of electricity
consumed at offices



34 kW

Photovoltaic
systems installed
across CJCO



701 m³

Rainwater
harvested and
used

↑37%



313,090 Litres

Fuel used for
transportation

↓13%



3,371 reams

Office paper
used

↓13%



260 Litres

Kitchen oil
collected &
recycled from Food
& Beverages
Tenants



KEY ENVIRONMENTAL INDICATORS

Results of 2019 for CJ and Subsidiaries (CJCO)

4.4 Tons office
Paper Waste
recycled



through Responsible
Collectors & Recyclers

30 Tons E-Waste
recycled



through Responsible
Collectors & Recyclers

566 kg E- Waste
Collected from public and
recycled



through the Emtel
National E-waste
Recycling programme.

252 kg PET
Waste recycled



through Responsible
Collectors & Recyclers

504 staff Eco-
participation



World Environment Day,
Mangrove planting, Citadel
revegetation, clean up
campaigns, Eco Tours
initiatives

1,401 Endemic
Trees planted



La Citadelle endemic
revegetation programme
started in 2015, with a total of
1,401 planted in 2019 and
reaching a total of 4,575 plants
end 2019

Marine Biodiversity
Awareness



395 Students
73 public
11 staff

Through sponsorship of NGO
Reef Conservation

Terrestrial
Biodiversity
Awareness

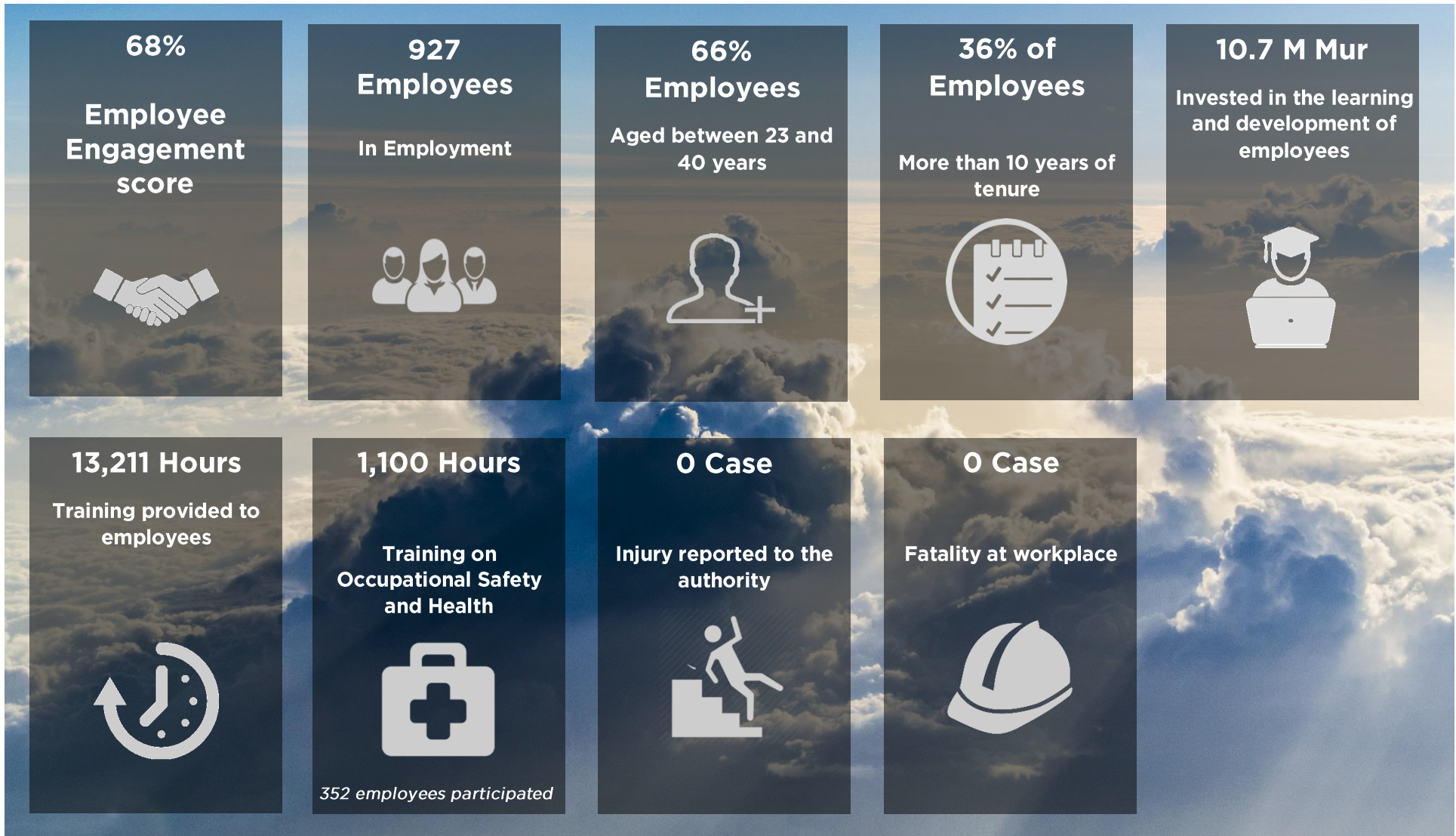


212 Students
100 public
78 staff

Through sponsorship of NGO
Mauritian Wildlife Foundation

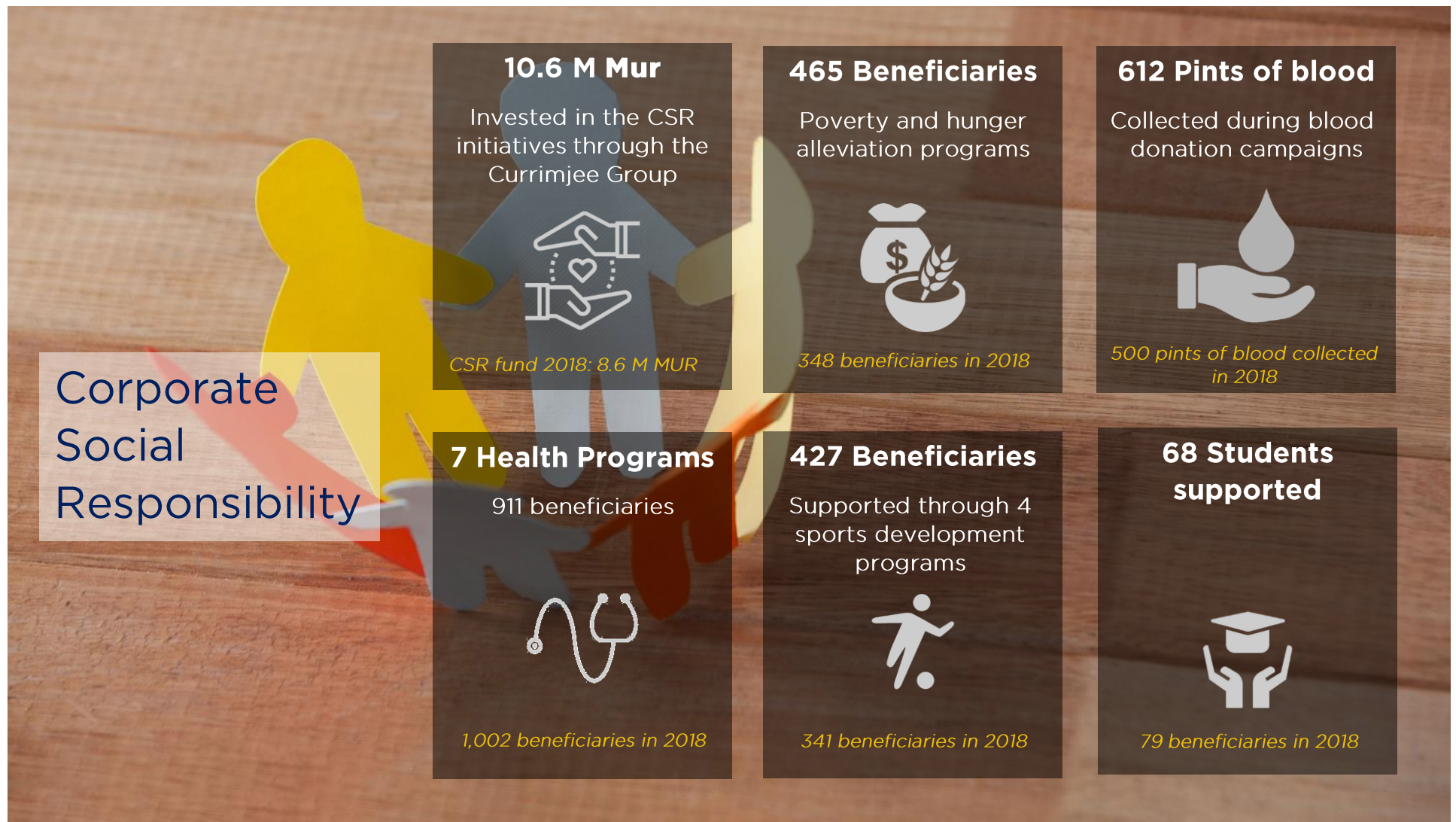
KEY HUMAN CAPITAL INDICATORS

Results of 2019 for CJ and Subsidiaries (CJCO)



KEY CSR INDICATORS

Results of 2019 for CJ and Subsidiaries (CJCO)



OUR APPROACH

MANAGEMENT APPROACH

CJCO has been playing an active role in the business sector of Mauritius and has greatly contributed to the economic development of the country.

Our Purpose

“Together building a better tomorrow through a value-driven culture”

5 VALUES AT HEART

Foresight
Integrity
Responsibility
Passion
Openness

CORPORATE GOVERNANCE

The governance structure of the company is in line with the best practices of the National Code of Corporate Governance (<http://www.nccg.mu>) and is managed by a Committee at the level of CJ. The committee has the responsibility to make recommendations to the CJ Board of Directors on all Corporate Governance provisions to be adopted for effective compliance. A Statement of Compliance is included in the Company's Annual Integrated Report, reflecting the strong corporate governance culture of CJCO.

The performance of the subsidiaries in terms of Human Resources, Quality Management, Sustainability, Finance, Risk Management, Internal Financial Audit and Marketing & Communication is supported and overlooked by CJ through four sub committees established by the Board of Directors:

- **Audit & Risk Committee**
- **Corporate Governance Committee**
- **Human Resources and Organisational Effectiveness (HROE) Committee**
- **Strategy & Finance Committee**

ETHICS & INTEGRITY

CJCO's Code of Conduct highlights its ethical and professional standards, which are adopted by all employees with a strong sense of duty. To achieve and maintain high standards of openness, honesty and accountability with regard to behaviour at work, service to the public and in all its working practices, the company has also published its Whistle-Blower policy, which encourages employees to openly report any breach of laws, immoral practices, and conflicts of interests. To further emphasize uncompromising ethical business standards, some subsidiaries such as Emtel, has also established a business partner Code of Conduct.

The Audit and Risk Committee oversees the implementation of all governance policies as well as ethical practices across the business units.

All employees are required to acknowledge and adhere to the CJCO Code of Conduct.

SUSTAINABILITY APPROACH

CJCO has adopted the United Nations Sustainable Development Goals (UN SDGs) addressing relevant and priority global environmental issues. The UN SDG framework provides a blueprint to achieve a more sustainable future for all and promotes action against global challenges including climate change and environmental degradation. In 2019, CJCO formally integrated the 17 UN SDGs in its sustainability approach. With regards to the materiality aspects, the UN SDGs have been regrouped under four drivers by CJCO namely:

1. Addressing Climate Change
2. Preserving Ecosystems & Natural Resources
3. By-products & Waste Management
4. Safe and Engaged Company and Community



ENVIRONMENT & SUSTAINABILITY FRAMEWORK

CJCO's environmental framework is based on the material aspects of business units and their impacts on the environment. Since 2014, the Board of CJ has formally adopted an Environment & Sustainability (E&S) statement. Reviewed in 2019, the statement sets out the commitments of the Group and provides guiding principles to the business units to ensure that all business activities are in harmony with environmental preservation and sustainability, and are as follows:

https://www.currimjee.com/documents/CJ_E&S_Statement.pdf

Through leadership, staff involvement and effective management, we shall:

- *Endeavour to preserve the environment and manage our operations in a sustainable manner for the well-being of future generations.*
- *Consider environmental and sustainability aspects as an integral part of our business strategy and operating methods.*
- *Recognise the global challenges due to climate change and diligently honour our responsibility to reduce the environmental impacts of our business operations.*
- *Continually monitor and improve our environmental performance and support customers', employees', partners', the community's and other stakeholders' environmental and sustainability initiatives and progress.*

ENVIRONMENTAL & SUSTAINABILITY STRATEGY AND POLICIES

CJCO has defined green policies namely the Waste Management and Purchasing policies, which are adopted by all business units in their operations. CJCO also committed to voluntarily and openly report its environmental and social performance through its sustainability report, in line with the Global Reporting Initiatives (GRI) standards and the UN SDGs. The first sustainability report was published in 2015 and since then has been published on an annual basis.

At CJCO, a 3-year sustainability strategy is developed, reviewed annually and endorsed by the board of directors. The strategy which takes into account key material aspects of the company and subsidiaries is in alignment with the purpose and values of the Group and is driven by the Quality and Sustainability (Q&S) department of CJ. Key strategic focus areas are as follows:



ENVIRONMENTAL GOVERNANCE

CJCO's environmental program has a defined governance structure, namely:

- **The Human Resources and Organisational Effectiveness (HROE) Committee** meets on a quarterly basis to the overlook the environment and sustainability scope, objectives and performance.
- At corporate level, the **Quality and Sustainability (Q&S) department** is in charge of the environmental initiatives of CJCO. It has the responsibility to manage and report to the HROE Sub-Committee and CJ Board on the performance of CJ and its subsidiaries with respect to environmental and sustainability.
- **Nominated executives from business units** support, monitor and report environmental performance to the Q&S department on a monthly basis.
- **The Currimjee Foundation** manages environmental projects which fall under the CSR (Corporate Social Responsibility), in collaboration with the Q&S department.

STAKEHOLDER ENGAGEMENT

CJCO proactively identifies stakeholders' needs and expectations which subsequently define the materiality of its sustainability approach. In doing so, CJCO understands, respects, prioritises and fulfills stakeholders' expectations and consequently endeavours to manage and mitigate any undesirable economic, social and environmental impacts of its operations.



MATERIALITY ASSESSMENT

CJCO's impacts on the natural systems are measured in terms of inputs (e.g. energy and water) and outputs (e.g. wastes). The environmental aspects have been identified and defined in the E&S Statement and the impacts with regards to the environment, society & stakeholders are regularly reviewed. These material aspects are re-actualised during the Environment and Sustainability meetings of CJCO and the quarterly HROE committee.

In parallel, CJCO endeavors to mitigate any adverse impacts through proper environmental progress monitoring. Materiality assessment is an ongoing exercise that takes into full consideration the substantive expectations and interests of all stakeholders.

CSR PROGRAMME



HUMAN CAPITAL APPROACH

CJCO recognises that its human capital is key to the execution of its business strategy and sustainable business performance. As such, the HR strategy that has been formulated aims at building the organisation by creating a better alignment between business and people needs. The four main HR strategic drivers which CJCO has been working on include:

- Building a stronger organization
- Building human capability
- Managing and developing talent, and
- Promoting an engaged workforce.

Responsible Employment Practices

As a responsible employer, CJCO is committed to implement fair and relevant employment practices and ensure compliance to the legal framework governing the human resource functions. Responsible employment practices include the provision of parental leaves, maternity benefits, and retirement gratuity. CJCO employment practices have strictly prohibited the recruitment of child labor. Moreover, in line with the Equal Opportunity Act, an Equal Opportunity Policy has been implemented since 2015 to provide equal treatment opportunities to all employees.

The CJ Code of Conduct reviewed in December 2017, sets out the ethical and professional standards which all employees are expected to fully comply with. Furthermore, in 2019, to improve and harmonise CJCO's HR practices, a number of HR policies and procedures were reviewed and include Flexible Working Arrangements, Diversity and Inclusion, and Performance Management.

Employee Engagement

CJCO strongly believes that employee engagement drives business performance. Employee engagement surveys have been conducted to gauge employee satisfaction and have their feedback on the engagement drivers that need to be improved and sustained. Focus group discussions are held with employees with a view to obtaining their inputs in the formulation of employee engagement action plans which are subsequently implemented over a one-year period.



The engagement score in 2018 for the Group was 61% while the score for 2019 improved to 68%. This improvement was mostly attributed to the actions undertaken in 2019 to address the lowest-scoring drivers, namely Recognition, Managing Performance, Learning and Development.

Some of the initiatives included the implementation of a Performance Management System for non-Managers, team building activities, leisure and wellness activities for employees and targeted learning and development programs at different levels.

Talent Management and Development

CJCO has implemented a Talent Management and Development program to retain, manage and develop its key talents for executing its business strategy and ensuring continuity of its business operations. In 2019, CJCO launched the CJ Leadership Academy together with the RBL Group, a 9-months leadership program which saw the participation of 40 executives from all the subsidiaries. As part of the academy, coaching was introduced and 6 coaches were trained to work with the executives. In parallel, a number of individual development plans and coaching plans were developed and relevant training programs identified for some High Potentials.



Learning and Development

CJCO's learning and development strategy encourages and supports professional and personal development. Based on the training gaps identified through performance reviews and new business initiatives, CJCO offers developmental opportunities to its employees to ensure that they have the right skills and knowledge to meet their objectives and continue to grow professionally.



e-Skills Ltd, a CJCO learning institution, provided tailor-made courses aimed at improving the competency gaps identified for the different employee categories. Courses which have been developed include Leading for the Future and Customer Service.

Occupational Safety and Health

Safety and health considerations are an integral part of CJCO decision-making process. This ensures that the conduct of the business operations is in line with the provisions of the legal framework, in particular the provisions of the Occupational Safety and Health Act 2005 (OSHA 2005).

A Safety and Health Policy has been adopted and which sets out the recommendations for a healthy and sound working environment.

As required by OSHA 2005, all units with more than 50 employees have a formal joint management-worker health and safety committee which meets every two months to ensure safe working conditions of employees. To identify risks at workplace, risk assessments are being carried out every two years, with an improvement plan. In 2019, risk assessments were carried out by HSE Consultant Ltd for Batimex, CJ Corporate, CPMD, Island Life Assurance and Silver Wings Travel with a defined action plan for each company that was implemented to ensure safety, health and welfare of employees.

CJCO empowers its employees for emergency response situations through Firefighting and First aid trainings. Trainings on work related hazards are also provided to employees such as 'Fork lift safety' for operatives of Batimex. In 2019, 352 employees participated in Occupational Safety and Health related trainings.



Employee Welfare and Wellbeing

Promoting employee health and wellbeing is key to retaining and engaging our employees. In this context, a number of initiatives were implemented in 2019, some of which are highlighted below.



International Women’s Day (IWD)

‘Balance for Better’ was the theme for 2019 IWD and CJCO celebrated the day with the presence and interaction of Ms. Aisha Timol, a CJ Director, who shared her experience in balancing work and personal commitments. We celebrated women in leadership roles within the CJ Group, and culminated the day with a series of action points to foster better balance at work for both women and men.



Kids at Work

The ‘Kids@Work’ event was designed to showcase the employees’ place of work to their children. Fun activities and departmental site visits were organised for the children who also befriended their parents’ colleagues and became part of our CJ team for a day.



Yoga

Offering stress-relief therapy to staff through complimentary yoga classes once a week to encourage relaxation, meditation and mindfulness has been a recurrent feature since last year's successful measure to promote mindfulness.



Flexible Work Arrangement

As a measure to promote work-life balance and integration, a Flexible Work Arrangement policy was implemented in October 2019 to offer employees the choice of managing their work and life priorities, through the organisation's support. Employees can choose to work from home, have reduced hours of work or alter their daily work schedule, depending on the urgencies of their respective businesses.



OUR SUSTAINABILITY INITIATIVES

CJCO believes that its commitment to the environment and the community helps create value in the long term for the Group, the stakeholders and the wider society.

On the environment and sustainability front, a number of initiatives have been implemented in 2019, with a focus on reduction of carbon footprint, protection of the endemic biodiversity, support to vulnerable communities, development of employees' core competencies and promoting well-being at workplace.

Adopting an Eco-Calendar

Environmental events are now a regular feature of the annual calendar of CJCO. During 2019, the World Environment Day, and World Clean-up Day were organised. CJ and its subsidiaries involved their management teams and employees to deploy key actions around these events, through awareness campaigns, community clean up, plant distribution and tree planting activities.

World Environment Day 2019 – ‘Plant for Tomorrow’



For the World Environment Day 2019, CJCO adopted a common theme for the Group, namely ‘Plant for Tomorrow’ to promote sequestration of carbon from the atmosphere and combat climate change.

Tree planting activities were organised by the business subsidiaries at conservation areas of Ebony Forest, and MonVert.



Keeping our Environment Clean

For the “World Clean-Up Day 2019 Campaign”, Emtel in collaboration with NGO ELI Africa organised a mega clean-up “Let’s Clean-up Ebene Cybercity” on 19th September 2019. 175 volunteers including Emtel staff, corporate teams, NGOs and other collaborators teamed up to clean the Ebene Cybercity. 90 bags of wastes were collected for a total weight of 260 kg including 137 kg of recyclables. 150 plants were also distributed. CJCO also supported the beach and lagoon clean-up campaigns supported by local newspaper Defi Vert at Belle Mare beach.



Green Energy Management



CJCO is committed to mitigate Climate Change (UN SDG #13) and promote the UN agenda of Clean Energy (UN SDG #7). Photovoltaic systems of a total capacity of 34 kW have been installed across its subsidiaries to supply electricity to the offices.

The 17 kW system installed at MC Vision supplies the satellite content monitoring room 'Regie' of the company, the 3 kW system implemented at the Arcades Currimjee supplies 50% of the lighting system of the common area of the arcades and another 3 kW system at the CJ corporate office has been implemented to generate green energy for the offices.

The cell sites of Emtel at the remote island of Agalega have been designed in a sustainable way and make use of a hybrid diesel and photovoltaic power system.



Paperless Initiatives

MC Vision Electronic Contract



As a commitment to reduce its carbon footprint, CJCO has adopted new strategies to decrease its paper consumption, including double sided printing, internal sharing of e-documents, promotion of e-media and e-communications and adoption of international standards for paper purchase (FSC, PEFC and ISO).

One of the key initiatives implemented by MC Vision is the electronic contract for new subscribers, thus eliminating the need for filling physical forms and documents. With the e-contract, the printing of 6 pages for each new customer subscription is eliminated.

Emtel also launched the Selfcare initiative to enable its customers to pay their bills online and access their accounts details digitally, reducing the need for paper usage. Other key digitalization projects of CJCO include the development of e-marketing tools and adoption of an e-purchasing system (Kissflow) by companies.



Responsible Waste Management

Emtel National E-waste Recycling Programme



Electronic wastes pose a great threat to the environment due to their hazardous content. Emtel in collaboration with the NGO Mission Verte and local recycler BEM Recycling launched a national programme in May 2019, to encourage the Mauritian population to responsibly recycle their obsolete mobile phones, tablets and accessories.

Dedicated e-waste bins have been placed at 51 collection points across Mauritius including one collection point in Rodrigues to allow the public to dispose their electronic waste for recycling. Licensed NGO Mission Verte ensures the safe collection and transport of the E-waste to the recycler, BEM Recycling which processes the waste before export to recognised foreign companies for advanced recuperation of metals and materials.

This initiative helps address the UN SDGs related to environmental protection and health and also helps create new areas of employment and economic growth in the e-waste processing industry. As at end 2019, 566 kg of e-waste have been recycled.

For more information, visit: <https://www.emtel.com/corporate-social-responsibility>



Anantara Iko Mauritius Resort & Villas

Anantara Iko Mauritius Resort and Villas, a 5-star+ resort with 164 rooms in the south east of Mauritius is operating since September 2019 and is managed by MINOR Hotel Group a leading Hospitality company based in Thailand under the Anantara brand. In line with CJ's commitment and values, the project was established in harmony with the environment.



The resort, which is found in front of the the Blue Bay Marine Park (national marine reserve category B) has been built respecting the 100 meters of the “high water mark”, which is over the required standard and a first in Mauritius.

The design of the resort integrates natural ventilation, solar energy, an ozone pool, and an ultra-efficient wastewater treatment system. The hotel has no infrastructure on the public beach of La Cambuse and does not offer any motorized water sports in the open sea.

The Currimjee Foundation launched a program in 2017 and 2018 to train 33 farmers from the south on organic farming. This project is in line with the Group's strategy aimed at favouring local planters and products whilst promoting organic farming and to eventually supply the hotel.

Anantara Iko Mauritius Resort and Villas through the Currimjee Foundation has also been supporting local environmental NGOs including the Mauritian Wildlife Foundation and Reef Conservation to protect and restore native fauna and flora.



Ecosystem and Biodiversity Preservation Caring for the Environment

The protection and preservation of the rich but endangered biodiversity and ecosystems of Mauritius has been a key area of intervention. Various initiatives as highlighted below were undertaken in 2019.

Sandwatch Programme



To raise public awareness about coastal erosion, the Currimjee Foundation has teamed up with the NGO Association pour le Développement Durable (ADD) to launch the Sandwatch program.

The Sandwatch programme is an international educational development initiative from UNESCO, whereby school students, teachers and local communities collaborate to monitor coastal environments, identify and evaluate the threats they are facing and develop sustainable approaches to address them.

In 2019, La Gaulette and France Boyer State Secondary Schools were involved in the programme. The sites monitored were La Preneuse, La Prairie and Blue Bay public beaches. The students and teachers monitored the physical characteristics of the beach, anthropogenic activities and water quality. The data collected by student were uploaded on an open database of UNESCO Sandwatch as a baseline for climate change studies and presented

to fellow students and representatives of the Ministry of Education during a ceremony. Participants received a certificate of participation from the Board members of ADD.



Marine Biodiversity Conservation

The Currimjee Foundation together with IKO Mauritius Resort Village Ltd collaborates with the NGO REEF Conservation to implement a number of initiatives, including a nationwide awareness campaign, the publication of a lagoon directory and the development of several eco-friendly tools for Anantara IKO Mauritius Resort and Villas kids club.



Emtel also partnered with REEF Conservation for the Eco-schools Programme which help students, educators, parents and communities to adopt and implement green concepts as part of their everyday life.



“The various activities achieved with the Currimjee Foundation, the IKO Mauritius Resort Village Ltd, Anantara IKO Mauritius Resort and Villas and Emtel, have supported Reef Conservation’s overall objectives of encouraging stewardship for coastal and marine ecosystems and biodiversity by ALL, through education, awareness and positive actions for conservation.”

Kathy Young – Managing Director Reef Conservation



Preservation of the Mauritian Endemic Fauna and Flora



CJ collaborates with the Mauritian Wildlife Foundation (MWF) for the conservation and preservation of endangered plant and animal species in Mauritius and Rodrigues. In June 2019, the Emtel team visited Rodrigues Island where an educational activity was held at the nursery of MWF with the school children from the GPL Special Learning School.

In Mauritius, three activity tours comprising of a guided trail and on-the-field activities were held on Ile aux Aigrettes with CJ staff. Several sensitisation programs were also organised among the public, local communities, students and employees of CJCO.



La Citadelle Endemic and Native Re-vegetation

La Citadelle re-vegetation project started in 2015 by the NGO Friends of the Environment, with the support of the Currimjee Foundation. The project aims to recreate a self-sustaining ecosystem of native and endemic plant species, on one hectare of

the hill commonly known as La Petite Montagne in Port Louis. The site was highly invaded with exotic species and prone to bush fires.

Through this initiative, CJ also strives to educate and increase awareness of staff, school children and the surrounding community on the importance of preserving their natural heritage. During 2019, 168 staff and 172 scouts participated in the project and planted 1401 endemic plants. To date, more than 4,000 endemic plants have been planted at la Citadelle and no wildfire occurred on the project plot.



“The north flank of Petite Montagne today encapsulates an inspiring message of hope by showcasing what is achievable when vision and know-how meet determination and sustained financial support. The once barren fire-swept sorry landscape is turning into a lush native ecosystem, training and sensitizing many people to biodiversity conservation in its journey”

Vincent Florens – Associate Professor in Ecology - University of Mauritius

CSR Activities

In 2019, the Currimjee Foundation and CJ business units, implemented a number of projects in the education & training, leisure & sports and environment intervention areas to help the communities.

Socio-Economic Development



Food4Smile



The Currimjee Foundation renewed its support to low income earners via the food4Smile initiative. 80 low income families were supported and offered a grocery box.

Christmas Initiative

In December 2019, Emtel in collaboration with NGO Light of Hope organised a Christmas party for more than 175 kids from 9 different shelters and associations. The kids were taken to Casela World of Adventures for a full day activity and Christmas gifts and school materials were distributed.

Screenage together with the Currimjee Foundation also donated school materials to 100 children in the region of Petite Rivière. The project was worked out in collaboration with the NGO Planète Enfants Vulnérables.

Education and Training



Education is key to promoting and ensuring social and economic development. Currimjee Foundation, through its Undergraduate Scholarship Scheme, offered 7 scholarships to students from low income families to pursue their studies at the University of Mauritius.

Special Education

Currimjee Foundation worked with NGO EDYCS Epilepsy group to support the NGO in its goal to provide education to epileptic children. Emtel similarly provided support to the GPL Special Learning Centre for the renovation of the school building.



Health

Medical support has been provided by the foundation to bedridden individuals through medical grants, financial support for overseas surgery, and support to NGOs working for the improvement of life of people with medical ailments. 21 patients benefitted from the overseas medical scheme in 2019.



Moreover, in 2019, CJ has been very active in supporting patients suffering from epilepsy, Thalassemia and drug addiction. 5 blood donation events were organised with the National Blood Transfusion Service and 612 pints of blood were collected.

The Currimjee Foundation organised its second “Vine Pran Conte To La Sante” edition jointly with the NGOs Positive Approach to Total Health (P.A.T.H) and Caritas Ste Anne of Tranquebar. 60 healthcare professionals carried out medical screenings for 400 persons for diseases such as hypertension, stress, diabetes, high body mass index, respiratory and cardiovascular, ENT, dental and eye problems. The children present also benefitted from paediatric care.



Leisure & Sports

Over the last few years, CJ has been investing in leisure and sports schemes which help remedy social issues and improve the quality of life of vulnerable groups. CJ firmly believes that all members of society including disabled individuals, low income families and underprivileged children have the right to recreational activities.



In this respect, the Foundation provided support to more than 400 youths through local NGOs and sports associations. The aim was to promote inclusive communities and help the youths develop their talent by providing proper structure and facilities.



CJ also sponsored Club Sportif Zeness Vallée Pitot, Mangalkhan Sports Club Academy and Bolton Academy which all aimed at using sports to develop the children's personality and fight the spread of drugs





OUR PERFORMANCE METRICS

CJCO closely monitors its environmental, social and human resource performance and continually strives to improve its sustainability performance.

ENVIRONMENTAL PERFORMANCE

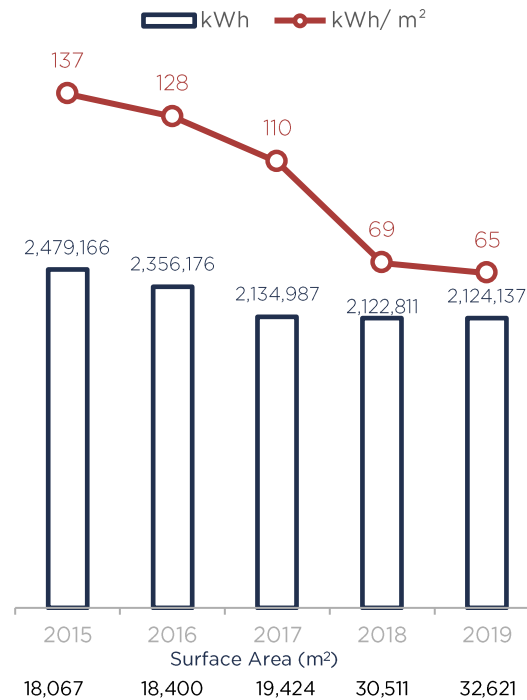
ENERGY MANAGEMENT

(excl. Emtel Boundary, Cell Sites and Data Centre)

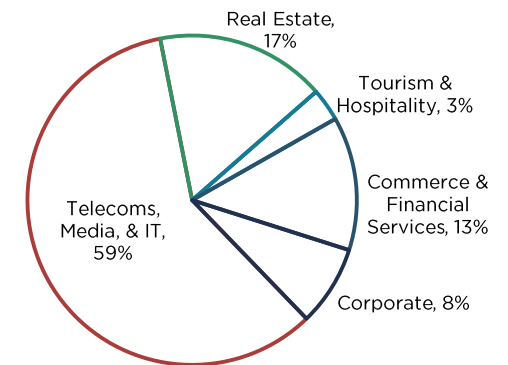
Yearly Energy Cost (Rs)
2014 - 2019



Yearly Energy Usage (kWh)
2015 - 2019



Energy Usage by Cluster (kWh)
2019



- i. Energy usage distribution is almost similar to previous years; with Telecoms, Media and IT representing almost sixty percent (60%) of total energy consumption.
- ii. As from 2018, the electricity data was consolidated with usages of Currimjee Jeewanjee Properties and Phoenix Central reported.
- iii. Excluding Emtel Boundary, Cell Sites and Data Centre, CJCO electricity usage increased by 0.06%. An increase usage by Phoenix Central has nearly been compensated by the ceasing of activities of Multi-contact Ltd.

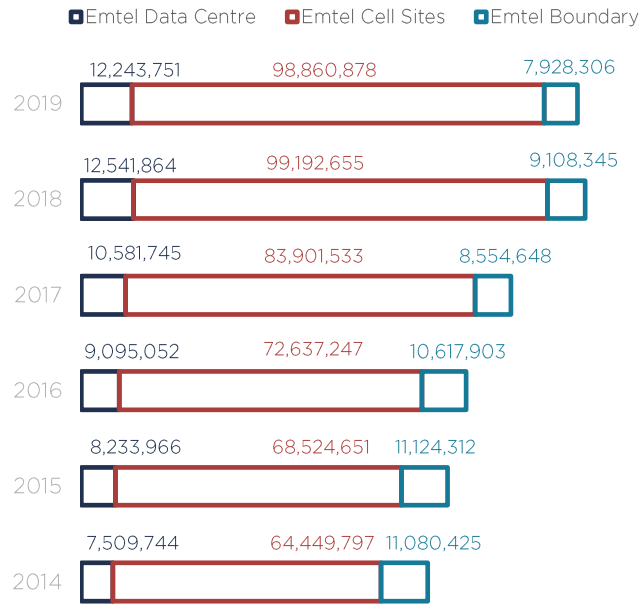
ENVIRONMENTAL PERFORMANCE

ENERGY MANAGEMENT

(Emtel Boundary, Cell Sites and Data Centre)

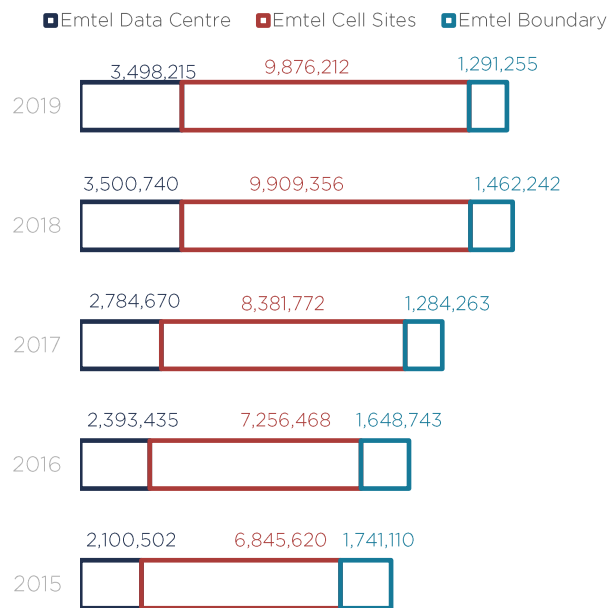
Yearly Energy Cost (Rs)

2014 - 2019



Yearly Energy Usage (kWh)

2015 - 2019

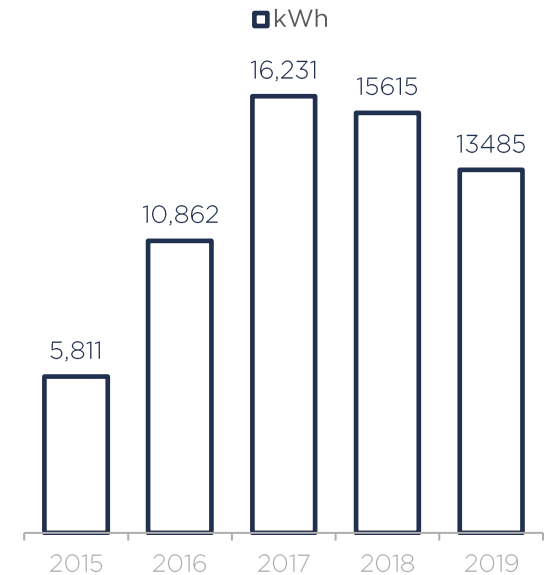


RENEWABLE ENERGY

Photovoltaic (PV) Panels

Renewable Energy Generated (kWh)

2015 - 2019

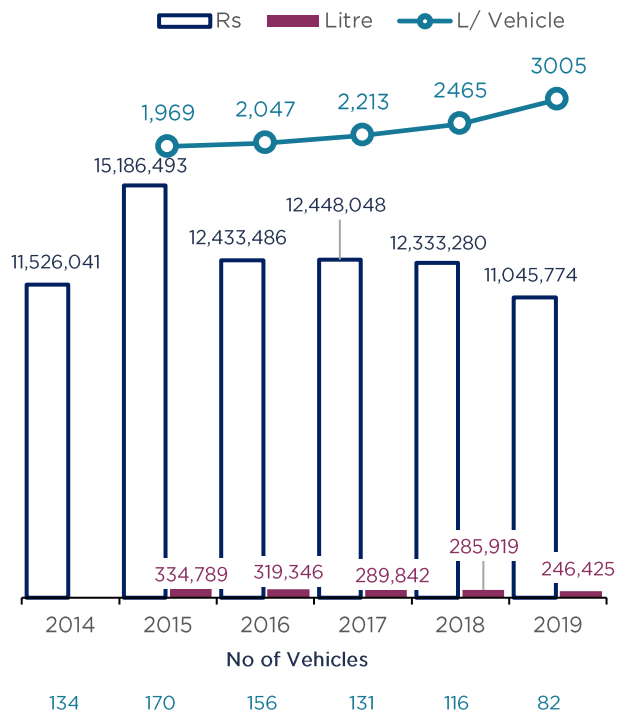


- i. Electricity usage for Emtel Cell Sites, Data Centre and Emtel Boundary network office decreased by 1.4%.
- ii. A decrease of 14% was noted for PV production compared to 2018, which is likely due to variation in weather and production efficiency.

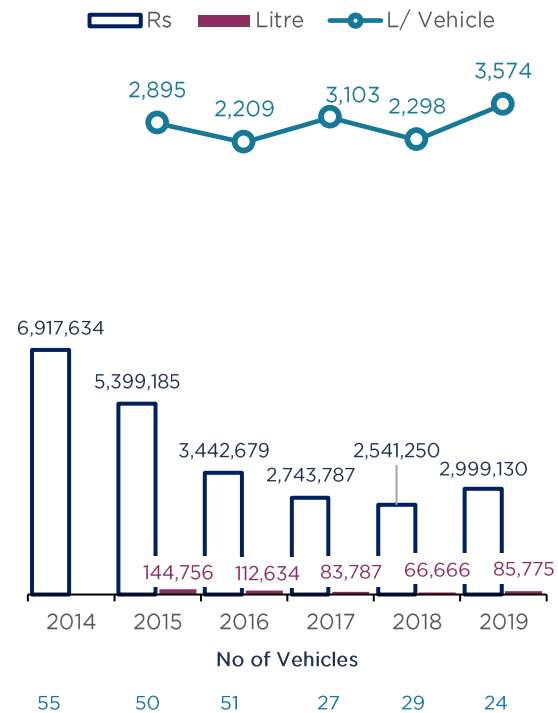
ENVIRONMENTAL PERFORMANCE

TRANSPORT MANAGEMENT

Yearly Super Fuel Usage (Rs & L)
2014 - 2019



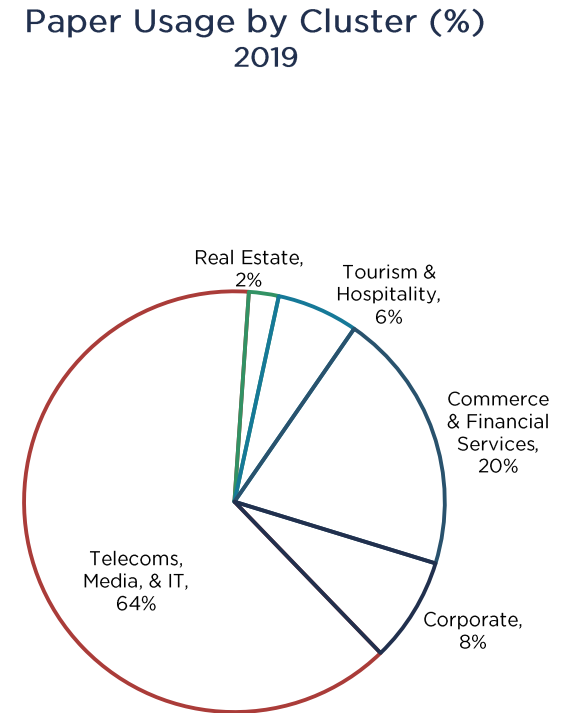
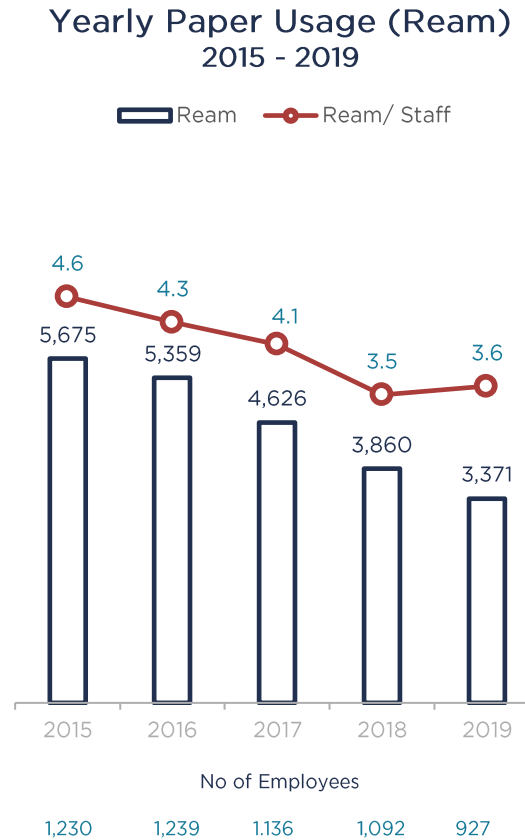
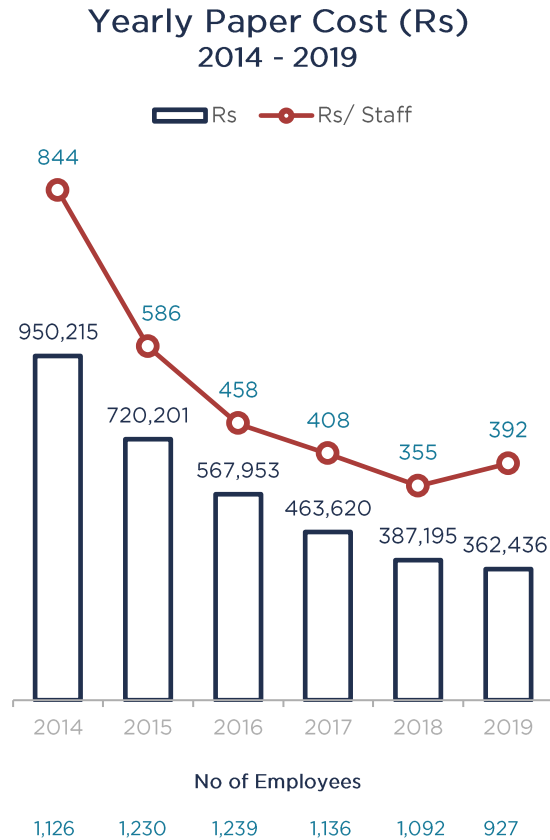
Yearly Diesel Usage (Rs & L)
2015 - 2019



- The consumption of Super Fuel dropped by 14% whilst consumption Diesel increased by 29% in 2019.
- The total number of company-owned vehicles was reduced from 145 to 106.
- The number of gasoline vehicles at Emtel decreased from 41 in 2018 to 19 in 2019 due to staff opting for cash remuneration instead of company car benefit and also due to leasing of vehicles.
- The increase in Diesel consumption is due to the purchase of additional diesel vehicles by Batimex and Silver Wings Travel for business purposes.

ENVIRONMENTAL PERFORMANCE

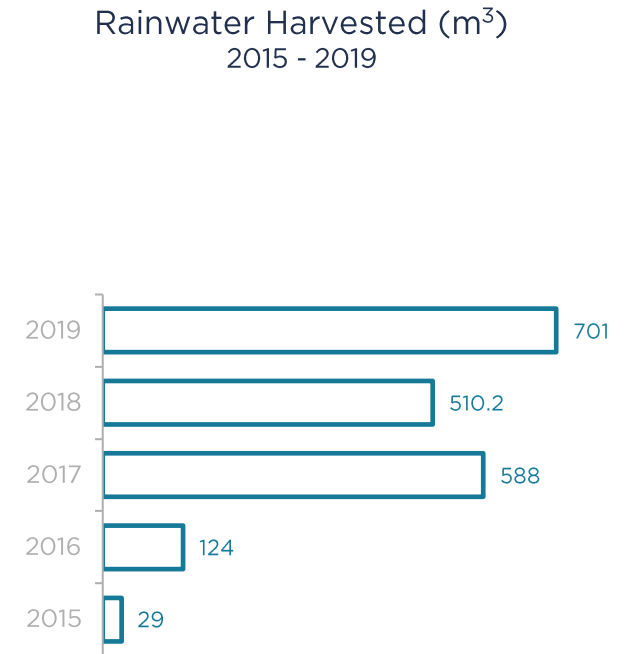
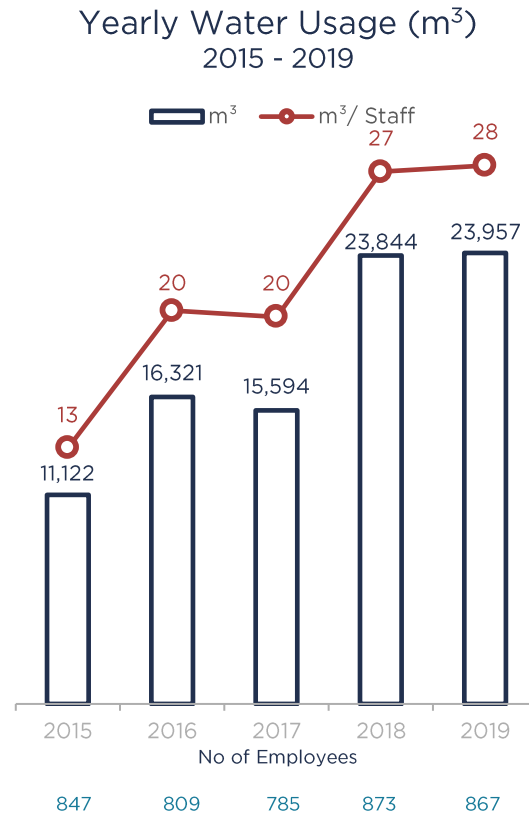
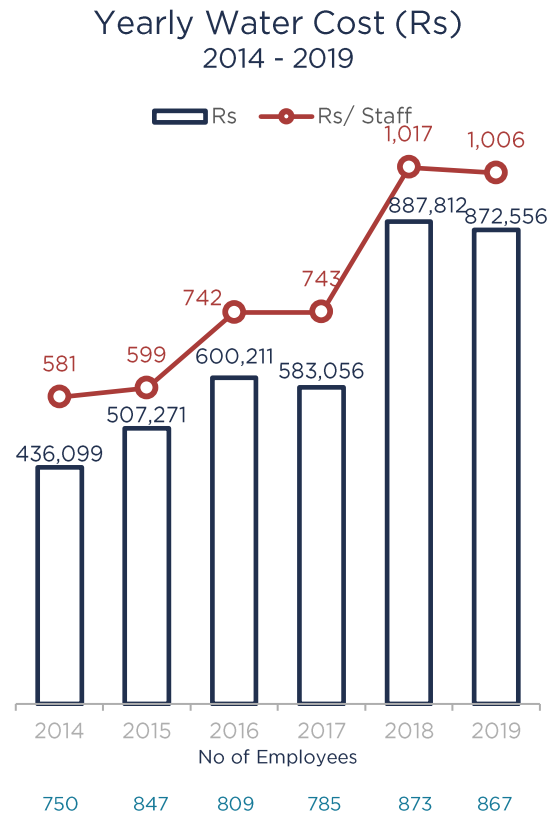
PAPER USAGE



- i. Paper (A4 office paper, excluding carton and marketing materials) usage dropped by 13% in 2019.
- ii. Key initiatives to decrease paper consumption include closer monitoring of printing, adoption of paperless approaches (e.g. Ekyc - 'Electronic Know Your Customer' system in showrooms and electronic customer contracts), and increased focus on e-sharing and document management.

ENVIRONMENTAL PERFORMANCE

WATER USAGE



- i. Water usage measured excludes sites whereby water bills are incorporated in the tenancy fee and for Phoenix Central which accounts mostly for the tenants.
- ii. Water usage has increased by 0.5% in 2019 and is attributed to a review of the reporting scope with the inclusion of other properties of CJ, not previously reported such as Currimjee Jeewanjee Property Buildings.
- iii. Connections for rainwater harvesting have been installed at Batimex Ltd, CPMD Ltd, CJ Corporate Office, Emtel World, Emtel Network Office and MC Vision Ltd. Water collected is principally used for cleaning, gardening purposes and in flushing systems of washrooms.
- iv. Significant increase in the collection of rainwater was noted in 2019 due to effective usage namely: watering, cleaning and supply to washrooms.

ENVIRONMENTAL PERFORMANCE

PROCUREMENT

Procurement is managed according to the following Environment and Sustainability guidelines and policies:

▶ E&S Suppliers' Directory

The document provides guidance concerning the purchase of environment-friendly products and services related to paper, energy, transport, IT equipment, water, and waste management. This directory has been formally communicated to all business units and is regularly updated to incorporate new suppliers and is used in conjunction with applicable policies at companies' level.

▶ Green Procurement Policy

This policy integrates practical environmental considerations (e.g. Energy Star rating) and guides business units for their purchase of IT equipment, paper, electronic and electric appliances.

▶ Paper Purchase Policy

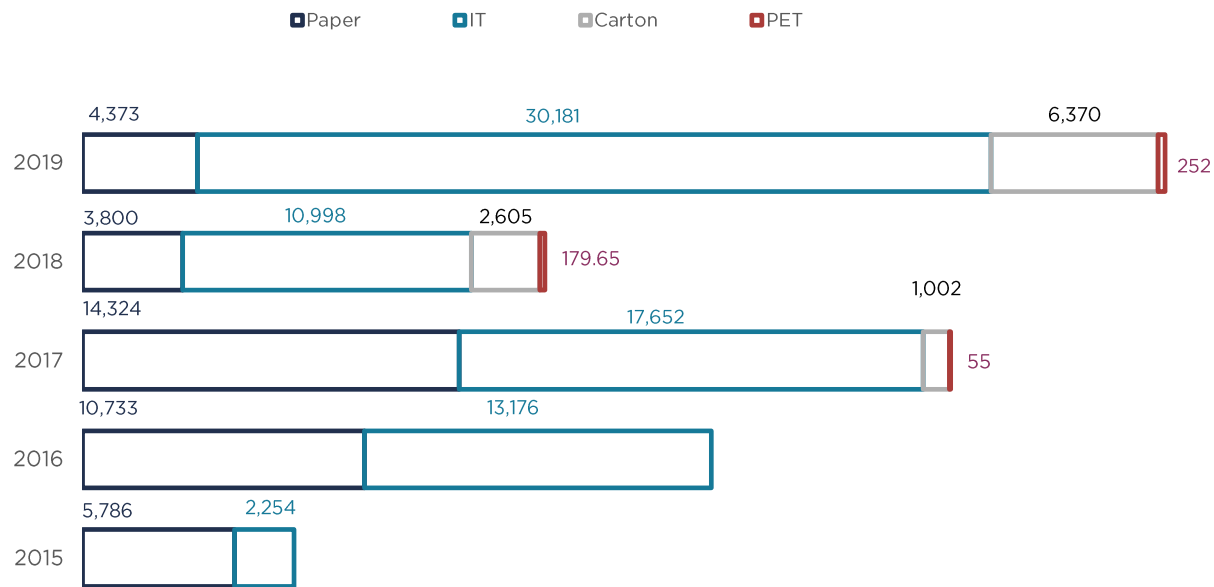
This mandatory requirement for eco-friendly office paper (ISO 14001, FSC certified, PEFC certified) was implemented by the CJ Purchasing Committee in May 2017 and reviewed in 2019. All units are complying with this policy.



ENVIRONMENTAL PERFORMANCE

WASTE MANAGEMENT

Yearly Waste Disposal (Kg)
2015 -2019



Emtel Scratch
Cards & SIM

108 kg

Emtel National
E-waste Program

566 kg

Emtel obsolete
batteries

22,000 kg

Kitchen Oil

260 litres

Emtel faulty
equipment
(FTTA/equipment)

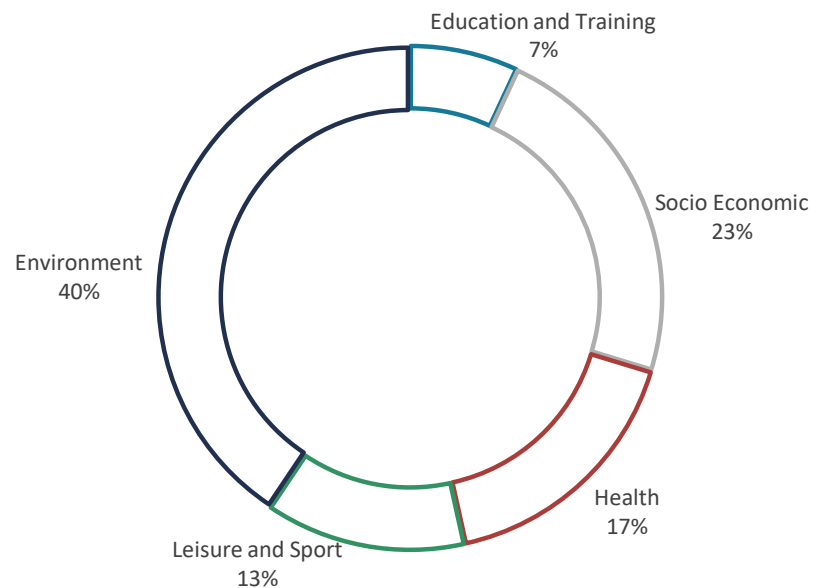
22,000 kg

- i. The responsible disposal of paper and IT wastes demonstrates the effectiveness of recycling campaigns and programs cross CJCO.
- ii. To date, all office paper and IT waste are imperatively disposed responsibly through licensed collectors.
- iii. Mass disposal of paper waste was carried out by business units during 2019, hence the increase in disposal volume. Emtel & MC Vision pursued their annual e-waste disposal consisting mainly of faulty decoders and modems.
- iv. In 2019, in addition to office paper and IT, CJCO consolidated the responsible disposal of Carton and PET bottles, with a commendable performance of 6,370 kg and 252 kg recycled respectively.
- v. Emtel also responsibly disposed various other types of waste via licensed recyclers namely: obsolete scratch cards/sim cards, Faulty FTTA/Technical equipment, and obsolete batteries.
- vi. CJCO extended its principle of responsible waste disposal by encouraging Food and Beverages Tenants of Compagnie Immobilière Limitée and QUAY 11 to recycle used kitchen oil with recycling company BIOIL Ltd. In 2019, an amount of 260 Litres of used oil was recycled.

CSR EXPENDITURE

COMMUNITY INVOLVEMENT

CSR Expenditure per Intervention Area (%)
2019

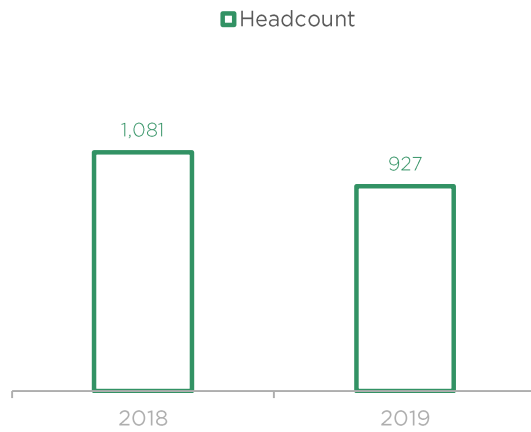


- i. In line with the guidelines of the National Social Inclusion Foundation, Currimjee Foundation sponsored a number of initiatives in the five intervention areas namely: Education and Training, Socio-Economic, Leisure and Sport, Health and Environment.
- ii. For 2019, the Currimjee Foundation contributed more to environmental initiatives and collaborated with the NGOs Mauritian Wildlife Foundation and Reef Conservation.

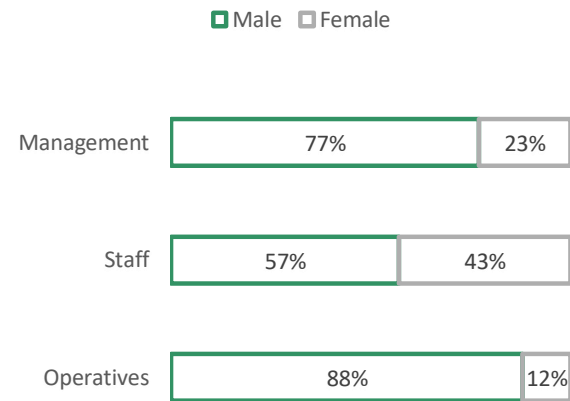
HUMAN CAPITAL PERFORMANCE

WORKFORCE DEMOGRAPHICS

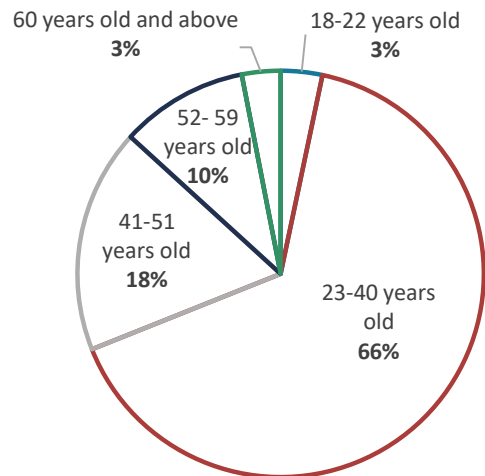
Headcount
2018 - 2019



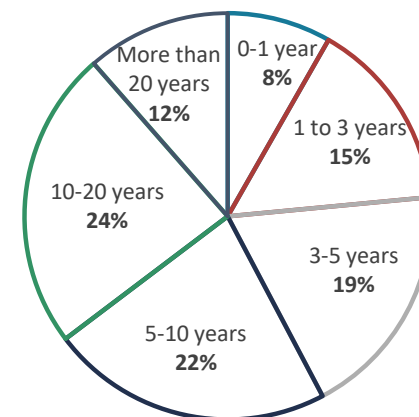
Employee Category by Gender
2019



Employee Distribution by Age
2019



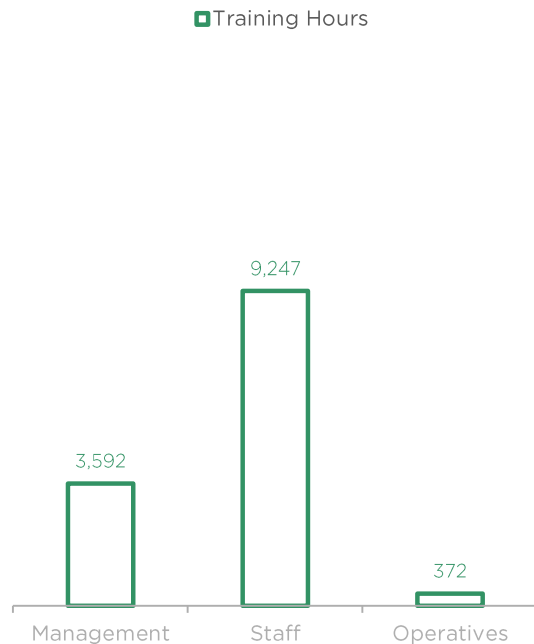
Employee Distribution by Tenure
2019



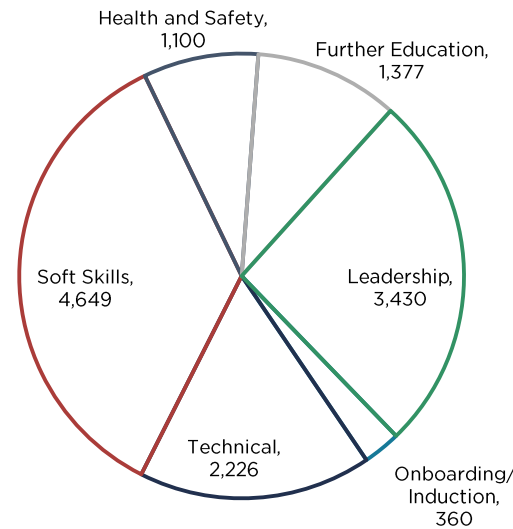
HUMAN CAPITAL PERFORMANCE

TRAINING

Total number of training hours by Employee Category 2019



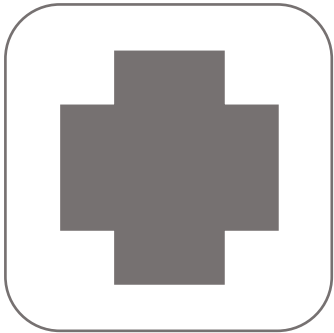
Total number of training hours by Training Category 2019



- i. CJCO has invested significantly in upskilling and empowering its workforce in 2019 through customized learning and development programs. A training needs analysis was undertaken at the start of the financial year to determine competency gaps and define the training requirements that would help improve employee performance and engagement.
- ii. Some 2019, learning & development initiatives included training and workshops conducted by external trainers and service experts, with topics ranging from Supervisory skills, Emotional Intelligence, Leadership, and Finance and Accounting standards, amongst others. Other forms of learning initiatives included in-house trainings such as health and safety, customer service and on-the-job training. Also included in the training budget were team-building activities which helped develop team cohesiveness and collaboration.

HUMAN CAPITAL PERFORMANCE

HEALTH AND SAFETY



0 case of work-related injuries reported in 2019

0 case of work-related illness reported in 2019

1,100 hours of health and safety related-training

352 employee participations in health and safety related-training

- i. During 2019, no case of work-related injuries reported or ill health leading to fatality was reported.
- ii. Various trainings on Occupational Safety and Health were provided namely: Occupational Safety and Health Act Induction, First aid, Fire Safety, Forklift safety, and Lift safety

GRI & UN SDGs Correspondences

Standard Disclosures

Items	Indicators	UN SDGs	Details (Page)
Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	GRI 102	-	5
Name	GRI 102	-	3
Primary brands and products	GRI 102	-	4
Location	GRI 102	-	1
Nature of ownership and legal form	GRI 102	-	3
Markets served	GRI 102	-	3
Scale of organisation	GRI 102	-	1, 3
External charters, principles or other initiatives	GRI 102	-	10 - 17
Identified Material Aspects	GRI 102	-	15
Stakeholder Inclusiveness	GRI 102	8	14
Reporting period	GRI 102	-	1
Previous reports	GRI 102	-	1
Reporting Cycle	GRI 102	-	1
Contact Point for report	GRI 102	-	1
Content Index	GRI 102	-	42
Governance	GRI 102	5, 8, 10	11
Highest Committee that formally reviews and approves organisation's sustainability report	GRI 102	8	13 - 14
Ethics and Integrity	GRI 102	5, 10	11

Specific Standard Disclosures

Items	Indicators	UN SDGs	Details (Page)
Generic data on Management Approach	GRI 103	-	11-19
Material	GRI 301	12, 13	15
Energy	GRI 302	7, 13	22,31,32
Water	GRI 303	6, 13	35
Biodiversity	GRI 304	13, 14, 15	24 - 27
Waste	GRI 306	11, 12, 13	21, 23, 37
Environmental Compliance	GRI 307	11, 12, 13, 14, 15	1
Supplier Environmental Assessment	GRI 308	11, 12	36
CSR Projects	GRI 413	1, 2, 3, 4, 5, 10, 16, 17	28 - 29, 38
Employment	GRI401	1, 5, 8, 9, 10	15, 18, 39
Occupational Health and Safety	GRI 403	3, 8	17, 41
Training and Education	GRI 404	4, 10	16 - 17, 40
Diversity and Equality	GRI 405	5, 10	15, 40
Non Discrimination	GRI 406	5, 10	15, 40



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