



Sustainability Report 2018

Currimjee Jeewanjee & Co Ltd (CJ)
July 2019

ABOUT THIS REPORT

This report is based on the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines (www.globalreporting.org).

Reporting period	January to December 2018.
Reporting Cycle	Annual, starting 2015.
Date of Issue	July 2019.
Report Scope & Boundary	<p>The information and data in this report relate to Currimjee Jeewanjee & Co Ltd and its subsidiaries (henceforth referred to as 'CJ').</p> <p>CJ Corporate: Corporate Office of Currimjee Jeewanjee & Co Ltd</p> <p>CJ: Currimjee Jeewanjee & Co Ltd and Subsidiaries</p> <p>CF: Currimjee Foundation manages the Corporate Social Responsibility (CSR)</p> <p>Aspects regarding economic performance will be covered through an Integrated Reporting <IR> framework.</p>

GRI 'In Accordance' Option: This report is in accordance with the 'Core' option of the GRI and contains the essential elements of a sustainability report. The corresponding GRI Content Index is 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 CJ. CJ operates in an environmentally responsible way and abides to applicable national and environmental laws.

HOW TO USE THIS REPORT

Viewing This document is designed for on-screen reading and electronic sharing so as to limit printing and paper usage.

Links Dynamic links are indicated by *grey text*. Clicking on these will take the reader to further information within the document or to online sources.

Printing: Low resolution printing is enabled but should be undertaken only if required. Consider the environment before printing.

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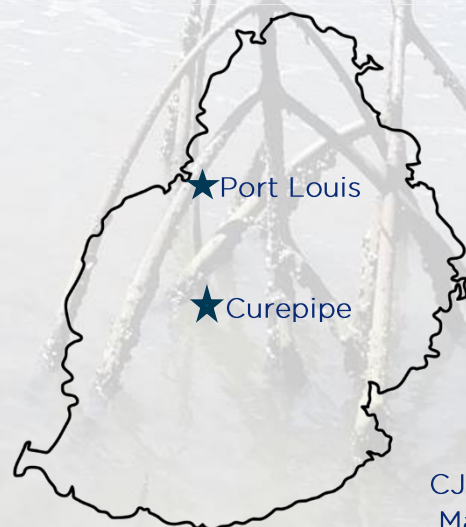
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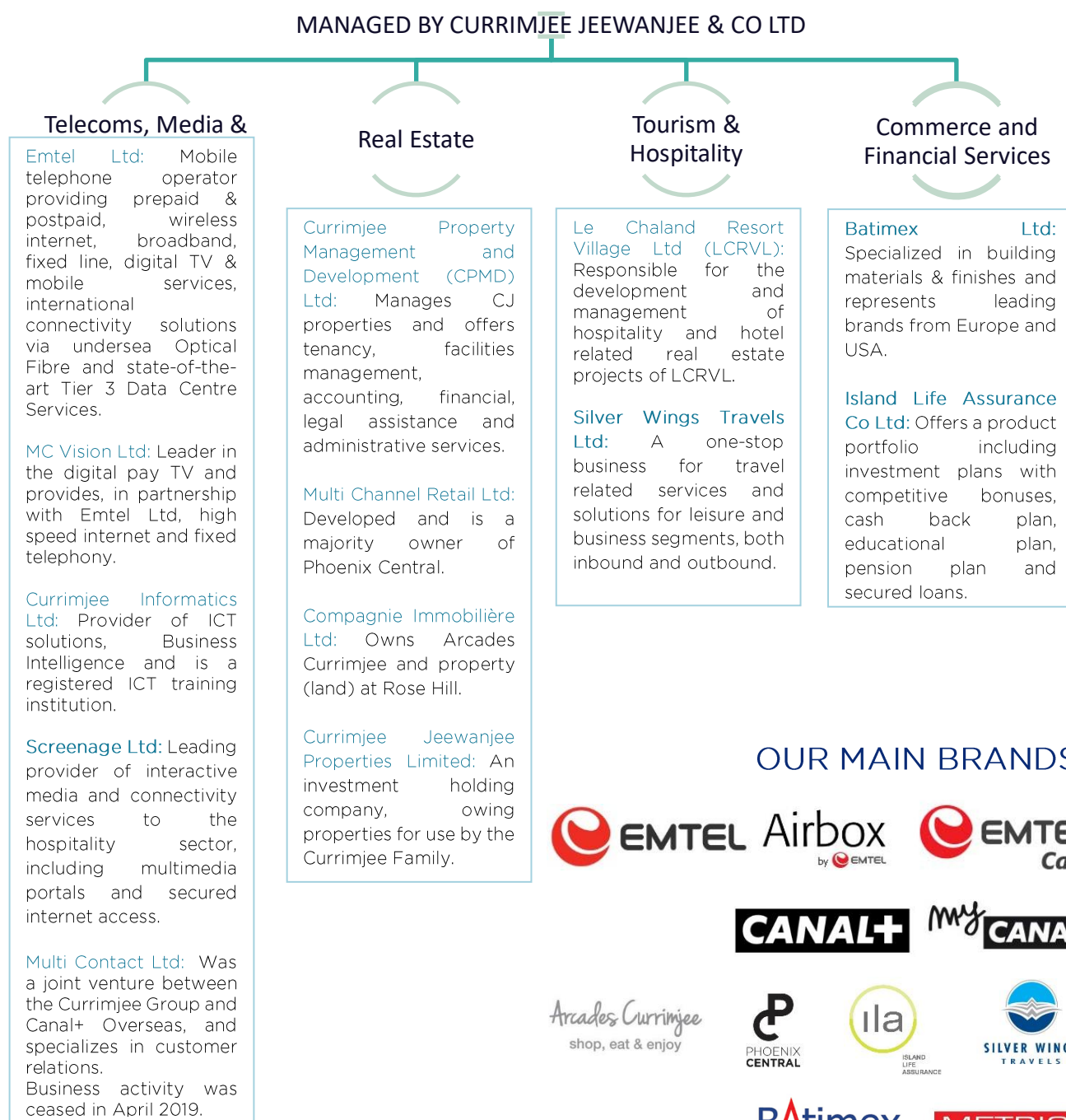
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OUR COMPANY

CURRIMJEE JEEWANJEE & CO LTD AND SUBSIDIARIES (CJ)

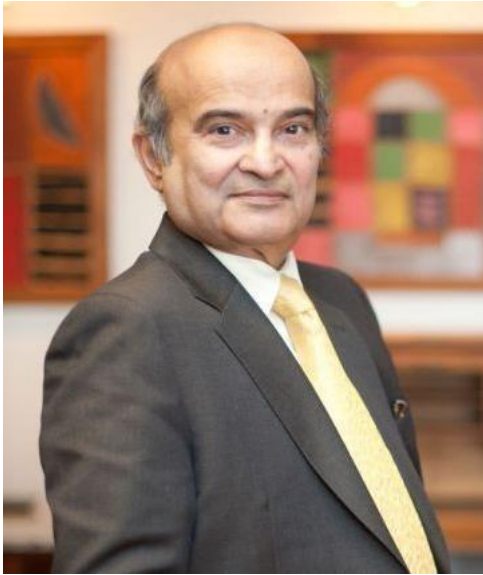
Currimjee Jeewanjee & Co Ltd is a family-owned business www.currimjee.com founded by the Currimjee Family with over 125 years of existence. CJ currently operates in five business sectors: Telecoms, Media & It, Real Estate, Hospitality & Tourism, Commerce & Financial Services, and Energy. CJ has been ranked 17th in the top 100 companies in Mauritius in 2018 by Business Publication Ltd.



OUR MAIN BRANDS



CHAIRMAN'S MESSAGE



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

Throughout its long history, Currimjee Jeewanjee & Co. Ltd. has been guided by certain sound principles and values. These have been laid down by our founding fathers, so that we always display the highest standards in our business dealings and the utmost respect for the individual, our society, our country, and at a global level, our planet.

As Currimjee Jeewanjee & Co. Ltd. constantly aims for the long term, we are strongly committed to environmental and sustainable management in all our activities and projects. We endeavour to provide quality products and excellent services in harmony with environmental respect and preservation.

We, as leaders of our organization, must not only manage the present, but also build a better future

As a diversified Group offering a range of products and services, we are a dynamic partner in 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.

We strongly believe that investing in our people for enhancing their skills, competencies and well-being as well as furthering our collaboration with our stakeholders, namely our business partners, suppliers, customers and the society, is crucial for our Group's long-term sustainability and success.

The adoption of the international GRI reporting framework for Sustainability Reporting builds logically on the beliefs and principles of our strong values of Responsibility and Openness.

By considering sustainability as an essential component of our strategy, we create better value for our Group, our stakeholders and the society

KEY ENVIRONMENTAL INDICATORS

Progress 2018

2,122,820 kWh

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

↓0.6%



14,872,340 kWh

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

↑19%



15,615 kWh

Green solar energy generated
4% less compared to previous year

30 kW Photovoltaic
panels installed



352,585 litres

Overall Fuel use for
transportation

↓2.1%



285,920 litres

Super Fuel used for
transportation

↓1.4%



66,660 litres

Diesel fuel used for
transportation

↓20%



18,640 m³

Water used

↑20%



510 m³

Rainwater harvested and used
13% less compared to previous year

2.7% of total water used



3,860 reams

Office paper used

↓17%



KEY ENVIRONMENTAL ACHIEVEMENTS

Achievements during 2018



**3.8 Tons
Paper Waste**

14 tonnes in 2017

- Disposed through Responsible Collectors & Recyclers



11 Tons E -Waste

- Disposed through Responsible Collectors & Recyclers



**1,313 Endemic
Plants**

- Total of 3236 planted at The Citadel since 2015



137 Employees

- Spent half-day planting and maintaining Citadel Re-vegetation
- 626 staff involved since 2016



**300 Mangrove
plants**

- Planted at Grand Gaube
- Absorbs 5X carbon than tropical forests



15 Planters

- Trained on Bio-Cultivation in the Region of La Cambuse



622 Persons

412 Students
210 public

- Educated on the importance of the Marine Biodiversity by NGO Reef Conservation



302 Persons

210 Students
92 CJ and subsidiaries
employees

- Sensitised on Terrestrial Biodiversity by NGO Mauritius Wildlife Foundation

HUMAN RESOURCE DASHBOARD

Progress 2018

61%

Employee Engagement score



Above the national baseline of 60%

1,081 Employees

Recruited and retained



30% Employees

Between 23 and 40 years



981 Employees

Supported through the Learning and Development framework



17,185 Hours

Paid training provided to employees



30% of employees

More than 10 years of tenure and engagement



668 Employees

Trained on Occupational Safety and Health



2,163 Hours

Training on Occupational Safety and Health



0 Case

Fatality at workplace





OUR APPROACH

MANAGEMENT APPROACH

CJ has been playing an active role in the business sector of Mauritius and has greatly contributed to the progress of the country.

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

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 led by the CJ Board through a Board Committee. 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 Report, reflecting the strong corporate governance culture of CJ.

Supporting Sub Committees

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:

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

ETHICS & INTEGRITY

CJ's Code of Conduct highlights its ethical and professional standards, which are adopted by all employees with a high 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 breaching of laws, immoral practices, and conflicts of interests, amongst others. To further emphasize uncompromising ethical business standards, some subsidiaries such as Emtel, has also established a business partner Code of Conduct.

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

SUSTAINABILITY APPROACH

Environmental Framework

Since 2013, CJ has formally engaged on its sustainability journey, with the setting up of a taskforce, consisting of senior executives. The taskforce has the responsibility to identify the material aspects of business units and propose appropriate practices and initiatives to proactively and effectively mitigate negative impacts on the environment and the community, and to maximize positive impacts.

In September 2014, CJ Board consolidated this engagement through the adoption of an Environment and Sustainability (E&S) Statement, (https://www.currimjee.com/documents/CJ_E&S_Statement.pdf) which sets out the commitments of the group, as shown below. The E&S statement was updated in April 2019, incorporating mitigation actions against climate change as an integral part of business operations. The document provides a guideline for the business units to ensure that all business activities are in harmony with environmental preservation.



CJ 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.

At CJ, 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.



Nominated representatives of business units support, monitor and report environmental performance to the Q&S department on a monthly basis. Q&S has the responsibility to manage and report to the HROE Sub-Committee and CJ Board, the performance of CJ and its subsidiaries' with respect to environmental and sustainability initiatives on a quarterly basis. To further consolidate its commitment towards the protection of the environment, CJ has embraced green policies in its operations namely, Waste Management and Purchasing policies, which are adopted by all business subsidiaries.

Stakeholder Engagement

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



Materiality Assessment

CJ'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 on the environment, society & stakeholders and the significance to CJ are regularly reviewed. The aspects are re-evaluated during the Environment and Sustainability meetings of CJ and the HROE subcommittee.

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

CSR Programme

CJ is an active participant in integrated and sustainable community developments. It has a mandate to honour its environmental and social responsibilities for the benefit of future generations. CJ and the Currimjee Foundation (CF) undertake and drive social projects across different development areas, including: socio-economic, health, education & training, leisure & sports, and environment.

Human Capital Approach

CJ has grown over the years to become one of the leading groups in Mauritius, with a headcount of 1,081 employees in 2018. It recognizes 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 CJ has been working on since 2017 include:

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

Responsible Employment Practices

As a responsible employer, CJ 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, retirement gratuity, and no 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 which was reviewed in December 2017, sets out the ethical and professional standards which all employees are expected to fully comply with. Furthermore, in 2018, to improve CJ's HR practices, a number of HR policies and procedures were reviewed and include Recruitment and Selection, Induction, Leaving the Company, Safety and Health and Whistle Blowing Policy.

Employee Engagement

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

Talent Management and Development

Since 2017, CJ 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 2018, a number of individual development plans and coaching plans were developed and relevant training programs identified for some High Potentials.

Learning and Development

CJ'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, CJ offers developmental opportunities to its employees to ensure that they have the right skills and knowledge to meet their objectives and to have an enhanced career opportunity with the group.

e-Skills Ltd, a CJ learning institution, provides tailor-made courses which aim at improving the competency gaps identified for the different employee categories. Programmes which have been developed include Leading for the Future Development Programme and Enhancing Customer Service Skills.

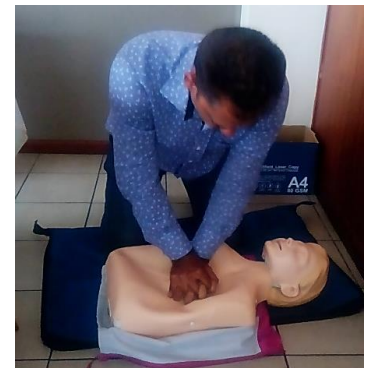
Occupational Safety and Health



Safety and health considerations are an integral part of CJ decision-making process. It 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 as well as a Safety manual have been prepared and which set 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 has to meet 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.



CJ 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 'heavy weight lifting' for operatives of Batimex and Working at Height' for technical staff of Emtel.

To further instil the culture of good health and safety practices, CJ organised a Road Safety and Eco-driving awareness campaign, in collaboration with the Mauritius Police Force and Total Mauritius, for employees for CJ corporate and CPMD.



OUR SUSTAINABILITY JOURNEY

CJ 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.

Major advancement in the environment and sustainability front has been achieved in 2018, with a focus on an effective waste management, protection of the endemic biodiversity, support to vulnerable communities and development of core competencies of its employees.

ADOPTING AN ECO-CALENDAR

Environmental events are now a regular feature of the annual calendar of CJ. During 2018, major environmental events organised include the World Environment Day, Earth Hour and Earth Day. 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.



To celebrate the World Environment Day 2018, CJ with the support of NGO Reef Conservation, organised an awareness session on the Marine ecosystems of Mauritius namely Swamps, Mangroves, Seagrass and Coral Reef. In line with the theme 'No to Plastic', bags made of recycled marketing material and eco-friendly bottles were offered as tokens. The objective is to promote eco-alternatives and reduce the excessive use of disposable plastic.



For the World Environment Day, Batimex joined the students of Bel Air RCA School for an awareness session on the protection of the environment. Each participating students received a plant.



CPMD organised an exposition on garden recycling at Arcades Currimjee for the World Environment Day.

ILA engaged its staff to recycle plastic wastes into usable items and an exposition was organised.

GREEN ENERGY MANAGEMENT

Emtel Green Cell Sites at Agalela

Emtel is the pioneer mobile operator on the islands of Agalega, with the implementation of a first radio cell site on the North Island, more than a decade ago. In line with the Environment and Sustainability pledge of CJ, the cell site was improved from a diesel powered to an eco-friendlier solar hybrid system, to reduce consumption of fossil fuel and decrease the impacts on the environment.

In 2018, Emtel was awarded the project to provide internet connectivity to fixed wireless users in Agalega islands by the ICTA (*Information and Communication Technologies Authority of Mauritius*). One radio cell site and two transmission hop sites were implemented to reach out for the 350 inhabitants of the islands. As a continuity of the environmental commitments of Emtel, the cell sites were designed in a sustainable way. The additional radio cell site is powered by a solar hybrid system and the two new transmission hop sites are supported with a green solar system.



PV System at MC Vision and Arcades Currimjee



MC Vision is an innovative leader in the digital pay TV market in Mauritius, with more than 100 channels broadcast. MC Vision was the first company of the group to implement a green photovoltaic system. To date, a system of total capacity of 17 kW has been installed to generate enough energy to supply the satellite content monitoring room 'Regie' of the company.

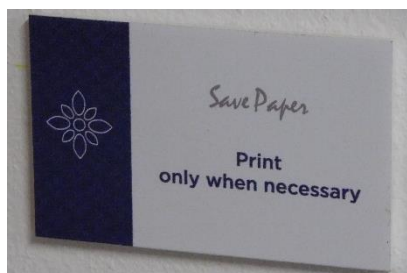
The Arcades Currimjee is located in the centre of Curepipe and hosts a wide range of offices, stores and restaurants. A PV system of 3 kW was implemented in 2017 to supply 50% of the lighting system in the common area of the arcade and it is projected to be extended to 100% in 2019-2020.

Energy Efficiency Certification

The Emtel Data Centre is a service provider for telecommunication needs, offering over 1,000 m² of hosting space as solution for protection and safeguarding business data. The data center is registered as an Energy Efficient data center in alignment with the international EU code of conduct framework. The design of the building, and the operations are in line with the voluntary framework, aiming to reduce environmental, economic and energy supply security impacts.

Emtel Data Centre is TIER 3 compliant, ensuring high performance and reliability and also provides guaranteed safeguard of systems and data with its ISO 27001 (Information Security Management System) certification.

PAPERLESS INITIATIVES



As a commitment to reduce its carbon footprint, CJ 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 and ISO).

One of the initiative is the introduction of E-KYC (Know Your Customer) concept by EMTEL in 2017, which is a paperless based process for fulfilling the requirements of new prepaid connection subscribers. This system facilitates completion of the KYC process, using a software interface and eliminates the need for filling of physical forms and documents. With the E-KYC, the printing of 2 pages for each new customer subscription is no longer needed.

RESPONSIBLE WASTE MANAGEMENT

La Cambuse Plastic Recycling Bin

Since 2016, Le Chaland Resort Village Ltd (LCRVL) has been promoting its interest in sustainable communities and some of the initiatives include upgraded road access, parking facilities and kiosks for the public beach.

Sixty six photovoltaic panels of 6 metres high of luminaire type LED 40W have also been installed providing an average of 10 hours of lighting at night.

In 2018, LCRVL with the collaboration of Currimjee Foundation invested in the implementation of a plastic bottle recycling bin, installed at La Cambuse Public beach for the benefit of the public. This has promoted eco-awareness and responsible waste disposal practices.



CARING FOR THE ENVIRONMENT

Care for the natural environment has always been one of the priorities of CJ. The protection and preservation of the rich but endangered biodiversity and ecosystems of Mauritius is a key area of intervention. Various initiatives were undertaken in 2018 including La Citadelle re-vegetation, Protection of the Mauritian Fody, Mangrove propagation, Coral farming, Eco-friendly agricultural practices and education of the community, as highlighted below.

La Citadelle Endemic and Native Re-vegetation

La Citadelle re-vegetation project started in 2015 by the local NGO Friends of the Environment, with the support of the Currimjee Foundation. This 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, a highly invaded site with fire prone alien exotic species. Through this initiative, CJ strives to educate and increase awareness of staff, school children and the surrounding community on the importance of preserving their natural heritage. To date, more than 3,000 endemic plants have been planted at La Citadelle.



Preservation of the Mauritian Endemic Fauna and Flora

The NGO Mauritian Wildlife Foundation (MWF) is the leading agency which works towards the preservation of threatened endemic species in Mauritius and Rodrigues. The Currimjee Foundation partnered with MWF in 2018, to support several programs aimed at protecting the Mauritian fauna and flora.

Initiatives include restoration of the Native flora of Grande Montagne Nature Reserve in Rodrigues, the translocation of endemic reptiles (Round Island Boa, Telfair's skink, Bojer's skink), the repopulation of tortoises, the rescue of the endangered Cardinal de Maurice and raising awareness among the public, local communities, students and employees of CJ.



In 2018, 180 school students and 92 staff of CJ have visited Île aux Aigrettes, a restored islet and home to endemic fauna and flora.

Mangrove Propagation by Emtel

To mark the International Day for the Conservation of the Mangrove Ecosystem, Emtel through its partnership with the NGO ELI Africa contributed to the propagation of mangroves along the coastline of Mauritius as part of a community-based project. Mauritius has a mangrove cover of only 20 km² left, despite its important role in the ecosystem to prevent coastal erosion, and provide habitats for juvenile marine species.

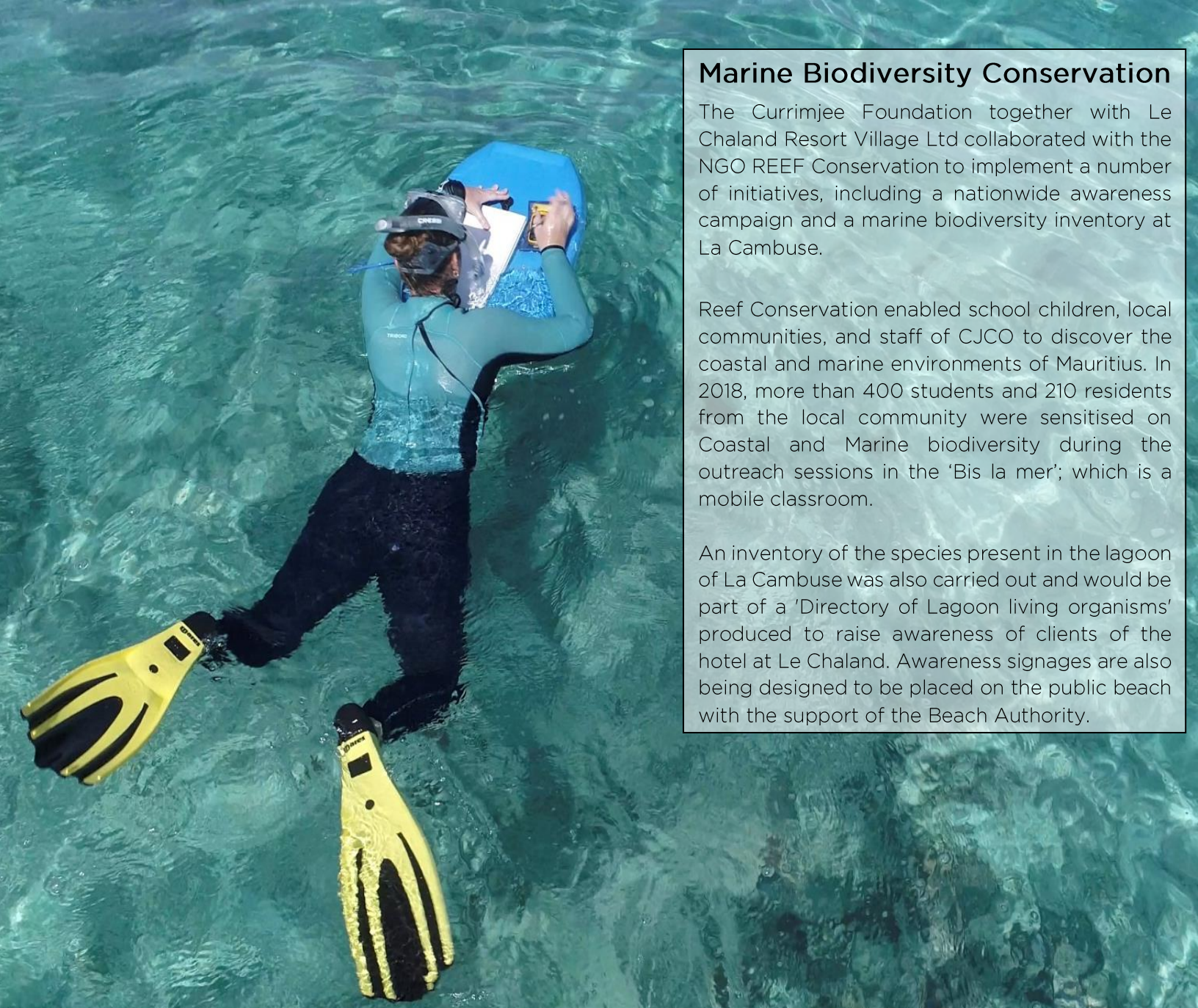


UNESCO's Sandwatch Programme

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

The NGO 'Association Pour le Développement Durable' (ADD) initiated the programme in 2018, with the support of the Currimjee Foundation and La Gaulette Secondary School at La Preneuse. The students and teachers monitored the physical characteristics of the beach, anthropogenic activities and water quality and the data collected were uploaded on the open database of Sandwatch as a baseline for climate change studies and presented to fellow students and representatives of the Ministry of Education during a closing ceremony.





Marine Biodiversity Conservation

The Currimjee Foundation together with Le Chaland Resort Village Ltd collaborated with the NGO REEF Conservation to implement a number of initiatives, including a nationwide awareness campaign and a marine biodiversity inventory at La Cambuse.

Reef Conservation enabled school children, local communities, and staff of CJCO to discover the coastal and marine environments of Mauritius. In 2018, more than 400 students and 210 residents from the local community were sensitised on Coastal and Marine biodiversity during the outreach sessions in the 'Bis la mer'; which is a mobile classroom.

An inventory of the species present in the lagoon of La Cambuse was also carried out and would be part of a 'Directory of Lagoon living organisms' produced to raise awareness of clients of the hotel at Le Chaland. Awareness signages are also being designed to be placed on the public beach with the support of the Beach Authority.

Promotion of Good Agricultural Practices

15 farmers from Plaine Magnien were trained in good agricultural practices by the Food and Agricultural Research and Extension Institute (FAREI). At the end of the training, each participant received a certificate and a 'starter kit' comprising of a weighing balance, measuring cylinders, gloves, among others, to encourage them pursue the best practices they learnt in the training in their plantation.

This project is in line with the Group's strategy aimed at favouring local planters and products whilst promoting organic farming.



CSR PROGRAMME

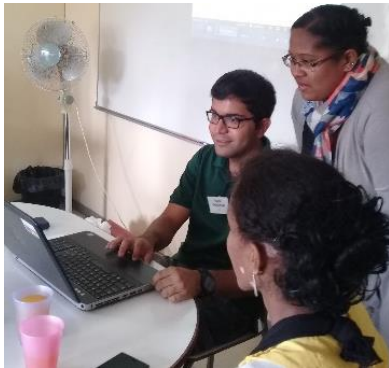
In 2018, through the Currimjee Foundation, social projects across different community development areas, namely health, education & training, leisure & sports and environment were implemented.

SOCIO-ECONOMIC DEVELOPMENT

Christmas Box Initiative

In 2018, the Currimjee Foundation launched the Christmas Box Appeal Initiative in collaboration with the NGOs Caritas and Naw-N-Sha. 30 Families who are low income earners in the region of Vallée Pitot, Tranquebar and Eau Coulée were identified and were offered a grocery box.

In the same line, Emtel donated house provisions and gifts to 29 families of Ebene registered with the National Empowerment Foundation.



Empowering Individuals with disabilities

CPMD Ltd has also been supporting the NGO Self Advocate Inclusion Mauritius (SAIM) in its programme to empower individuals with intellectual or developmental disabilities. Job coaching, assistance, and support to people with intellectual disabilities were dispensed voluntarily by the staff of the company. The objective is to help the individuals to be better prepared to integrate the job market.

EDUCATION AND TRAINING

Education is key to promoting and ensuring social and economic integration. Over the years, a number of initiatives has been undertaken aiming at providing knowledge to the community and geared towards empowerment of individuals. In 2018, Currimjee Foundation, through its Undergraduate Scholarship Scheme, offered 25 scholarships to students from low income families to help them pursue their studies at the University of Mauritius.



Employability Skills Workshop

Currimjee Foundation collaborated with AIESEC Mauritius (a global platform for young people to explore and develop their leadership potential) to support the sustainable economic growth and youth employment in Mauritius (UN's Sustainable Development Goal #8). In 2018, a workshop was organised with the objective to increase the employability of young Mauritians by developing their skills in CV writing and presentation.

A total of **100 students** from the different local universities attended the workshop.

HEALTH

The Currimjee Foundation has been providing medical support 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.

In 2018, CJ has been very active in supporting patients suffering from epilepsy, cancer and Thalassemia. Moreover, 3 blood donation event were organised with the National Blood Donation Association.



Giving Blood & Saving Lives

Donating blood is a regular exercise across CJCO. For 2018, 500+ pints of blood were collected through the concerted efforts of CJCO staff and citizens of Mauritius and Rodrigues.



Check your Health Campaign

The Currimjee Foundation launched a Check Your Health Campaign, jointly with the NGOs Positive Approach to Total Health (P.A.T.H) and Club Zeness Sportif Vallée Pitot.

60 healthcare professionals carried out a medical screening for 302 persons for the diseases like hypertension, diabetes, high body mass index, cardiovascular, ENT, dental and eye sight problems.

Cancer Awareness Campaign

MC Vision teamed with PAPIM, an NGO engaged in raising cancer awareness, to conduct an awareness session through a football tournament.



LEISURE & SPORTS

Sports encourage social integration and help the development of values essential to society. CJ invests massively in leisure and sports schemes which help remedy social issues and improve the quality of life of vulnerable groups. CJ believes that all members of society including disabled individuals, low income families and underprivileged children have the right to recreational activities.

Promoting Inclusive Communities

In 2018, Currimjee Foundation provided support to more than 600 youths through local NGOs and sports associations. The aim was to help them develop their talent and provide the youths with the proper supporting structure and facilities.

MC Vision Ltd donated a wheelchair and training roller to Brandy Perrine, a Mauritian athlete of international repute in the Paralympic sphere, in preparation for the Indian Ocean Island Games (IOIG) 2019 and Games of the XXXII Olympiad and commonly known as Tokyo 2020.



EMPOWERING OUR PEOPLE

As a group, CJ believes in investing in its people which is key for sustainable growth of the business. In 2018, as part of its learning and development journey, several workshops and training were organised to enhance the skills and knowledge of employees.

In line with one of its values 'Foresight', a leadership forum on 'Leading for Innovation' was organised in April 2018 for the management team of CJ. The event reinforced our commitment in engaging and demonstrating the behaviours that CJ strongly believes in and was conceptualised as a way of sharing best practices with other members of the group. It reinforced the collaborative culture and promoted team bonding across companies.

In 2018, e-Skills Ltd launched the 'The Leading for the Future' development programme, designed to enhance managerial competencies of supervisors and new managers. 46 participants across 10 Business Units were enrolled and the course contents included: Emotional Intelligence, Effective Delegation, Coaching, Managing Customer Expectations and Leadership concepts. The program also aimed at responding to performance gaps identified in order to boost employee engagement and customer experience.

Over and above these Group initiatives, CJ organised training sessions on personal and professional development tailored to meet employee needs. Fields in which staff was trained included Integrated Reporting standards, Finance and Accounting workshops, Social Media, Impactful Presentation, Health and Safety and Microsoft Office.





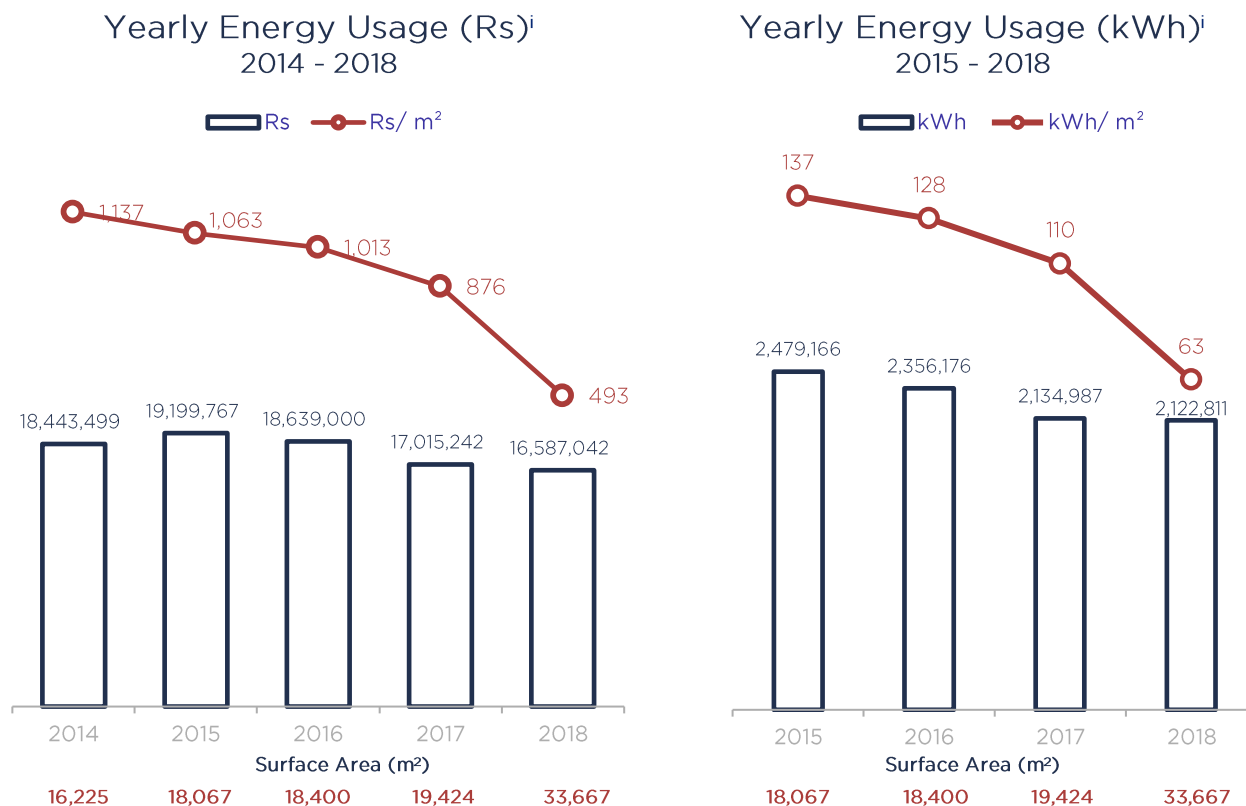
OUR PERFORMANCE

CJ closely monitors its environmental, social and human resource performance and continually strives to improve the performance of the company.

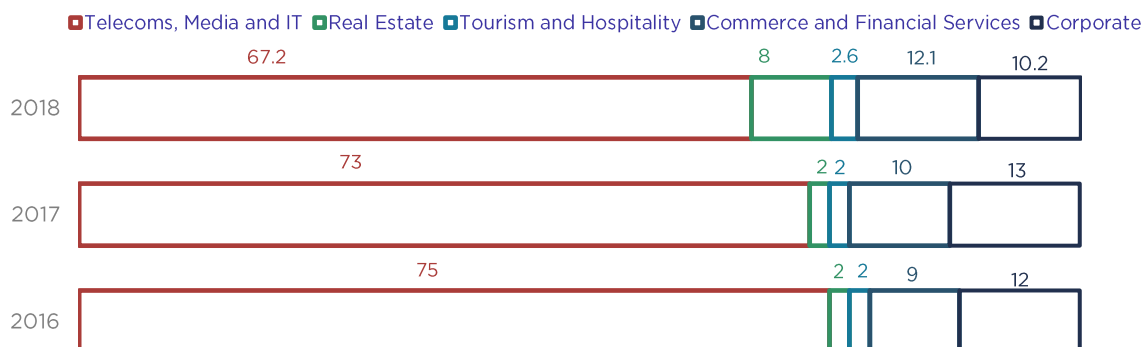
ENVIRONMENTAL PERFORMANCE

ENERGY MANAGEMENT

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



Energy Usage by Cluster (kWh)ⁱ



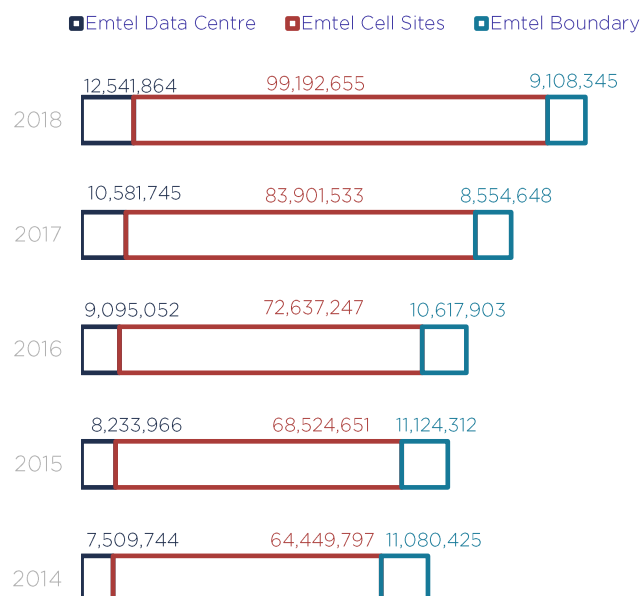
ⁱ Data reported excludes energy usage for the following Emtel sites: Boundary, Cell Sites and Data Centre. The data are presented and explicated on next page.

ENVIRONMENTAL PERFORMANCE

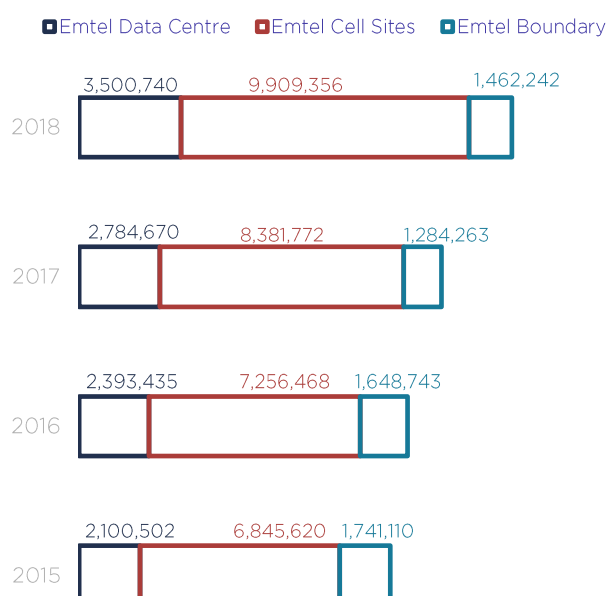
ENERGY MANAGEMENT

(Emtel Boundary, Cell Sites and Data Centre)

Yearly Energy Usage (Rs)
2014 - 2018



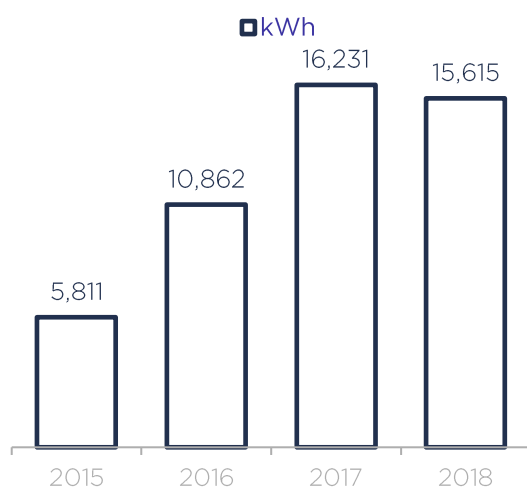
Yearly Energy Usage (kWh)
2015 - 2018



RENEWABLE ENERGY

Photovoltaic (PV) Panels

Renewable Energy Generated (kWh)
2018

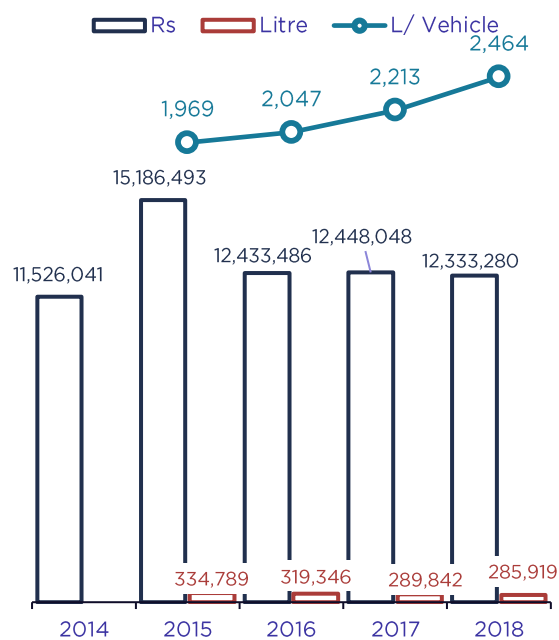


- Energy usage distribution is almost similar to previous years; with Telecoms, Media and IT representing almost three quarter of total energy consumption.
- In 2018, the reporting Framework was consolidated with Electricity data of Currimjee Jeewanjee Properties, Phoenix Central reported, and hence the important increase in surface area (14,243 m²) and percentage consumption by Real Estate cluster.
- Excluding Emtel Boundary, Cell Sites and Data Centre, CJ has sustained a drop of 2.5 % in electricity usage.
- The average usage per m² fell by 43%, relative to an increase of 73% (around 14,244 m²) in surface area.
- Electricity usage for Emtel Cell Sites, Data Centre and Emtel Boundary network office soared by 19%. A surge in the number of subscribers and cell sites account for the higher energy usage for these two locations.
- Energy generated from PV panels in 2018 was 15,615 kWh, a drop in 4% compared to the previous year.
- In 2017, MC Vision Ltd, CPMD Ltd and CJ were the subsidiaries generating energy from PV sources, with panels of 12 kW, 3 kW and 3 kW respectively.

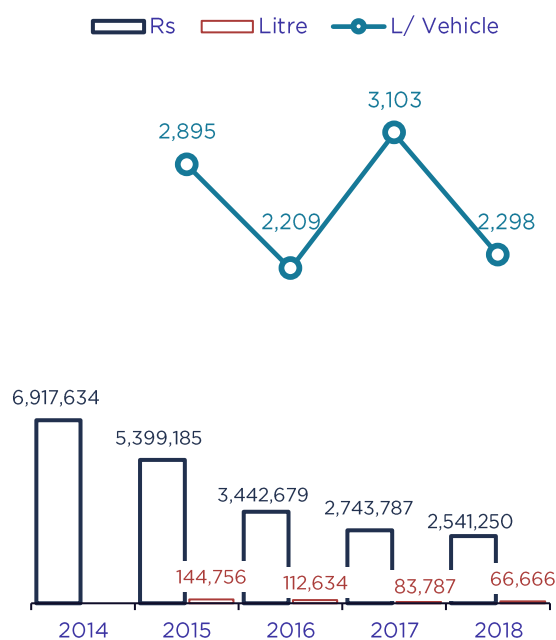
ENVIRONMENTAL PERFORMANCE

TRANSPORT MANAGEMENT

Yearly Super Fuel Usage (Rs & L)
2014 - 2018



Yearly Diesel Usage (Rs & L)
2014 - 2018

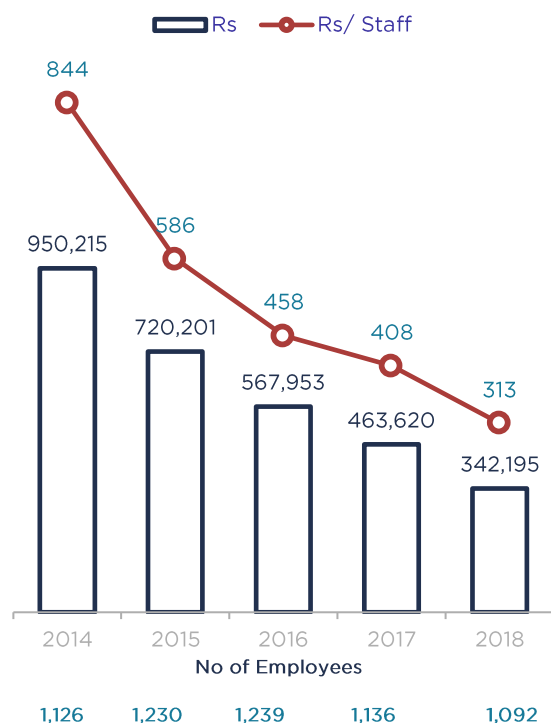


- i. The overall consumption of Super Fuel and Diesel dropped by 1.4 % and 20 % in 2018 respectively.
- ii. The number of company owned vehicles was reduced from 158 to 145 in 2018, explaining the decrease in fuel consumption.
- iii. Awareness on eco driving among staff was also carried out during the year.

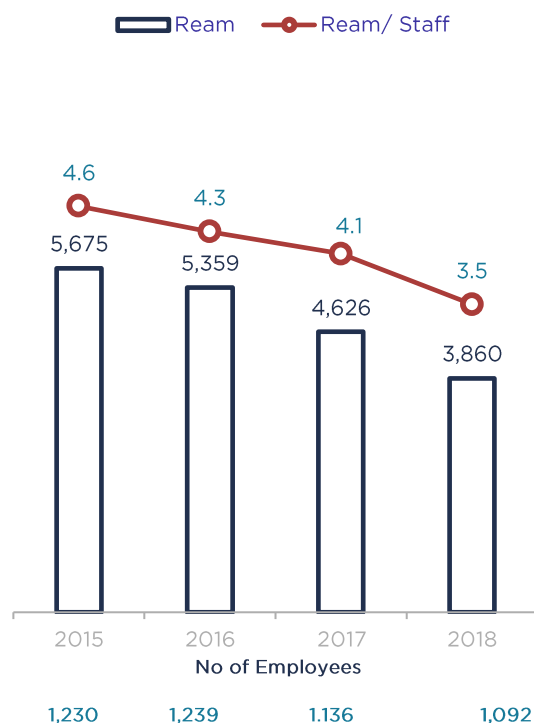
ENVIRONMENTAL PERFORMANCE

PAPER USAGE

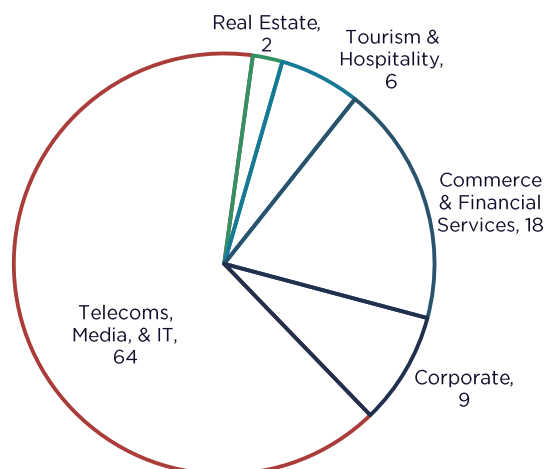
Yearly A4 Paper Usage (Rs)
2014 - 2018



Yearly A4 Paper Usage (Ream)
2015 - 2018



Paper Usage by Cluster (Ream)
2018



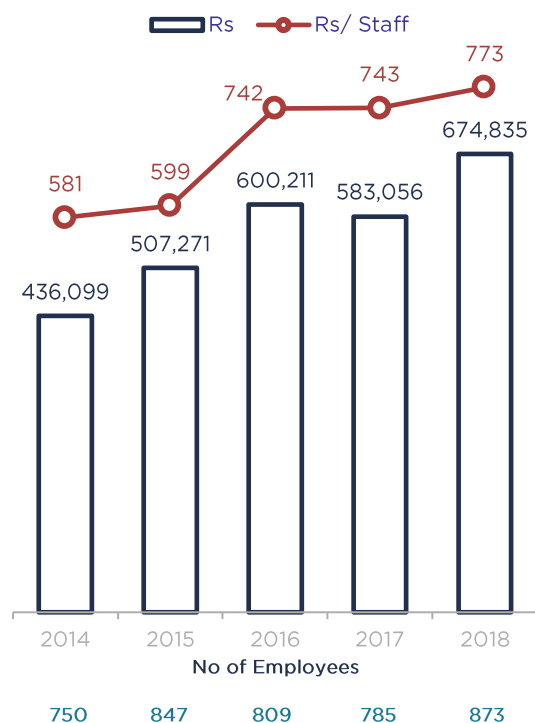
Cluster (Number of staff)	Ream/staff
Telecoms, Media & IT (781)	3
Real Estate (43)	2
Tourism & Hospitality (38)	6
Commerce & Financial Services (152)	5
Corporate (708)	4

- i. Overall, paper (office paper, excluding carton and marketing materials) usage dropped by 17%. Some initiatives to decrease paper consumption include closer monitoring of printing at subsidiary level, adoption of paperless approaches (e.g. Ekyc – ‘Electronic Know Your Customer’ system in showroom) and increased focus on e-sharing and document management.

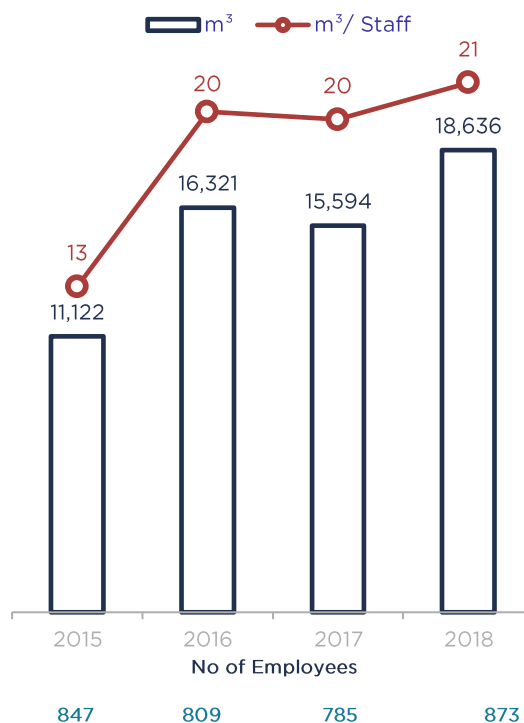
ENVIRONMENTAL PERFORMANCE

WATER USAGE

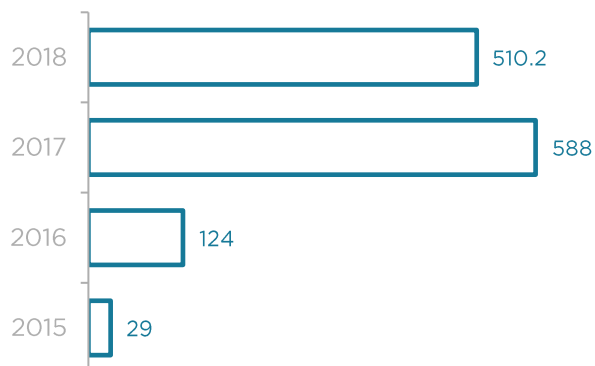
Yearly Water Usage (Rs)
2014 - 2018



Yearly Water Usage (m³)
2015 - 2018



Rainwater Harvested (m³)
2015 - 2017



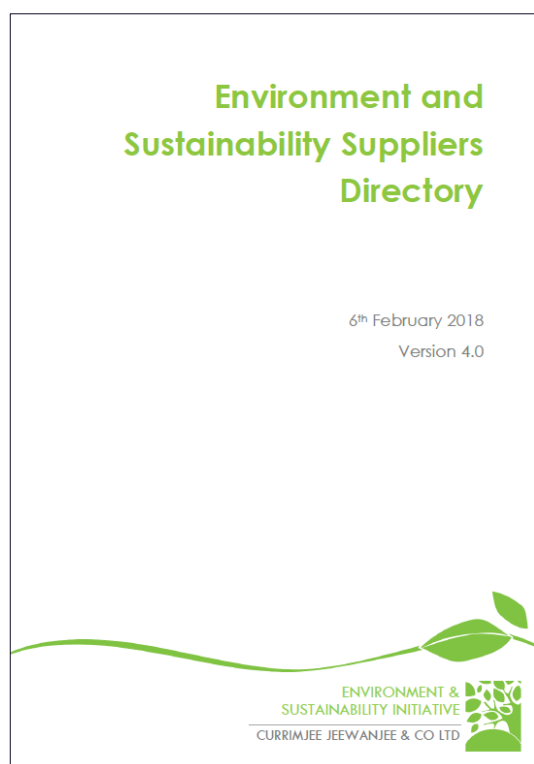
Note:

- Water usage measured excludes sites whereby water bills are incorporated in the tenancy fee and for Phoenix Central which accounts mostly for the tenants.
- Water usage has surged by 20% in 2018 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.
- Connections for rainwater harvesting have been installed at Batimex Ltd, CPMD Ltd, CJ Corporate Office, Emtelworld, and MC Vision Ltd. Water collected is principally used for cleaning and gardening purposes.

ENVIRONMENTAL PERFORMANCE

PROCUREMENT

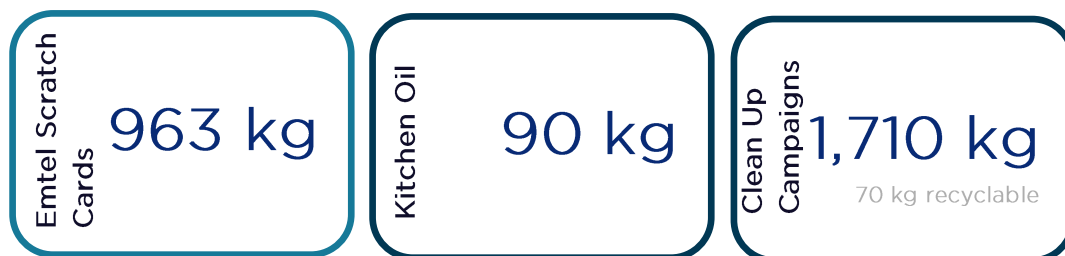
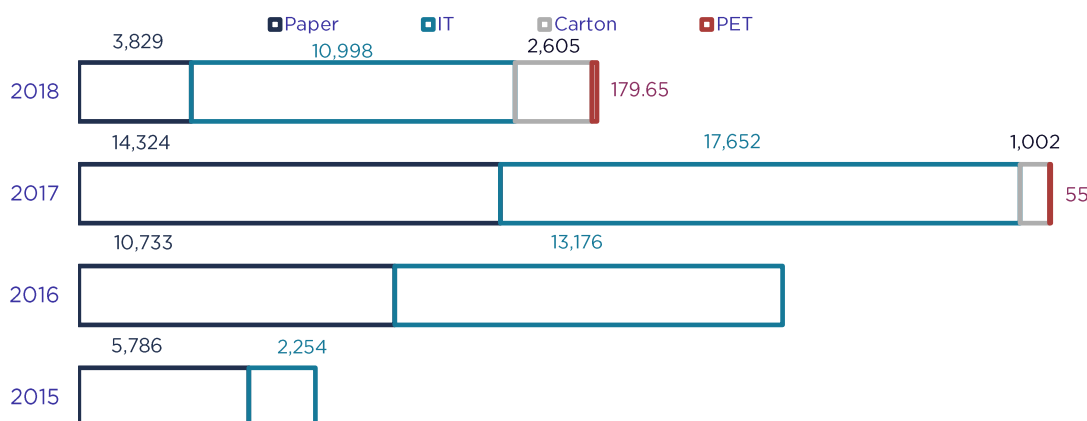
- ▶ An E&S Suppliers Directory guiding the provision of environmental friendly products and services related to paper, energy, transport, IT equipment, water, and waste management, has been developed and formally communicated to all business units and in particular to Purchasing Managers since January 2015. The directory is dynamic and updated regularly to incorporate new suppliers and is used in conjunction with applicable policies at companies' level.
- ▶ A Green Procurement Policy that integrates environmental considerations has been ratified and communicated since September 2015. The policy is meant to direct business units on their purchase of IT equipment, paper, electronic and electric appliances.
- ▶ A Paper Purchase Policy for eco-friendly A4 paper (ISO 14001, FSC certified, PEFC certified) was implemented by the CJ Purchasing Committee in May 2017 and renewed in 2018. All units are complying to this policy.



ENVIRONMENTAL PERFORMANCE

WASTE MANAGEMENT

Yearly Waste Disposal (Kg)
2015 -2018

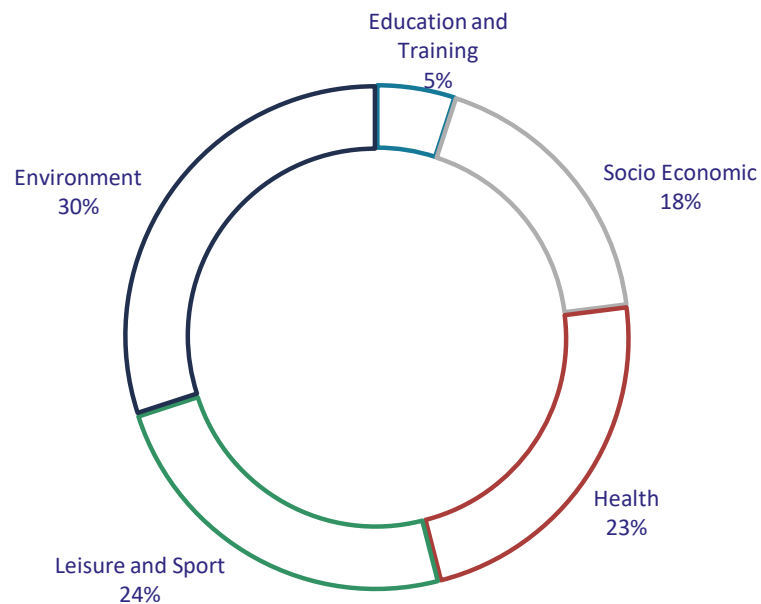


- The responsible disposal of paper and IT wastes demonstrates the effectiveness of recycling campaigns and programs across CJ.
- Paper usage has been optimized (such as implementation of e-bills at Emtel Ltd) across CJ and hence the noticed decrease in paper recycling in 2018. Regarding IT/E waste, with the mass disposal campaigns across CJ during previous years, a decrease was expected for 2018.
- To date, all office paper and IT waste are imperatively disposed responsibly through environment friendly collectors.
- In 2018, in addition to office paper and IT, CJ consolidated the responsible disposal of Carton and PET bottles, with a commendable performance of 2,405 kg and 180 kg recycled respectively.
- Emtel also responsibly disposed its obsolete scratch cards via responsible recyclers.
- In addition, CJ extended its principle of responsible waste disposal by encouraging Food and Beverage Tenants of CIL and Emtel to recycle used kitchen oil with BIOIL Ltd. In 2018, an amount of 90 kg of oil was recycled.

CSR EXPENDITURE

COMMUNITY INVOLVEMENT

CSR Expenditure per Intervention Area (%)
2018

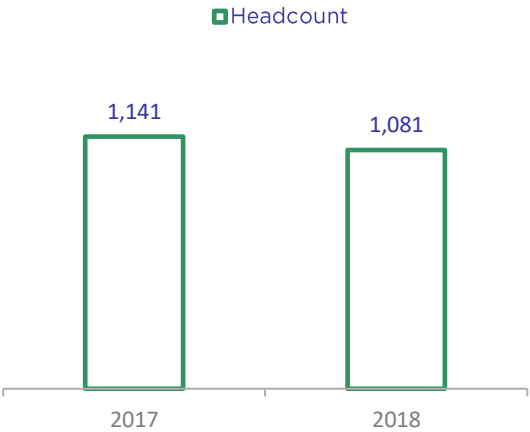


- i. In line with the guidelines of the National CSR Foundation, Currimjee Foundation has sponsored a number of initiatives in the five intervention areas namely: Education and Training, Socio-Economic, Leisure and Sport, Health and Environment.
- ii. For 2018, the CSR function amplified its involvement and contribution to environmental causes, with major collaboration with the NGOs Mauritian Wildlife Foundation and Reef Conservation.

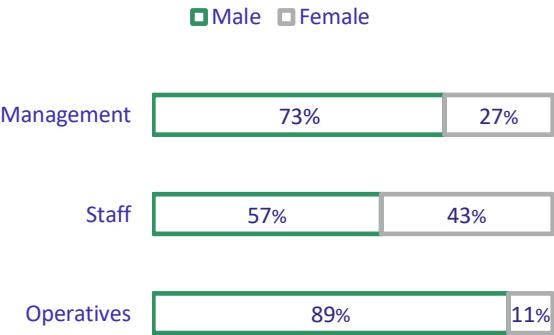
HUMAN RESOURCE DASHBOARD

WORKFORCE DEMOGRAPHICS

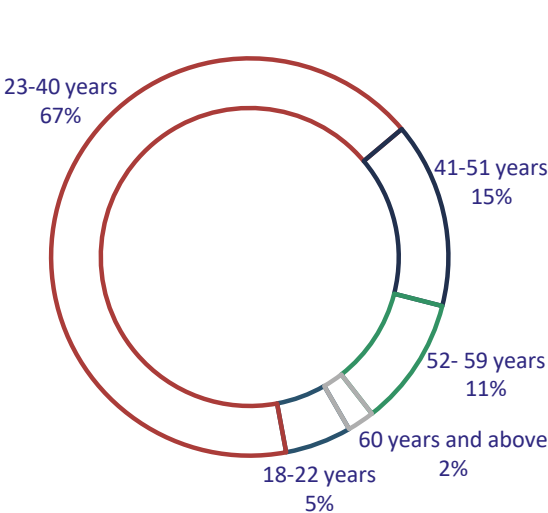
Headcount
2017 - 2018



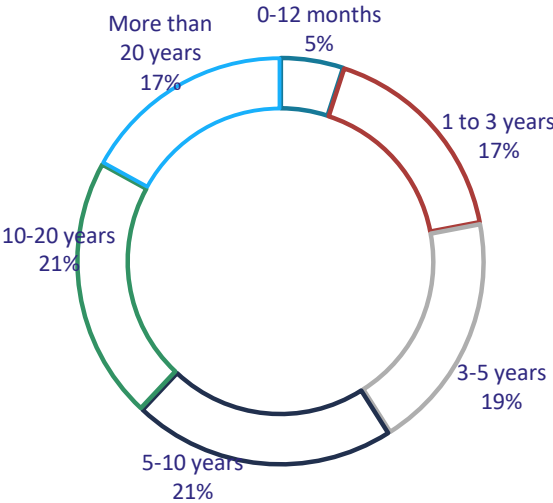
Employee Category by Gender
2018



Employee Distribution by Age
2018



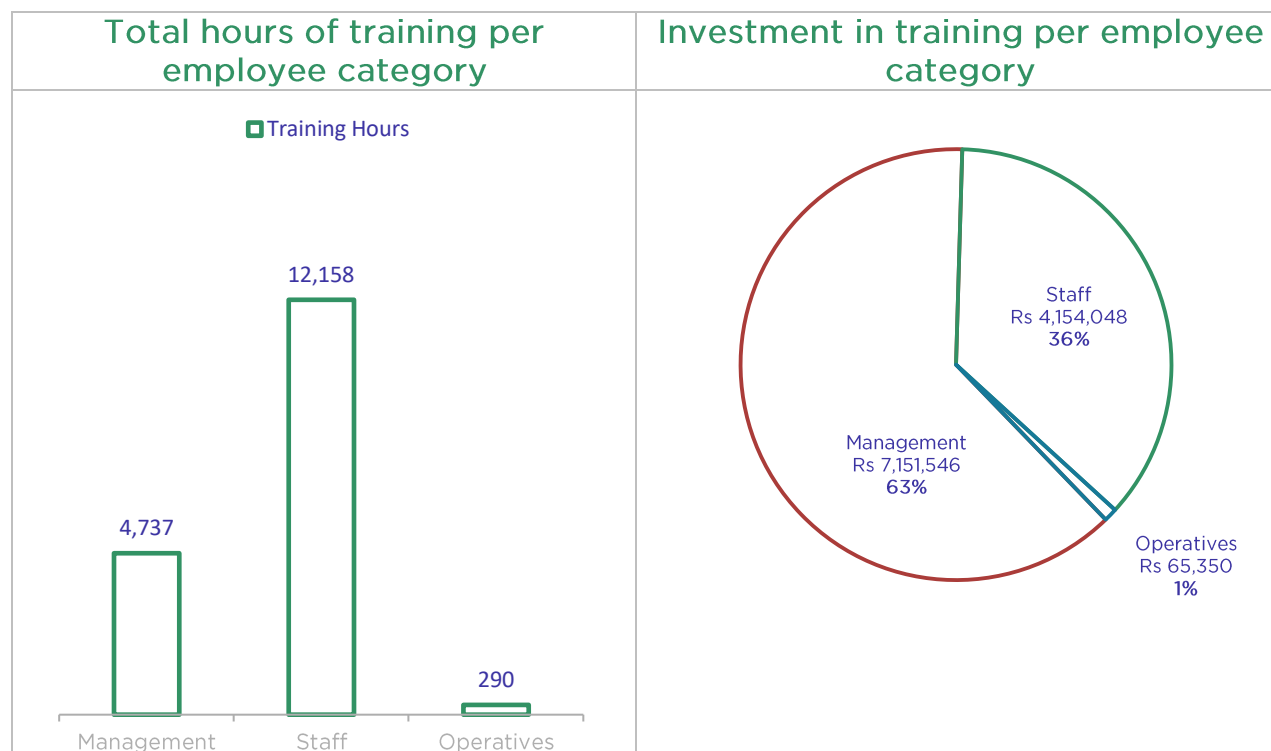
Employee Distribution by Tenure
2018



- i. With the restructuration at the level of some business units in 2018, there was a decrease in the headcount from 1,141 to 1,081.
- ii. CJ recruitment process is in line with the equal opportunity and gender equality philosophy.

HUMAN RESOURCE DASHBOARD

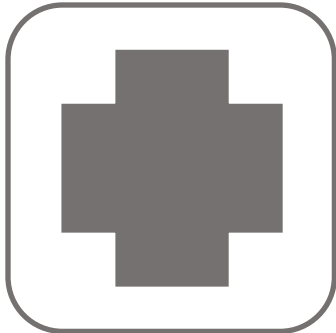
TRAINING



- i. CJ has invested significantly in upskilling and empowering its workforce in 2018 through customised learning and development programs. An analysis was undertaken at the start of the financial year to determine competency gaps and define the training requirements that will help improve employee performance.
- ii. Staff at all levels are included in learning and development initiatives. Some 2018 initiatives that fell under the competency improvement programme included training and workshops conducted by external trainers and service experts, with topics ranging from Supervisory skills, Emotional Intelligence, Leadership, Impactful Presentation, Social Media, Data Protection and Finance and Accounting standards, amongst others. Other forms of learning initiatives included in-house trainings such as Health and Safety and on-the-job upskilling. Also included in the training budget were team-building activities which helped develop team cohesiveness and collaboration.

HUMAN RESOURCE DASHBOARD

HEALTH AND SAFETY



0 case of work-related injuries reported

3 cases of work related illness reported



2,163 hours of Health and Safety related training

668 employees trained on Occupational Safety and Health

- i. During 2018, no case of work-related injuries or ill health leading to fatality was reported.
- ii. No case of work related injuries and 3 cases of work related ill health recorded.
- iii. Various trainings on Occupational Safety and Health were provided over and above the requirements of the Occupational Safety and Health Act.

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