

Environment AND SUSTAINABILITY REPORT

Our Sustainability strategy and charter

As a family-owned business, Currimjee Group's founding principles are rooted in a philosophy of longevity and sustainability. All our decisions are made keeping our future generations in mind. This perspective continues to guide us on a journey to maintain an equilibrium between doing the right thing for our business, the planet, our people and the communities we serve.

After formalising a sustainability strategy in 2014 and making it a key strategic driver for the Group, we decided to take it a step further in January 2022. We organised a workshop in partnership with Kantar for the business leadership team to review the Group's sustainability mandate. This exercise paved the way for the review of our Group Sustainability Charter (https://www.currimjee.com/media/mh4gdyxj/sustainability_charter.pdf) in November 2022, which takes into account the diverse activities of our subsidiaries and their relationships with external stakeholders.

To embrace the local and global sustainability challenges pertinent to the group and the nature of the businesses, the group adopted the sustainability charter which encompasses three key pillars of sustainability:



These sustainability pillars are further distilled into actionable strategic drivers that aim to contribute to the UN SDGs (United Nations Sustainable Development Goals). In turn, each strategic driver is supported by a number of actions and monitored through a set of performance indicators. These commitments extend beyond our compliance duties and are an integral part of our business, from our strategy and reporting practices, to our products, behaviours and daily actions.

Environmental Preservation

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



Social Inclusion

- Poverty Alleviation
- Quality Education
- Quality Health



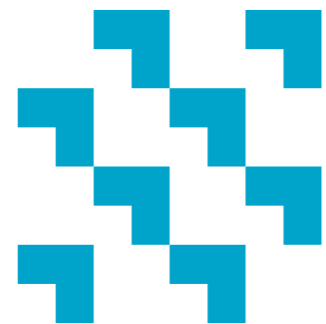
Human Capital

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



Human capital report p 39

Beyond the UN SDGs, we also adhere to the commitments of the SEMSI and Signe Natir, ensuring we remain attentive to the specific challenges in the local context.



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Stock Exchange of Mauritius Sustainability Index (SEMSI)

CIL listed since 2015
(91% score for environment in 2019)



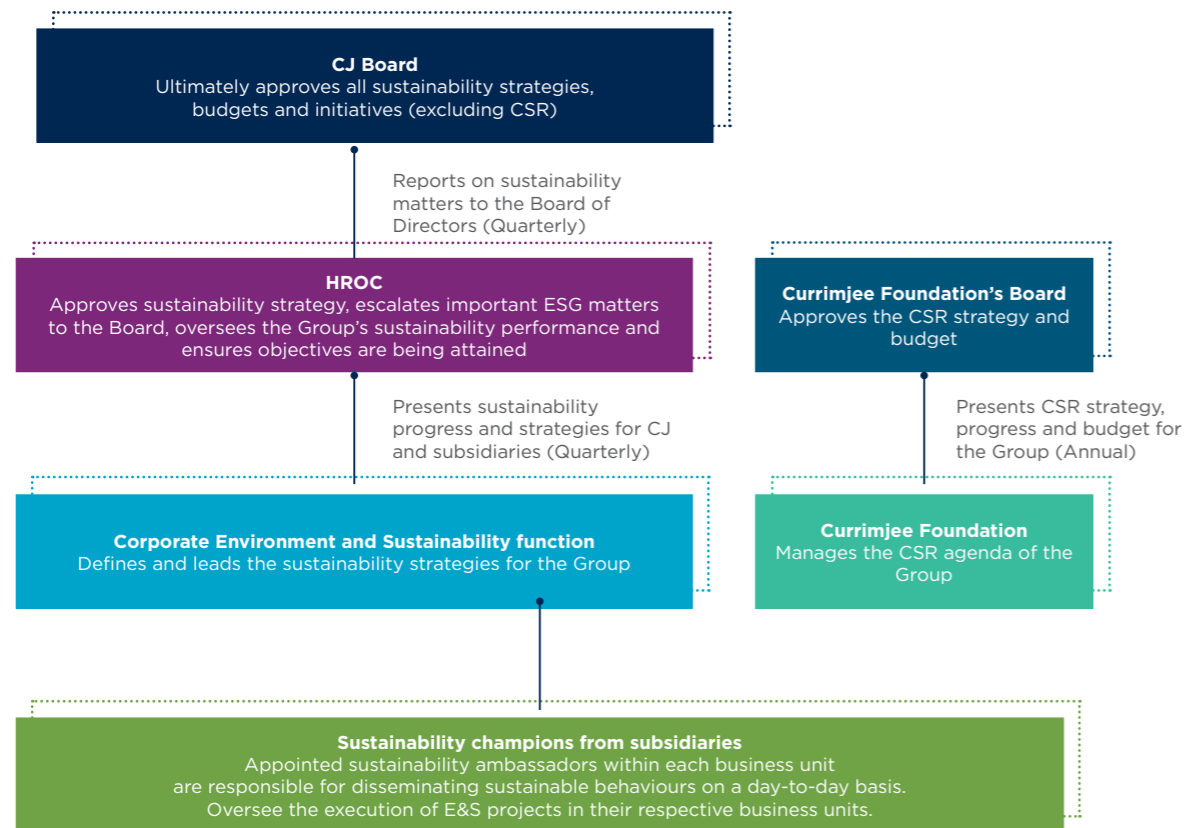
Led by Business Mauritius

Member since 2020

Organisational structure

In pursuing our sustainability strategy, our governance structure (illustrated below) provides a solid foundation for anchoring our sustainability strategy and goals. It helps the Group remain accountable to its goals by setting out the division of responsibilities and reporting processes. Each committee has a formalised mandate with clear lines of duty and responsibilities, and all employees are fully aware of the sustainable behaviours that are expected of them.

The Currimjee Foundation, which was set up in 2009, is the vehicle that manages and monitors the CSR funds of the Group. Various subsidiaries of the Group contribute funds to the Currimjee Foundation, which then distributes them between defined areas of intervention that are aligned with the Group's sustainability objectives. More details on the areas of intervention and achievements of the Currimjee Foundation are provided on pages 108 to 110.



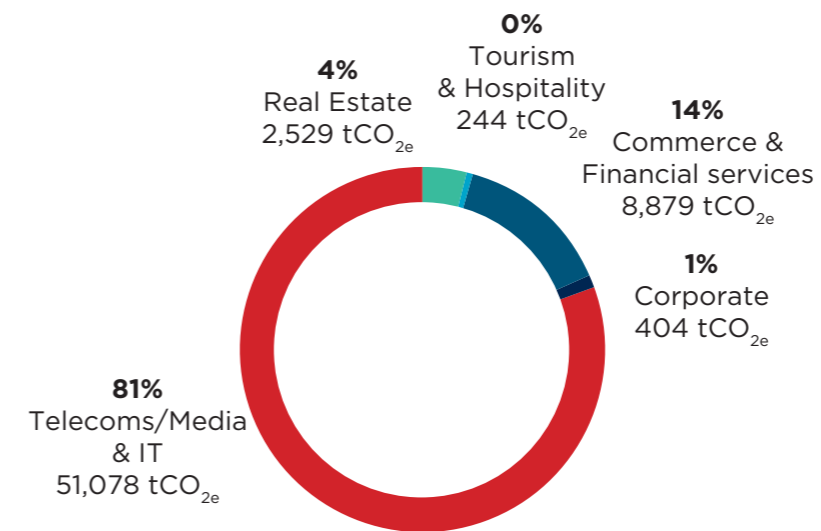
Environmental Preservation

The Group acknowledges the contribution of its operations to the global phenomenon of climate change, which is severely disrupting weather patterns and the balance of nature. In Mauritius, the recent heavy rainfalls and flash floods are a clear indication of the island's vulnerability to these threats. With this in mind, CJ has committed to proactively taking effective actions to minimise and offset its greenhouse gas emissions.

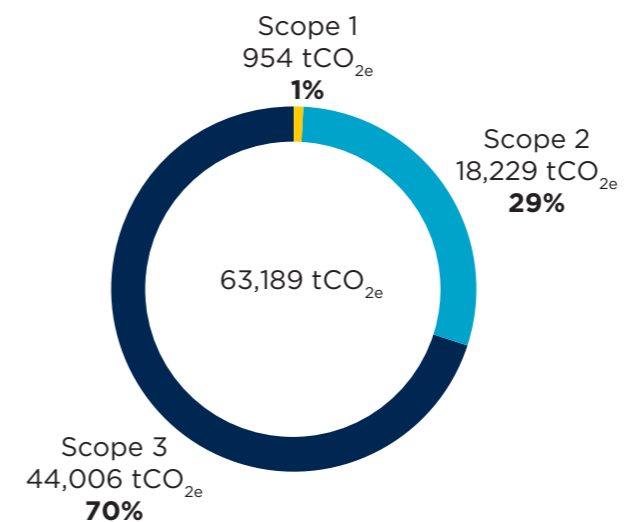
Carbon footprint assessment

In 2022, the Group began measuring its carbon footprint to identify our high carbon-emitting activities and establish a baseline against which we intend to monitor and improve our performance each year. The GHG protocol was used for the assessment and published databases were used for the emission factors. As a first exercise for the Group, we measured the Scope 1, Scope 2 and a maximum of Scope 3 emission categories. Where actual figures were not available, we used industry averages.

EMISSIONS PER CLUSTER

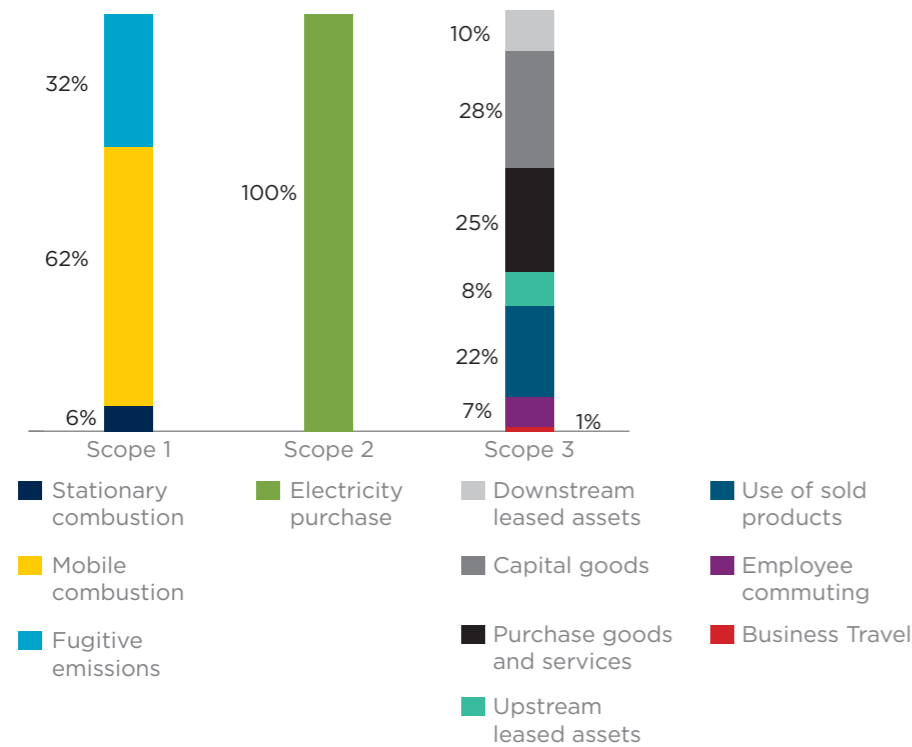


GROUP LEVEL EMISSIONS PER SCOPE



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EMISSIONS PER SCOPE AND CATEGORIES

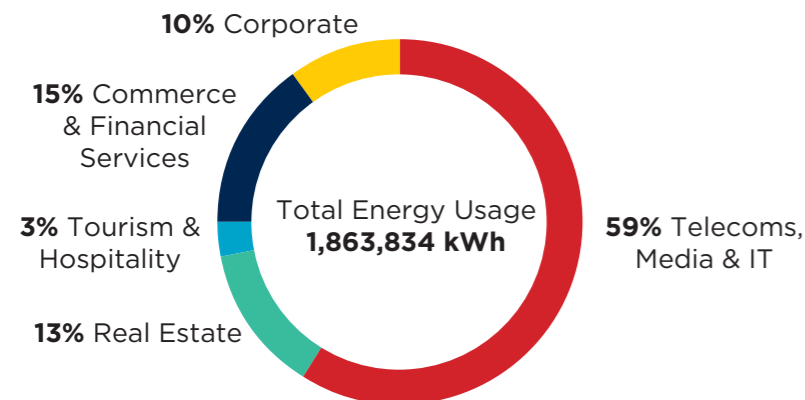


Energy

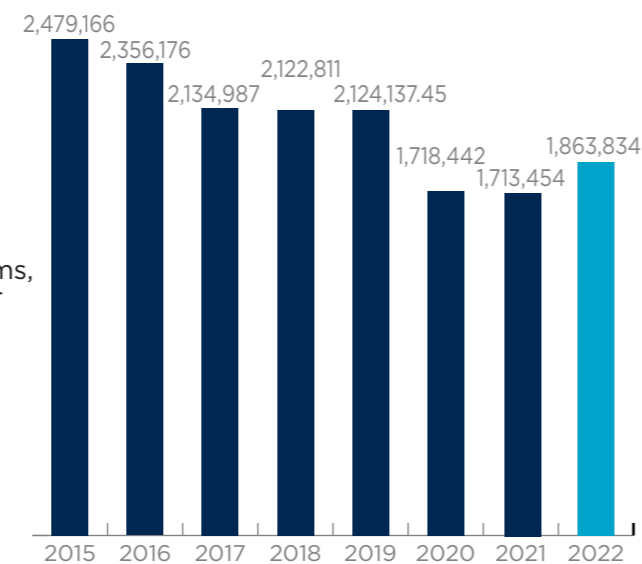
We are working to improve the energy efficiency of our operations across all our clusters. As far as possible, LED lights, natural light and solar panels are favoured.

The Group reported an increase of 8% in its electricity consumption in 2022, attributed to a boost in business activities. At the level of Emtel's technical sites (cell sites, data centres and network office), a surge of 1.5% was recorded due to increase in network traffic and customers. A drop was noted in the generation of renewable energy due to the relocation of MC Vision's head office, which required the uninstallation of its 17 kW photovoltaic system, as well as technical issues with the PV systems at Les Arcades and CJ's head office. However, the Group has plans to significantly increase photovoltaic panels capacity across its businesses in the next three years.

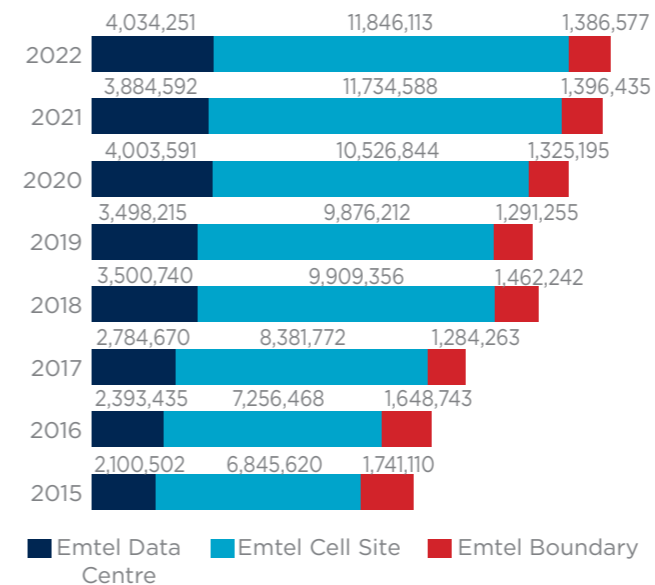
ENERGY USAGE IN OFFICE BY CLUSTER (KWH) 2022



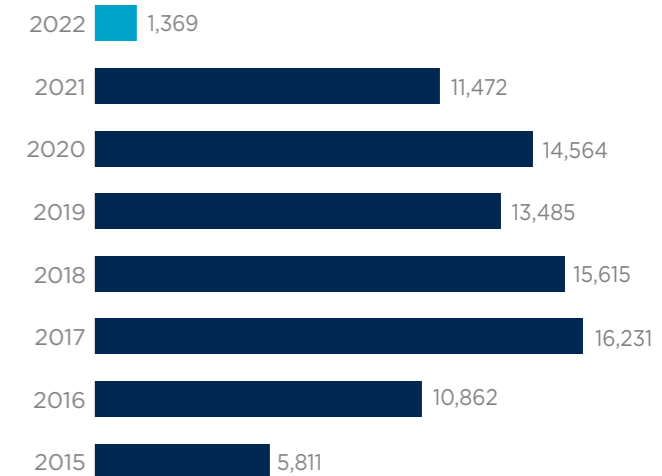
ENERGY USAGE IN OFFICES (KWH) 2015 - 2022



ENERGY USAGE FOR EMTTEL TECHNICAL SITES (KWH) 2015 - 2022



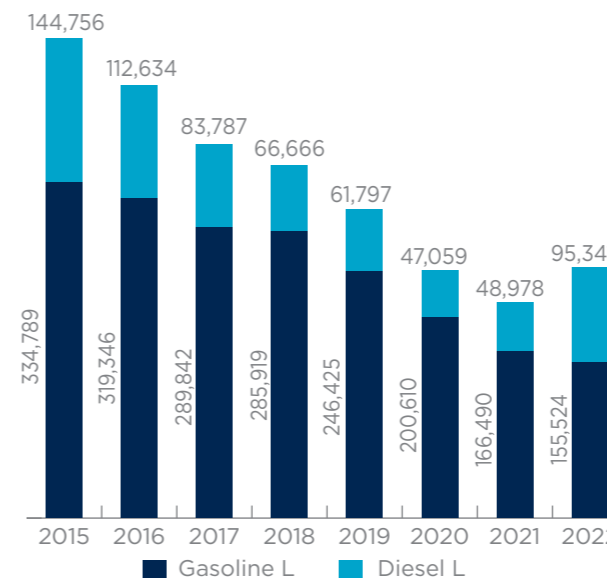
RENEWABLE ENERGY GENERATED (KWH) 2015 - 2022



Transport

Transport and commutes are also large contributors to our carbon footprint. We continuously work towards decreasing our fuel usage through efficient fleet management. In parallel, our work-from-home policy is now embedded in our ways of working, and we promote greener daily transportation habits through eco-friendly car policies and encouraging our employees to opt for greener modes of transportation. In 2022, the global fuel usage of the Group increased by 15%.

FUEL (GASOLINE & DIESEL) USAGE FOR TRANSPORT (L) 2015 - 2022



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1,947
NATIVE AND ENDEMIC PLANTS
Planted at La Citadelle

2 HA
ENDEMIC FOREST
Restored at La Citadelle and Ebony Forest

18
CORAL FARMING ARTIFICIAL STRUCTURES
Introduced in the lagoon for coral farming

22%
PAPER USAGE

2,500 L
RAINWATER SYSTEM INSTALLED IN LOCAL SCHOOLS

Mauritius has long been known as a biodiversity hotspot, but its fauna and flora are increasingly threatened. The Group lends its support to ecosystem restoration and biodiversity preservation programmes through close collaboration with local stakeholders.

Terrestrial biodiversity

Despite the vast areas of forested land in Mauritius, only around 2% of the original native forest remains. Since 2015, the Currimjee Foundation has been partnering with the NGO 'Friends of the Environment' to re-create a native dry forest over 1.5 HA of land on the Citadel hill in the heart of Port Louis. We expanded our commitment by partnering with Ebony Forest in 2021 to also restore 0.5 HA of forest in Chamarel. These collaborations have enabled the Group to contribute to the planting of more than 9,500 plants and the preservation of more than 20 species of native endemic plants.

Marine biodiversity

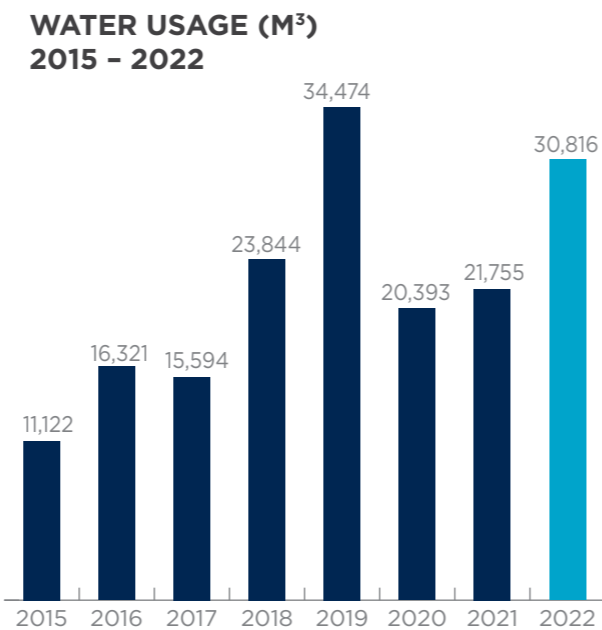
As a small island developing state, our marine ecosystems and the health of their ecosystem services are instrumental for us: they play the role of moderating climate, processing waste, providing vital food to coastal populations and generating employment, amongst many other benefits. Our coral reefs, an important component of this system, are highly degraded. The Currimjee Group started the restoration of the reefs in the south of Mauritius using the coral farming technique. To date, 18 artificial structures have been placed in the sea hosting the coral fragments, which will be then transferred to different regions of the lagoon in a few years.

Paper usage

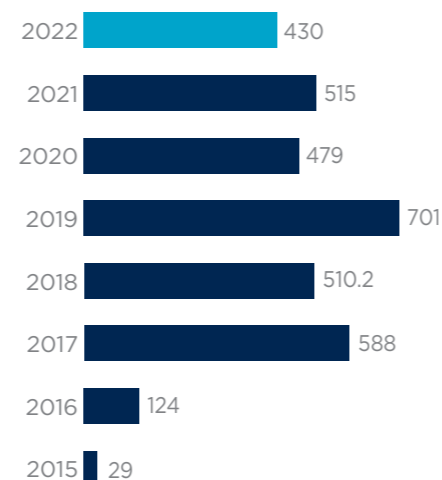
We ramped up our strategies to decrease our paper consumption, including the digitisation of processes, encouraging double-sided printing, using and sharing e-documents where possible, promoting e-media and e-communications, and only purchasing paper sourced from responsible forests (certified FSC, PEFC and ISO). All these initiatives have contributed to a 22% reduction in paper consumption in 2022.

Water usage

According to the World Bank, Mauritius is challenged by seasonal water scarcity and therefore classified as a water-stressed country. To ensure that our operations are not putting additional pressure on the local water supply system, the Group has set up water harvesting systems across its business units for non-potable purposes, such as watering and cleaning. Over and above internal actions, CJ also encourages the community to harvest rainwater. In 2022, two systems of a total of 2,500 L were installed at Cedem and St Patrick School to supply their washrooms.

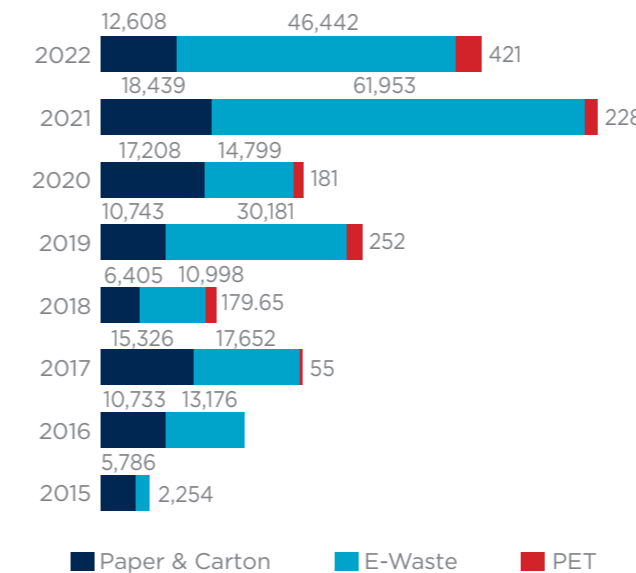


RAINWATER HARVESTED (M³) 2015 - 2022



The Company ensures the proper management of its waste by ensuring reduction in waste generation at source and recycling all the waste generated, as applicable. The Group's Waste Management policy ensures that the subsidiaries have the right information and medium for any waste disposal.

WASTE RECYCLED (KG) 2015 -2022



46 Tonnes
E-WASTE AT CJCO RECYCLED

12,608 kg
PAPER WASTE AT CJCO RECYCLED

421 kg
PET WASTE COLLECTED AND RECYCLED

5.3 Tonnes
CERAMIC WASTE FROM BATIMEX RECYCLED

900 kg
WASTE COLLECTED DURING COMMUNITY CLEAN UP CAMPAIGNS

275 L
KITCHEN OIL COLLECTED AND RECYCLED WITH F&B REAL ESTATE TENANTS

4.4 Tonnes
E-WASTE COLLECTED FROM COMMUNITY AND RECYCLED THROUGH THE EMTEL'S NATIONAL E-WASTE PROGRAMME

National e-waste take-back programme

In 2019, Emtel took the initiative to address the growing amount of electronic waste in Mauritius. In collaboration with the NGO Mission Verte, it introduced the national "e-waste take-back" programme and has been leading the way in promoting the reuse of electronics and the recycling of unwanted devices. To this end, 51 collection points were set up across Mauritius and one collection point in Rodrigues, to dispose of obsolete mobile phones, batteries and accessories. In 2022, 4.4 tonnes of e-waste were collected from the community, compared to 3.7 tonnes in 2021, showing the increased awareness of the public on the subject. Batimex also responsibly disposed of 5.3 tonnes of ceramic waste during the year, through a construction waste recycling programme.

War on plastic

The 'War on Plastic' initiative was launched with the objective of minimising single-use plastic within the Group. It aims to assess, measure, reduce and eliminate, as applicable, the use of single-use plastic in all forms across the operations of CJ's subsidiaries.

The Currimjee Foundation, in partnership with the NGO Precious Plastic, launched a plastic recycling hub to recycle plastic waste, transforming it into decorative items or furniture. The hub will also serve as an awareness centre to educate visitors about recycling through live demonstrations.

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Environmental Stewardship

782

EMPLOYEES
Participated in
environmental initiatives

Achieving the Company's sustainability goals requires the imminent and proactive support of our employees and the community. The company advocates for environmental stewardship through awareness sessions on important topics and continuously encourages employee participation in activities. In 2022, 782 employees participated in our environmental initiatives.

World Environment Day

The World Environment Day was celebrated along the theme #OnlyOneEarth, whereby employees had the opportunity to visit Valley de Ferney and learn about the Kestrel, the national bird of Mauritius, discover more about their individual carbon footprints using the Earth Hero App, and attend an awareness session on the importance of soil by the 'Save Soil' movement.

World Cleanup Day

To celebrate World Cleanup Day in 2022, clean up campaigns were organised with the help of 161 employees across several locations in Mauritius, Rodrigues and Agalega. Around 900 kg of waste was collected from the community, of which 160 kg was recyclable waste. The World Cleanup Day initiative concluded with an awareness session carried out by the Mauritian Wildlife Foundation on the impact of pollution on biodiversity.

Organic gardening training

The excessive use of pesticides in agriculture and food insecurity are key problems in our Mauritian society. We organised a hands-on training session for our employees to help them kick-start their own organic garden at home, providing a starter kit to each one of them. The training was driven by Everbloom for 18 employees.

Phoenix Central's sustainability forum

Currimjee Real Estate launched a sustainability forum with the tenants of Phoenix Central in 2022, with the aim of sharing best sustainability practices and supporting the sustainability initiatives of the tenants. Under the leadership of Currimjee Real Estate, an awareness session on responsible waste management and a blood donation activity were organised during the year.



Social Inclusion

CJ and the Currimjee Foundation undertake and lead integrated and sustainable social projects, which tackle some of the most foundational challenges facing our society:



Poverty alleviation



Quality education



Quality health

In 2022, the Currimjee Foundation worked closely with several NGOs and community groups to promote social inclusion. Below, we highlight the main actions taken under these three community development areas, and how they contribute to the UN SDGs.



Poverty alleviation

Food4Smile

On the occasion of the International Day for the Eradication of Poverty, the Currimjee Foundation collaborated with four NGOs for the distribution of food parcels to 100 vulnerable families. Sustainable Idea Development Store (S.I.D.S), beneficiary of our CJ's social acceleration programme, Trampoline, joined the cause by providing eco-friendly packaging for the project.

Partners and NGOs

- I Have A Dream
- Lumière D'Espérance
- Planète Enfants
- Groupe Pauvreté Le Morne Village

Enn Zardin Pu Mwa

This project aims to help families become self-sufficient or start a micro-business. The Currimjee Foundation remitted seedlings and gardening tools to participants who have followed a food security training programme dispensed by a professional, centred on the benefits of growing one's own food and related life skills. About thirty housewives from the Vallée Pitot and Roche Bois regions have started growing tomatoes, lady fingers, parsley, thyme, bok choy, beans and radishes, amongst others.

Partners and NGOs

- National Social Inclusion Foundation.



Quality education

Enn Zanford Enn Sourir

The Currimjee Foundation and Emtel organised their respective annual "Enn Zanford Enn Sourir" event last December. This initiative aims to reduce social exclusion by offering 1,142 children from 20 regions/shelters in Mauritius, Rodrigues and Agalega, a memorable end of year with Christmas gifts and school materials for the following school year.

Partners and NGOs

- Light of Hope
- Rotary Club of Rodrigues
- Association Pour Les Progrès d'Agalega
- Fam-Unie Foundation
- Groupe Pauvreté Le Morne Village
- Pure Mind Haven
- Atelier Sa Nou Vize.

Special Education

The Currimjee Foundation collaborated with EDYCS Epilepsy Group to support the NGO in its goal to provide education to children with epilepsy. Emtel similarly provided support to the GPL Special Learning Centre in Rodrigues. In total, 86 children with disabilities benefitted from our initiatives in the context of special education.

Partners and NGOs

- EDYCS Epilepsy Group



Quality health

Vine Pran Conte To La Sante (Care For Your Health).

The 5th edition of "Vinn Pran Kont To la Sante" was organised on 11 December in partnership with three NGOs/partners. This annual health check-up campaign aims to promote access to medical services for vulnerable populations. This year, the campaign was carried out in Pailles and saw the participation of about 60 health professionals from 15 different fields.

Partners and NGOs

- PATH
- Rotary Club Martebello
- Civic Action Team

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Disan Pa Pouss Lor Pye

The Group renewed its annual blood donation campaign last year, with four blood donations organised at Emtel World, Ebène, Phoenix Central and Rodrigues. The initiative involves the participation of company staff, partners and the public. 516 pints of blood were collected in all for the 2022 drive.

Partners and NGOs

- Thalassemia Society of Mauritius
- National Blood Transfusion Service
- Voluntary Blood Donor Association
- Mauritius Blood Donors Association

Bedridden Medical Scheme

Since 2010, under the Currimjee Foundation's Bedridden Medical Scheme, people with physical and/or mental disabilities in the Port Louis area have been provided with direct grants to cover their monthly medical expenses. To date, Rs 2.9 million have been awarded in grants for this project, reaching an average of 25 individuals yearly. For 2022, 25 individuals have benefited from the scheme.

Partners and NGOs

- Pharmacie de la Plaine Verte

Overseas Medical Treatment scheme

Since 2011, the Currimjee Foundation has been providing financial assistance to people who are inoperable locally and need surgery abroad, amounting to Rs 7.7 million. These individuals have a monthly family income less than Rs 50,000 and meet specific criteria as defined by the Ministry of Health and Quality of Life. The Foundation sponsored 10 persons in 2022.

Partners and NGOs

- Ministry of Health and Quality of Life

Spor Pou Lekor

Over the past few years, CJ has invested in recreation and sports programmes that help address social issues and improve the quality of life for vulnerable groups. We strongly believe that all members of society, including people with disabilities, low-income families and disadvantaged children, have a right to recreational activities.

In this respect, the Foundation has supported more than 470 youth from local NGOs and sports associations. The aim was to promote inclusive communities and help the youth develop their talents by providing them with the appropriate structure and facilities.

In 2022, CJ sponsored Club Sportif Zeness Vallée Pitot, Vallée Stars Sports Club and Angel Réduit Athletics Club, which all aimed to use sports to develop the personality of children and combat the spread of drugs.

Partners and NGOs

- Club Sportif Zeness Vallée Pitot
- Vallée Stars Sports Club
- Angel Réduit Athletic Club

No to Drug Programme

As part of its 'No to Drug' action, the Currimjee Foundation launched the 'Prévention Petite Enfance' project, an initiative aimed at raising awareness among children and young people in Roche Bois about substance abuse.















Thanks to the support of DRIP and Quality Beverages, a 20-session fun workshop promoting dialogue and sharing was offered to 60 children and young people of Résidence Shell over a period.
















The Foundation also supported Dibout Ansam, an NGO engaged in supporting people who suffer from drug addiction or alcoholism. The partnership with Dibout Ansam provided training programmes to help recovering addicts reintegrate into society. Activities around agriculture, carpentry, cooking, music and sports were also organised for the beneficiaries.

Partners and NGOs

- DRIP
- Quality Beverages
- Dibout Ansam

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Project	Key achievements	
FOOD4SMILE	Food packs for needy families - 102 Regions/NGOs - 5	  
ENN ZANFAN ENN SOURIR	Shelters/regions - 20 Partnering NGOs - 7 Beneficiaries of school materials - 1,142	  
NO CHILD LEFT BEHIND - REMEDIAL CLASS	Centres-Regions - 2 PSAC students - 74 % Pass - 74%	  
SUPPORT TO EPILEPTIC STUDENTS	Supported students - 30	  
SUPPORT TO PHYSICALLY DISABLED STUDENTS	Disabled children - 86 NGOs - 2	 
EDUCATION & PREVENTION WORKSHOP FOR EARLY CHILDHOOD	Children - 60 Programme Duration - 4 months	   
OVERSEAS MEDICAL ASSISTANCE	Beneficiaries - 10	
BEDRIDDEN MEDICAL SCHEME	Beneficiaries - 25 Regions - 4	  
VINE PRAN CONTE TO LA SANTE	Participants - 300 Collaborators - 3 Medical professionals - 60 Medical fields - 10	  
SPOR POU LEKOR	Associations/NGOs - 3 Beneficiaries - 476 Disabled athletes - 2	 

Project	Key achievements	
NO TO DRUGS PROGRAMME	Projects - 3 Partners-NGOs - 5 Participants - 660 Awareness sessions - 45 Rehabilitation activities - 5	
QBL PLASTIC RECYCLING HUB	Partners - 3 Machines - 4 Recycling Capacity - 1 tonne monthly	  
CITADELLE RE-VEGETATION PROJECT	Endemic Trees planted - 800 Species - 5 Staff Involvement - 150 Educational sessions - 3 Community project - 1	  
RAINWATER HARVESTING SYSTEM		
EBONY FOREST LTD-ENDEMIC REVEGETATION PROJECT	Endemic Trees planted - 700 Species - 5 Staff Involvement - 150	  
LET'S CLEAN UP MAURITIUS	Staff participation - 100 Community participation - 150 Regions - 2	
CORAL FARMING PROJECT	Spider frames - 18 Concrete blocks - 300 Coral species - 5 Growth Rate - 80%	  
FREE INTERNET/CALLS	NGOs in Education - 7 NGOs in Health - 10 NGOs in Poverty Alleviation - 8 NGOs in Environment - 1	    
ELECTRONIC WASTES RECYCLING	Deposit points - 70 Collected waste - 4.4 tonnes	