Sustainability Report

FOR THE FINANCIAL YEAR ENDED JUNE 2019



TOGETHERFOR A BETTER
TOMORROW.





MESSAGE FROM THE GROUP CEO

As Mauritius' biggest company, I am aware that IBL Ltd must play an essential role in addressing the pressing challenges facing our world. It has become crucial to move beyond traditional ideas of philanthropy and to think beyond financial returns. At IBL, sustainability is an integral component of our overall business strategy: it drives our decision–making and fosters innovation by challenging us to develop socially and environmentally responsible products and services. Our end goal is to turn the tide on the major economic, environmental and social issues of our times, while creating long–term value for our stakeholders.

Last year, we formalised a Group-level sustainability strategy that cascades down to our subsidiaries, operations and associated companies. We have made notable progress in embedding sustainability practices into our strategies, policies, culture and mindsets. IBL works actively to create a brighter future for everyone, and sustainable actionable changes form part and parcel of how IBL does business — by transforming existing systems and practices and by adopting new ones across the Group, wherever and whenever we do business.

Each new business endeavour is now thought and designed with the input of our experts in sustainability from the very beginning. This is an example of what we have changed at our level. A special effort is thus made to integrate the relevant indicators from early stage to ensure our ambitions will translate into actions.

Gunter Pauli has been helping IBL shape the evolving dialogue on sustainability. The creative minds of ZERI (Zero Emission Research and Initiatives) put forward the philosophy, and the Blue Economy puts them into actions. In our Group, we develop new solutions to create an economy based on local resources, responding to local needs with local added value.

I think that we can all agree that this is a long-term priority, and that only together we will be able to witness tangible results. At IBL, we are eager to be part of this necessary change.

Arnaud LagesseGroup CEO



Port Louis, 7th October 2019

Dear Stakeholders,

SUBJECT: UN GLOBAL COMPACT - STATEMENT OF CONTINUED SUPPORT

I am pleased to reaffirm our Group's support to the Ten Principles of the Untied Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In our first annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact principles into our business strategy, our daily operations, our services and more importantly our culture.

We also commit to sharing this information with you, using all our communication channels.

Sincerely yours,

ARNAUD LAGESSE GROUP CEO

IBL Ltd BRN: C07001778 IBL House Caudan Waterfront Port Louis, Mauritius T. (230) 203 2000 F. (230) 203 2001 E. iblinfo@iblgroup.com

STATEMENT OF CONTINUED SUPPORTFROM IBL'S GROUP CHIEF EXECUTIVE OFFICER

ABOUT THIS REPORT

We have prepared this Report that addresses our Environmental and Social performance, in accordance with the GRI Standards and which applies the Ten Principles of UN Global Compact. Covering the IBL Ltd Financial Year 2018–2019, this report gives some insights on IBL's contribution to the SDGs and some way forward for the year to come.

The fact that IBL Ltd is listed on the Stock Exchange of Mauritius Sustainability Index (SEMSI) since 2017 demonstrates our achievements in the areas of sustainability, good governance and transparent business practices.

We recognise that sustainability reporting is an ongoing, evolving process that requires a group-wide effort. Moving forward, we intend to make measurable improvement in how we communicate our Group sustainability performance to our stakeholders.



Dear Partners,

The Sustainable Development Goals are a call for worldwide action amongst everyone: governments, business and civil society. They call for concerted and collaborative actions towards global development and most importantly, purposeful business. They call for innovations, creative business models, new ways of collaborations. Sustainable Development Goals encourage industries to rethink their business model and find business solutions to some of the greatest challenges we are facing.

IBL Ltd is committed to fully integrate sustainable practices into its core businesses. For our businesses to bring a significant contribution to global and local challenges, we need to reduce its negative impacts and, more importantly, create new opportunities and add value to what we do. Sustainability is at the heart of the Group strategy, and we are encouraging our subsidiaries and operations to do same. We are striving to deliver value for society through commercial products and services, while promoting inclusive growth.

This year, our businesses have been working on their sustainability main challenges implementing a materiality matrix based on the Global Reporting Initiative (GRI) Standards. Awareness has also been raised amongst our stakeholders and employees. One example is the 1st edition of the AfrAsia Bank Sustainability Summit which was organised in October 2018 with the support of IBL Together. We have also materialised our partnership with the "Steve Jobs of the Sustainable Development", Gunter Pauli who established the Zero Research Emission & Initiatives (ZERI). He helped us create new business opportunities by increasing positive impact on the environment, the society and the economy.

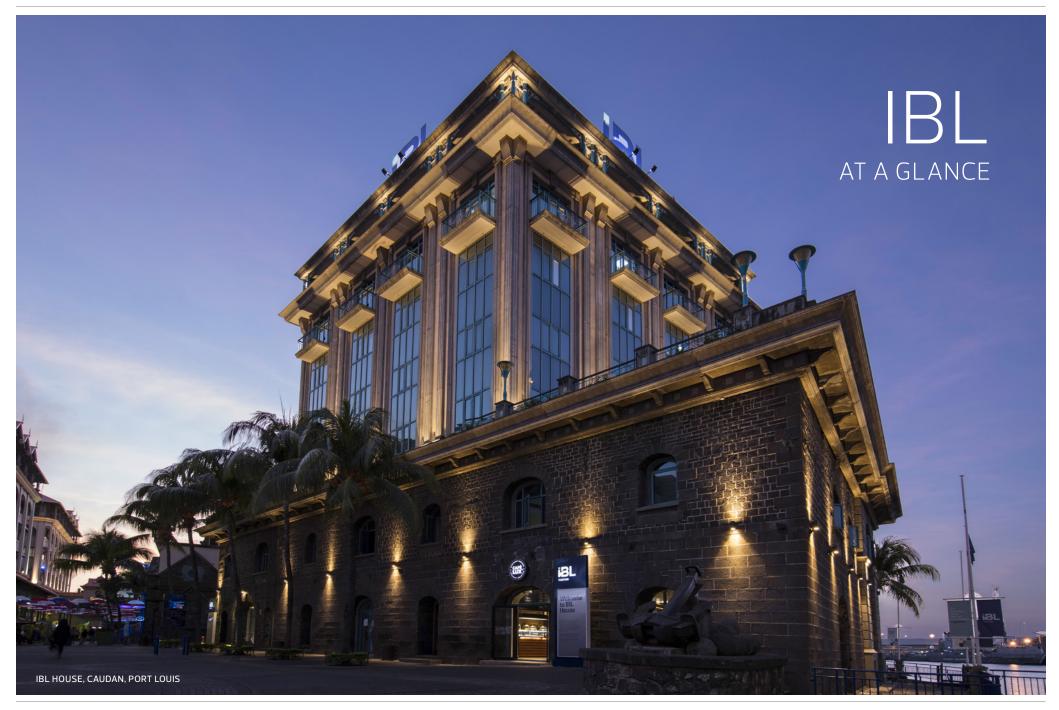
Going forward, we will review, adapt, reinforce and align our strategy as per the needs of our stakeholders and the market, and consolidate the Group-wide materiality issues.

Sustainably yours,

The Business Development — Sustainability Department Team





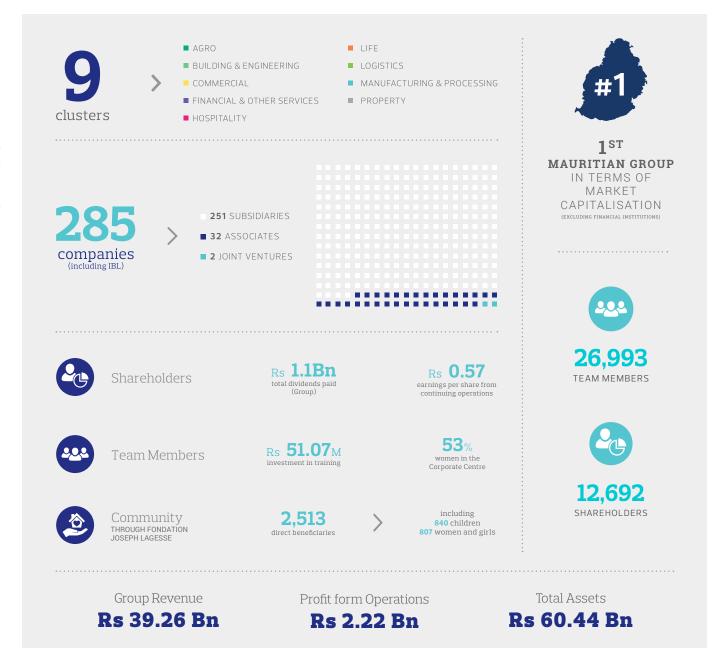


ABOUT IBL GROUP

190 years of entrepreneurship and growth

IBL's story is one of entrepreneurship, transformation and growth. It is also the story of the many people who have shaped the Group over the past 190 years.

From our origins in Mauritius' historic shipping and sugar industries in the 1830s, IBL has become one of the region's largest diversified groups. We work across nine clusters in 22 countries worldwide. IBL now has over 26,000 team members, making it one of Mauritius' largest employers. We are answerable to over 12,500 shareholders.



IBL'S MISSION, VISION AND VALUES

Vision

Creating a brighter future for all

IBL aims to work ethically and with integrity everywhere that we operate and invest. Our purpose is to create a brighter, more sustainable world.

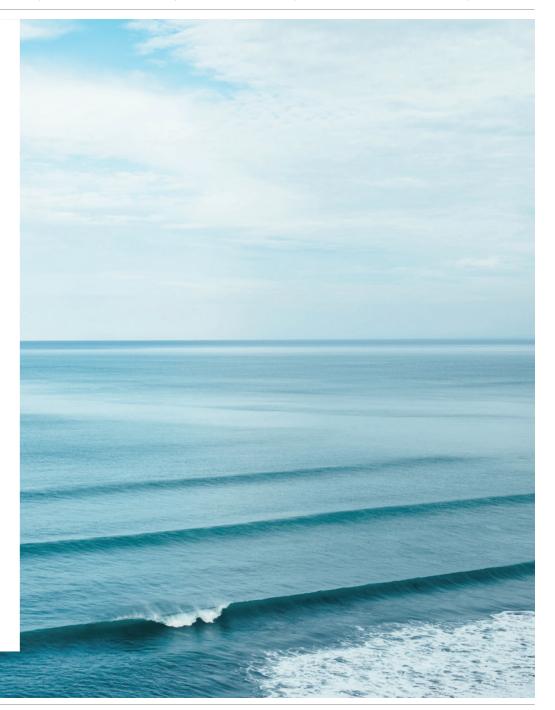
Mission

As a diverse and responsible corporate citizen, we enhance the talent of our people and inspire them to better serve our stakeholders in a trustful, open and efficient way

Values

Our values are the bedrock of our ambitious yet principled culture. They shape how we do business, govern our group and interact with our stakeholders — from our people and partners to the communities in which we work.

People 1st, Passion, Integrity, Excellence, Responsibility and Creativity





GROUP STRUCTURE



(A) Associate | (JV) Joint venture | (S) Subsidiary | (O) Operation

OUR SUSTAINABILITY JOURNEY



2014

1st GRI report at LUX*



2016

LUX* joins the GRI Community

2018

IBL Ltd adheres to UN Global Compact. Start of the Zero Emission Research and Initiatives (ZERI) journey and integration with Gunter Pauli on Blue Economy principles.

IBL forms part of the Club of 100 – Zermatt Summit. IBL Ltd is proud sponsor and partner of the 1st AfrAsia Bank Sustainability Summit. IBL signs UN Women's Empowerment Principles. Launch of Global Compact Network Mauritius with AfrAsia as a Chair and IBL Ltd as a member. IBL and its companies are evaluated by Great Place To Work.





FONDATION Joseph Lagesse

2005

Creation of Fondation Joseph Lagesse by Group CEO, Arnaud Lagesse

2015

LUX* and Ireland Blyth Ltd are listed on the Stock Exchange Mauritius

Sustainability Index (SEMSI). AfrAsia Bank Ltd and Ireland Blyth Ltd adhere to UN Global Compact



2017

1st IBL Integrated Report, integration of Sustainability into the Business Development and at a strategic level. Adoption of the New Code of Good Governance. The new entity IBL Ltd joins the SEMSI (Stock Exchange of Mauritius – Sustainability Index)



2019

The IBL Group Sustainability Policy is disclosed, IBL launches its new Code of Conduct, The Lux Collective (TLC) commits to UN Global Compact. AfrAsia Bank joined the GRI Community. PhoenixBev is certified ISO 14 001 on two of its three production sites.

OUR SUSTAINABILITY **OBJECTIVES**

"Together for a better tomorrow" is our credo

Aligned with the UN Global Compact's Principles and Sustainable Development Goals, IBL defined three objectives to create long-term value for our shareholders while supporting environmental and societal priorities.







CONTRIBUTE TO ECONOMIC GROWTH AND SOCIETY

Reduce poverty

Provide quality education to all

Support entrepreneurship and the local economy

EXPLORE INNOVATIVE,

SUSTAINABLE SOLUTIONS

Build innovation in line with blue economy principles

Develop new solutions and partnerships

ACT RESPONSIBLY

Reduce our environmental footprint

Place people at the heart of the group's strategy and decision–thinking

Doing business while applying the best governance practices

PROGRESS ON OUR SUSTAINABILITY ROADMAP

Our sustainability approach relies on factoring in Environmental, Social and Governance (ESG) considerations into our decision—making, so we can create long–term value for our business, for our stakeholders, for society at large and for our planet. We do so by focusing on three areas of concern:



PEOPLE & STAKEHOLDERS

To be a responsible employer and business in Mauritius and abroad, while taking care of all our stakeholders, including our team members



ETHICS & GOVERNANCE

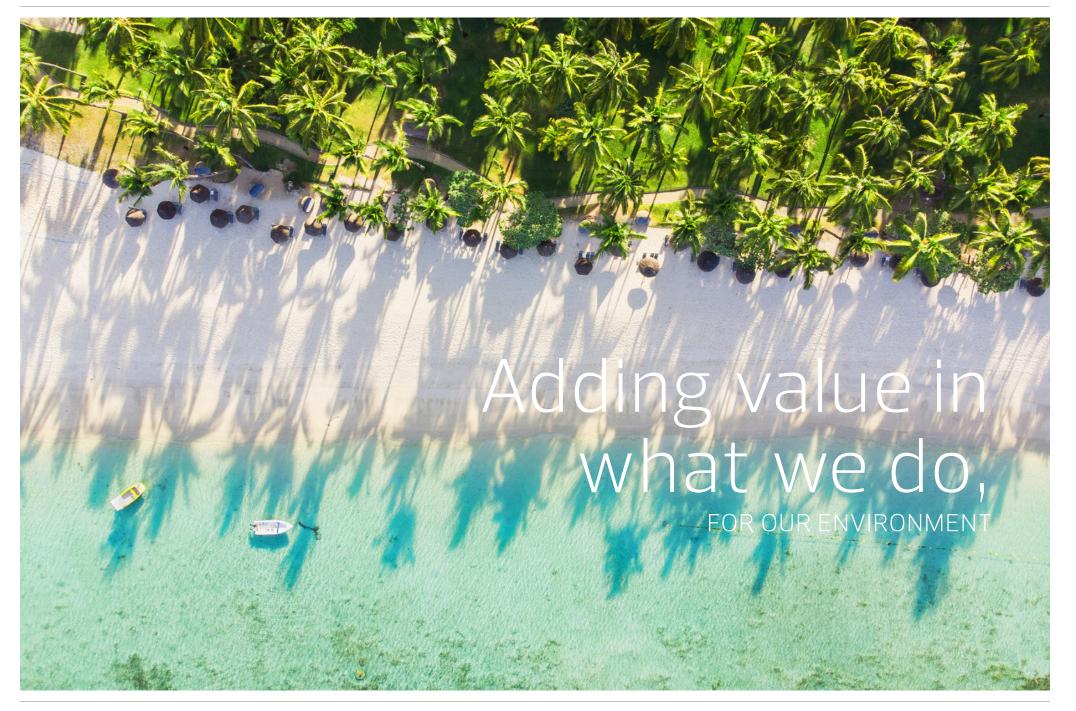
To apply good business and governance practices and disseminate them to our stakeholders



ADDED VALUE & ENVIRONMENT

To manage our environmental footprint by improving business practices, innovating and taking advantage of sustainable business development opportunities

IBL also differentiates itself by its approach to sustainability, which extends beyond simply implementing green economy initiatives. Instead, we have adopted principles of the Blue Economy, which focus on responding to basic needs using what we already have, introducing innovative products and services to the market, generating employment and creating more value.



Since 2018, we've been working on our main environmental impacts as a diversified Group. We came out with four main challenges to focus on: our energy consumption and role in the national energy transition and climate change (SDG 7 & 13), the responsible production, consumption & procurement (SDG 12) and the innovation with the latest technologies (SDG9).

Decarbonising our energy mix and increasing our energy efficiency

Our goals for the year were to reduce IBL's dependency and use of fossil energy by:

1.

implementing energy efficient methods and business practices.

2

shifting to a low-carbon economy and looking into renewable energy sources such as solar and wind.

Regarding the 1st objective:



30 out 70

IBL operational sites have been audited.

An estimated

Rs 20 M

will be saved on Winner's electricity 2019–2020 bill.





have deployed energy efficiency solutions and are operational since September 2019. The profits will be visible as from next year.

While

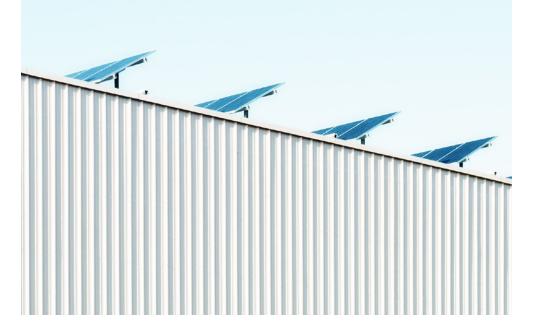
Rs 30 M

have been invested in 2018–2019 to implement this energy efficiency programme.

Regarding the completion of the 2nd objective, IBL is waiting for authorisations, while our technical feasibility studies are completed. IBL Energy Ltd, the IBL's investment vehicle has been created and IBL is ready to invest into renewable energy as soon as the market allows it. Joint ventures with experts have been set up. Some more information are given below regarding the Sky Sails project.

WHAT'S NEXT FOR **2019-2020**:

- Carry out energy audit exercise for the remaining 40 IBL operational and office work sites.
- Monitor and measure energy efficiency in all 25 Winner's supermarkets.
- · Joint ventures with experts to continue looking for energy efficient solutions.
- If approved, carry out two major renewable energy projects: solar panels and kite-powered energy.
- Include new businesses into the energy program such as the seafood sector, The Lux Collective, LUX Island Resorts Hotels and PhoenixBev.



Our subsidiaries also invested in renewable energy, like The Lux Collective with their two solar plants, including the very new floating photovoltaic system in LUX*South Ari Atoll in the Maldives, and the one located at Ile des Deux Cocos in Mauritius.



LUX* SOUTH ARI ATOLL

- Phase 1 capacity of 678kwp
- Represents 11% of consumption on an average day
- · 33% of consumption on an ideal sunny day
- Saving ~1000L of diesel per day
- Phase 2 incorporates battery storage
- · Capacity expected to reach ~2.5 MWp

ILE DES DEUX COCOS (MAURITIUS)

- Plant capacity of 59.52kWp
- Saving over 23,000L of diesel consumption / year
- ~ **64 TCo**, avoided annually



121,848 TCO₂e offset since 2013, whereas 32.5% were invested in TLC's portfolio of nine carbon-offsetting projects, located in six countries in Africa and Asia.

Towards Zero Emission Initiatives and disruptive business models:

The Blue Economy as a mindset shift

IBL Ltd finalised during the year an exclusive partnership in Mauritius with Gunter Pauli. The aim of this partnership is to promote the Blue Economy way of doing business, while offering new opportunities to IBL Group but also serving the country (including Rodrigues Island).

The aim of this partnership is to evolve from a core business based on a core competence to a portfolio of businesses that generate multiple benefits for the business, society and put nature back at the heart of the decision.

IBL is committed to the Blue Economy principles, promoted by Gunter Pauli. Under his stewardship, IBL began applying these principles into its operations. We are moving towards business models that introduce sustainable innovations resulting in benefits that go beyond profits. By promoting local production and local resources to meet local needs sustainably, we inject money back into the local economy, we will generate more employment and increase welfare, as we improve our competitiveness in the global market.

IBL has therefore joined the Zero Emissions Research and Initiatives (ZERI) network and is now promoting it across Mauritius. This global think tank of entrepreneurs considers waste as a resource and use the outputs of one process or industry as inputs for another. The ultimate goal is to achieve zero waste and zero emissions.

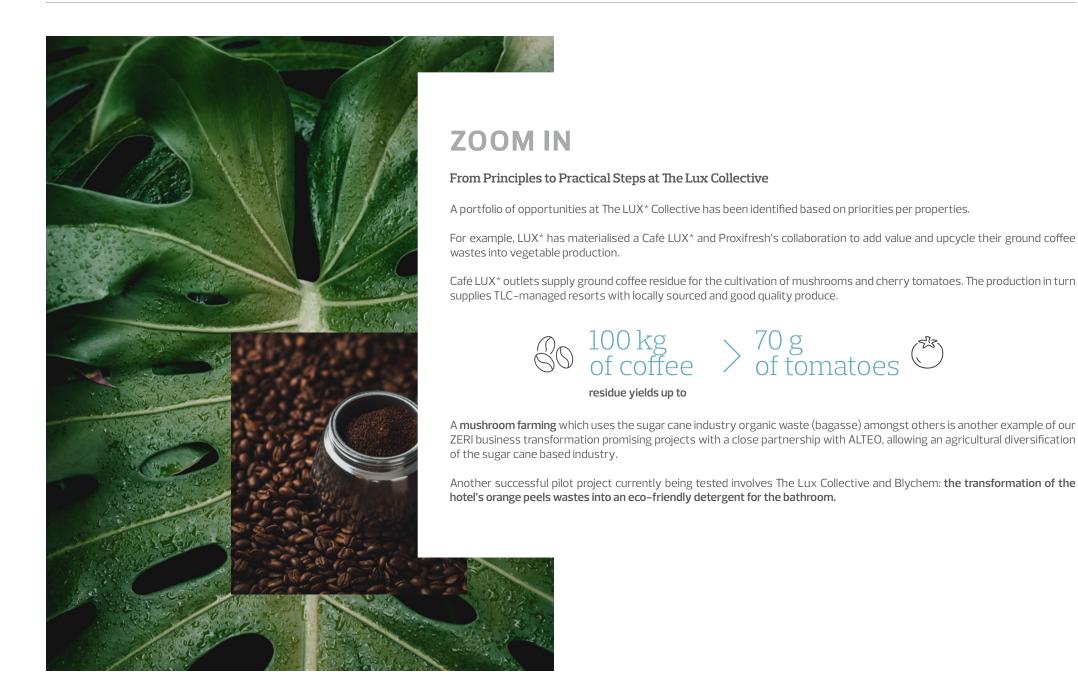
THE STEPS WE TOOK:

- 1. Gunter Pauli conducted a number of workshops with all (LUX*, Azuri, Bloomage, PhoenixBev, IBL Engineering, Alteo...) to assess new project opportunities in 2018.
- 2. 30 projects were identified. Of these, 6 were singled out as high priority:
 - Production of detergents out of organic waste collected at hotels
 - Energy efficiency in construction and architectural designs
 - Methanisation and energy production
 - New source of renewable energy through kite power and storage of renewable electricity
 - Beer co-products and added value products
 - Production of mushrooms out of organic waste

These key projects, which we will be implemented as early as next year, have already encouraged a sharing of knowledge across entities and a shift towards a more collaborative business model. They also simultaneously have a positive impact on several areas: Economic development, Employment, Education, Resilience, Health and Environment. Some of these innovations represent major gamechangers in their respective industries, and for the country at large. We believe that continuous investments in Blue Economy methodologies will largely contribute to the growth and resilience of IBL—and of Mauritius—by generating employment, reducing our impact on the environment, improving health and enabling the island to transition towards self–sufficiency in food and energy (particularly through kite power).

By its nature, Blue Economy is inclusive and seeks to respond to the needs of all. Therefore, moving forward, IBL intends to establish partnerships with key stakeholders at a national level to explore solutions that benefit everyone equally. In addition, we are committed to supporting local entrepreneurs whose ventures are focused on tackling sustainability issues. These Blue Economy initiatives, which are in line with IBL's goal of reducing its energy consumption and carbon footprint by a third by 2021, will reveal further opportunities and mutually beneficial results across the Group's operations and clusters.







ZOOM IN

Sky Sails

IBL's Group CEO, Arnaud Lagesse, signed a commitment with Sky Sails during the Zermatt Summit last September 2019. This German company markets a revolutionary energy production method from the wind. IBL and Sky Sails have responded to the national scheme for emerging innovative renewable energy. We hope for a positive response that will allow us to install an operational site in 2020. IBL has committed to promoting this technology in the region.

Zermatt Summit:

For 9 years now, the Zermatt Summit Foundation organises events related to its tagline "Humanizing Globalization".

Created in 2010 as a primary international platform to promote a constructive, action–oriented dialogue between the various actors of society, ranging from business to civil society, academy, religion, arts and politics.

Designed for business leaders, Zermatt Summit programmes are catalysts to spark inspiration, share innovation and find new business development models that promote human dignity in our globalised world.

Since the end of 2018, IBL Ltd is part of the Club 100 of Zermatt Summit. In September 2019, the Group has shared its experience with ZERI to the participants and the implementation of the Blue Economy Principles in a Small Developing Island.



Towards a Zero Waste Target: finding sustainable solutions to reduce our dependency to landfill

Waste has been identified as one of IBL's main Group-level environmental impacts, while some of them could be new value creation opportunities. As a diversified Group, we generate many kinds of waste for which we must find sustainable solutions. This year, we have started gathering data in order to identify the categories and amount of waste we produce. The Group Waste Management Policy established last year has enabled IBL to start reducing its dependency on landfill. Companies were asked to put appropriate measures in place to reduce their waste and environmental impact; protect workers from occupational safety and health risks related to the waste they generate; and make the most of opportunities to recover resources from waste through the systemic industrial ecology approach.

The baseline is not yet constituted as the local waste management system in place doesn't allow the private sector to monitor and manage properly their wastes. IBL, by being part of the "Circular Economy sub-committee" of Business Mauritius is working on it with other private sector partners. This committee aims to put forward some initiatives and recommend the local authorities.

Our companies are largely involved into waste reduction. For example, Winner's has made progress regarding its commitment in implementing a programme to reduce the use of plastic food packaging as part of their sustainability initiative as from 2018 and onwards, while other companies also increasing their efforts to reduce plastic consumption like Phoenix Bev, or Logidis.

Stop to food waste: an efficient collaboration between LUX* Le Morne (TLC-managed), Winner's Supermarkets and local socially responsible initiatives

Partnership with FoodWise

Officially launched in January 2019, the collaboration between LUX* Le Morne and the local NGO FoodWise has saved from the landfill 931 kg of food (equivalent to 3,724 meals) between December 2018 and June 2019. Two Winner's supermarkets have also embarked in this zero-food waste journey since June 2019.









Cuisines Solidaires pilot project

IBL Ltd also partners with Les Cuisines Solidaires (Solidarity Kitchens), a pilot project with three objectives:



To reduce food waste by recovering unsold items (though not on expired products). To sort, cook, pack and distribute food free to disadvantaged populations. To provide work and a regular income to women from disadvantaged backgrounds and enable them to build up work experience for the future.

Promoting Responsible Investment & entrepreneurs

In April 2019, The Bee Equity Partners, the private equity subsidiary of IBL, has invested in Regen Project, a start-up specialising in responsible waste management services for corporate clients and eco-conscious communities. Regen's mission is to ensure that its clients' waste are minimised, auditable, managed through cost-efficient processes, sorted, quantified, tracked and sent to reliable recyclers, with the ultimate goal to minimise waste-to-landfill. In its first three months of operation since June 2019.

REGEN HAS HANDLED MORE THAN

4,400 hectolitres of waste

and helped recycle or upcycle

867 hectolitres (a) of organic waste

2.3 tons
of paper
& carton

642 kg of plastic



23,000 coffee pods

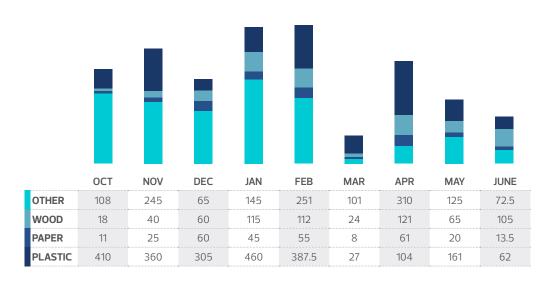


700 kg of Ocooking oil

Environmental community initiatives

Joining forces in the Harbour Cleaning Project

As mentioned last year, 7 IBL companies (Froid des Mascareignes, IBL Logistics, BrandActiv, Winner's, Chantier Naval de l'Océan Indien, PhoenixBev and Mauritian Eagle) have embarked in a collaboration with the Mauritius Port Authority for a better and greener Mauritius. Twice a day, the IBL floating debris recovery craft collects the floating wastes in the Caudan harbour. Wastes are segregated to be recycled. Between October 2018 and June 2019, an amount of 2.3 tons of waste were collected as per the table below. Seventy IBL employees participated in a beach clean–up at Caudan organised for the World Ocean Day to add 2.6 tons to this amount.





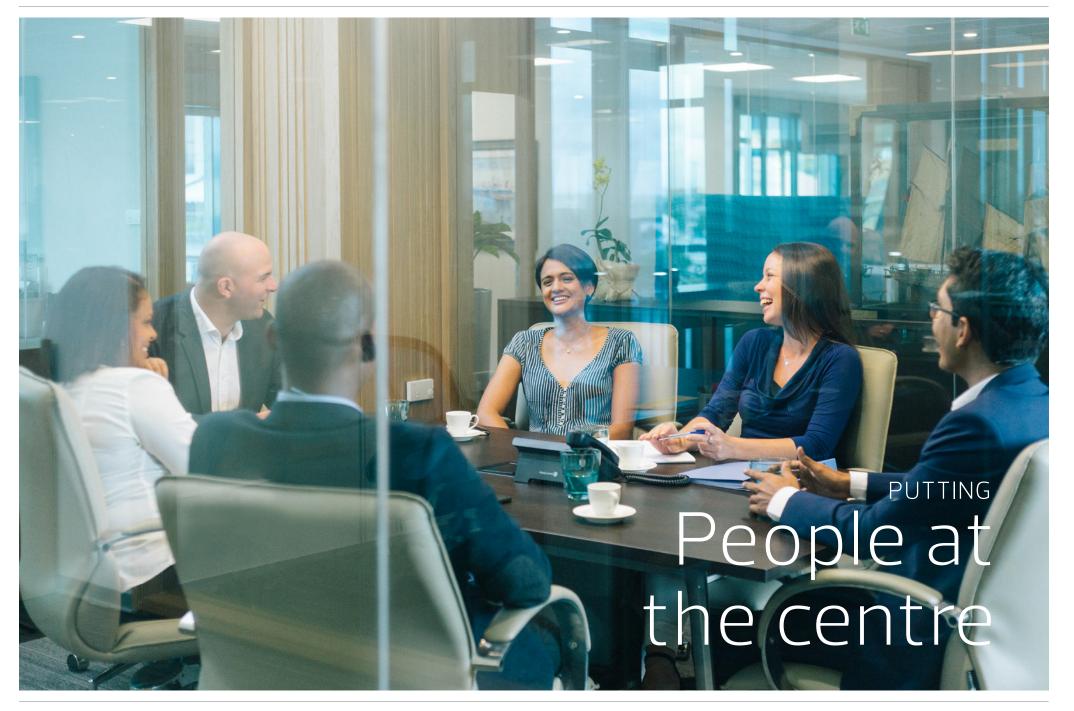
Raising employee awareness: Changing mind-sets and being part of the solution

IBL Corporate Centre has recently set up an internal Social & Environment Committee. It seeks to raise IBL employees' awareness of topics including recycling, the Circular Economy and zero food waste initiatives. Organic markets are held once a week in order to support local organic farming entrepreneurs, and to increase awareness on health and sustainability issues. The committee has set up an awareness agenda for the year to come and it has already organised its first events such as the IBL ZerO Waste Week on the occasion of the World Clean Up Day, and the harbour clean up during the IBL Green Week last June. The onboarding newcomers' sessions now includes an e-module on sustainability that covers topics such as sustainable development basics, IBL's commitments, the SDGs, and the circular economy.

Being part of the Mauritian endemic forest restoration: an unmissable IBL commitment

Since October 2018, IBL Ltd has adopted a hectare $(10,000 \text{ m}^2)$ of Ebony Forest in Chamarel. In 2018–19, the site has been weeded and 974 endemic species were planted. The partnership allows the IBL team members to visit the protected area and be part of the solution by planting trees as well. This year, it was more than 100 team members who gave a hand to the project.





As spelt out in our Code of Ethics, IBL is committed to respect the human rights of all individuals potentially affected by its activities. IBL also applies the principles of nondiscrimination and caring for people in difficulty and who are vulnerable. Furthermore, IBL fosters the economic and human development of its employees and of the communities in which it operates.

Creating a diverse, equal opportunity workplace

Regarding equal opportunity standards, IBL shall not tolerate any form of harassment or discrimination on the basis of gender, religion, race, national or ethnic origin, cultural background, social group, disability, sexual orientation, marital status, age or political opinion. IBL strives to provide equal employment opportunities and treat all employees fairly and with due respect. We are currently working on an Equal Opportunity Policy.

> 47 Team members





received a training on Equal Opportunity this year (mainly from Human Capital Department)

Bridging the gender gap and promote the diversity

Since its inception in 2010, the Women's Empowerment Principles (WEPs) initiative has engaged over 2,000 businesses globally, transforming how they manage their policies and practices to advance gender equality. In October 2018, IBL rose to the challenge and reaffirmed its support in empowering women by signing the CEO Statement of Support. Women play a vital role in IBL's success and signing the WEPs reflects our commitment to building a diverse and inclusive culture. It is also aligned with our human rights related policies, which stand against violence, discrimination and harassment. Ultimately, unleashing the potential of women is beneficial to our productivity, bottom line and communities.

Established by the United Nations Entity for Gender Equality, the Empowerment of Women and the UNGC, the WEPs' seven principles offer guidance on how to promote gender equality in the workplace, marketplace and community.

THE STEPS WE TOOK THIS YEAR

We made notable progress in recognising and promoting the strengths and added value of women at IBL. Within the Corporate Centre, for instance:





55% of upper



two womer are now on IBL'd Board

- 2. We ran a series of **Gender Diversity focus groups** to assess our performance in gender equality.
- 3. We conducted a Gap Analysis within 25 companies to identify their strengths, weaknesses and areas of improvement. The questions covered four main themes – Leadership, Workplace, Marketplace and Community – with topics including commitment to a gender equality strategy, equal pay, recruitment, and women's health, among others. Our overall result being 20%, we recognise that we have opportunities to do more. We intend to formally commit to an action plan, implement it and measure our progress over time.

Closing the gender gap requires deliberate policies and actions. We are committed to working towards gender equality by addressing key issues that affect women and promoting their full participation and leadership across IBL and beyond.

Data Analytics filtered according to gender is being compiled by Human Capital Department and a database will be available as from next year.

Inclusion of people with disabilities (PWD) in IBL workplaces

IBL is still working with the Global Rainbow Foundation for the inclusion of PWDs. The Engineering Business Unit recently recruited a PWD through Global Rainbow Foundation.

WORKING IN A **SAFE AND HEALTHY ENVIRONMENT** IS A PRIORITY AT IBL

Regarding safety and environment sustainability, IBL is committed to provide a work environment which is safe for all and environmentally conscious. IBL has a dedicated Safety & Health (S&H) Officer and a Committee in place.

Since last year, the Group Safety and Health Policy has been reviewed to be in line with the Values and Vision of IBL Ltd. Providing and maintaining a safe and healthy work environment is considered seriously in the day to day running of the organisation and as such, IBL Ltd and associated B.U's have reinforced the Safety and Health team with recruitment of three additional Safety and health Officers across IBL Operations. In addition, some procedures such as the Accident Procedure have been reviewed to adapt to the changing work environment and legal provision.

For the year 2018–2019, much emphasis has been given to the collection of accident data whereby 591 accidents were registered for an accident frequency rate (AFR) of 7 for every 200,000 working hours. A total of 324 team members followed the Safety & Health Induction training at IBL Corporate with 113 being trained to be certified first aider at their respective workplace within IBL. Moreover, regarding Safety and health training, an e-safety and health Induction has been introduced last year through IBL e-learning platform which is accessible to all team members of IBL. The S&H team's wish is to reinforce this specific area of training with two more e-learning safety & health animated videos planned for the new financial year.

Maintaining and Promoting Employee's Health

The wellbeing of the most valuable asset of IBL Ltd, that is its people, is entrenched in the core values of the Group. As a result, several initiatives have been taken throughout the year to improve the wellbeing and work life balance of our team members. These are:

- · Introduction of Flexitime & Work from Home
- · Wellness week which includes:
 - Talk and demonstration by dietician
 - Corporate chair massage

Yoga

Tai-chi

Medical Screening

- Blood Donation campaign
- Road Safety Campaign
- Employee Events Happy Hours, Teambuilding, End of Year Party

PERSONAL

DATA PRIVACY

Since early 2018, the local and global data protection landscape has been strengthened with the enactment of the new Mauritian Data Protection Act (MDPA) inspired from the European General Data Protection Regulations (GDPR).

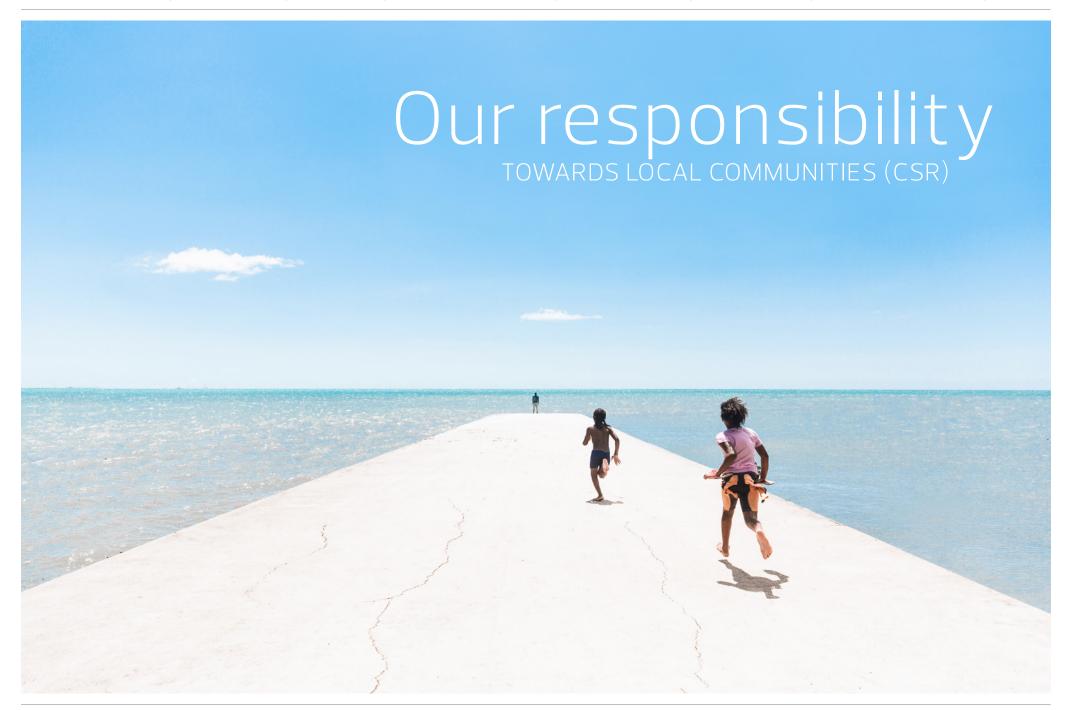
IBL is committed to protecting privacy, confidentiality and security of the personal data of all its stakeholders.

Hence, IBL is monitoring the application of good practices towards the protection of personal data. It has, during the year, launched a Data Protection Awareness and Compliance programme.

IBL has applied several initiatives within the programme to reach a trustful level of compliance such as:

- a Data Protection e-learning module
- Policies and procedures
- Trainings of 70 IBL Group employees, including Data Protection Officers, Human Capital Managers and IT Managers
- Awareness sessions for Senior Managers
- Implementation of Privacy Notices to communicate on the use of personal data within the organisation.





Support and respect the protection of Fondation Joseph Lagesse's work.



Our approach to CSR

Corporate Social Responsibility forms an integral part of IBL's sustainability commitment. Given our scale and position, we believe we can make a profound impact on the community and create a brighter future for all. Driven by the Group's core values and mission, IBL contributes to the development of society through various entities:

- · Fondation Joseph Lagesse (FJL), the main vehicle through which IBL delivers its CSR programmes,
- Small Step Matters (SSM), a crowdfunding platform,
- Les Cuisines Solidaires, a non-profit organisation that prepares and delivers daily meals to NGOs in the region of Curepipe,
- Nou Zenfan Bois Marchand, the new entity for FJL's early childhood educational programmes in Bois Marchand.
- · IBL's CSR committees who carry out various local initiatives including Projets Sourire, and
- · IBL On The Move, IBL's major fundraising sport event that channels participants' registration fees to one selected beneficiary NGO.

The CSR sector in Mauritius

As explained in the last IBL Integrated Report, the CSR sector in Mauritius has suffered a major change in its practices and reduced leeway, with 50% of funds channelled to the Mauritius Revenue Authority (MRA) as a CSR tax1. In this context, pursuing our CSR commitment is proving increasingly challenging.

Since 1 January 2019, private companies have been subject to an additional 25% reduction in their CSR funds and are required to pay a total of 75% of their CSR funds to the MRA. Only 25% of CSR funds are now available to implement IBL's own social programmes and initiatives, and support long–term partners NGOs and underserved communities. Companies can request to recover the additional 25% from the National Social Inclusion Foundation (ex–National CSR Foundation) to continue supporting programmes launched prior to 1 January 2019. This legal constraint deprives FJL and partner organisations from their main source of funding, namely CSR funds.

As a result, in the last two years, FJL has faced a substantial loss of direct income from CSR funds, decreasing from Rs 65.6 million in CSR revenue for an 18-month financial year in 2016–172 to Rs 18.7 million in 2018–19. It is anticipated that FJL, as IBL's main CSR vehicle and on-the-field non-profit organisation, will have to review its strategy and approach, and reduce its scope of activities over the next two years.

The impact is directly borne by beneficiaries: vulnerable communities, families and long-term partner NGOs (including Caritas, Kinouété or Terre de Paix) who were relying heavily on FJL's support to implement their programmes. Despite the substantial amount of CSR funds collected by the MRA over the last two years, the National Social Inclusion Foundation's annual General Call for Proposals is not a consistent source of funds for registered NGOs. FJL, which registered as a non-

profit organisation under the National Social Inclusion Foundation, responded to the General Call for Proposals by submitting two projects last year. It obtained a Rs 2.9 million grant under this programme for one of its projects, while the second project was rejected. An appeal was made to the Board but was subsequently rejected.

- ¹ Due to a change in legislation in 2017.
- ² FJL had an 18-month financial year running from January 2016 to June 2017 with a CSR income of Rs 65,646,186.



Fondation Joseph Lagesse

Four areas of intervention



IMPROVING ACCESS TO QUALITY EDUCATION



ENHANCING
YOUTH'S
DEVELOPMENT



PROMOTING
SOCIAL JUSTICE &
HUMAN DIGNITY



EMPOWERING COMMUNITIES

Research and impact evaluation

FJL considers evaluation and research to be vital components of its CSR programmes. Last year, it set up a Research and Evaluation Unit with the aim of better evaluating and measuring the impact of its initiatives. A logic model, indicating how each programme meets the community's needs, was first established. A retrospective evaluation of the social housing project at Chemin Rail was then carried out, and a prospective evaluation on the educational programmes run at Bois Marchand is scheduled for later this year.

The case study on Chemin Rail can be found on FJL's new website:

www.fondationjosephlagesse.org

Contribution to SDGs

16 projects and ongoing programmes, most of which are focused in Bois Marchand and Chemin Rail, have been designed and implemented by FJL.

COMMUNITIES WE SERVE	PROJECTS AND PROGRAMMES	LINK TO SDGS	
Improving access to quality education			
Bois Marchand	 Pre-primary education (50 children). After-school activities programme (40 children). Home visits programme (160 families). Food programme for children at school. 	SDG 4	
Enhancing youth's development			
Bois Marchand	· 18–month youth project: street art, life skills and professional orientation (30 teenagers and young adults)	SDGs 8, 10	
Chemin Rail	 Dombeya Agricultural Youth Club: community gardening project and Happy Bees project, a beekeeping initiative (11 youth) Youth Orientation programme: supports youth during transition phase between school and professional life (10 youth) FJL Scholarship Scheme (14 youth) 	SDGs 4, 8	
Promoting social justice and human dignity			
Bois Marchand	 Health Project (72 children) 17th October annual initiative: support for the women in Singamanee for better living conditions (4 women) 	SDGs 3, 10, 11, 1	
Empowering communities			
Bois Marchand	 Capacity-building for facilitators (13 facilitators) Parenting programme (22 parents) Enn Zoli Bois Marchand embellishment programme (30 participants) Drug prevention programme (70 participants in 4 community coalitions) Housing improvement project 	SDGs 10, 3, 1, 11	
Chemin Rail	Housekeeping programme for the residents of the new social housing project (11 families)	SDGs 1, 11	

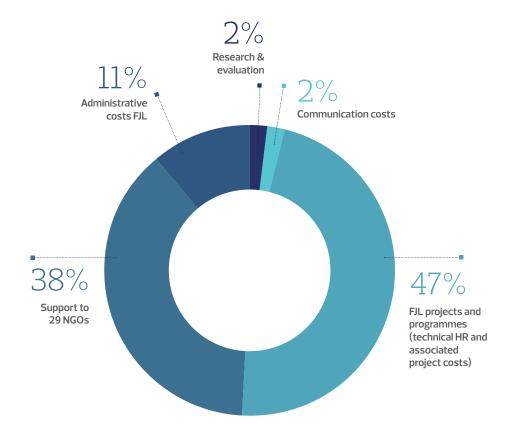
Other social initiatives

- · Offered one–time emergency assistance to two families and two homeless beneficiaries, including health treatment in India.
- Extended financial support to 10 organisations.
- Implemented 19 initiatives through Projets Sourire, which are local community projects managed by CSR committees within IBL businesses, reaching 917 children.

NGO	Funds received from FJL (Rs)
Caritas	1,200,000
Terre de Paix Fondation pour l'Enfance	420,000
Kinouété	381,820
Soleil de l'Ouest	210,000
Pedostop (Colin Mayer Tour fundraising)	35,000
PTA of Serge Coutet Government school	180,000
Safe Haven (Gender Links)	191,600
St. Gabriel vocational school	88,200
Collège St. Patrick	72,000
Grand Gaube football club	0
Young Spirit Association (IBL On The Move fundraising event)	708,900
TOTAL	3,487,520

Allocation of funds

About 80 different IBL companies, as well as other individuals and businesses, have made contributions to FJL, who disbursed the funds as illustrated in the table below.





Les Cuisines Solidaires, ensemble contre la faim

Les Cuisines Solidaires, a non-profit organisation located in Forest Side, aims to drastically reduce wasted unsold food. By collecting approximately five tons of food waste from nearby supermarkets each month, it is able to make and distribute 400 meals a day to underprivileged families in neighbourhoods surrounding Curepipe. Additionally, the project employs women from underserved areas, helping them build up their resume for future opportunities. Les Cuisines Solidaires is 100% funded by IBL, with an investment of Rs 1.9 million made in 2018–19.

CASE STUDIES

Crowdfunding

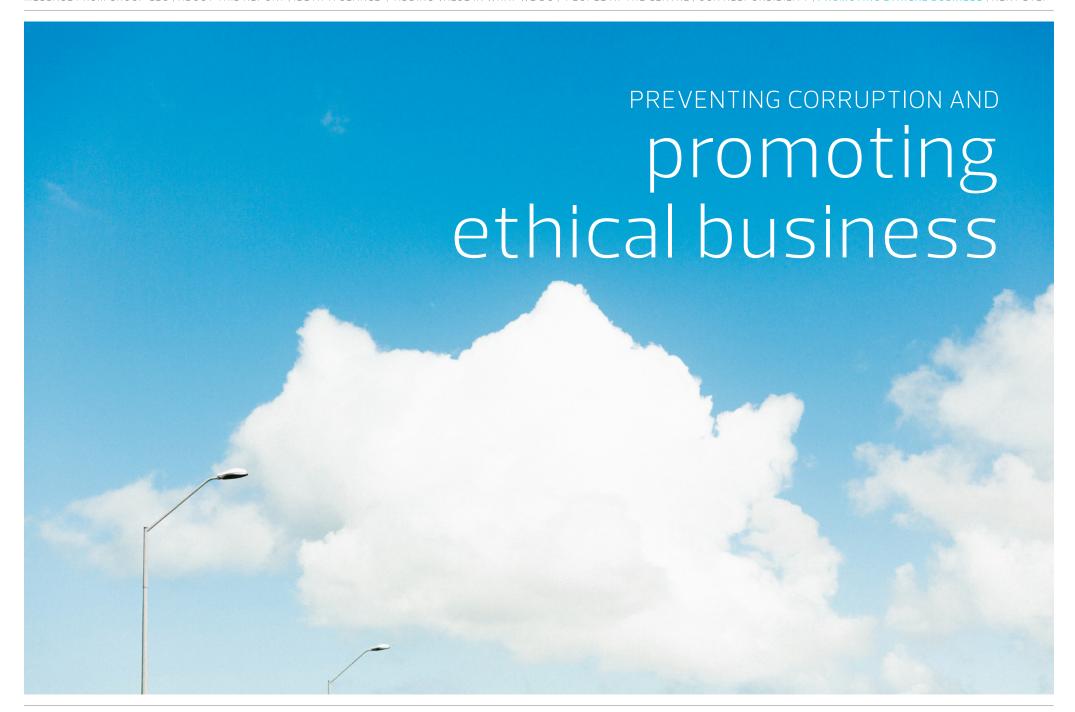
"Anyone can contribute to the social development of their community"

Small Step Matters (SSM), a donation-based crowdfunding platform, is now in its fourth year of changing lives. Of the 70 projects it has endeavoured to help, it has successfully raised Rs 1.4 million to fund 20 projects in Mauritius and one in Rodrigues, in the areas of alleviation of poverty, health, sport, environment and education. Through crowdfunding, individual donors or companies can support projects that matter to them, while rallying people and communities around a common cause. With new legislations in place, SSM seeks to strengthen the community and make the world a better place, one step at a time.



Nou Zenfan Bois Marchand to take over FJL's activities in Bois Marchand

FJL has long been active in the village of Bois Marchand, having implemented youth projects, food support programmes and a long-term education programme. In order to facilitate its running, a dedicated entity, "Nou Zenfan Bois Marchand", was created to take over FJL's activities in the village. The entity's eleven employees are responsible for running the pre-primary schools, home visits, after-school activities and the food programme for children.



At IBL corporate centre, an Ethics Officer is in place who is responsible to advise on the handling of ethical matters. Furthermore, the new IBL Code of Business Ethics is in place since September 2018 and will be reviewed on a regular basis. The Code is founded on IBL's Values and spells out the ethical behaviours which IBL deems essential including a clear statement that IBL shall not tolerate any form of corruption and bribery.

To that effect, IBL has also approved an Anti–corruption policy to spell out its commitment to fight against corruption across its operations. The Code also provides guidance on how to raise ethical concerns and deal with ethical dilemmas (whistle blowing).

IBL has been a member of Transparency Mauritius for many years now and also participates in meetings of the Public Private Platform Against Corruption (PPPAC), a brainstorming platform lead by the Mauritius Independent Commission Against Corruption (ICAC).

Good governance

A prerequisite to achieving IBL's ambitions

IBL's Board of Directors is committed to enforcing robust governance practices across the Group. It firmly believes that good corporate governance enhances decision—making and investor trust, thereby creating sustainable value for shareholders and stakeholders and enabling transparent dialogue with them.

The Board sets general strategies and policies and ensures they are implemented with support from highly experienced and professional senior governance officers. In addition, the Board has established three specialised sub-committees to provide it with advice and support: Corporate Governance Committee, Audit & Risk Committee, and Strategic Committee.

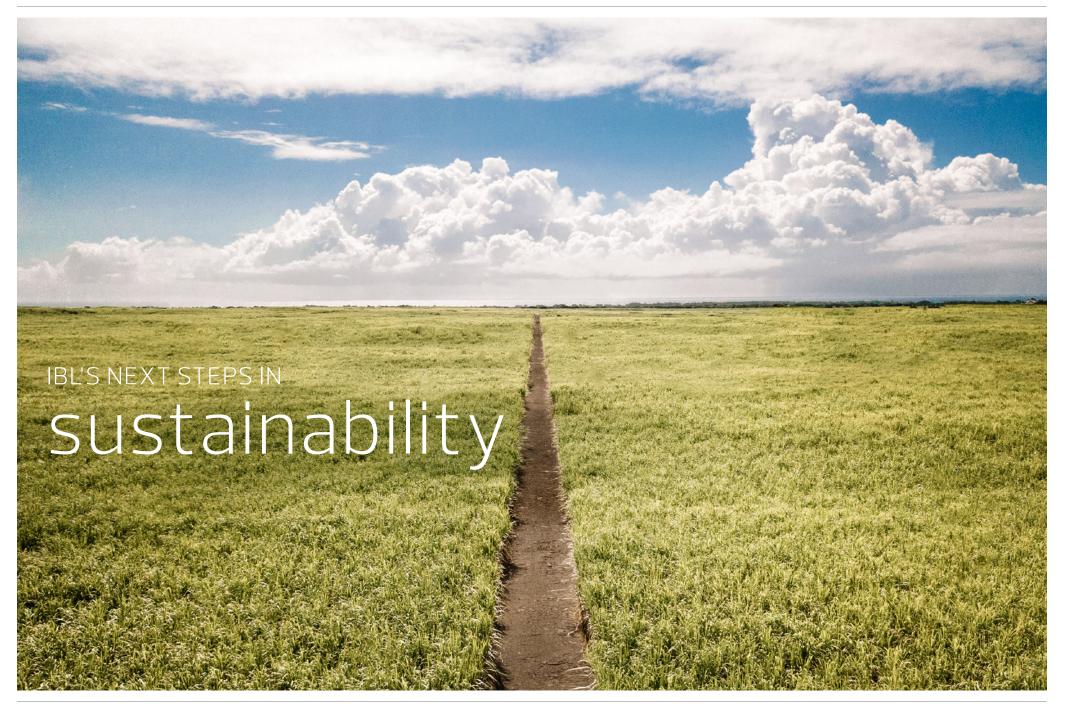
Group anti-corruption policy

In 2018 IBL's Board of Directors approved an anti-corruption policy applicable to all employees and Directors.

- Reinforce IBL's commitment to anti-corruption compliance;
- Set out IBL's standards of conduct for the prevention of corruption;
- Define procedures to reduce IBL's corruption risk; and
- Communicate and review the policy and its associated procedures on a regular basis.

IBL's Ethics Officer is devising a communication strategy to best promote the Code and policy, and raise awareness among IBL's team members; and convey the importance of IBL's fight against corruption and related ethical behaviours.





2019-2020 **GOALS**

IBL has made major sustainable accomplishments over the last two years. But we will continue the transformation of our business model for a more sustainable growth. We are reinforcing our strategy in the course of year 2019–2020 to achieve various goals such as:

- Identifying our materiality issues at Group-level.
- The consolidation of our engagement in favour of the Blue Economy, in partnership with Gunter Pauli and the ZERI network.
- Shifting to a low-carbon economy and increasing our resilience.
- Reinforcing our engagement in sustainable consumption and production through producer, importer and consumer responsibility, to value and optimise resources and by-products.
- Making IBL a Great Place to Work and a responsible employer.

