



WINNING WELL

OUR SUSTAINABILITY REPORT 2020

Ciel
Textile

ABOUT THIS REPORT

This is CIEL Textile's first Sustainability Report: Winning Well.

What does "Winning Well" mean?

This philosophy has always been fundamental to CIEL Textile's purpose. Everybody wants to succeed. To win. We do, too. But not at the expense of melting glaciers or rising inequalities.

It's about placing sustainability at the heart of why we exist. It's about pursuing our purpose first, knowing that if we do it right, the financials will naturally follow. This is how we balance Profitability with Prosperity. That's what Winning Well means.

Reporting Practices

This first report covers the period July 2017 to June 2020, after which a bi-yearly report will be produced. It covers only our production facilities and does not include our sales offices. Although we have no legal obligation to publish a Sustainability Report, we choose to disclose our sustainability performance — both our successes and shortcomings. We are working hard to improve our sustainability

practices, and to communicate transparently about our economic, social and ecological impact. By publishing this report, we invite you to hold us accountable for our actions.

We are still in the early stages of our reporting journey. This report is therefore intended to present an introductory overview of our actions. It has been prepared in accordance with the core GRI standards, and for the purpose of our first report, it has been written in-house, without external assurance or audit.



Head to Appendix 2 on [page 51](#) for more details



WE ARE CIEL TEXTILE

Our story goes back to the 1970s, when a group of islanders embarked on a courageous journey into the unknown. Our founders decided to supply garments to the world's leading fashion brands from the remote island of Mauritius. At the time, it seemed like a long shot. But today, we're still here, on a mission to improve fashion everyday.

Over the years, we went from being traditional clothing manufacturers to a global fashion player, with a strong presence in Mauritius, Madagascar, India and Bangladesh.

Headquartered in Mauritius, CIEL Textile forms part of CIEL Group. True to the pioneering spirit of our parent company, we have made it central to our mission to lead the fashion industry towards a more sustainable, ethical, digital and humane future.

To learn more about CIEL TEXTILE's strategy, goals, commitments and markets, visit our website :

www.cieltextile.com

Follow us on social media



in



Head to www.cielgroup.com/ for more details on CIEL Group.



Head to Appendix 1 on **page 50** for more details on who we are

VISION



**BE
THE BEST
GLOBAL FASHION
PARTNER**

MISSION



**IMPROVE
FASHION,
EVERYDAY**

VALUES



**PASSIONATE,
EXCELLENCE AT CORE,
AGILE AND CREATIVE,
OUR PEOPLE, OUR GOLD,
TRUST AND FUN,
WINNING WELL**

36 million
GARMENTS SOLD
IN 2020

300M USD
TURNOVER
IN 2020

18,000
TALENTS AROUND
THE WORLD

3 CLUSTERS AND THEIR BRANDS:

	WOVEN	FINE KNITS	KNITWEAR
MILLS	☒ CFL	☒ CDL	☒ FSM
GARMENT MAKING	☒ AQUARELLE ☒ LAGUNA	☒ TROPIC	☒ FLOREAL

PRESENCE IN 4 COUNTRIES

MADAGASCAR, INDIA,
BANGLADESH, MAURITIUS

4 MAIN MARKETS

EUROPE, NORTH AMERICA,
SOUTH AFRICA, INDIA

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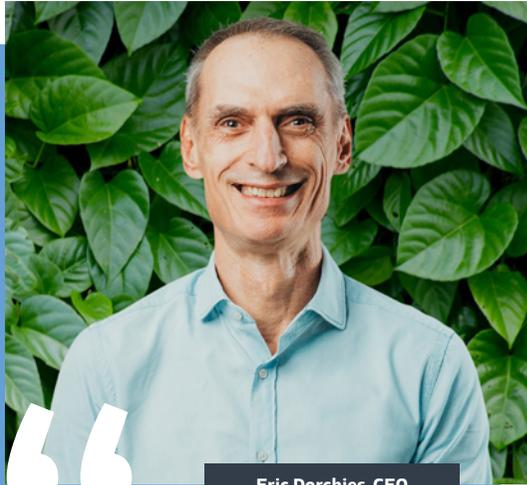
LINK TO A YOUTUBE VIDEO



PART 1

OUR APPROACH TO SUSTAINABILITY

A WORD FROM OUR CEO



Eric Dorchies, CEO

SUSTAINABILITY IS AT THE CENTRE OF OUR STRATEGY, ALONG WITH TALENT DEVELOPMENT AND DIGITALISATION.

I am very pleased to share with you our first Sustainability Report.

This report is an opportunity to provide honest, transparent information on the main steps we have taken so far, and the complex challenges we continue to face.

2020 has been a time of unprecedented turbulence in the wake of the COVID-19 pandemic. From March 2020 onwards, our top priority has been to ensure that our people and their families are safe, and that our business continues running with strict sanitary measures in place, whilst remaining a trusted partner to our clients. This crisis has tested the strength of CIEL Textile, and we responded efficiently and adapted quickly, stepping up to the challenges of a volatile and uncertain market.

Following through with the publication of this report, despite the pandemic, is a testament to our willingness to put sustainability at the centre of our business strategy, along with Talent Development and Digitalisation.

Over the years, we have taken some major decisions that demonstrate our commitment to making a difference:

We joined the Sustainable Apparel Coalition in 2017, becoming the first sub-Saharan African member of this global

alliance. In 2018, at the COP 24, our Tropic Knits division became the first vendor to sign the UN Fashion Industry Charter for Climate Change (UNFCCC.) In 2019, our newly built factory in the Southern region of Bangalore was awarded the LEED Platinum Certification. We also developed a new line of fully recycled sweaters in our Floreal division.

“ We are sustainable not because we have to, but because we want to.”

I strongly believe that our future lies in our capacity to transform our industry through smart design, innovation, sustainable and traceable supply chains, and products at affordable prices.

OUR MISSION: IMPROVE FASHION, EVERYDAY

To us, “Improving Fashion, Everyday” means creating decent and meaningful jobs, promoting inclusiveness and diversity, reducing our carbon intensity by 50% by 2030, and halving our waste to landfill, amongst other commitments. It also means designing a “measurable” sustainable product at the development stage. We do not have all the answers yet,

but by joining forces with our customers, suppliers, and partners, we believe we can drive meaningful change.

OUR PEOPLE, OUR GOLD

Our people have always been our strongest asset. I feel very positive about the future because I know our leadership teams are fully engaged in this journey, particularly through our “Act for our Community” and “Act for our Environment” employee engagement programmes. Over the years, we have nurtured a strong “Winning Well” culture, which will guide us as we pursue our continuous improvement journey.

ACKNOWLEDGMENTS

Thank you to all CIEL Textile teams who contributed to this report.

I am deeply impressed by your dedication, your fighting spirit and your courage in these difficult times. For this, I wish to thank all of you from the bottom of my heart.

I remain convinced that our sustainability engagement, coupled with our “Winning Well” culture, will help us lead the way to a more sustainable fashion industry.

OUR JOURNEY

HIGHLIGHTS


Sustainable Apparel Coalition
Member since 2017


Using Higg Index tools since 2018


Contributor since 2018


Tropic Knits signs UNFCCC Fashion Charter in 2018

Discover our other certifications

 www.cieltextile.com/certifications

NOV 2015

“Act for Community” to drive employee engagement

JUNE 2016

First CIEL Group Sustainability strategy

JUNE 2017

SAC Membership – adoption of Higg Index

JUNE 2018

Governance developed at Cluster (x3), BU (x11) and Site level (x20)

APRIL 2021

First CIEL Textile Sustainability Report

First Act for Environment initiatives

2015

2016

2017

2018

2019

2020

FEB 2015

First CIEL Group sustainability policy established

JAN 2016

Set up Governance – CIEL Textile Sustainability Committee (CTSC)

NOV 2016

First Act for Community annual event, marked across all sites

APRIL 2018

Appointment of Group Head of Sustainability

JUNE 2019

ZDHC Signatory

JUNE 2020

CIEL Group Sustainability Strategy 2020-2030

STAKEHOLDER DIALOGUE & MATERIAL TOPICS

We define our stakeholders as the internal and external individuals, groups and entities who affect our organisation and who can potentially be affected by our actions. We engage in regular, honest and transparent dialogue with them to identify key aspects that are relevant to our business from their perspective. These constitute our material topics.



MATERIAL TOPICS



SOCIAL

- 1.** - Employment
- 2.** - Occupational Health and Safety
- 3.** - Learning and Development
- 4.** - Human Rights
- 5.** - Local Communities



ECONOMIC

- 1.** - Market Presence
- 2.** - Procurement Practices



ENVIRONMENTAL

- 1.** - Materials
- 2.** - Energy
- 3.** - Emissions
- 4.** - Water
- 5.** - Waste



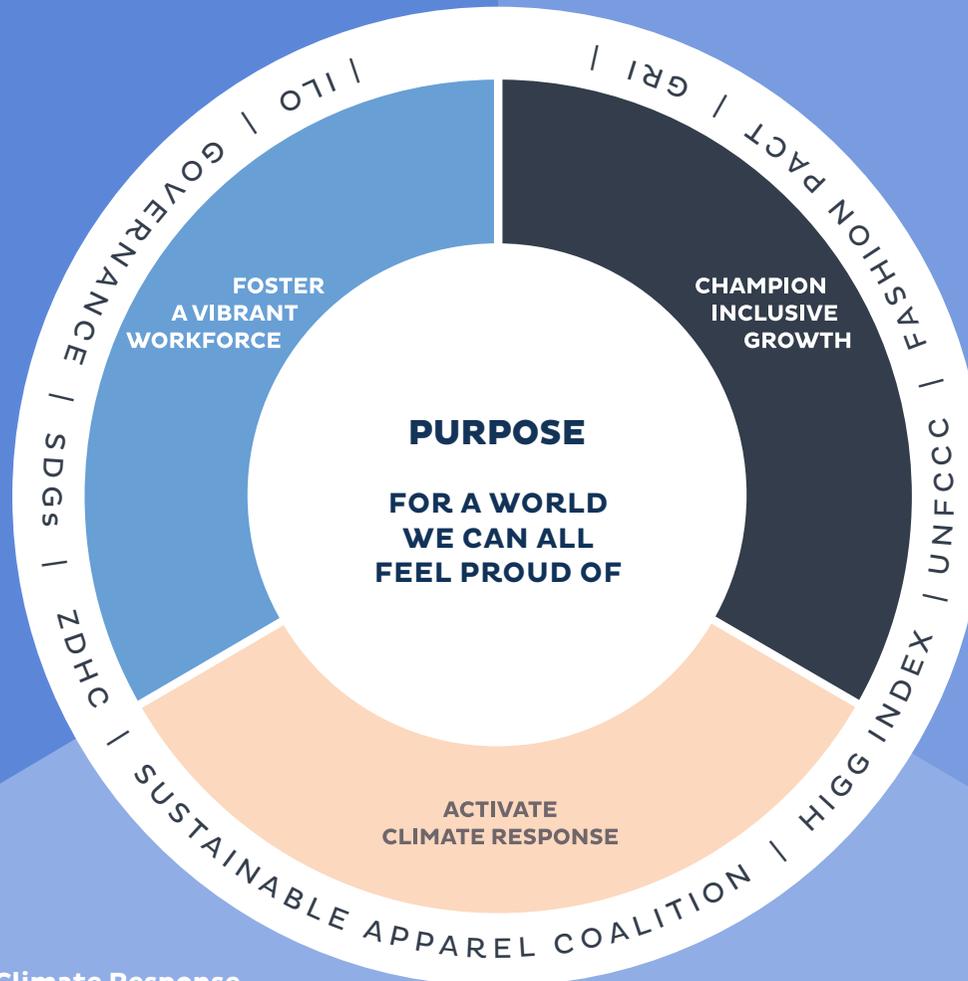
Head to Appendix 5 on **page 54** for more details on our Stakeholder Engagement. Head to Appendix 6 on **page 55** for a synopsis of our material topics.

OUR SUSTAINABILITY STRATEGY

Our People / Foster a Vibrant Workforce

Our 18,000+ employees' health and wellbeing are not only a matter of responsibility, but also critical to performance, morale, adaptability and team spirit.

Here, we focus on actions towards our work environment, diversity & ethics and learning & development.



Communities / Champion Inclusive Growth

It is important for our growth to be both transparent and shared, to build mutual recognition and trust with our stakeholders.

Here, we develop responsible & inclusive offerings, support the local economy, facilitate community empowerment and work with ethical & sustainable supply chains.

Nature / Activate Climate Response

Nature's ability to regenerate itself is threatened by irresponsible production and consumption that follows a linear model. Here, we address energy, value chain impacts and conservation & regeneration.



PART 2

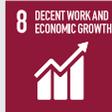
FOSTER A VIBRANT WORKFORCE

OUR PEOPLE

ABOUT THE PILLAR

Educate, empower and engage our 18,000 people through a strong Winning Well culture grounded in fairness, equality and continuous learning.

 Head to Appendix 6 on [page 57](#) for more details on our Management Approach

MATERIAL TOPIC	STRATEGIC GOALS	SDGs for this pillar
FAIR & SAFE WORK ENVIRONMENT	35% Women at Management level by 2030	       
	Aim for zero lost-time injuries by 2030	
LEARNING AND DEVELOPMENT	100% employees trained on Ethics and Sustainability by 2023	
HUMAN RIGHTS	Zero non-compliance on Ethical matters by 2025	



FAIR AND SAFE WORK ENVIRONMENT

Good working conditions and fair labour practices are key to a productive, engaged and happy workforce.

We are diligent in complying with laws and regulations in accordance with each country's specificities. This also applies to the suppliers we work with. We further this commitment by also making sure to balance diversity and equality, and invest in our employees' wellbeing.

As a SAC member, we have adopted the Higg FLSM tool to assess and monitor our social performance across material topics relevant to our industry, and to measure the effectiveness of our practices.



Head to www.apparelcoalition.org and www.slconvergence.org/ for more information.

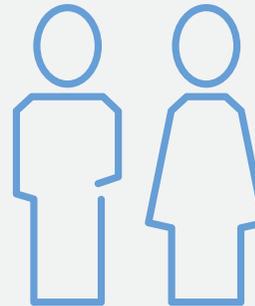


FAIR AND SAFE WORK ENVIRONMENT



RATIO OF LOCAL MINIMUM WAGE TO ENTRY LEVEL WAGE

	Male	Female
Mauritius	1:1.8	1:1.8
Madagascar	1:1.25	1:1.25
India	1:1	1:1
Bangladesh	1:1	1:1



Head to www.globalreporting.org/ for more information.

Takeaways

- We ensure our wages are competitive and attractive by continuously monitoring market rates and benchmarking best practices. Pro-rata increases are made in accordance with changes in the labour market and minimum wage requirements.
- Local minimum wages are implemented in all our facilities, as per the law of the land.



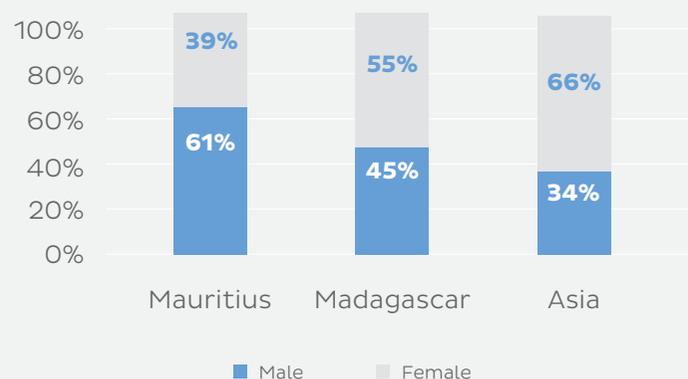
FAIR AND SAFE WORK ENVIRONMENT

98%
PERMANENT EMPLOYEES

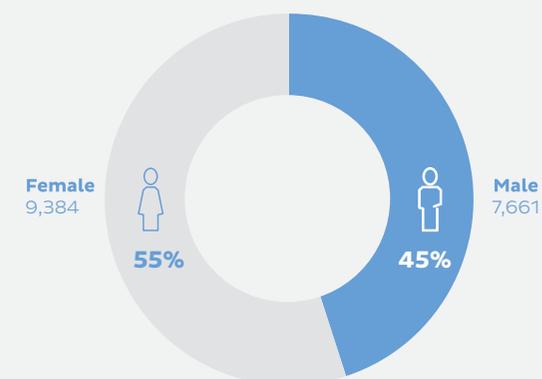
 Head to Appendix 7 on page 58 for more details.

EMPLOYMENT & DIVERSITY

GENDER DISTRIBUTION BY REGION



OVERALL GENDER DISTRIBUTION ACROSS CIEL TEXTILE



Takeaways

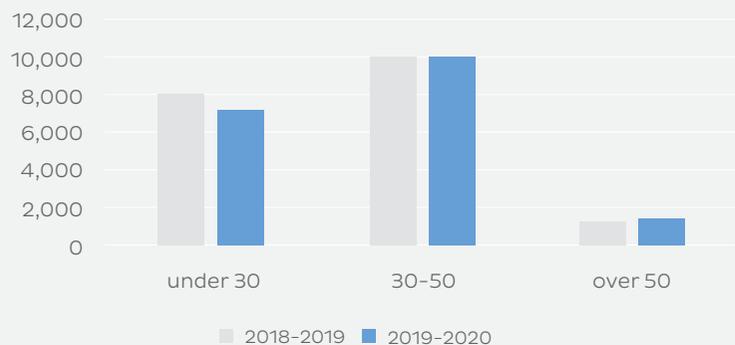
- 98% of all our workers are permanently employed. Seasonality in the knitwear cluster makes some temporary employment imperative in Madagascar.
- Male: Female ratio varies 60:40 to 40:60 depending on local culture, labour market and industry dynamics.



FAIR AND SAFE WORK ENVIRONMENT

NUMBER OF EMPLOYEES BY AGE GROUP

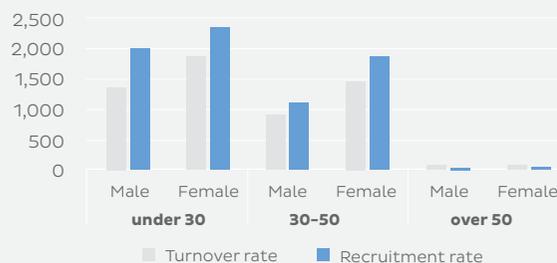
	2018/2019	2019/2020
UNDER 30	8,096	7,165
30-50	10,027	9,925
OVER 50	1,264	1,330



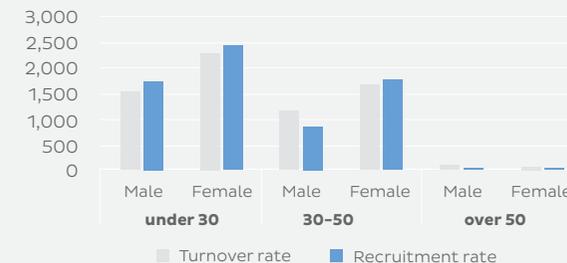
OVERALL TURNOVER AND RECRUITMENT RATE



TURNOVER AND RECRUITMENT BY AGE BAND 2018-2019



TURNOVER AND RECRUITMENT BY AGE BAND 2019-2020



Head to Appendix 8 on [page 59](#) for more details.

Takeaways

→ The figures across both financial years are consistent, indicating that our core operations are stable.

→ The number, age and gender of new hires is an indicator of our ability to attract diverse and qualified talents.

→ Our recruitment and turnover rates have a similar distribution across categories, demonstrating

a well-balanced age and gender distribution.

→ The turnover and recruitment rates are highest in the “Under 30s” age bracket, as expected.





FAIR AND SAFE WORK ENVIRONMENT

We believe our people have a fundamental right to work in safe conditions. Upholding high health and safety standards within all our facilities therefore remains our top priority. To achieve this, our Health & Safety Management System provides a framework for identifying and managing related risks.

The policies and procedures are clearly defined and complemented by safety-related posters around the premises. Equally important in building awareness is our “Safety Week.”

Safety equipment (face masks, gloves, helmets, appropriate safety shoes, etc) is provided to workers when needed and a first-aid room with qualified doctors and nurses is at their disposal for emergencies.

Our safety culture is enforced by dedicated Health & Safety officers, who are responsible for performing regular assessments by department and driving continuous improvement. Our employees also undergo regular training in areas like first aid, safety and firefighting.

PERCENTAGE INJURIES BREAKDOWN PER YEAR

	2017-2018	2018-2019	2019-2020
Minor injuries	93%	88%	92%
Serious injuries	7%	12%	8%
Severe injuries	0%	0%	0%
Fatalities	0%	0%	0%

TOTAL NUMBER OF INJURIES

Total number of Injuries	1,019	1,112	635
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Takeaways

- For the year ending June 2019, there was a 10% rise in the number of employees, which explains a 9% increase in the number of injuries.
- For the year ending June 2020, the data lacks comparable continuity due to the pandemic.
- 2019 has focused on the full implementation of Higg FSLM across all our factories.



LEARNING AND DEVELOPMENT

When we say “Our People, our Gold,” we mean it. Our talents are the driving force behind our success and we believe in the unique skills and ideas that each of them brings to work every day. We therefore focus on investing in their growth and providing them with opportunities to unleash their full potential.



LEARNING AND DEVELOPMENT

Our learning culture is founded on several principles:

Kaizen

Kaizen is a part of our culture to create job enrichment and drive continuous improvement through cross-functional problem solving and teamwork.

Performance appraisal

We evaluate our employees individually, at all levels of the organisation, on an annual basis across various performance dimensions, enabling them to understand their strengths and weaknesses. This also allows us to identify our top-performing talents. A clear organisational structure and reporting line underpins a lean and efficient working environment.

Employee recognition

We celebrate our employees' accomplishments by recognising and rewarding their contributions to our organisation, and honouring those who go above and beyond in their roles.

Grassroots training

We bring our new hires up to speed quickly and efficiently through the Advanced Analytical Method of Training (AAMT). A combination of classroom learning and on-the-job training sets them up for success.

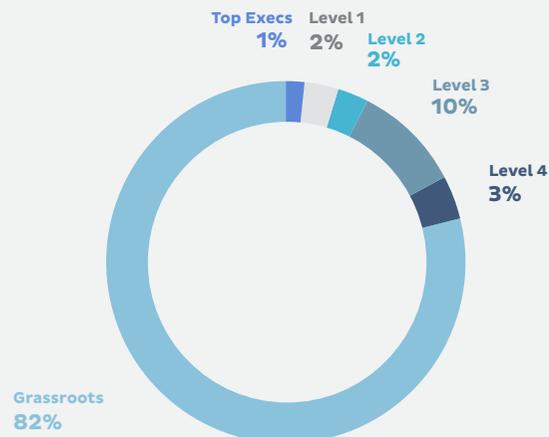
Leadership development

The CIEL Textile 361° Leadership and Management Academy upskills our employees in best practices for operational excellence and management techniques.

In parallel, our senior leaders participate in the CIEL-HEC Leadership programme. Top talents benefit from a 9-month programme delivered by top academics at HEC Paris, a leading business school. It aims to equip our leaders with best practice tools and techniques, teaching them how to drive innovation and build high-performing teams.

For the year ended June 2020, **48%** of employees were appraised despite the challenges surrounding Covid-19. Of those, the male to female ratio stood at 46:54.

DISTRIBUTION OF APPRAISALS CONDUCTED BY JOB CATEGORY



Takeaways

- These figures demonstrate a balanced and fair distribution by gender and job category across our employees. We aim to have 100% of our employees appraised on an annual basis.
- The average number of training hours per employee stands at 8.5 hours per year. Training is delivered on the basis of a Needs Analysis and performance development plans, and not on the basis of gender.



LEARNING AND DEVELOPMENT

A closer look at...

361° LEADERSHIP AND MANAGEMENT ACADEMY



Our 361° LMA was launched in 2018 with one goal in mind: to continue developing the capabilities and knowledge of our people in an ever-evolving world.

Our Academy has been fundamental in uniting our 18,000 employees around a common language and best practices. It has strengthened CIEL Textile's team spirit and the cross-fertilisation of ideas across departments, levels of hierarchy, clusters, and even geographies.

Head to www.cieltextile.com/news/leadership-management-academy-talent-turbine for more details.



THE CHAIRMAN'S EXCELLENCE AWARDS

Recognising hard work and innovation is key to keeping our people engaged. This takes the form of an annual awards ceremony, a night of celebration and team bonding, which we have named the Chairman's Manufacturing Excellence Awards (CMEA) and Chairman's Front-end Excellence Awards (CFEA).



Launched in 2008, the event brings together employees of all levels, departments and countries, and formally honors the best-performing teams and individuals across several award categories. This event has been a driving force of our Winning Well culture.

Head to www.cieltextile.com/news/chairmans-awards-our-internal-olympic-games-ciel-textile for more details.



HUMAN RIGHTS



Human rights are fundamental to who we are. We support and respect the protection of internationally proclaimed human rights and make sure we are not complicit in human rights abuses. We have pledged to treat everyone across our value chain with dignity and respect, and we expect the same of our business partners.

To achieve this, we have aligned ourselves with the IFC Performance Standards. We therefore perform bi-annual human rights reviews, which form part of our internal sustainability audits. As a result, all our sites have been assessed at least once over the last 24 months.

We are committed to the following practices in the protection of our workers' rights:

**A HUMAN
RIGHTS
POLICY**

**A GRIEVANCE
HANDLING
SYSTEM**

**VARIOUS
COMMITTEES**
MADE UP OF A
BALANCE OF
MANAGEMENT AND
WORKERS

Works Committee, Canteen Committee, Prevention of Sexual Harassment Committee, Health & Safety Committee, Transport Committee.



PART 3

CHAMPION INCLUSIVE GROWTH

COMMUNITIES

ABOUT THE PILLAR

Pursue economic growth while improving social inclusion and transparency across the entire value chain.

 Head to Appendix 6 on **page 55** for more details on our Management Approach

MATERIAL TOPIC	STRATEGIC GOALS	SDGs for this pillar
COMMUNITY EMPOWERMENT	Pursue reverse urbanisation by continuing to create jobs in rural areas	
	Advocate maximum employee engagement in our CSR Initiatives: <ul style="list-style-type: none"> - Act for community - Act for environment 	
	Quantify and increase impact on long-term CSR projects	
PROCUREMENT PRACTICES	Ethical & Sustainable supply Chain representing at least 80% of business value by 2023	
	Advocate for Higg Index tools adoption in our value chain representing 80% of business volume, of which 50% verified by 2030	
	Publicly disclose list of value chain partners by 2030	
LOCAL ECONOMY	Promote local sourcing	
RESPONSIBLE PRODUCT OFFERING	Implement CIEL Textile Eco Index to measure sustainability performance in product design & development	
	Advocate for 30% Certified & Recycled raw material usage by 2025 & 50% by 2030	



COMMUNITY EMPOWERMENT

Beyond offering economic opportunities to the communities we operate in, we aim to revitalise them by improving their overall quality of life. We want to make them safer, cleaner, more prosperous, more inclusive and more resilient.

We also contribute to our communities through CIEL Foundation. Established in 2004, CIEL Foundation works towards the inclusion of vulnerable populations, working in close partnerships with NGOs on long-term community projects in Mauritius. CIEL Textile is the main contributor (66%) to CIEL Foundation.

📄 Head to www.cielgroup.com/en/sustainability/ciel-foundation for more information



REVERSING URBANISATION

Urbanisation gave the world modern infrastructure, higher wages and better healthcare, amongst others. But it also isolated rural populations from economic opportunities in the process.

One of our missions is to work towards reversing urbanisation. How? The company has set up fresh garmenting capacities in rural areas. The company mostly trains and employs women. By creating sustainable livelihoods in rural communities, CIEL Textile contributes to reducing migration to cities. CIEL Textile's operations in rural areas have significant positive impacts on local communities.



A closer look at...

SAMUDRA

Aquarelle's factory in Samudra, India, was awarded the LEED Platinum Certification—the highest distinction for green buildings—making it one of the first apparel eco-factories in India.

Our team worked hard to integrate sustainability into its operations and design, earning full marks in metrics like water efficiency and innovation.

📄 Head to www.cieltextile.com/news/aquarelle-opens-one-1st-eco-factory-india for more details.

▶ Head to https://youtu.be/KO1DdE_u6vE for more details





ACT FOR COMMUNITY



Our sustainability journey over the last two years has been about embedding social responsibility and a community mindset within the organisation. Our “Act for our Community” initiatives, created in 2016, unites over 18,000 employees, who voluntarily devote their time to community-driven events. In collaboration with NGOs and local communities, they raise funds and drive events to support underprivileged groups and sensitise their communities on critical issues.

Far from being a simple programme, these events have come to represent our philosophy, value system and way of life.

Our efforts have had a profound positive impact on our communities, and nurtured in the process, a sense of solidarity amongst our people.



Head to www.cieltextile.com/news/act-initiatives-ciel-textile for more details.

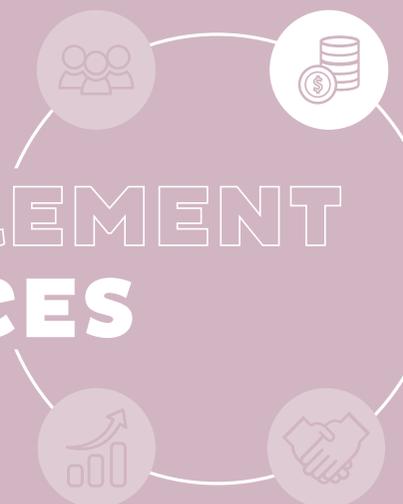
Our efforts include the following measures:

- **carry out social impact** assessments, including gender impact assessments based on participatory processes
- publicly **disclose the results of our social impact** assessments
- develop programmes based on **local community needs**
- develop **stakeholder engagement** plans based on a stakeholder mapping process
- **create broad-based committees** and processes that include vulnerable groups
- integrate formal **local community grievance processes** to our bi-annual sustainability audits.





PROCUREMENT PRACTICES



The purchase of goods and services constitutes over 65% of our expenses. Given our significant buying power and purchasing practices, we believe we have a responsibility to make a positive impact on our supply chain.

We depend on a global supply chain to procure wool, yarn, fabric, packaging, chemicals, trims and accessories through 1,150 suppliers, most of whom are located in Asia. We view them as long-term strategic partners and an extension of our business. We maintain long-term relationships with them, founded on transparency, open communication and trust.

We are conducting a supply chain mapping exercise to mitigate the risk of environmental and social malpractices, and to ensure that our supply chain is ethical, sustainable and true to our core values.



LOCAL ECONOMY



We are strongly committed to integrating local businesses into our supply chains across all of CIEL Textile's facilities, as far as we can, and keeping in mind the list of nominated suppliers by our customers.



LOCAL ECONOMY

PROMOTE LOCAL SOURCING

We currently have no policy in place to prioritise women entrepreneurs or suppliers who either form part of or employ workers from vulnerable, marginalised or under-represented social groups. However, we are aware that these groups must be given opportunities to participate in the local economy and achieve their full potential. To this end, we continuously identify opportunities to empower them through our Act for Community initiatives.

PERCENTAGE OF PRODUCTS AND SERVICES PURCHASED LOCALLY

	PRODUCTS	SERVICES
MAURITIUS	30%	95%
MADAGASCAR	10%	40%
INDIA	65%	95%
BANGLADESH	30%	90%

We are strongly committed to integrating local businesses into our supply chains across all of CIEL Textile's facilities, as far as we can, and keeping in mind the list of nominated suppliers by our customers.

Takeaways

- Suppliers of materials are mainly located in Asia, whereas the majority of suppliers of services are local.



RESPONSIBLE OFFERING



At CIEL Textile, we have already made strides towards offering sustainable options to our customers.



RESPONSIBLE OFFERING

We have taken initial steps to develop circular economy solutions, having created a 100% recycled shirt, as well as a 100% “waste-to-wear” sweater. To take our efforts further, we intend to use the Higg Material Sustainability Index (MSI) to measure and score the environmental impact of our materials. In parallel, we have established our own internal sustainability rating, CIEL Textile Eco-Index, to measure the ecological impact across our design and product development processes

PACKAGING TRIMS AND ACCESSORIES

We aim to extend our sustainable practices to the packaging trims and accessories we use. Recycled paper and cartons constitute less than 2% of our input materials, used by weight.

We are in the process of implementing a project that aims to eliminate plastic on fabric rolls as they are transferred to garment units. The percentage of reclaimed products is nil.



PERCENTAGE OF NATURAL & MAN-MADE RAW MATERIALS SOURCED IN 2019-20

91% PRODUCT MIX IS MADE OUT OF
100% NATURAL RAW MATERIALS

1% PRODUCT MIX IS MADE OUT OF
100% MAN-MADE RAW MATERIAL

8% PRODUCT MIX IS MADE OUT OF
BLENDS



PART 4

ACTIVATE **CLIMATE RESPONSE**

NATURE

ABOUT THE PILLAR

Continuously monitor our environmental impact and implement scalable solutions to reduce our environmental footprint.

 Head to Appendix 6 on **page 56** for more details on our Management Approach

MATERIAL TOPIC	STRATEGIC GOALS
ENERGY	Adopt CDP and SBTi methodology
	Zero Coal as fuel by 2030
	5% reduction in energy intensity by 2025
	Achieve 35% renewable energy by 2030
EMISSIONS	Decrease our Scope 1 & 2 Carbon intensity by 30% by 2030
WATER AND EFFLUENTS	Reduce water intensity by 10% by 2030
	Optimise rainwater harvesting
	Target zero non-conformity in ZDHC
WASTE	No single-use plastic in our process by 2025, excluding OSH requirements
	Advocate for 30% Certified & Recycled raw material usage by 2025 & 50% by 2030
	50% reduction in waste to landfill by 2030

SDGs for this pillar





ENERGY



We align our efforts with The Paris Agreement, which formally entered into force on 4 November 2016. Its goal is to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels.



ENERGY

Our approach to managing energy includes:

- **Monitoring our energy consumption** and energy intensity at various points in every location
- Identifying opportunities to **reduce electricity consumption** (e.g daylight harvesting and solar lighting)
- Substituting non-renewable fuels by **renewable fuels** like briquettes and wood.
- **Building energy-efficient factories**, the most recent one being Samudra's LEED Platinum certification
- Encouraging **solar/wind generation**



TOTAL ENERGY CONSUMPTION WITHIN THE ORGANISATION

Energy by source	Energy Consumed (MWh)	
	17-18	18-19
 Diesel/HFO/LPG/Coal	114,129	119,957
 Wood/Briquettes	37,153	35,404
 National Grid	51,359	53,569
 Total energy consumption (MWh)	202,641	208,930

ENERGY INTENSITY BY PRODUCT TYPE

Product	Unit	Energy Intensity	
		17-18	18-19
 Garment	kwh/piece	2.25	2.21
 Mills	kwh/kg	16	17.5

Takeaways

- Capacity development and the commissioning of a new factory have led to an increase in absolute figures.

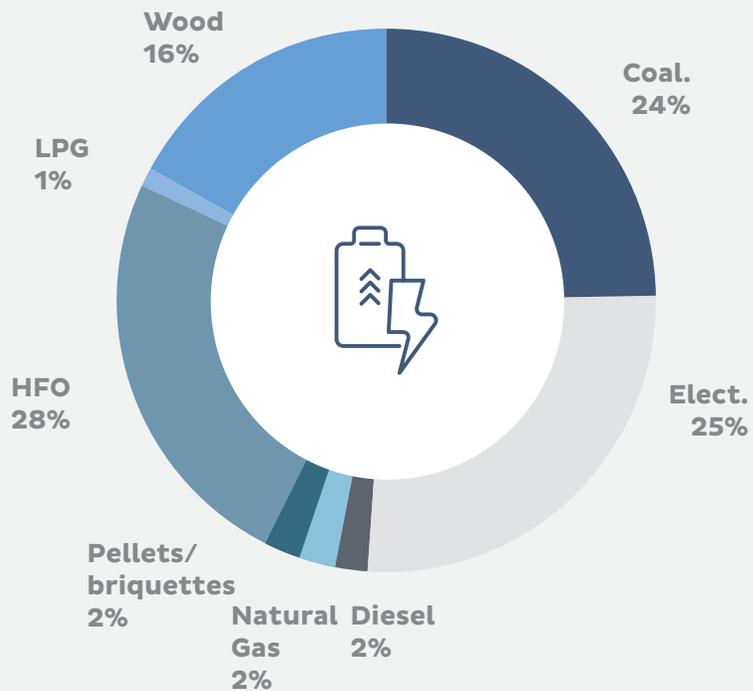
Takeaways

- These figures demonstrate our efforts to improve our energy efficiencies, although they are directly influenced by our product mix and general market trends.



ENERGY

Energy mix 2018



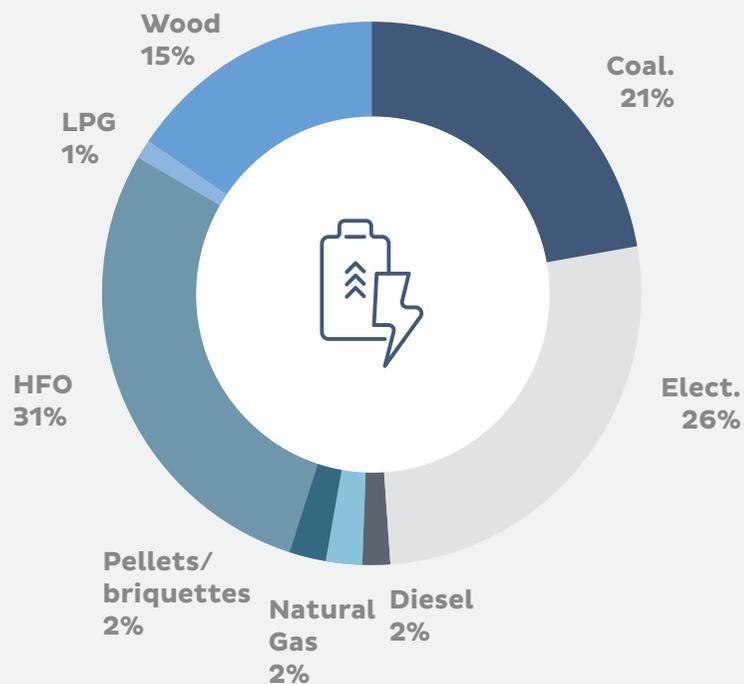
202,641

Energy consumed (MWh)

26%

Renewable energy*

Energy mix 2019



208,930

Energy consumed (MWh)

25%

Renewable energy*

Takeaways

To achieve our goals, we aim to improve our energy efficiency by:

- transitioning to servo motors
- adopting LED lighting
- Lagging steam pipelines
- implementing inverter technology
- optimising daylight
- implementing an Energy Management Software
- refurbishing old machineries with new technologies

*Renewable Energy includes wood, briquettes and share of renewable energy from national grid



EMISSIONS



It is no secret that the textile industry is one of the largest contributors of Greenhouse Gas (GHG) Emissions. At CIEL Textile, most of our direct GHG emissions result from the combustion of fuels in boilers. It is worth mentioning that as we are 100% owned by CIEL Limited, all emissions from our facilities are attributable to the Group.

EMISSIONS

As a member of SAC, we have adopted the Higg Facility Environmental Module (FEM) to better measure and understand the environmental impact of our individual facilities, and prioritise opportunities for improvement. Through the Higg FEM tool, emissions are categorised into three scopes:

- **Scope 1:** All direct GHG emissions from owned or controlled sources
- **Scope 2:** Indirect GHG emissions from the consumption of purchased energy
- **Scope 3:** All indirect emissions that occur in a company's value chain and that are not covered in Scope 1 & Scope 2

The tool then provides a GHG calculation for both Scope 1 and Scope 2 emissions based on emissions factors taken from the best publicly-available, free sources.

Going forward, we are determined to offset the negative effects of our GHG emissions by investing in renewable energy sources and energy-efficient solutions to replace the use of fossil fuels. We also intend to plant trees to help absorb carbon from the atmosphere, and reduce our carbon footprint.

**GHG EMISSIONS SCOPE 1 & 2
(FY END JUNE 2019)**



**GHG EMISSIONS BY MANUFACTURING TYPE
(FY END JUNE 2019)**



NUMBER OF TREES PLANTED

CARBON OFFSETTING THROUGH ANNUAL REFORESTATION IN MADAGASCAR

2017-2018	2018-2019	2019-2020
53,193	50,764	44,775

Takeaways

- For the purpose of this report, we have used 2017-18 as the base year, as this was the first year during which we gathered and recorded data.
- GHG Intensity¹ for 2017-2019 remained consistent at 1.77 kgCO₂ eq per production unit.

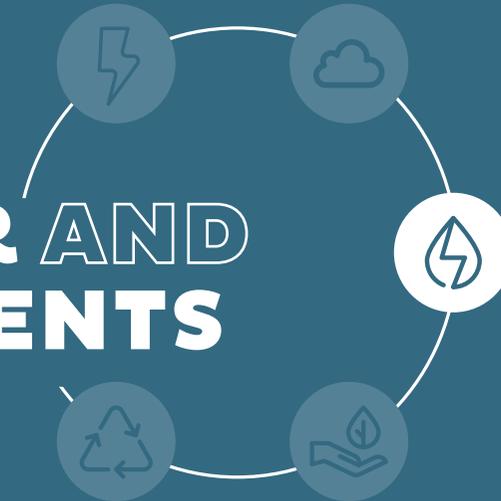
¹GHG Intensity is the total GHG emissions divided by the total production, normalised as per the functional production unit (kg, m, pieces) for each product type

Takeaways

- All capital intensive mills are located in Mauritius.
- In Madagascar, our efforts to offset Scope 1 emissions (as required by the Malagasy law) include partnering with local authorities. All reforestation and carbon offsetting initiatives are led by our employees through our Act for our Environment umbrella. They are engaged in creating on-site nurseries and replanting beyond mandatory requirements.



WATER AND EFFLUENTS



Less than 3% of the world's water is drinkable, of which 2.5% is frozen in Antarctica, the Arctic and glaciers.

Humanity therefore relies on 0.5% for all ecosystem and freshwater needs.

However, we are using it faster than nature can replenish it.

Source: UN



WATER AND EFFLUENTS

We operate in countries with different water stress levels. Manufacturing fabric and yarn requires large amounts of water and chemicals, particularly for dyeing and finishing processes. The garments produced are washed, printed upon and chemically treated.

WATER CONSUMPTION BY COUNTRY

Country	Water Stress	Total Water Consumption (m ³)	
		17-18	18-19
India	Extremely high	30,240	41,576
Madagascar	Low	155,177	178,571
Bangladesh	Low	72,593	69,001
Mauritius	Low	1,333,664	1,286,235
Total		1,591,674	1,575,383

Source: World Resources Institute's Aqueduct Water Risk Atlas (2020)

WATER INTENSITY BY PRODUCTION UNIT

Manufacturing type	Unit	Water intensity for garments	
		17-18	18-19
Garment	L/pc	11.3	11.6
Mills	L/kg	145	143



Takeaways

- This data is based on actual measurements at each facility. There is no change in water storage.

Takeaways

- Our capital-intensive units (Mills) In Mauritius account for 80% of our water needs, which mainly comes from the collection of surface runoff water (water typically collected after a storm for its eventual reuse.)
- Despite our efforts to improve our water efficiency, changes in product mix and new finishing processes have resulted in an increase in water intensity.



WATER AND EFFLUENTS

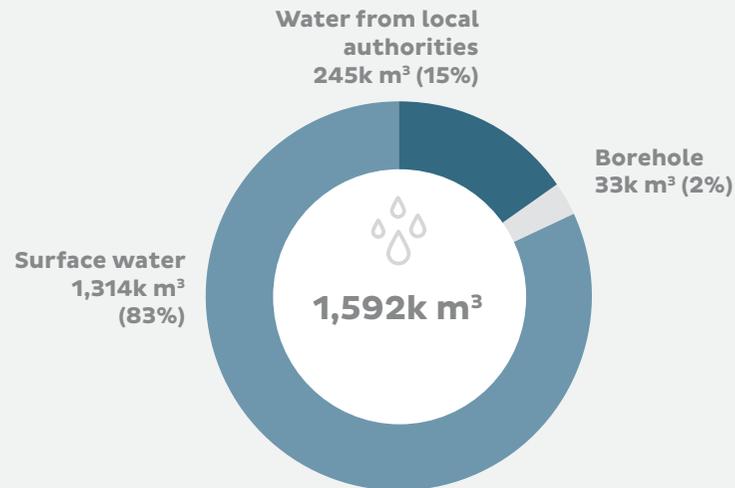


Figure 6: Water by Source 2018

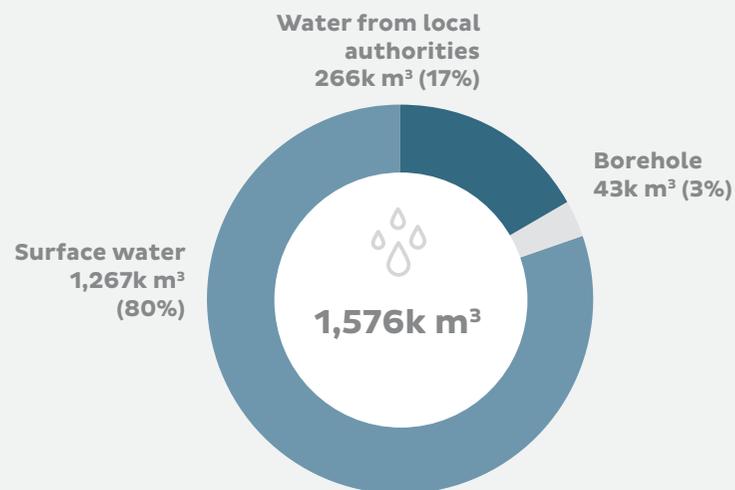


Figure 7: Water by Source 2019

As a result, our approach to managing water includes:

- **Installing water sub-meters** at every location
- Identifying opportunities to **reduce consumption and increase recycling of water** (e.g. rainwater harvesting), through sustained water conservation projects
- **Investing in equipment requiring less water**, such as:
 - E-Flow technology (75% reduction in water, 80% reduction in chemical requirements, negligible discharge)
 - Ultrafiltration, a new technology with a better return ratio (90m³ per day saved) and better quality of water, resulting in better product and process quality and efficiency
- **Identifying and plugging leakages** of water (e.g. changing leaking taps)
- Using effluent treatment plants (ETP) and sewage treatment plants (STP) to **recycle and reuse wastewater**. All effluents are treated before direct or indirect discharge. A sub-committee is currently responsible for defining best practices at the Group level.
- CIEL Textile is a signatory of the Zero Discharge of Hazardous chemicals and is committed to the **Roadmap to ZERO programme**.
 -  Head to www.roadmaptozero.com for more details.
- **Performing ZDHC testing** in each facility twice per year instead of annually, as required by ZDHC.



WASTE



Our facilities have been implementing a number of waste reduction projects and waste recycling initiatives for several years. Unfortunately, our actions are limited in certain regions due to the lack of accredited service providers. We have not been able to consistently quantify our actions in this area, due to lack of reliable and comparable data across our units.

As a result, we created a Waste Management subcommittee in 2020 with the aim of standardising the process and minimising waste to landfill. Key waste types will be identified and monitored to reduce, reuse and recycle.



WASTE

A closer look at...

THE RUG MAT PROJECT

The Rug Mat Project was launched by CDL Knits in 2016 in a drive to upcycle waste, and empower women from vulnerable communities at the same time.

CDL Knits has taken unemployed women under their wing, training them in the transformation of raw material waste into rug mats, bags, and other craftworks. Our vision is to equip them with the technical skills, knowledge and confidence to build sustainable businesses, eventually lifting them out of the poverty cycle.



Head to www.cielgroup.com/en/news/2018/ciel-textile-empowering-communities-through-act-for-our-community-programme for more details.



ACT FOR ENVIRONMENT



Each year, through our Act for Environment initiatives, we commit ourselves to the United Nations World Environment Day theme. We are also engaged in living Principle 10 of the Rio Declaration, which asserts that 'environmental issues are best handled with the participation of all concerned citizens.'



Head to www.cieltextile.com/news/act-initiatives-ciel-textile for more details.

act
for our environment



PART 5

DEVELOPING **ORGANISATIONAL CAPACITY**

GOVERNANCE – BOARD COMMITTEES

The organisation applies a precautionary approach to reduce or avoid negative impacts on the business, its operations and our stakeholders, including the environment. Our governance structure represents the backbone of this approach.

The Board of CIEL Textile is responsible for overseeing the business affairs of the company. Two sub-committees have been tasked with providing specialist guidance to its directors and each one operates within approved terms of reference. Recommendations from the committee are escalated to the Board and Reports from the Chairmen of these committees are systematically included in the agendas of Board meetings.

AUDIT & RISK COMMITTEE

Focus Areas during the Year

- Audited financial statements for FY 2019
 - Quarterly unaudited financial statements and cluster results
 - CTL Group's risk report
 - Internal audit reports and audit plans
 - Update on CTL Group's cybersecurity control framework
 - Renewal of the insurance covers at the level of CTL Group
 - Impact assessment report on the Covid-19 crisis
- **Audit and Risk Committee** – chaired by non-exec Director
 - The **Board appointed EY to conduct an independent survey** to establish a CIEL Textile risk register.
 - **Internal monitoring** is carried out by newly appointed Risk Champion on a quarterly basis
 - **Environmental and Social Risk Registers** are part of Higg Index requirements

CORPORATE GOVERNANCE, ETHICS, REMUNERATION AND NOMINATION COMMITTEE

Focus Areas during the Year

- Review of the terms of reference of the committee
- Remuneration package of senior executives
- Corporate governance report FY 2019
- Board and committee composition
- Succession planning for the CEO and senior executives

CIEL Textile Limited commits that it:

- Shall be accountable for its impacts on society and the environment.
- Shall be transparent in all decisions and activities that impact society and the environment.
- Will behave ethically.
- Will have respect for all stakeholders' interests.
- Will have respect for the rule of law.
- Will have respect for international norms of behaviour.
- Will have respect for human rights.

Code of Ethics, Whistleblower Policy, Human Rights Policy and CSR Policies are used to provide clear objectives against which to align all operations and business processes inclusive of enhancing awareness among employees and suppliers.

GOVERNANCE – OPERATIONAL COMMITTEES



OPERATIONAL COMMITTEES



1. HR

2. IT

3. Marketing & Communication

4. Sustainability

OPERATIONAL COMMITTEES

1. HR Governance Committee (HRGC)

Chaired by CT Asia Executive Director, driven by Group Head of HR.

Become a strategic partner and trusted advisor to the organisation. Develop HR excellence through cross fertilisation of best practices enabled by a common digital platform. Drive value creation and individual growth through best-in-class learning and development solutions.

2. IT Governance Committee (ITGC)

Chaired by CT Asia Executive Director, driven by Group Head of Digital Transformation & IT.

Offer Customers and stakeholders the best digital experience over the next 5 years. Develop a seamless digital work environment from anywhere. Implement cross functional digital teams across CT and speed up digital transformation.

3. Marketing & Communication Governance Committee

Chaired by CEO, Knits Cluster, driven by the Group Head of Communication.

Ensure the Corporate Identity is well instilled (Website, Rebranding, Sales toolkit).

4. Sustainability Governance Committee (SGC)

Chaired by CEO, Knits Cluster, driven by the Group Head of Sustainability and Continuous Improvement.

Define strategic goals and objectives; Ensure adequate organisational capacity and management infrastructure to drive initiatives and achieve leadership status in the textile industry; Foster employee engagement, activate climate response and develop inclusive growth initiatives; Partner with stakeholders on joint sustainability projects.



GOVERNANCE – CIEL TEXTILE SUSTAINABILITY GOVERNANCE COMMITTEE

THE CIEL TEXTILE SUSTAINABILITY GOVERNANCE COMMITTEE (SGC)

The CEO has established the CIEL Textile Sustainability Governance Committee (SGC), chaired by an Executive Director and the Head of Sustainability. Senior Executives of each cluster, business unit and facility independently drive governance and achievement of strategic goals as defined by the SGC.

As we progress in our sustainability journey, the SGC has identified additional key focus areas and has instigated several sub-committees to fast-track progress. The role of the sub-committees is mainly to mitigate risks and standardise best practices across all CT sites through the definition of a clear roadmap.

Our culture of accountability at source is open, but is structured in a way that encourages cross-fertilisation between functions, facilities and regions. A clear management infrastructure with adequate resources, routine meetings and the freedom to deliver on agreed objectives underpins our approach to enable individual engagement and performance.

We consider ourselves at the starting block to drive the systemic change required in our industry. We are evolving fast after adopting the Higg Index as a tool. Data integrity is critical to our performance and creating shared dashboards at the facility, BU, cluster and Group level is enabling a wider ongoing assessment of our business towards inclusive growth, an adequate climate response and nurturing a vibrant workforce.

Several subcommittees with process experts lead the way to champion tailor-made solutions, whilst adhering to Group objectives. The subcommittees are still work-in-progress and have contributed to a significant rise in awareness and sensitivity to specific subjects such

as Supply Chain Transparency, Sub-contractor Engagement, Effluent Treatment Plant, Dormitory management, Sustainable Product Design (Eco-Index), Renewable Energy and Waste Management.



Head to www.cieltextile.com/sustainability for more details.

Annual forums bring together our global teams at several levels and improve interactions both internally and with external stakeholders.

Each end of year and on the UN World Environment Day, our employees across all regions and facilities independently engage with their communities, sensitise and raise awareness for identified just causes to mark our CSR - 'Act for Community' and 'Act for Environment' initiatives globally.



Head to www.cieltextile.com/news/act-initiatives-ciel-textile for more details.

GOVERNANCE

SUSTAINABILITY MANAGEMENT INFRASTRUCTURE

Each business unit and its facilities have appointed dedicated sustainability officers, indirectly reporting to the Group Head of Sustainability to consistently measure, monitor and drive our sustainability agenda



Sustainability Committee (CSC)



CIEL Textile Sustainability Governance Committee (SGC)

CLUSTERS
Sustainability Governance Committees


WOVEN CLUSTER


KNITWEAR CLUSTER


FINE KNITS CLUSTER

BUSINESS UNITS
Sustainability Governance Committees

-  CFL
-  **AQUARELLE**
Mauritius & Madagascar
-  **LAGUNA**
Mauritius & Madagascar
-  **AQUARELLE**
India
-  **LAGUNA**
India

-  FSM
-  **FLOREAL**
Mauritius & Madagascar
-  **FLOREAL**
Bangladesh

-  CDL
-  **TROPIC**
Mauritius & Madagascar
-  **TROPIC**
India

PRODUCTION UNITS
Sustainability Governance Committees

1 Committee for each of the 18 Production Units



APPENDICES

APPENDIX 1: ORGANISATIONAL PROFILE

CIEL Textile (CTL) is a **Private Limited company** and a 100% subsidiary of a holding company, CIEL Limited.

CIEL Limited, listed on the Stock Exchange of Mauritius, is a diversified investment Group operating six business segments:

- **Agri-Industry,**
- **Property,**
- **Textile,**
- **Hotels and Resorts,**
- **Financial services,**
- **and Healthcare**

The **total capitalization** for CIEL Textile, broken down in terms of debt and equity, as of June 2020, is as follows:

\$90 M

DEBT (PREDOMINANTLY SHORT TERM)

\$88 M

EQUITY

CIEL Textile Limited manufactures and exports **woollen yarn, knitted and woven fabrics, shirts, knitwear, and fine knits.**

Our main markets are Europe, USA, South Africa, and India.

📄 Head to www.cielgroup.com for more information on the Group.

📄 Head to www.cieltextile.com for more information on CTL.

APPENDIX 2: ABOUT THIS REPORT

We are pleased to present CIEL Textile's first Sustainability Report.

This report demonstrates our commitment to transparency and accountability to our stakeholders. Sustainability reporting is an organisation's good practice to disclose its economic, environmental, and social impacts. It contributes to the company's sustainability roadmap.

This report:

- presents information about CIEL Textile's profile, strategy, ethics and integrity, and governance.
- identifies those topics that can cause significant impacts or are of concern to different stakeholders. These are called "material topics."
- provides information on how the organisation manages each material topic.

Reporting Practices and Scope of this report

This first report covers the period July 2017–June 2020, after which a bi-yearly report will be produced.

In the spirit of continuous improvement, it was imperative for us to collect information over a period of two years to establish a baseline for our performance.

Unfortunately, due to the COVID-19 crisis, the 2019–20 data, in most cases, is not aligned with the previous two years. Disrupted loading and

inconsistent monitoring across our 20 sites and four geographic regions do not lend to the continuity of data integrity. The distorted figures, especially for environmental parameters, are not allowing for an accurate assessment of our performance.

For consistency purposes, we have opted to exclude 2019–2020 data in our environmental performance analysis and instead used data from the financial years ending June 2018 and 2019.

However, with regard to our Financial and Human Resource information, data integrity has allowed us to present information for the financial year ending June 2020.

This report:

- has been prepared with reference to or in accordance with the GRI standards using the Core option.



Head to Appendix 3 on **page 52** for the GRI Content Index.

- covers only production facilities. Separate sales offices have not been included.
- has been written in-house, without external assurance, or audit.

Please contact **Sustainability@cieltextile.com** for any questions about this report.

APPENDIX 3: GRI CONTENT INDEX

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Disclosure 102-4	Location of operations	p.3
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Disclosure 102-7	Scale of the organization	p.3, p.50
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Disclosure 102-10	Significant changes to the organization and its supply chain	p.6, p.51
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APPENDIX 4: LIST OF ALL ENTITIES INCLUDED IN THE ORGANISATION'S CONSOLIDATED DATA

Year 2020	Country of Incorporation	Direct Percentage Holding and	Indirect Percentage Holding and	Proportion of Ownership Interest held	Main Business
Name of company		Voting Power	Voting Power	by Non- Controlling Interest	
		%	%	%	
Ajax Sweaters Limited	Bangladesh	-	100	-	Knitwear
Floreal Knitwear Ltd	Mauritius	- 100	-	-	Knitwear
Floreal Madagascar SA	Madagascar	-	99.7	0.3	Knitwear
Ferney Spinning Mills Limited	Mauritius	100	-	-	Knitwear
Floreal International Ltd	Mauritius	100	-	-	Knitwear
Floreal Property Ltd	Mauritius	-	100	-	Knitwear
Société Civile Immobilières	Madagascar	-	100	-	Knitwear
Société Textile d'Andraharo SA - (Texaro)	Madagascar	-	83.53	16.47	Knitwear
Antsirabe Knitwear SA	Madagascar	99.99	-	0.01	Knitwear
Floreal Trading Ltd ⁽³⁾	Bangladesh	-	100	-	Knitwear
CielTex SA (Proprietary) Limited	South Africa	-	100	-	Retail
CTL Retail Ltd	Mauritius	-	100	-	Retail
Tropic Knits Limited	Mauritius	100	-	-	Knits
Tropic Madagascar SA	Madagascar	-	100	-	Knits
CDL Knits Limited	Mauritius	17.03	82.97	-	Knits
TKL International Ltd	Mauritius	100	-	-	Knits
TKL Knits (India) Private Ltd ⁽²⁾	India	-	99.99	0.01	Knits
Societe Bonnetiere Malagasy - (Soboma)	Madagascar	-	99.99	0.01	Knits
Aquarelle Clothing Limited	Mauritius	100	-	-	Woven
Aquarelle Madagascar SARL	Madagascar	-	99.99	0.01	Woven
Aquarelle International Limited	Mauritius	100	-	-	Woven
Aquarelle India Private Limited ⁽²⁾	India	-	99.99	0.01	Woven
Consolidated Fabrics Ltd	Mauritius	-	100	-	Woven
International Fabrics Ltd	Mauritius	-	100	-	Woven
Laguna Clothing Private Ltd ^{(1) (2)}	India	-	50	50	Woven
Tinka International Ltd ⁽²⁾	Hong Kong	-	99.99	0.01	Woven
Laguna Clothing (Mauritius) Ltd ⁽¹⁾	Mauritius	-	50	50	Woven
New Island Clothing Madagascar SA	Madagascar	-	49.4	50.6	Woven

APPENDIX 5: STAKEHOLDER ENGAGEMENT PROCESS

STAKEHOLDERS	KEY TOPICS/CONCERNS RAISED	ENGAGEMENT MECHANISM & RESPONSE
CUSTOMERS	Customer satisfaction, Labour practices, Sustainability practices	Meetings Audits Surveys Visits
WORKERS	Labour practices, Economic Performance of the company, Health and Safety	Continuous dialogue with workers within all factories Open door policy Monthly Workers Committee meetings Grievance handling system Training Programmes to enhance working conditions and environment In Madagascar: legislation to protect Workers Delegates and promote Industrial Relations through Trade Union Federation In Mauritius: remuneration order in place. Only FKL Tana has had an agreement in place since 1996.
MANAGEMENT AND STAFF	Company Performance, job satisfaction, personal development, and growth	Weekly/monthly routine meetings Training Programmes Employee Engagement surveys Performance Appraisal Grievance handling system Open door policy
SUPPLIERS	Terms and Share of Business	Regular vendor meetings Audits Visits Ethical & Sustainable self-assessment
INVESTORS	Economic and Environmental Performance, Governance	Board meetings and other shareholder meetings
LOCAL COMMUNITIES	Community development, livelihood opportunities	Meetings with local institutions and community leaders CSR events
GOVERNMENT, REGULATORS	Compliance, governance, tax revenues, job creation	Interaction through industry associations Participation in policy advocacy discussions
CIVIL SOCIETY, NGOS	Financial Support, environmental and social sensitization, and awareness needs.	Interaction during Act for our Community and Act for our Environment programmes
FINANCIAL INSTITUTIONS INCLUDING BANKS	Business Risk	Regular meetings Reviews
MEDIA	Visibility, accountability, and engagement	Interviews with Senior executives

APPENDIX 6: SYNOPSIS OF MATERIAL TOPICS

Sustainability Context and Completeness: A list of topics were selected, in terms of significant economic, environmental, and social impacts, by a group of executives.

Stakeholder Inclusiveness: Key stakeholders were presented with these material topics, and they were asked to score on importance to them.

MATERIAL TOPIC	EXPLANATION AND ITS BOUNDARIES	STRATEGIC GOALS	MANAGEMENT APPROACH AND COMPONENTS	RELATED SDGS
Economic 	Market Presence We employ a substantial portion of workers, in some countries, who are compensated in a manner closely linked to laws and regulations on minimum wage. While this directly impacts workers, other stakeholders like customers and local communities are also impacted.	<ul style="list-style-type: none"> → Pursue our approach to reverse urbanisation by continuing to create jobs in rural areas → Promote local sourcing 	Our approach is to pay entry-level workers above the minimum wage as required by the law of the land. Changes in minimum wages are monitored by the company at each location and a pro-rata increase in wages are made when applicable. Local minimum wages exist in all locations of the company.	
	Procurement Practices The purchase of goods and services constitute over 70% of our expenses. By virtue of our buying power and purchasing practices, we can make a significant positive impact on the supply chain.	<ul style="list-style-type: none"> → Ethical & sustainable supply Chain representing at least 80% of business value by 2023 → Advocate for Higg Index tools adoption in our value chain representing 80% of business volume, of which 50% verified by 2030 → Publicly disclose list of value chain partners by 2030 	We view our suppliers as long-term strategic partners and an extension of our business. Procurement practices reflect this philosophy. The selection of suppliers is based on capability and competitiveness. In keeping with our lean manufacturing practices, local suppliers are preferred. Relationships with suppliers run deep and are not easily broken. Communication is regular. A detailed supply chain mapping is being done to better understand the sustainability practices of our suppliers.	

APPENDIX 6: SYNOPSIS OF MATERIAL TOPICS

MATERIAL TOPIC		EXPLANATION AND ITS BOUNDARIES	STRATEGIC GOALS	MANAGEMENT APPROACH AND COMPONENTS	RELATED SDGS
Environment 	<ul style="list-style-type: none"> • Materials • Energy • Emissions • Water • Wastewater • Waste 	<p>The global risks relating to environment issues, such as climate change and water security, is well documented. We are committed to mitigating any adverse impact of our operations, and that of our supply chain, on the environment.</p>	<ul style="list-style-type: none"> → Adopt CDP and SBTi methodology → Zero Coal as fuel by 2030. → Decrease our Scope 1 & 2 Carbon intensity by 30% by 2030 → 5% reduction in energy intensity by 2025 → Achieve 35% renewable energy by 2030 → No single-use plastic in our process by 2025, excl. OSH requirements → Advocate for 30% Certified & Recycled raw material usage by 2025 & 50% by 2030 → Reduce water intensity by 10 % by 2030 → Optimise rainwater harvesting → Target zero non-conformity in ZDHC → 50% reduction in waste to landfill by 2030 	<p>We aim to:</p> <p>Set goals and governance structures within the organisation.</p> <p>Drive awareness, training and projects within every business unit and facility.</p> <p>Use the Higg Facility Environmental Module (FEM) to measure and drive improvements.</p> <p>Conduct several campaigns and awareness programs, including the Act for our Environment initiative coinciding with World Environment Day on June 5 every year.</p>	

APPENDIX 6: SYNOPSIS OF MATERIAL TOPICS

MATERIAL TOPIC		EXPLANATION AND ITS BOUNDARIES	STRATEGIC GOALS	MANAGEMENT APPROACH AND COMPONENTS	RELATED SDGS
Social 	<ul style="list-style-type: none"> Fair and Safe Work Environment Learning and Development Human Rights Local Communities 	<p>We strive to be responsible for our impact on society. We believe that generating sustainable livelihoods, developing human resources and positively impacting society at large, is key to business and something worth striving for.</p>	<ul style="list-style-type: none"> → 35% Women at Management level by 2030 → 100% employees trained on ethics and sustainability by 2023 → Zero non-compliance on Ethical matters by 2025 → Aim for zero lost-time injuries by 2030 → Advocate maximum employee engagement in our CSER Initiatives: <ul style="list-style-type: none"> → Act for community → Act for environment → Quantify and increase impact on long-term CSR projects 	<p>We strive to continue having a positive impact on society at large, by generating sustainable livelihoods in our communities, and developing and upskilling our human resources. We also intend to continue our annual Act for our Community initiatives, driven by employees.</p>	

APPENDIX 7: TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER AS AT DECEMBER 2020

EMPLOYMENT & DIVERSITY

	PERMANENT			TEMPORARY			TOTAL
	 MALE	 FEMALE	 TOTAL	 MALE	 FEMALE	 TOTAL	
MAURITIUS	2,640	1,664	4,304	0	0	0	4,304
MADAGASCAR	2,824	3,466	6,290	156	184	340	6,630
ASIA	2,197	4,254	6,451	0	0	0	6,451
TOTAL	7,661	9,384	17,045	156	184	340	17,385

APPENDIX 8: NUMBER AND RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY AGE GROUP AS AT JUNE YEAR END

Gender	Age band	Total No of employees		No Turnover		No Recruitment	
		2018-2019	2019-2020	2018-2019	2019-2020	2018-2019	2019-2020
	under 30	3,812	3,217	1,359	1,550	1,991	1,752
	30-50	4,176	3,831	910	1,174	1,112	874
	over 50	517	574	61	91	51	33
Total Male		8,505	7,622	2,330	2,815	3,154	2,659
	under 30	4,284	3,948	1,875	2,280	2,341	2,441
	30-50	5,851	6,094	1,451	1,703	1,855	1,778
	over 50	747	756	80	91	56	36
Total Female		10,882	10,798	3,406	4,074	4,252	4,255
Absolute Total		19,387	18,420	5,736	6,889	7,406	6,914

Gender	Age band	% out of total employees		Turnover rate per category		Recruitment rate per category	
		2018-2019	2019-2020	2018-2019	2019-2020	2018-2019	2019-2020
	under 30	20%	17%	36%	48%	52%	54%
	30-50	22%	21%	22%	31%	27%	23%
	over 50	3%	3%	12%	16%	10%	6%
Total Male		44%	41%	27%	37%	37%	35%
Total Male		8,505	7,622	2,330	2,815	3,154	2,659
	under 30	22%	21%	44%	58%	55%	62%
	30-50	30%	33%	25%	28%	32%	29%
	over 50	4%	4%	11%	12%	7%	5%
Total Female		56%	59%	31%	38%	39%	39%
Total Female		10,882	10,798	3,406	4,074	4,252	4,255
Absolute Total		100%	100%	30%	37%	38%	38%
Absolute Total		19,387	18,420	5,736	6,889	7,406	6,914



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