



BRINGS VALUE TO LIFE

## Communication on Progress

April 2012

### IBL Mission Statement

**We recognise that our first responsibility is to our customers**

with whom we want to build a long-term business partnership by providing products and services that meet or exceed their expectations.

**We are responsible to our employees**

and are firmly committed to their development, advancement and involvement. As an equal-opportunity employer, we will reward merit and innovation fairly and will provide a safe and pleasant working environment.

**We will have competent management**

with the appropriate expertise, who will provide leadership, guidance and know-how and who will strive to best utilise resources to achieve corporate objectives.

**We are ultimately responsible for creating shareholder wealth**

at a rate sufficient for the Group to take full advantage of future market possibilities while satisfying the needs of customers, employees and principals.

**We will fully play our social role**

as a contributor towards the further development of Mauritius and of the region. We will continue to respect the environment and will act responsibly towards its improvement for future generations.



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact**.

We welcome feedback on its contents.

## Human Rights

**Principle 1:** Business should support and respect the protection of international human rights within their sphere of influence

**Action:** Company complies with the government's policy on human rights and provides a safe and pleasant working environment to all employees ( see attached copy of **Health & Safety Policy** ). Company has also a **Training and Development Policy** where employees can enroll on different courses to upgrade their knowledge for their personal development. It also adheres to corporate **Code of Conduct** established by the private sector.

**Principle 2:** Make sure their own organisations are not complicit in human rights abuses

**Action:** Designing exclusive policies related to various aspects of human rights ( e.g, equal-opportunity employer, non-discrimination in employment ). As part of its activities on **Corporate Social Responsibility**, the company has sponsored the Government's campaign on the "**Universal Rights for Children**" in **Mauritius**.

## Labour Standards

**Principle 3:** Business should uphold freedom of association and the effective recognition of the right to collective bargaining

**Action:** Company ensures the respect of fundamental labour rights at the workplace by recognizing trade unions and signing collective agreements with them as prescribed by the **Employee Relations Act 2008**.

**Principle 4:** Uphold the elimination of all forms of forced and compulsory labour

**Action:** Company strictly adheres to legal provisions under the **Employment Rights Act 2008**.

**Principle 5:** Uphold the effective abolition of child labour

**Action:** **Mauritius** has ratified the **ILO Convention on Child Labour** and it is a company policy not to employ children under 16 years of age.

**Principle 6:** Eliminate discrimination in respect of employment and occupation

**Action:** Company is well-known as an equal opportunity employer in the country and will continue to reward merit and innovation fairly. As a member of the **Mauritius Employers' Federation**, the company abides to its **Code of Practice for Enterprises in Mauritius**.

## Environmental Protection

**Principle 7:** Business should support a precautionary approach to environmental challenges

**Action:** Company follows provisions under the **Environment Protection Act 2002** and will continue to respect the environment and will act responsibly towards its improvement for future generations. The company is committed to its **Environment Charter** ( see attached ).



BRINGS VALUE TO LIFE

## Health and Safety Policy

In line with its Mission Statement, the company is committed to provide a **healthy and safe environment** to all its employees and to all those who may be directly affected by its activities.

In that respect,

- We undertake, at all times, to create and further promote awareness on health and safety and at all levels and to ensure compliance with all relevant legislation.
- It is essential to have the personal commitment and involvement of one and all to achieve such goals and to maintain high standards of health and safety at work.

A handwritten signature in blue ink, which appears to read 'Patrice d'Hotman de Villiers', is written over a horizontal line.

**Patrice d'Hotman de Villiers**  
*Chief Executive Officer*

4<sup>th</sup> March 2008

This Policy will be reviewed as and whenever required.



BRINGS VALUE TO LIFE

## Environment Charter

**We will strive to promote an environment culture**  
within the Group by recognising environmental achievement  
as one of our main core values.

**We will be proactive rather than reactive**  
in all our activities with regard to the environment.

**We will endeavour to comply**  
with relevant environmental  
regulations and standards.

**We will optimise**  
all non-renewable resources.

**We will encourage best waste management practices**  
such as re-use, reduction and recycling.

**We will act responsibly towards the environment**  
by committing ourselves to the sustainable development  
of the Group for the benefit of our society,  
shareholders and other stakeholders.

**Principle 8:** undertake initiatives to promote greater environmental responsibility

**Action:** A **Chief Operating Officer** has been assigned the responsibility for Sustainable Development at **Group** level. Employees have been encouraged to collect used paper, batteries, IT equipment and accessories for recycling. Recently, the contact person has attended a **Global Dialogues** workshop on “**the future we want**” in connection with the holding of **RIO+20**. Please see attached an extract of **The Harvest Report** where **GML** companies including **Ireland Blyth Ltd** represented the views of the private sector.

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies

**Action:** A “Think Green” Committee has just been set up where members are encouraged to come up with projects using green technologies. So far, energy-saving measures such as lighting of offices with CFL and LED lamps and implementing rainwater harvesting in buildings.

### **Fight against Corruption**

**Principle 10:** Work against all forms of corruption, extortion and bribery

**Action:** The creation of a Corporate Governance Department shows the commitment of the company to include international anti-corruption principles into its internal policies and enforcing them in daily practice.

The company has been collaborating with the Independent Commission Against Corruption (**ICAC**) and all managers have attended awareness sessions on corruption.

**Mr Nicolas Maigrot**  
**Chief Executive Officer**  
**Ireland Blyth Ltd**  
**5<sup>th</sup> Floor, IBL House**  
**Caudan**  
**Port Louis**  
**Mauritius**

Contact: **Harold LEE**  
**Human Resources Corporate Unit**  
**Ireland Blyth Ltd**  
**2<sup>nd</sup> Floor, IBL House**  
**Caudan**  
**Port Louis**  
**Mauritius**

Email: [hlee@iblgroup.com](mailto:hlee@iblgroup.com)

Phone: (230) 203 2129

Fax : (230) 203 2047