



Communication on Progress

Year: 2008-2009

STATEMENT

In July 2006, Medine Limited, previously known as 'The Medine Sugar Estates Co. Ltd' has made public its commitment to the integrated and sustainable development of its land and the surrounding region, on the west coast of Mauritius. This commitment is detailed in the Medine Masterplan 2005-2025.

Since we joined the UN Global Compact in December 2007, we have strived to put into reality this commitment and align it with the UNGC ten principles.

The Board of Medine fully supports our undertakings towards sustainability – in particular those contained in the UN Global Compact – and endorses the priorities and targets we set out in this report.

Through our support of the United Nations Global Compact, we also aim to move the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption. Here we summarised the progress we have made against these principles and we will continue to follow them up in future.

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	Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
X	1: Businesses should support and respect the protection of internationally proclaimed human rights;	Through our recognised CSR commitment, Medine has voiced out its support to the promotion of human rights in the country, and to the necessity to alleviate poverty and help the most vulnerable of our citizens regain dignity. Since June 2009, it has joined the governmental 'Eradication of Absolute Poverty (EAP) program and spearheads the EAP committee for the region of Bambous.
<input type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	This issue does not apply in Medine.
x	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	In the sugar-cane sector, there is a tradition of meetings with the representatives of the six labour unions involved with Medine. In 2008 and 2009, for instance, these representatives have been consulted on the group's strategic review. The negotiations and general relations with the unions are respectful and cordial. Medine has the established practice of recognising freedom of association as well as recognising the right to collective bargaining – all within the letter and the spirit of the law.
<input type="checkbox"/>	4: the elimination of all forms of forced and compulsory labour;	This issue does not apply in Medine which complies with laws, rules and regulations of the country. Occupational Health & Safety Officers & committees in place to ensure safe & good working environment
<input type="checkbox"/>	5: the effective abolition of child labour;	This issue does not apply in Medine. For any level - established employment procedure are followed, including birth certificates, being submitted by the applicant before any type of enrolment/employment.
<input type="checkbox"/>	6: and the elimination of discrimination in respect of employment and occupation.	Recruitment and occupation of employees are based on merit. Medine has contracted a consultant in human resources in 2008 (to date) to review and harmonise contracts and ensure fairness in employment and occupation. There are no discrimination based on gender, age, religious beliefs. The percentage of women in employment is 16% at the workers level and 35% at the staff level.
x	7: Businesses should support a precautionary approach to environmental challenges;	At the beginning of year 2007, The Medine Sugar Milling Co. Ltd started the implementation of ISO 14001:2004 with an evaluation of the significant environmental aspects and impacts of its activities. Consequently, during intercrop season 07-08 some corrective measures were taken, where, for example, the company invested in an electro-static precipitator to reduce and improve its boiler gas emissions. Since then, the company has continuously been working on its remaining environmental impacts in view to protect the environment, reduce pollution, promote waste recycling and minimise the use of natural resources as according to its environmental policy.

		<p>And in October 09, the company undertook its 3rd party audit for ISO 14001:2004 and brilliantly obtained its recommendation for the certification.</p> <p>The agro-business cluster has started an ambitious composting project for its organic waste. Located near the factory, the compost plant stretches over 15 ha and the compost produced is used as a fertiliser for the sugarcane fields. The 20 tons produced annually have allowed the company to reduce by half its use of chemical fertiliser and Medine is planning to achieve self-sufficiency in organic fertiliser (compost) by 2012.</p>
x	8: undertake initiatives to promote greater environmental responsibility;	<p>In 2009, Medine has sponsored the installation of a waste separation bin in the poor suburban community of Residence Barkly and a sensitisation campaign on the separation and recycling of plastic, paper and glass, as well as composting of organic waste. We intend to repeat this action in other localities with the support of local associations.</p> <p>Since December 2008, the Head Office – located in Port Louis – separates paper waste, which is collected by a paper-recycling company on a three-month basis.</p> <p>The Medine Sugar Milling Co Ltd has conducted a waste audit in 2009 and is putting in place waste separation set up to promote environmental responsibility at all staff level.</p>
x	9: and encourage the development and diffusion of environmentally friendly technologies.	<p>The Medine Sugar Milling Co. Ltd applies the “multi-effect evaporator” technology to optimise the use of steam in the process. It has also invested in frequency inverter drives to minimise electricity consumption in the factory and is now planning to undergo an Energy Audit.</p>
<input type="checkbox"/>	10: Businesses should work against all forms of corruption, including extortion and bribery.	<p>Medine’s Corporate Governance Committee has the responsibility of driving the process for the implementation of the Code of Corporate Governance throughout the Group and ensuring that the disclosure and reporting requirements as set by the Code are complied with. It has met thrice a year in the covered.</p> <p>All Medine’s businesses are being regularly audited by professional bodies to check for any fraud and corruption.</p>