



Communication on Progress 2010

In July 2006, Medine Limited, 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 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, both in Mauritius and at the global level. Here we summarised the progress we have made against these principles in 2010, and we will continue to follow them up in future, within the UNGC Mauritian Network.

You will find hereunder the second COP of Medine Limited for the year 2010.

Dany Giraud, Chief Executive Officer

Contact: Mrs. Sophie Desvaux de Marigny, Head of Corporate Sustainability and Communication

Email: sophied@medine.com **Phone:** +230 2116101 **Fax:** +230 2116169

HUMAN RIGHTS

Medine Limited is an equal opportunity employer and does not discriminate in any way with regard to race, religion or gender. Employment opportunities are openly advertised, first to all employees on the Intranet, then in the local newspapers.

All staff is entitled to annual leaves (including local, sick, maternity, paternity leaves, etc) and benefit from a medical scheme and 24 hour insurance cover.

Medine Limited has developed and implemented social, health and environmental policies and practices that in all material respects comply with existing legislative and regulatory frameworks. The health and safety of staff and visitors are of principal importance to the company and all reasonable measures are taken to ensure a sound and healthy working environment.

LABOUR

Medine continues to comply with laws, rules and regulations of the country. Occupational Health & Safety Officers & Committees in place to ensure safe & good working environment.

In the sugar-cane sector, there is a tradition of meetings with the representatives of the six labour unions involved with Medine. In 2010, negotiations and general relations with the unions were 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.

ENVIRONMENT

The Medine Sugar Milling Co. Ltd is certified ISO 14001:2004 since October 2009, and 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.

The Agriculture cluster is also continuing its ambitious composting project for its organic waste, with a 15 ha-compost plant, which produces enough compost to replace 25% of its chemical fertilisers in the sugarcane and other crops fields.

In line with the eighth principle, Medine has strongly opposed the project of a Waste Incinerator for Mauritius, as it believes there are more environment-friendly alternatives such as the recycling of plastic, paper and glass, as well as the composting of organic waste. It also strives to “walk the talk” in its own operations:

In June 2010, The Tamarina Golf Estate and Beach Club has installed a waste separation bin near its offices, to serve the restaurants, golf and residents, as there is no waste separation management at the national level. 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.

The Medine Sugar Milling Co Ltd has conducted a waste audit in 2009, promoted environmental responsibility at all staff levels (incl. via the broadcasting of the movie HOME to employees) and is planning its waste separation bin for early 2011. It continues to apply the “multi-effect evaporator” technology to optimise the use of steam in the process.

ANTI-CORRUPTION

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 in the covered year.

All Medine’s businesses are being regularly audited by professional bodies to check for any fraud and corruption.

PARTNERSHIPS

HIV/AIDS IN THE WORKPLACE

Medine's Head of CSR sits on the Tripartite Steering Committee for the Indian Ocean Commission Project on HIV/AIDS in the Workplace, under the aegis of the Mauritian Ministry of Labour, Industrial Relations and Employment since its creation in August 2010.

The company will be one of the five pilot-projects of awareness survey, sensitisation campaign and creation of an HIV/AIDS Policy in 2011, under this committee.

ERADICATION OF ABSOLUTE POVERTY (EAP)

Since May 2009, Medine chairs the EAP working group for the village of Bambous, where 175 households were identified as living in absolute poverty in four sub-regions: Cité La Ferme, Camp La Paille, Folles Herbes and NHDC. The working group conducts actions in the sectors of education, basic life skills, adult literacy, infrastructure, health and access to decent housing for these households, in partnership with the Ministry of Social Integration, the National Empowerment Foundation and local NGOs.

ACTION IN THE COMMUNITY

The **Fondation Medine Horizons** (www.fondation-medine.org) has continued to support local non-governmental organisations and schools promoting social inclusion in the western region of Mauritius.

The main projects supported tackled entrepreneurship and alternative education, health (drug abuse) and leisure.



The **Medine Entrepreneur Scheme** is a microcredit tool to support entrepreneurs with original projects in the company's catchment area. It has to date supported 21 entrepreneurs (mainly women) with a total amount of US\$ 100,000.

Bambous Social Hub

The Medine Farmers' Market opened in mid-December 2008 and hosts 80 stalls for local planters and artisans, as well as a food-court. It runs 6 days a week and offers fresh food and original craft and textiles.

The Creativity Centre, located next to the Market, hosts the Medine Craft Academy courses, and a Leisure Park, named 'La Promenade de Medine' is being created around the Dragon River.



Craft Incubators

Based in Pierrefonds and La Gaulette (2 villages of the west), the craft incubators were launched in February 2010, with the support of the Decentralised Cooperation Programme (DCP) of the European Commission (FED), aims to professionalise the handicraft market in Mauritius. This sector of activity is considered to be lagging behind when compared to what such countries as Indonesia and Madagascar have been showcasing, hence inferring on the bargaining power of local entrepreneurs.

During the pilot phase of the project, the artisans were trained in pottery making, interior decoration, garment-making, coconut carving and were also given some basic skills in management and marketing. An array of machinery is also at the disposal of the artisans at Pierrefonds to help them get their idea off the drawing board.

