



PLANET GOALS

First Progress Report
January – June 2020

Advance diversity | Manage waste | Rethink energy | Save water | Trade ethically



Background:

- ▮ The 13 Planet Goals were approved by the Board of Directors in December 2019.
- ▮ Initially planned for April 2020, the launch of the initiative was postponed to September 2020, due to the lockdown and deriving uncertainties that affected our businesses.

Governance:

- ▮ The initiative is managed by the Corporate Sustainability and Communication department (CSC), composed of Sophie Desvaux de Marigny and Salimah Jaulim.
- ▮ Each Cluster has a Sustainability Focal Point whose mandate is to sensitise the staff on the PG2025, mainstream sustainability in the cluster's decisions and initiatives, monitor and report on the progress on all indicators.
- ▮ The roll-out is overseen by the Chief Executive Officer, and the CSC will report on progress, every semester, to the Board of Directors.

Indicators:

- ▮ Harel Mallac uses the indicators of 2019 as a baseline.
- ▮ Quantitative progress is shared on a yearly basis, while the mid-year reports will address only qualitative progress (narrative).

TRADE ETHICALLY

Harel Mallac prend part à la promotion des objectifs du développement durable et intègre les considérations éthiques et environnementales dans le choix de ses partenaires d'affaires et de ses solutions. Nous conseillons nos consommateurs pour une utilisation intelligente de nos solutions, tout en observant les normes locales et internationales.



We have integrated Environment / Social / Governance (ESG) criteria in our selection of suppliers

- A new supplier onboarding form, containing ESG criteria was made available to all companies. MCFI, Archemics, EO and Linxia are implementing them.
- We have encouraged companies to buy local, brand 'Made in Moris'. The monitoring will start as from next year.
- The chemical cluster collaborates with suppliers on alternatives to single-use containers (i.e. consignment, packaging and crates): MCFI started buying in bulk instead of jerrycans.



We have reduced and eliminated products that are proven destructive to biodiversity.

The thinking process has started in MCFI, Archemics and Suchem on how to ease out of environmentally destructive products

- MCFI : towards organic fertilisers + decreased volume of refrigerant gases, in line with national quota.
- Suchem: towards organic agricultural chemicals
- Archemics: ingredients in detergents and cosmetics.

TRADE ETHICALLY



We have raised the weightage of environmentally-sound products by 10%, in each BU's portfolio.

The first step for each Business Unit is to list out all its product references, and the ones that fall into the ecological category. This exercise is underway, under the supervision of the CSC team.



We guide our consumers on the responsible and sustainable use of our products.

- The first initiative under this Goal is to create online content to improve the user experience for all our goods and solutions. For instance, Archemics has put on its website the manuals, tips and videos related to its products.
- EO has set up a plan to recuperate and recycle all toners that are replaced at the client's, in collaboration with BEM Recycling.



We have optimised green packaging, while maintaining compliance with international standards.

- All our companies abide to local labelling regulations, as well as the ones on safe use and disposal of products.
- Archemics continues the reduction of plastic in detergent bottles containers, and in contact with [Be-eau](#) regarding opportunity of organic plastic

RETHINK ENERGY

Harel Mallac prend part à la promotion des objectifs du développement durable et s'engage à transformer son utilisation énergétique en réduisant la consommation d'électricité, privilégiant l'utilisation d'énergies renouvelables et en optimisant la taille et l'efficience de sa flotte de véhicules.



We have reduced our energy consumption (excl. production) by 25%.

- Energy Audit: None started to date.
- MCFI, Novengi, Linxia and HMT have optimised delivery routes in order to reduce fuel consumption hence reduce their carbon footprint.



30% of our consumed energy comes from renewable sources.

Our transition to PV energy had started in 2012 (Archemics), followed by Novengi in 2019. Under this PG, no investment in PV installation is planned for 2020.



We have optimised our vehicle fleet both in numbers and fuel efficiency.

- All BUs are officially required to favour electric or hybrid vehicles when purchasing company cars.
- The Group adopted an Agile Work policy which encourages Work From Home and Work Closest to Home, in order to reduce our transport-related emissions and favour better work-life balance.

MANAGE WASTE

Harel Mallac prend part à la promotion des objectifs du développement durable et s'engage à freiner l'achat de matériaux à usage unique et recycler ses déchets de manière responsable.



We have stopped purchasing single-use plastics and non-recyclable materials

- All offices were equipped with water-dispensers (fountains) in Feb-March 2020, avoiding the purchase and use of water bottles.
- Employees were offered reusable metal bottles.



We have reduced our paper consumption by 30%.

It is calculated on the proportion of weight of paper purchased per employee, with 2019 as a baseline.

- With the implementation of SAGE, most billing and payment processes have become paperless.
- Already all our companies use only paper from environmentally-certified suppliers (Forestry Steward Council - FSC) bought from EO Solutions.



Our solid waste is recycled or disposed of responsibly

- When we started the monitoring of hazardous waste disposal in 2017, some hazardous waste was directed to the landfill. Since 2019, the totality of our hazardous waste is being disposed of through the proper channels.
- All offices have been equipped with WeCycle paper bins.

SAVE WATER

Harel Mallac prend part à la promotion des objectifs du développement durable et s'engage à réduire son utilisation d'eau, à travers la mise en oeuvre d'une gestion intégrée des ressources en eau, à tous les niveaux des opérations.



We have reduced our usage of water for operations (excluding manufacturing facilities) by 25%.

- The figures for water usage will be communicated in the second progress report. Our baseline for calculation is the 2019 total consumption which amounts to 113,000m³. Our objective for 2025 is to bring it down to below 85,000m³.
- So far, no Business Unit has installed rain collectors, nor water-flow reducing devices.

SUPPORT DIVERSITY

Harel Mallac prend part à la promotion des objectifs du développement durable et s'engage à réduire son utilisation d'eau, à travers la mise en oeuvre d'une gestion intégrée des ressources en eau, à tous les niveaux des opérations.



We have achieved gender equity in our staff

- Harel Mallac is so far the only Mauritian company to publish its gender pay gap on a yearly basis. In 2019, the gap amounted to 16% for the whole group. The objective is to bring it down to under 2% by 2020.
- As at end June 2020, the Group has 25% of women at management level and the Board of Directors counts one female member (out of 10 members).