

SUSTAINABILITY REPORT 2021





Dear Reader,

We are pleased to present Harel Mallac's Sustainability Report which details the progress made on our sustainability journey for the year ended 31 December 2021. This third progress report details how Harel Mallac's operations are bringing change to reach the 13 goals we have set on Water, Waste, Energy, Ethical Trade and Diversity.

2021 proved as challenging as its predecessor and confirmed that besides the pandemic crisis, we, as a society, have not yet found the responses to prevent environmental decay and social inequity. It reminded us of the urgency to act for a more inclusive society and to steward biodiversity and nature at large.

The Planet Goals rollout has, so far, coincided with two years of dealing with the pandemic and deriving business priorities.

We reckon that the progress is slow on some indicators but remain convinced of our duty to tackle the climate crisis and social exclusion, hand in hand with our stakeholders.

The present report was prepared collectively by a team of Sustainability Focal Points, whose commitment is key to the regular monitoring and clarity of information: they deserve a "Kudos"!

Complementary to Harel Mallac's Annual Report 2021, this report is available solely in digital format. Your feedback on both our performance and the quality of our reporting is important to us, so do not hesitate to share it on: communication@harelmallac.com.

Enjoy the read!

Sophie Desvaux de Marigny
Group Head of Sustainability & Communication

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

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Harel Mallac at a glance

Harel Mallac is a Mauritius-born group of companies which started as a “maison de commerce” in the mid-19th century. Operating in diverse sectors such as chemical solutions, technology and industrial equipment, we strive to bring to Mauritian and regional businesses the best the world offers, while integrating technology and ecology in all our solutions.

Purpose and Guiding Principles

At Harel Mallac, we strive to ‘Make a Difference for the Better of our People, our Performance, our Consumers and our Planet’.

This Purpose is fuelled by fundamental guiding principles that define the way we do business: **Agility, Care and Trust.**



5 Divisions



24 Companies



Rs. 3.6 billion
turnover in **2021**



857 Employees

INTERNATIONAL PRESENCE:



Mauritius
Madagascar
Burundi
Rwanda
Tanzania
Zambia
Reunion Island

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Sustainability Governance

Prepared by the Group staff and management teams in workshops to identify the material impacts and articulate a long-term sustainability programme, the Harel Mallac Planet Goals 2025 were endorsed by Harel Mallac's Board of Directors in December 2019. The programme is monitored and reported up on a semestrial basis.

Sustainability Management

Spearheaded from the Head Office, our sustainability programme is run at the level of sub-divisions by Sustainability champions who are mainly SHEQ, human resources, marketing and project management professionals. Their mandate is three-fold:

- Critically look into the BUs' various impacts on the social and natural environment.
- Suggest changes in the way we run our businesses, inspired by the numerous best-practices worldwide, especially from the renown brands we represent and the members of key networks we belong to, such as the UN Global Compact.
- Monitor and report on progress.

To make this exercise as hassle-free as possible for the contributors, as from 2022, we have integrated the monitoring of a dozen indicators in our ERP system, to ensure a more thorough disclosure and less reporting fatigue.

Our Internal Sustainability Network:

- Head Office : Sophie Desvaux de Marigny
- Chemicals Division: Blurette Drioux + Kaneesh Munboth + Nidhi Ramlogun + Shaun Rimos
- Technology Division: Medhi Rungen
- Equipment & Systems: Achala Mulloo-Hurpaul + Chandika Seeruttun + Yovana Munisamy

Communication on Progress

Harel Mallac publishes a bi-annual update on its progress on the Goals, which you may consult on our website. Its baseline is the year of adoption of the Goals, 2019 and its scope solely covers our operations in Mauritius. As from 2022, the Group opted to publish a stand-alone sustainability report, distinct and complementary to its annual report, to promote paperless reporting. While the Goals to achieve are very clear, the actions presented in the report were identified as guidelines rather than rigid prescriptions: actions and indicators may hence be combined to result in more material impact, depending on each division's context and specificity.

Our focal points strive for maximum accuracy when collecting and compiling data. They may nevertheless, in rare cases, resort to approximations or assumptions, if data is missing.

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PLANET GOALS

The Harel Mallac Planet Goals 2025 reflect our strong conviction that a greener and more inclusive planet is essential to the survival and prosperity of our businesses. They were devised in 2018 and 2019 by the staff and adopted by Harel Mallac's Board of Directors in December 2019.

Trade Ethically

1. By 2025, we will integrate ESG criteria in our selection of suppliers.
2. By 2025, we will eliminate products that are detrimental to biodiversity.
3. By 2025, we will raise the weightage of eco-certified products to 12% of our portfolio.
4. By 2025, we guide our consumers on the responsible use of our products.
5. By 2025, we will optimise our packagings, while maintaining compliance with international standards.

Rethink Energy

6. By 2025, we will reduce our energy consumption (excl. production) by 25%.
7. In 2025, 30% of our energy will come from renewable sources.
8. By 2025, we will optimise our vehicle fleet both in numbers and fuel efficiency.

Manage Waste

9. By 2025, we will stop purchasing single-use plastics and non-recyclable materials.
10. By 2025, we will reduce our paper consumption by 30%.
11. By 2025, all our waste will be recycled or disposed of responsibly.

Save Water

12. By 2025, we will reduce our usage of water for operations (excluding manufacturing facilities) by 25%.

Advance Diversity

13. By 2025, we will achieve gender equity in our staff.

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Our Pledges

As an economic actor, we believe that we will only leave a positive ESG footprint if we collaborate, involve, share and learn with other organisations. Harel Mallac has therefore selected a global and recognized framework to align its Planet Goals with the **United Nations Sustainable Development Goals (SDGs)**, seven of which are material to our commitments:



End hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture



Gender Equality

Achieve gender equality and empower all women and girls



Clean Water & Sanitation

Ensure access to water and sanitation for all



Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all



Sustainable Cities and Communities

Make cities inclusive, safe, resilient and sustainable



Responsible Consumption & Production

Ensure sustainable consumption and production patterns



Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

With the same mindset, and because we believe that sharing good practices, learning continuously and networking are key to progress, the Group and its subsidiaries Ingenia and Archemics have also joined the local sustainability network **SigneNatir** in 2021 and the **United Nations Global Compact** early 2022.



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Materiality of topics for our Business Units (BUs)

| Themes | Goals | UNGC Principle | Material to |
|-------------------|--|----------------|--|
| Trade Ethically | 1. By 2025, we will integrate Environment / Social / Governance (ESG) criteria in our selection of suppliers | 1, 2, 4, 5, 10 | All |
| | 2. 2025, we will eliminate products that are detrimental to biodiversity. | 8, 9 | Chemicals Div Novengi |
| | 3. By 2025, we will raise the weightage of eco-certified products to 12% of our portfolios. | 8, 9 | Chemicals Div |
| | 4. . By 2025, we guide our consumers on the responsible use of our products. | 8 | Chemicals Div. Technology Div. Equipment & Systems Div. |
| | 5. By 2025, we will optimise our packaging, while maintaining compliance with international standards. | 8, 9 | Chemicals Div. |
| Rethink Energy | 6. By 2025, we will reduce our energy consumption (excl. production) by 25%. | 7, 8 | All |
| | 7. In 2025, 30% of our energy will come from renewable sources. | 7, 8 | All |
| | 8. By 2025, we will optimise our vehicle fleet's carbon footprint. | 7, 8 | All |
| Manage Waste | By 2025, we will stop purchasing single-use plastics and non-recyclable materials. | 7, 8 | Chemicals Division |
| | 10. By 2025, we will reduce our paper consumption by 30%. | 7, 8 | All |
| | 11. By 2025, all our waste will be recycled or disposed of responsibly. | 7, 8 | All |
| Save Water | 12. By 2025, we will reduce our usage of water for operations (excluding manufacturing facilities) by 25%. | 7, 8 | All |
| Advance Diversity | 13. By 2025, we will achieve gender equity in our staff. | 6 | All |

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TRADE ETHICALLY



1. By 2025, we will integrate ESG criteria in our selection of suppliers.

Progress 2021



40%

We believe that it is our duty to source quality products from suppliers who respect the environment, social justice and good governance. We also strive to propose solutions that meet the same criteria and sensitise our customers and end-users on their optimal use and responsible disposal.

Action 1.1: Adopt a Responsible Sourcing Policy per division.

We are proud to share that all our divisions have prepared and adopted a Responsible Sourcing Policy.

Action 1.2: Screen Suppliers according to ESG criteria.

In 2019, in the wake of our Data Privacy Framework roll-out, all business units (BUs) were remitted a new Supplier Onboarding Form (SOF) containing ESG criteria, to register their suppliers and service-providers. At 31 December 2021, only 106 suppliers out of 3,372 registered had filled out and signed the document. Efforts will be made in the coming years to gather more signatories and have a better understanding of the ESG traits of our supply chain.

We also started recording our suppliers and business partners' membership to networks such as SigneNatir or the UN Global Compact, in our ERP, in 2022.

Action 1.3: Favour local products and suppliers to advance a circular economy.

At Harel Mallac, we are convinced of the necessity to promote the local savoir-faire and give priority – where feasible – to local solutions. To this end, we have integrated the Made in Moris label for companies in our ERP, the monitoring of which has started in 2022.

At our own operations level, we are proud to share that four brands of products manufactured by Archemics (P3, Otentic, Eclat Douceur and Impec) were labelled Made in Moris in 2021.

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2. In 2025, we will eliminate products that are detrimental to biodiversity.

Progress 2021



Action : Identify concerned products and explore / adopt substitutes.

In 2021, we identified 788 product references in our portfolio which bear the hazardous signs as per the Global Harmonised System (GHS) and which may be harmful to the environment (5.2% of our portfolio). They are not surprisingly mainly located in our chemicals cluster. Conscious of the impact that these products have on biodiversity, We ensure that our products meet all safety requirements and work closely with our suppliers, customers and regulatory bodies to phase out Substances of Very High Concern. We avoid, whenever feasible, procurement of chemicals classified as most hazardous such as carcinogenic, mutagenic, persistent, or bio-accumulative.

The Agri division of Ingenia has adopted a product stewardship approach which encompasses the entire life cycle of a fertiliser: product development, raw material procurement, production, packaging, transport, storage, marketing and sales and advice on usage.

Chemco and **Novengi** operate in the air-conditioning and refrigeration sectors and import refrigerant gases. In line with the Kigali Amendment to the Montreal Protocol (signed by Mauritius in 2019), Mauritius is phasing out from Hydrofluorocarbons (HFCs) by 2025 and replacing them with more climate-friendly alternative refrigerants such as R32 (for air-conditioning) and 134a and 404a. Chemco has already stopped importing HFCs, and **Novengi** is completing its phasing out of same.

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3. By 2025, we will raise the weightage of eco-certified* products to 12% of our portfolio.

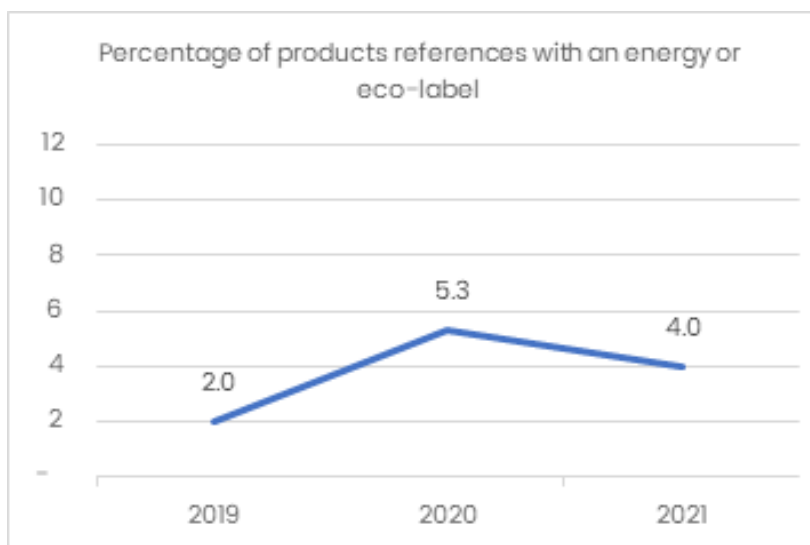


Action: Scout for new raw materials or products with ecologic labels and certifications

Archemics complete range of homecare detergents, personal care and industrial detergents meets the Environmental Safety Check criteria of A.I.S.E.

In the Equipment & Systems Division, the four companies are bringing in products with better energy efficiency and labels, from white goods and electronics (**Linxia**) to office (**EO**) and industrial equipment (**Aerolik, Novengi**).

In December 2020, our business units had a combined total of 15,127 product references in their portfolios, among which 13,335 followed labelling regulations on safe use of product, or disposal of product, and 607 (**4%**) has an eco-label or energy efficiency label. The goal is to reach 12% of eco-certified products by 2025.



*Energy or Environment Labels, depending on the nature of the products.

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4. By 2025, we guide our consumers on the responsible use of our products.



Action: Educate consumers on the responsible use and disposal of our products.

The Equipment & Systems division and Archemics create online content to improve consumer awareness tips for the optimal use of their products, with maintenance and troubleshooting tips.

Ingenia and Archemics staff perform on-site sensitisation and training sessions on the safe use and disposal of their products and containers (respectively in agriculture and hospitality).



5. By 2025, we will optimise our packaging, while maintaining compliance with international standards.



Action: Stop single-use and non-recyclable packaging.

This Goal is pertinent to the Chemicals division mainly (as both Archemics and Ingenia are involved in manufacturing) and to the Equipment & Systems for wrapping repaired or serviced equipment (after-sales departments).

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To date, the Business Units use:

| Packaging Types | Recyclability/ actions | Status |
|---|---|--|
| Biaxially Oriented Polypropylene (BOPP) bags and Woven Polypropylene Bags (WPP) | Single use and exempted by the local plastic regulations for single plastic use. Ingenia is investigating possibilities of reuse, recycling and substitution. | Challenge  |
| Granular Fertilisers "Big Bags" | Thanks to "Big Bag" openers adopted by the Agri sector, Ingenia shifted from single use at customer place to reusable big bags. | ✓ |
| Intermediate Bulk Containers (IBCs) | Used for import of key raw materials - reused or sent for recycling or sold for other uses. | ✓ |
| High-Density Polyethylene (HDPE) smaller containers | For detergents: washed and reused or else sent for recycling. For pesticides: considering a solution. | ✓ |
| Jerrycans | Empty containers are recalled for reuse. |  |
| Cardboard (boxes) | Recycled at Archemics. | ✓ |
| | MCFI setting up a process. |  |
| Wrapping plastics (LDPE) | Used by both Chemicals and Equipment & Systems (after-sales): Sent for recycling by Archemics Others considering solutions. |  |

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RETHINK ENERGY



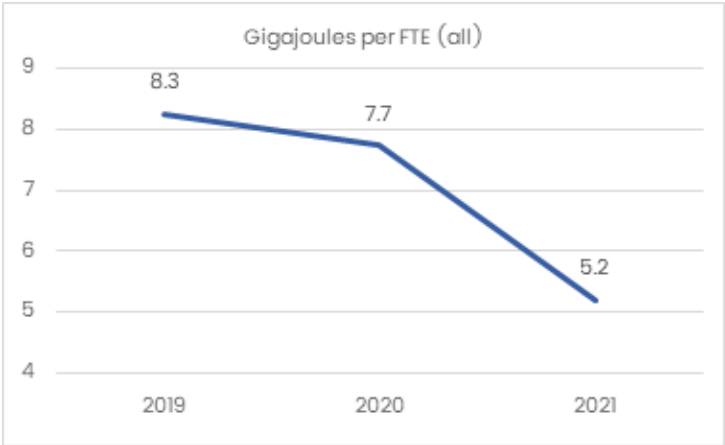
6. By 2025, we will reduce our energy consumption (excl. production) by 25%.



We measure our electricity intensity in terms of Gigajoules (Gj) per full-time employee (FTE) per year. Our baseline for this indicator is 8.3Gj per FTE in 2019 (7,355Gj for 891 FTE) and we aimed at 6.2Gj per FTE by 2025.

In 2021, our non-industrial operations used **4,219Gj** of electricity (**5.2Gj** per FTE). This commendable reduction – an overachieved goal – is partly explained by the second Covid-19-related lockdown, where our operations slowed down and the staff was working partly from home.

We will closely monitor the trend for the coming years, to verify whether it was mostly due to the above events or the result of long-term reduction efforts.



*Only commercial operations / offices are accounted for in this calculation. Electricity consumption by production (industrial) activities are excluded for understandable reasons.

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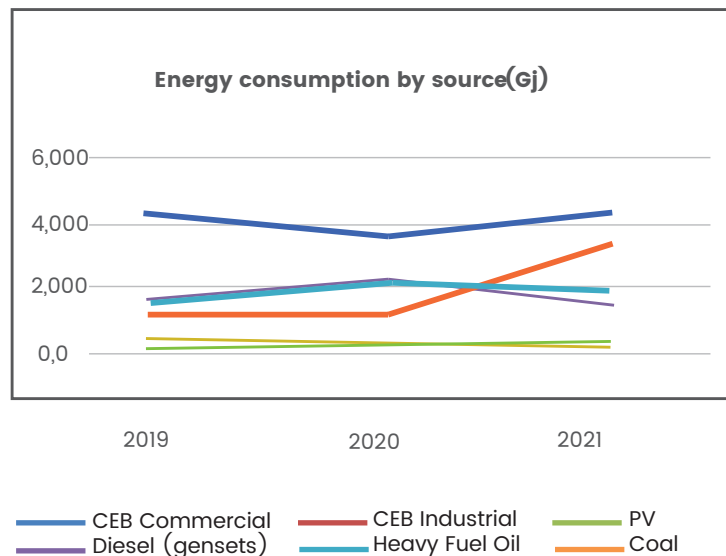
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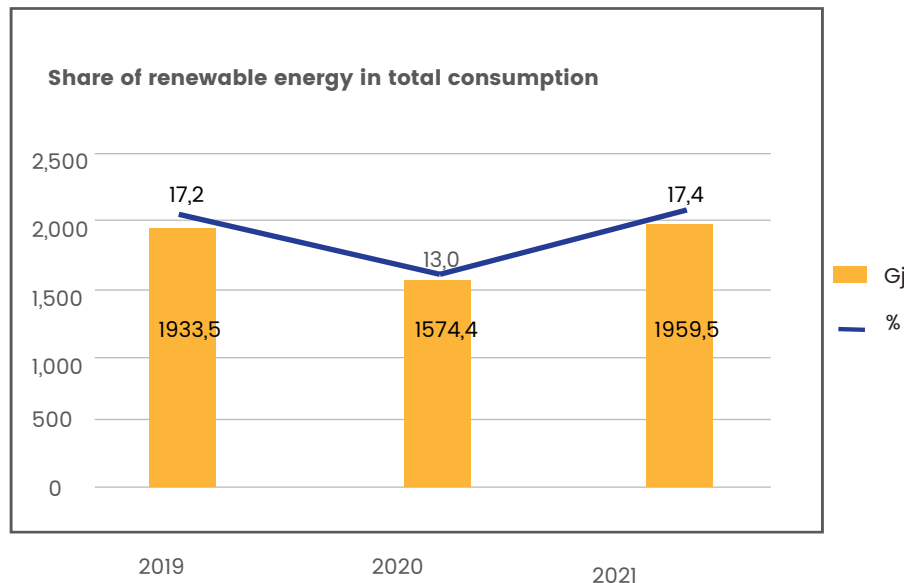
7. In 2025, 30% of our energy will come from renewable sources.



In the chart below, we visualised the trend in electricity used by the Group (both commercial and industrial) since 2019 by source. It reflects the efforts undertaken since 2021 by Ingenia to phase out from coal and heavy-fuel oil (HFO), the two most polluting sources of electricity used by its production plant.



Our Group sources the largest share of its electricity from the national grid, which is generated mainly from fossil sources (76.1%). The Mauritian government plans to increase use of renewable sources of energy for electricity generation from the current 23.9% to 40% by 2030, a commendable vision to which we contributed with our Solar Field PV farm in Mont Choisy, which operates since 2017. In 2021, 17.4% of the total electricity consumed by the Group was supplied from renewable sources (from both our own PV installations and the national grid).



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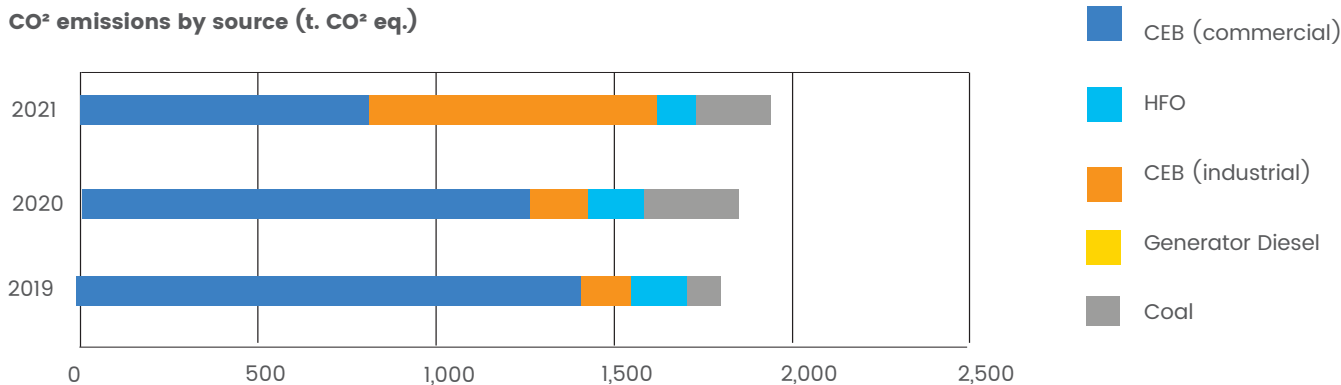
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Action: Where feasible, produce our own electricity.

Out of our five business premises, two are equipped with photovoltaic panels for electricity production: Archemics with an installed capacity of 45.6kWp (kiloWatt-peak) and our Pailles compound (12.65kWp). The Archemics’ PV facility underwent issues in 2020 and 2021, which hampered its electricity production, but this was sorted out,and we expect to see results thereof by mid-2022.



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8. By 2025, we will optimise our vehicle fleet's carbon footprint.

Progress 2021

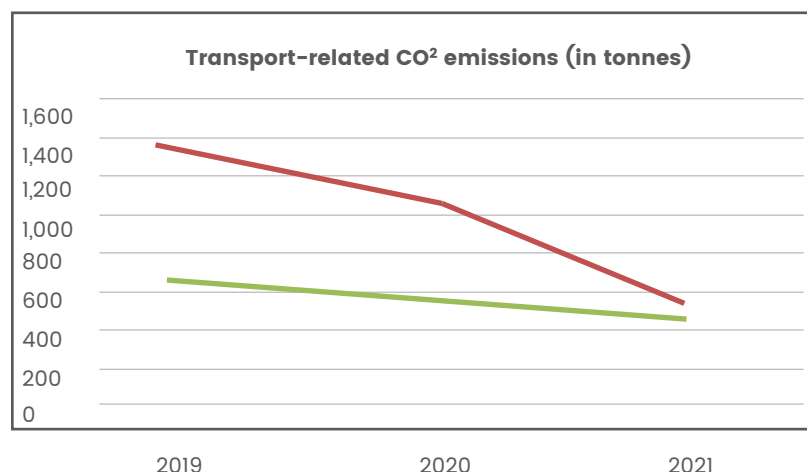
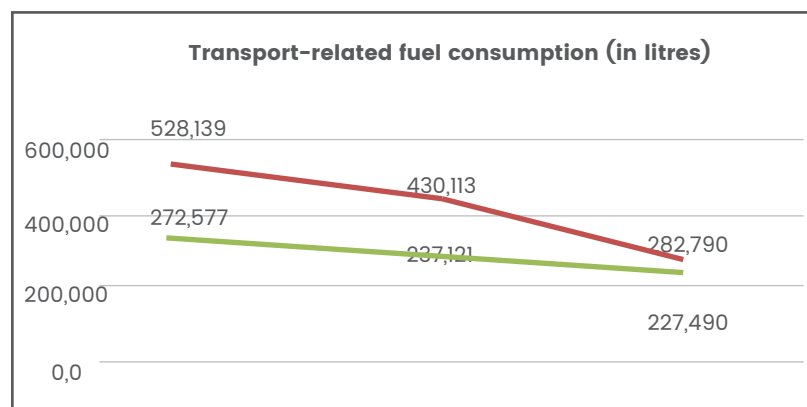


Our total fuel consumption in 2021 (for company vehicles and fuel-cards) amounted to 510,279 litres, a notable drop from 2019 by 46% for diesel vehicles (and by 17% for fuel vehicles). This was directly mirrored in our transport-related fuel emissions, which dropped by 16.8% on average.

Transport-related carbon intensity thus decreased by **43%** from 2019 (from 0.62 tCO₂e/Rs.Mto 0.35 tCO₂e/Rs.M).

Action: Reduce usage of transport using technology, agile work, and better planning.

Harel Mallac & Co has adopted an Agile Work Policy since 2019, which promotes “work from home”, “work closest to home” and “flexitime”. The second lockdown of 2021 and gradual return to normal office attendance impacted very much on the reduction of fuel consumption, but the drop resulted also from measures introduced by **Archemics**, **HM Technologies** and **Ingenia** this year, to optimise their fuel consumption regarding staff and product transportation. By 31 December 2021, 27% of our workforce (219 team-members) were regularly working from home.



■ Diesel
■ Petrol

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MANAGE WASTE



9. By 2025, we will stop purchasing single-use plastics and non-recyclable materials.



The Group welcomes the new legislation which prevents the purchase and usage of single-use plastics in Mauritius. All our premises are equipped with filtered water dispensers, thereby decreasing plastic waste. As described in Planet Goal #5, the types of containers used for import have been audited and are either reused or recycled.

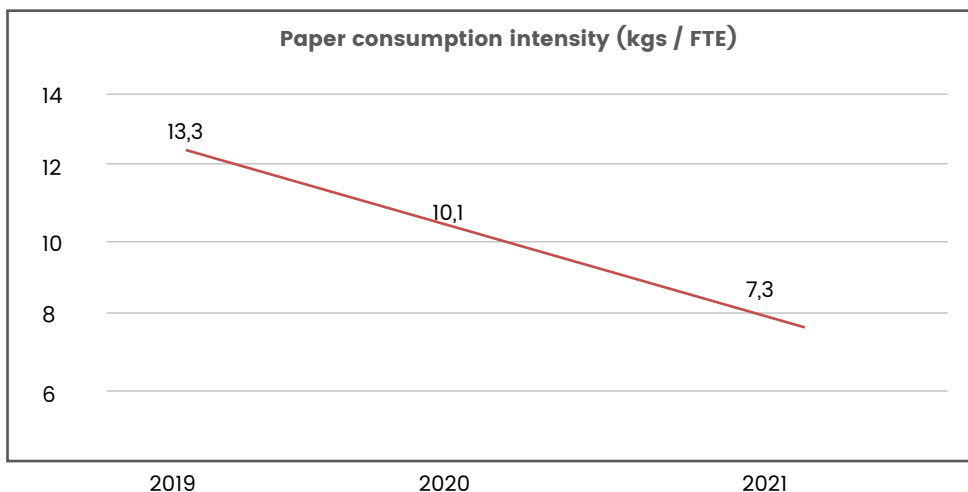


10. By 2025, we will reduce our paper consumption by 30%.



We measure the progress on this action in terms of paper consumption intensity (kilograms of paper per FTE). Our baseline for this Action is 13.3 kgs per FTE in 2019 (11,815 kgs for 891 employees), and we aimed at 9.3 kgs per FTE in 2025.

In 2021, our paper consumption per employee decreased to **7.3 kgs** per FTE, which allows us to consider our tenth goal achieved. We will nevertheless sustain our efforts towards a 60% reduction.



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Manage Waste

Action 10.1: Promote paperless work through electronic transmission and storage of documents.

The rapid reduction in paper usage can be imputed to three main factors:

- With the implementation of SAGE and other digitalisation efforts across the Group, most payment processes are now paperless.
- With the two lockdowns and increasing number of employees working from home, the habits of printing and working with paper documents have faded out.
- The Financial Services Commission allowed listed companies to share their annual reports in electronic versions only, which saved the Group some 810 kgs of paper in 2021.

As a result of the above, our group companies purchased 5,9 tonnes of paper in 2021, compared to 11,8 tonnes in 2019.

Action 10.2: Use only environmentally certified paper and / or recycled paper.

Our business units only use paper from an environmentally certified supplier: the Forestry Stewardship Council.



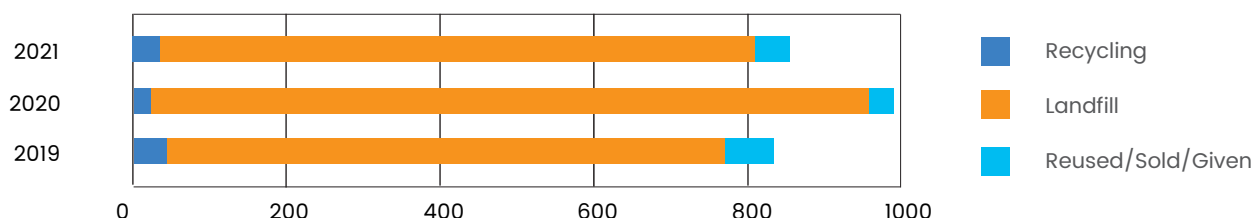
11. By 2025, all our waste will be recycled or disposed of responsibly.



As much as our companies are proactive on the proper management of their recyclable and hazardous waste, only our chemical companies can report on the quantity of waste they send to landfill, as they are serviced by private contractors for same. The Pailles, Port Louis and Phoenix premises can only monitor the handling of their recyclable and hazardous waste, as shown below, as their generic waste is collected by their respective municipalities, and not weighed.

In 2021, we have generated 856.6 tonnes of waste (including 6.1 tonnes of hazardous waste). Our operations reused, sold, gave away or recycled 10% of their non-hazardous waste ; the remaining 90% consisting of mainly “general waste”. We will continue our efforts, via the Planet Convention, to increase this ratio by 2025.

Non-hazardous waste disposal methods



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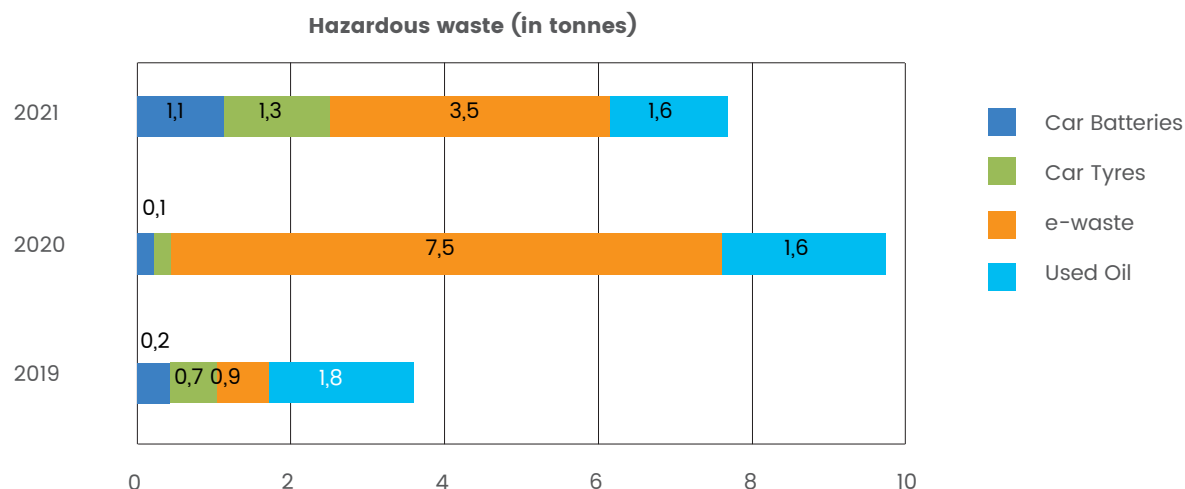
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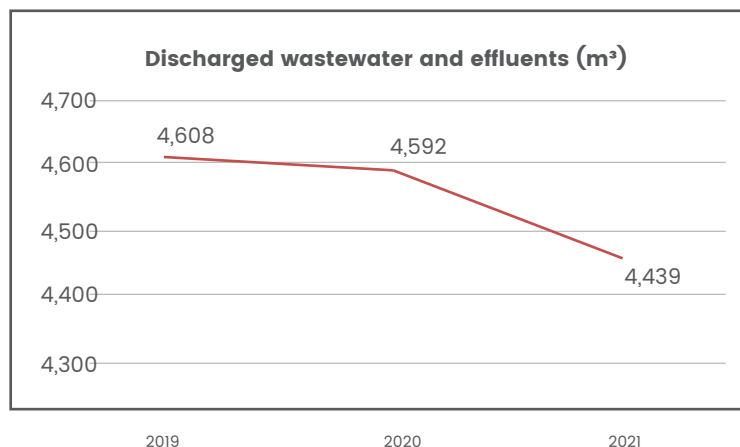
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In 2021, our e-waste was sent for recycling to BEM Recycling during both Group “e-waste recycling days” and long-term collaboration of some BUs with this supplier.

Vehicle-related hazardous waste (car batteries and tyres) was disposed of at the BUs respective garages



Our Chemical division comprises of two production sites that use water to operate and as an ingredient for their production and washing plants: **Archemics** and **Ingenia**. In 2021, the volume of wastewater decreased slightly to 4439m³. All our wastewater and effluents are treated on-site before being reused or carted away by professional services providers to the nearest accredited wastewater treatment plant (in Roche Bois).



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SAVE WATER



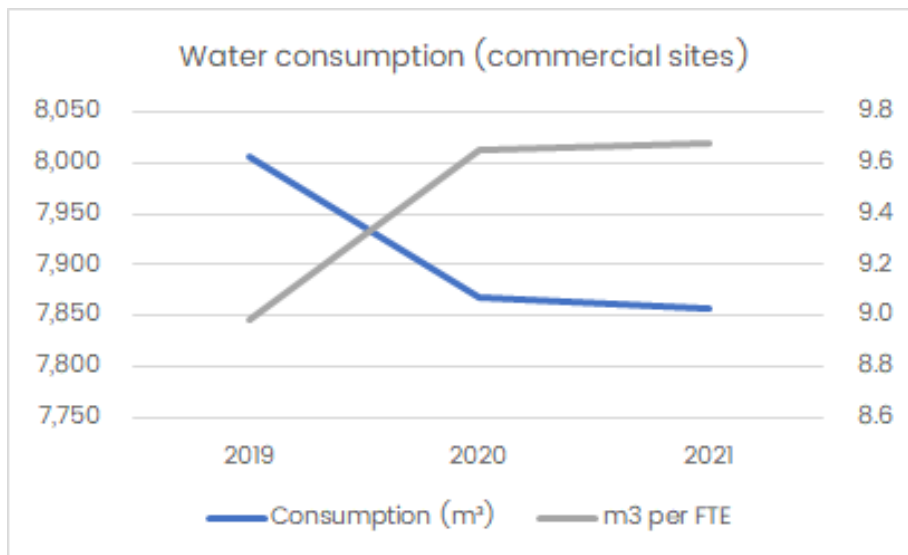
12. By 2025, we will reduce our usage of water for operations (excluding production) by 25%.

Progress 2021



10%

Our water consumption only slightly decreased in absolute terms in 2021 (by 150m³), mostly because all our offices have switched from bottled water to filtered water dispensers early 2020, compensating the efforts made by the teams for better water usage.



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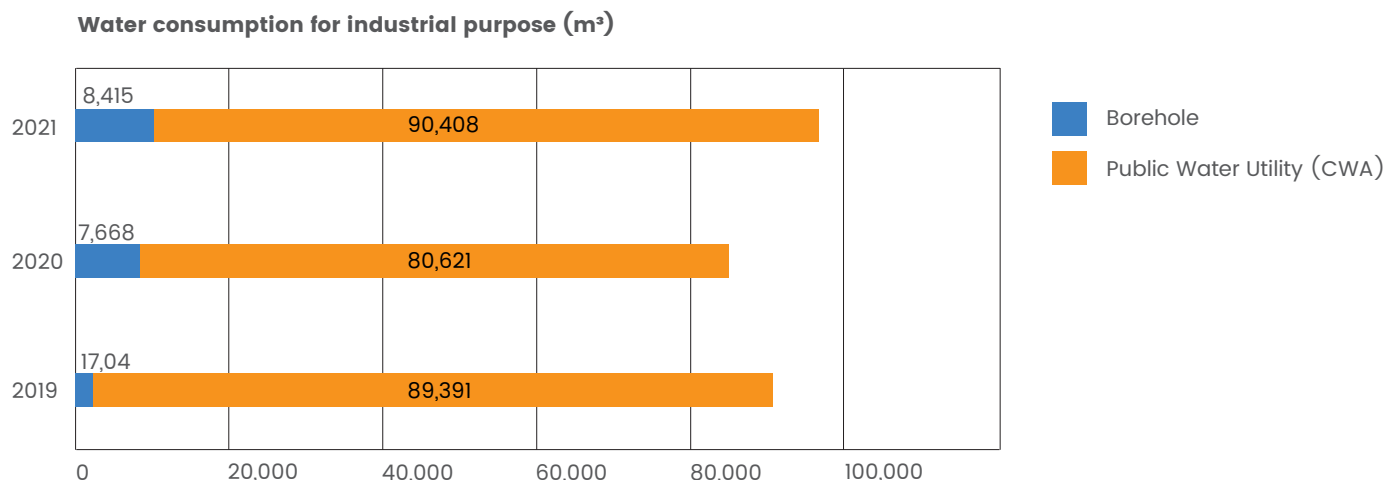
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We also measure our progress on this Goal in terms of water intensity (m^3 per FTE) in our non-industrial sites, and our baseline is **9m³ per FTE in 2019**. We aim at **6.7m³ per FTE by 2025** and will maintain our efforts in this sense.



All business units use water from the public water utility (Central Water Authority), except for Archemics which also sources water from a borehole.

Action: Educate staff to encourage water-saving behaviours.

Archemics and Ingenia are signatories of UNGC CEO Water Mandate and the WASH Pledge

Moving forward:

The Chemicals division is looking at different measures to optimise the water use in its production chain, inter-alia the water intensity in its detergents, the optimisation of water-use in the washing plant, the “recirculation” of cooling water and the switch to reverse osmosis for water treatment (Archemics).

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ADVANCE DIVERSITY



13. By 2025, we will Achieve Gender Diversity in our Staff



On 31 December 2021, the group's workforce in Mauritius totaled 812 persons (857 persons including our overseas staff).

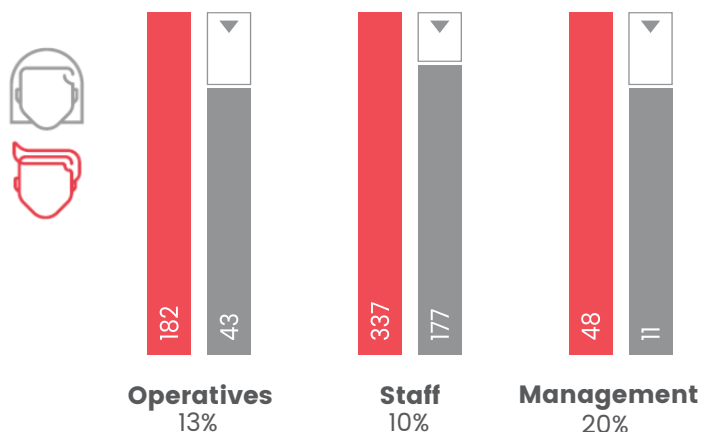
Although we are looking at diversity in all its forms as part of our Talent Management Framework, we have chosen to tackle the gender angle for the first years of our sustainability programme.

Action 13.1: Bring the Gender Pay Gap below 2% in the Group

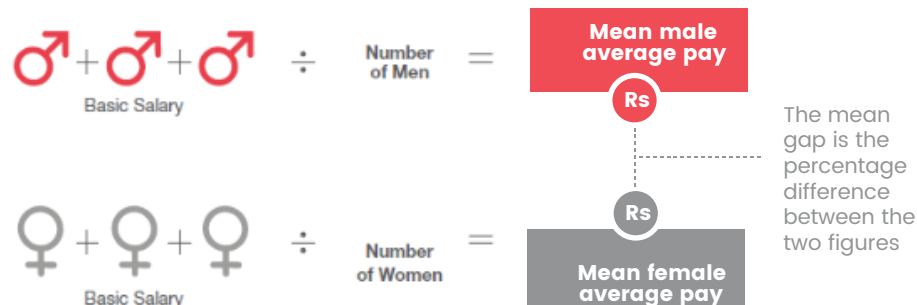
At Harel Mallac, we believe that equal work should result in equal pay. With this in mind, we have been monitoring our Gender Pay Gap (GPG) at three levels of the job grading system: for operatives, staff and management, since 2017.

We are sad to share that in 2021, although the GPG narrowed for the operatives group, we acknowledged a stagnation for female staff and widening of the GPG for female managers. We will continue to focus our efforts on the encouragement of the latter to grow in their career path, and give due consideration to gender-neutral tips to improve the way we recruit and promote for higher jobs.

Gender Pay Gap



How we calculate the mean Gender Pay Gap:



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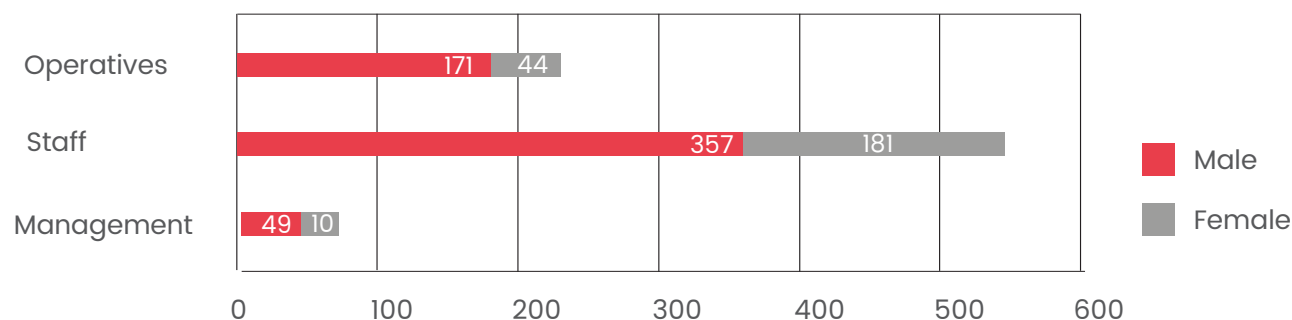
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Advance Diversity

Action 13.2: Reach 35% of women at Management Level

In 2021, our overall workforce was composed of 71% of male and 29% of female employees – a ratio which has slightly degraded from 2020 in terms of gender diversity. Indeed, despite specific efforts to encourage women to show professional ambition and seize opportunities to lead, we have witnessed a slight drop in the share of women at the levels of staff (34% are women) and management (17% are women), an uncomfortable trend to our Group's ambition to lead on the topic.

Gender distribution by Category



To speed up our efforts, we continued the group's Women Circle, a network of 22 female managers – using the Lean In Circles operating model – to address the fears and obstacles which prevent women from reaching their full potential in the workplace. The Women Circle met four times during the year, for workshops on public speaking, tackling delicate discussions, negotiations and self-awareness. Harel Mallac also took other steps towards gender equity by:

- granting its male employees ten days of paternity leave.
- devising flexible working arrangements for 28 working mothers or pregnant women during the year under review.

Moving forward:

Because the gender pay gap has no one singular cause, there is no quick fix when it comes to reducing it. We thus consider a variety of different strategies to implement at the group and companies' levels, with inspiration from the United Nations Global Compact's "Target Gender Equality" programme.

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Fondation Harel Mallac

The Group's community work is conducted by the Fondation Harel Mallac (FHM), which has been in operation since 2009. For the year under review, 50% of our CSR fund was remitted to the Mauritius Revenue Authority, and the other half was disbursed to support the Flamboyant Education Centre dispenses early childhood and pre-school care to 62 children in Cit Richelieu.

Beyond the compulsory CSR fund, our business units perpetuated their support to causes and initiatives material to them:

- Harel Mallac continued its support to the local rugby club it created in 2018 to promote sports and health with youngsters of the capital: the Port Louis Sailors Rugby Club players (32 kids aged 9 to 18) trained and participated in friendly tournaments when the pandemic-related restrictions allowed.
- Archemics sponsored Freedom Plastic, which sensitises and trains younger generations on plastic recycling and about circular economy.
- MCFI contributed to the Motilacaz social housing project.

Mainstreaming sustainability awareness in our teams:

In 2021, 40 employees took their CSR Leave, which consists of a day of leave that each employee of the group is encouraged to take to support a cause, project or association. They focused on biodiversity protection work and environmental sensitisation in schools in their business units' respective vicinities. In total, 270 hours were spent in community actions in 2021, namely in:

- Cleanings of mangroves (Anse La Raie) and beach (Les Salines)
- Sensitization sessions on the coastal biodiversity with Reef Conservation (Bislamer)
- Distribution of plants and creation of a school garden (Xavier Barbe School, in Pailles)
- Community work in the Rivulet-Terre Rouge Estuary Bird Sanctuary (a RAMSAR site)
- Provision of school materials to the Flamboyant Education Centre.

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A. Acronyms

| | |
|-------------------------|--|
| BOPP | Biaxially Oriented Polypropylene |
| CSS | Customer Satisfaction Survey |
| GJ | Giga-joules |
| H&S | Health and Safety |
| HFO | Heavy Fuel Oil |
| HM | Harel Mallac |
| HMCo | Harel Mallac & Co |
| HMT | Harel Mallac Technologies |
| IBCs | Intermediate Bulk Containers |
| KwH | Kilowatts per Hour |
| HDPE | High-Density Polyethylene |
| WPP | Woven Polypropylene |
| GHS | Global Harmonised System |
| MCFI | The Mauritius Chemical and Fertilizer Industry Co. Ltd |
| MOE | Ministry of Environment |
| NPK | Nitrogen, phosphorus, and potassium (the three nutrients that compose complete fertilisers). |
| NPS | Net Promoter Score |
| SDG | Sustainable Development Goals |
| SHEQ | Safety, Health, Environment and Quality |
| tCO ₂ e/Rs.M | Tonne of CO ₂ equivalent per million of Rupees |
| UNGC | United Nations Global Compact |

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B. Planet Annexes

Ethical Trade tables

| Percentage of Products references with an energy or eco-label | 2019 | 2020 | 2021 |
|---|-------|-------|--------|
| Total No products | 8,723 | 0,406 | 15,127 |
| Energy or Eco Labelled | 172 | 550 | 607 |
| Percentage | 2.0% | 5.3% | 4.0% |

Electricity tables

| Percentage of Products references with an energy or eco-label | 2019 | 2020 | 2021 |
|---|-------|-------|-------|
| No of FTE (excl. Chemicals Division) | 891 | 815 | 812 |
| Commercial consumption (Gj) | 7,355 | 6,295 | 4,719 |
| Gj per FTE | 8.25 | 7.72 | 5.81 |

| Energy Consumption by Sources (Gj) | 20 19 | 2020 | 20 21 |
|------------------------------------|--------------|--------------|---------------|
| CEB Commercial | 4,194 | 3,589 | 4,583 |
| CEB Industrial | 848 | 771 | 3,207 |
| PV | 297 | 130 | 98 |
| Diesel (gensets) | 364 | 280 | 39 |
| Heavy Fuel Oil | 1,479 | 2,504 | 1,886 |
| Coal | 1,583 | 2,560 | 1,482 |
| Total | 8,765 | 9,834 | 11,295 |

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| Fuel Types | Emissionfactor |
|------------|--------------------------------|
| CEB | 0.757 t CO ₂ /MWh |
| Diesel | 0.0026391 t CO ₂ /L |
| HFO | 0.0776 t CO ₂ /GJ |
| Coal | 0.0951 t CO ₂ /GJ |

| Share of Renewable Energy in Total Consumption(Gj) | 2019 | 2020 | 2021 |
|--|-------|-------|-------|
| Own PV installation | 297 | 130 | 98 |
| Share of RE in CEB ¹ | 1,094 | 946 | 1,862 |
| Total | 1,391 | 1,076 | 1,959 |
| Percentage | 15.9% | 10.9% | 17.3% |

| Operations-Related Carbon Intensity | 2019 | 2020 | 2021 |
|-------------------------------------|-------|-------|-------|
| t CO ₂ | 1,327 | 1,357 | 1,927 |
| Turnover Rs. M | 3,279 | 2,914 | 3,634 |
| teq. CO ₂ /Rs.M turnover | 0.40 | 0.47 | 0.53 |

Transport-related energy

| Fuel consumption(In litres) | 2019 | 2020 | 2021 |
|-----------------------------|---------|---------|---------|
| Diesel | 528,139 | 430,113 | 282,790 |
| Petrol | 272,577 | 237,121 | 227,490 |
| Total | 800,716 | 667,234 | 510,279 |

| CO ₂ emissions (in tonnes) | 2019 | 2020 | 2021 |
|---------------------------------------|---------|---------|---------|
| Diesel | 1,393.8 | 1,135.1 | 746.3 |
| Petrol | 627.9 | 546.2 | 524.0 |
| Total | 2,021.7 | 1,681.3 | 1,270.3 |

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| Transport Related Carbon efficiency | 2019 | 2020 | 2021 |
|-------------------------------------|----------|----------|----------|
| t CO2 eq. | 2,021.69 | 1,681.32 | 1,270.33 |
| Turnover Rs (million) | 3,279 | 2,914 | 3,635 |
| teq. CO2/ M Rs Turnover | 0.62 | 0.58 | 0.35 |

Waste Tables

| Paper Consumption Intensity | 2019 | 2020 | 2021 |
|-----------------------------|--------|-------|-------|
| Kgs | 11,815 | 8,262 | 5,906 |
| FTE | 891 | 8,262 | 812 |
| Kgs / FTE | 13.3 | 10.1 | 7.3 |

| Non-hazardous waste disposal methods | 2019 | 2020 | 2021 |
|--------------------------------------|------------|------------|------------|
| Recycling | 45 | 31 | 39 |
| Landfill | 724 | 916 | 767 |
| Reused/Sold/Given | 65 | 43 | 45 |
| Total | 834 | 990 | 852 |

| Hazardous waste (in tonnes) | 2019 | 2020 | 2021 |
|-----------------------------|------------|------------|------------|
| Car Batteries | 0.2 | 0.1 | 1.1 |
| Car Tyres | 0.7 | 0.1 | 1.3 |
| e-waste | 0.9 | 7.5 | 3.6 |
| Used Oil | 1.8 | 1.6 | 0 |
| Total | 3.6 | 9.3 | 7.7 |

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Water Tables

| Industrial Consumption by Source (m³) | 2019 | 2020 | 2021 |
|---------------------------------------|--------|---------|--------|
| Borehole | 1,704 | 7,668 | 8,415 |
| CWA | 89,391 | 80,621 | 90,408 |
| Total | 96,630 | 107,603 | 98,823 |

| Total Commercial Use (m3) | 2019 | 2020 | 2021 |
|---------------------------|-------|-------|-------|
| Consumption (m³) | 8,007 | 7,869 | 7,857 |
| m³ per FTE | 9.0 | 9.7 | 9.7 |

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C. Employee Profile tables (2019–2021)

Total number employees by age group and gender at 31.12.21

| Age Group | Male | Female |
|--|------|--------|
| Generation Z (1996 and after) | 48 | 31 |
| Generation Y – Millennials (1980–1995) | 263 | 125 |
| Generation X (1960–1979) | 260 | 77 |
| Baby-boomers | 6 | 2 |
| Total per gender | 577 | 235 |
| Grand Total | 812 | |

| Age Distribution | 2021 | 2020 | 2019 |
|--------------------------|------------|------------|------------|
| Gen. Z (1996 and later) | 79 | 56 | 19 |
| Gen. Y (1980–1995) | 388 | 397 | 391 |
| Gen. X (1960–1977) | 337 | 353 | 401 |
| Baby boomers (1942–1959) | 8 | 9 | 137 |
| Total per gender | 812 | 815 | 948 |

| New Hires per age group | 2021 | 2020 | 2019 |
|--------------------------|------------|-----------|------------|
| Gen. Z (1996 and later) | 67 | 16 | 41 |
| Gen. Y (1980–1995) | 77 | 50 | 155 |
| Gen. X (1960–1977) | 14 | 16 | 41 |
| Baby boomers (1942–1959) | 0 | 1 | 6 |
| Total | 158 | 82 | 237 |

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| Gender Pay Gap | Operatives | Staff | Management | Overall |
|----------------|------------|-------|------------|---------|
| 2021 | 13% | 10% | 20% | 20% |
| 2020 | 14% | 10% | 13% | 20% |
| 2019 | 16% | 8% | 18% | 17% |

| General Indicators | Qty | % |
|---|----------|-------|
| No of employees who received a training during the period. | 264 | 33 |
| Total no. of training hours received in total during the period. | 2,352.50 | |
| Number of Employees opting for partial remote work (and % from total workforce) | 219 | 26.97 |
| Number of disabled persons employed by the company (and % from total workforce) | 7 | 0.86 |
| Number of working mothers or pregnant women benefitting from flexible working arrangements. | 24 | |

| Indicators | Quantity |
|---|----------|
| Clean-up campaigns in natural reserves | 2 |
| Time spent training staff on environmental /biodiversity matters during the period. | 32 |
| Total amount of time (paid time-off provided by the company) spent by employees engaged in community actions (hours). | 270 |
| Number of NGOs benefitting from non-financial 4 support provided by your company beyond the CSR Tax. | 4 |
| Total amount of money provided by your company to NGOs (Rs) beyond the CSR Tax. | 12,375 |

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