



**MEDINE**  
living better

**UNITED NATIONS GLOBAL COMPACT**  
**Communication on Progress 2014**

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# Statement of Support



I am pleased to confirm that Medine reiterates its support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually integrate the Global Compact and its principles into our business strategy, culture and operations. We also commit to share this information with our stakeholders.

With the support of the United Nations Global Compact, Medine aims to move the agenda forward on issues related to the four principles' areas, both internally and at the national level (in Mauritius).

Kindly find hereunder the COP of Medine Limited for the financial year 2013-2014.

A handwritten signature in black ink, appearing to read "Dany Giraud".

Dany Giraud  
Chief Executive Officer  
**Medine Limited**  
22 Sept. 2014

# About Medine



Medine is a privately-owned company located in the West of Mauritius, where it owns over 10,000 hectares of land. As from 1911, Medine built its identity through sugar cane cultivation. The group's visionary choices and the determination of its workers contributed to Medine's development throughout the century. Medine is now active in the sectors of Agriculture, Leisure, Property and development and Education.

## VISION

**To be a unique lifestyle provider through integrated sustainable development of property, leisure, agro-business and services.**

## VALUES

### Customer Focus

We strive to fulfil our customer's expectations in terms of products and services for an improved quality of life, hence deserving his trust and fidelity.

### Innovation and Creativity

Everywhere in Medine, we encourage and value creativity and the sense of initiative that have been key to our dynamism since 1911.

### Responsibility

We strongly believe that no progress is sustainable if it does not take into account the social cohesion and the environment. Medine values dialogue and strives to be a model corporate citizen in the workplace and in the community.

### Quality

We strive to excel in every aspect of our business and approach every challenge with a determination to succeed. We strive for continuous improvement and respond vigorously to change.

### Entrepreneurship

We utilize our ability to combine strength with speed in responding enthusiastically to every new opportunity and every new challenge.

### Dedication

We strive to be committed in everything we do, whether in providing the latest and best products and services to our customers, in delivering value to our shareholders or in contributing to our communities.

### Pro-activity

We demonstrate individual leadership through a positive approach to every task, a "can-do" spirit, and a restless determination to continually improve upon our personal bests as part of our Quality improvement culture. We each lead through our competence, creativity, and teamwork.

# Our Corporate Social Responsibility



## 1. ENVIRONMENT

**Reduce our adverse impact on the environment and help others do the same.**



## 2. ETHICS

**Take responsibility for our actions and promote ethical business practices.**

## 3. WORKPLACE

**Support the growth, development and fulfillment of our people.**



## 4. COMMUNITY

**Empower the underprivileged via the Fondation Medine Horizons.**

# Human Rights



## Objective

- This year, in the Human rights domain, our objective is to make sure that Medine's management, employees and business partners are aware of and abide to the group's Equal Opportunities Policy (EOP).

## Implementation

- Medine's Equal Opportunities Policy has been published and is available on [medine.com](http://medine.com) and on our intranet.
- Existing policy on HIV/AIDS is on the intranet for all employees and on the new employees handbook.

## Outcomes

- Top management is knowledgeable regarding Equal Opportunities.
- Our HIV/AIDS policy is available with proper process in place.

## Our Stand

Medine support the UNGC principles on labour standards, and strived to go beyond local laws on the topic, especially on Health and Safety Environment (HSE).

## Implementation

In 2014, Medine :

- Continues to promote and improve the HSE policy and measures.
- Is planning a long service recognition scheme for employees who have over 25 years of service (164 pax, as at Sept 2014)
- Conducts performance appraisal twice (on a yearly basis) in view of ensuring that the work performance and learning of every employee of Medine Ltd is managed effectively and fairly.
- has carried out an Employee engagement survey to collect feedback from all employees with the aim to improve the working environment. 82% participation. Results to be shared in October 2014 with ALL employees.
- In line with Principle 3, like every year, Medine has held meetings with all its workers representatives (Agriculture) and continues to inform them officially on all company decisions that may affect employees.
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## Outcomes

- Establish harmonious, cooperative and productive relationships within the industry.
- achieve maximum equity and fairness among employees.
- Protect, safeguard and improve the working conditions of employees.
- Encourage dialogue and consensus rather than conflict and confrontation thus promoting mutual understanding.
- Establish an atmosphere of trust and cooperation.

## Our stand

Medine supports the UNGC principles on the Environment and these are included in its Code of Ethics and Business Conduct, in which it acknowledges its duty to protect the natural environment for future generations.

## Implementation

In 2014, Medine:

- Continues to promote the 30 years management contract with the Mauritian Wildlife Foundation for the restoration and conservation of the Reserve of Mondrain, a 5 ha dry forest on the West Coast of Mauritius. (see previous COP for more info).
- Continues its Paper 3R (reduce, reuse, recycle) policy for all offices, with sensitisation posters and stickers installed in all offices.
- Continues its natural resources preservation efforts, to run, inter alia, the composting of green waste.
- Has contributed to the restoration of 'La Cheminée d'Albion', in collaboration with 'SOS Patrimoine en Peril' (NGO promoting the preservation of Mauritius' national heritage).

## Outcomes

The Agriculture cluster has led the following activities:

- From July 2013 to May 2014, 12,319 tons of compost were produced and transferred to different agricultural production zones in Medine. While 72% of the compost produced was used as an organic fertiliser in sugarcane fields, 24% was applied in vegetable-growing areas to sustain soil fertility. Minor quantities also found a useful application in plantlet production and for the potting and propagation of ornamentals and trees.
- Valorisation of fly-ash, a by-product of the sugar mill and incorporation of this material with raw materials such as poultry manure.
- Management of fly-ash decantation ponds during the crop season to prevent infiltrations in soil and pollution.
- Medine sugar factory's ISO 14001 certification was renewed for the 4th year. (Agriculture)
- All paper, plastics and glass waste from Cascavelle Shopping village is collected and recycled.(Property)
- All paper and plastic waste is deposited biweekly in a Recycling bin installed and managed by Mission Verte, a local NGO.

# Anti-Corruption



## Our stand

Medine supports the UNGC principles on anti-corruption. We have published the Medine *Code of Ethics and Business Conduct*, endorsed by the Board of Directors in November 2011.

## Implementation

- Medine has outsourced its Internal Audit function. The Internal Audit reports are tabled to the Audit Committee of Medine on a regular basis.
- Medine has its own in-house legal departments where all entrants are verified and approved prior to signing by all parties.
- The Annual Financial statements of Medine Group are audited and its report is published in all newspapers.

## Outcomes

- Any fraudulent transactions would likely be identified through those reviews mentioned above
- The Intranet section on Ethics is regularly viewed by employees..
- Medine participates in the national Business Action Group Against Corruption in collaboration with the Joint Economic Council, the Independent Commission Against Corruption and the MIOD.
- The Medine Code of Ethics and Business Conduct has been communicated to the staff in 2011, and figures in the employees handbook.

# Action in the Community



## Medine Leisure Park

Fondation Medine Horizons has set up a management committee consisting of representatives from certain NGOs in Bambous to organise sports and leisure activities in the park. Aim: to encourage the inhabitants of the local community to take advantage of the leisure park made available to them.

## Medine Scholarship Program

Medine continues its scholarship program for children of employees. Since its launch in 2012, a total of **6 700 USD** has been disbursed to 10 students who applied to any of the three types of grants awarded:

Secondary level (High School) – Granted to 6 students: **2 150 USD**.

Tertiary Studies (University of Mauritius or any other local institution) – Granted to 3 students: **3 750 USD**.

Technical Studies (technical schools) – Granted to 1 student: **800 USD**

## LocalHands

The Fondation Medine Horizons supports LocalHands, an association and brand that brings together the expertise of Mauritian artisans already operating at our various workshops.

LocalHands not only supports the enhancement of quality and innovation, but also promotes the marketing aspect of entrepreneurial craftsmanship. Products are made from coconut, deer antlers, bamboo, clay and recycled paper amongst others. **70 artisans** now form part of the association that had a turnover of **128 830 USD** for the period Jan – Dec 2013.

## The Medine Volunteers

Employees of Medine forming part of the Medine Volunteers have been active during the period 2013/2014. They have devoted their time, resources and expertise to various vulnerable groups.

Some activities overseen by Medine Volunteers since 2013 include a half-day flea market (from donations of employees), NGOs' Flag day, assistance to poor families, blood donation day, donations of money, fruits and vegetables, toys, organisation of a communal meal for a NGO, outing for children of a NGO at Casela World of Adventures. The FMH has disbursed a total of **850 USD**.

## Fondation Medine Horizons

The FMH continues to support NGOs and social projects for the empowerment of the population of Medine's vicinity.

For year 2013-2014, the FMH has made donations to **25 projects** and actions initiated by NGOs in the West of the island. The FMH supported projects for the Environment, Education, Sports & Leisure, Health and Socio-Economic Development amounting a total donation of **86 400 USD**.

# Partnerships



## Joint Economic Council

Medine is participating in a Business Forum against Corruption in the private sector in collaboration with the Joint Economic Council, ICAC and MIOD.

## Mauritius Employees Federation (MEF)

Medine Ltd is member of the MEF and abides by its 'Code of Practice for Enterprise in Mauritius'. In line with our Code of Practice for Enterprise in Mauritius, we encourage its good industrial relations and human resource practices and fairness in labour management relations.

## Health Business Coalition

Medine is represented in the Health Business Coalition, and its sub-committee on Substance Abuse (since 2010). The commission works with NGOs and other stakeholders (EU, UN Network) to coordinate and monitor the prevention, treatment and care services at national level.

## Participatory Upgrading of Slums Programme (PSUP)

Since 2012, Medine is represented on the PSUP steering committee headed by the UNDP and the Ministry of Housing and lands. The PSUP has two pilot-projects to improve slums in Barkly and Black River.

## National Empowerment Foundation – National Corporate Social Responsibility Committee

The 'Fondation Medine Horizons' is registered with the National Corporate Social Responsibility (NCSR) which is responsible for centrally coordinating and approving social programs at National level. The FMH abides by the legal framework established.

Medine Limited  
11<sup>th</sup> Floor, Medine Mews  
4, La Chaussée Street, Port Louis  
Mauritius

**UNGC Contact:**  
Mrs. Sophie Desvaux de Marigny  
Head of Corporate Sustainability and Communication  
**Email:** [sophied@medine.com](mailto:sophied@medine.com)  
**Phone:** +230 2116101  
**Fax:** +230 2116169