



MEDINE
living better

UNITED NATIONS GLOBAL COMPACT
Communication on Progress 2011

Table of Contents



	Slide
CEO Statement of Support	3
About Medine	4-5
Progress on Human Rights	6
Progress on Labour Standards	7
Progress on Environment Protection	8
Progress on Anti-Corruption	9
Action in the Community	10
Partnerships	11

Statement of Support



I am pleased to confirm that Medine reaffirms its support of 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 year 2011.

A handwritten signature in black ink, appearing to read "Dany Giraud", with a horizontal line underneath.

Dany Giraud
Chief Executive Officer
Medine Limited
Aug 2012

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 and Property development.

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 negative 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

Help disadvantaged people to help themselves via the Fondation Medine Horizons.

Human Rights



Objectives

Our objectives are to influence our management, employees and business partners to be aware of and respect the Universal Declaration of Human Rights.

Implementation

- We have set up a code of conduct which is available on our website and intranet to make our position clear to stakeholders.
- We have added on the intranet a link to an informative document that explains the impact and role of companies towards human rights
[:http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/Presentation_Droits_de_l_homme.pdf](http://www.unglobalcompact.org/docs/issues_doc/human_rights/Resources/Presentation_Droits_de_l_homme.pdf)
- We have assessed the company salary policy and can report that
 - The company guarantees a decent minimum salary to its employees, in line with the sectorial criteria for a decent remuneration (there is no national minimum salary), and in line with national recommendations for compensation.
 - Our employees are guaranteed the discretionary use of their salaries.
 - the company pays salaries on a regular basis and does not proceed with any kind of deductions based on disciplinary sanctions..
- Also in order to prevent any involuntary human rights abuse, our human resources department works closely with the Ministry of Labour, Industrial Relations and Employment and strives to implement all the latter's recommendations on the topic.

Outcomes

- The Intranet page on Medine's commitment to Business Ethics (incl. Human Rights) was visited 160 times in 2011.
- We have a system in place that encourage employees to report suspected wrongful doing in regards to our Code of Conduct. No reports have been filed since the system has been implemented.

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.

Implementation

In 2001, Medine has:

- Written, published and shared its “General Policy on Health and Safety at Work” (available on our Intranet).
- Set up of a HSE committee to uphold and promote the policy (Agriculture cluster).
- Ensured that all employees have updated written employment contracts that are in line with the national standards (All).
- 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.
- Although Medine is fully compliant with the Principles 4 and 5, our human rights department pays attention to these issues throughout the year.

Outcomes

- Three meetings with unions’ representatives, including on the exit of Medine from the Mauritius Sugar Producers Association.
- All employees have access to the “General Policy on Health and Safety at Work” – 160 visits to the intranet page in 2011.
- All employees have an updated and detailed employment contract.

Our stand

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

Implementation

In 2011, Medine has :

- Set up a Natural Resources Department (NRD) to run, inter alia, the composting of green waste (Agriculture)
- Installed a composting plant near the Tamarina Golf course, to compost the golf's green waste (Leisure)
- Initiated a Paper 3R (reduce, reuse, recycle) policy for all offices (Leisure)
- Contracted "Don't Waste", a local company that collects and recycles paper, plastics and glass, for the Cascavelle Shopping Village that opened in October 2011.
- Participated in the National Consultations on [Mauritius Ile Durable](#) led by the Ministry of Environment and Prime Minister's Office (June - August 2011, General).

Outcomes

- The Natural resources department has led the following activities:
 - Produced 12,000 tons of compost using by-products of the sugarcane industry (bagasse, flyash and scum), vegetable wastes and other organic wastes → replaced chemical fertiliser in sugarcane and vegetable fields.
 - Collection of unsorted municipal waste of the Agro cluster, and disposal at La Chaumière.
 - Ensured compliance with the government's policy on the sound management of hazardous waste (i.e. organising and supervising the safe disposal of asbestos, used oil filters and wheels).
 - 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 3rd year. (Agriculture)
- All paper, plastics and glass waste from Cascavelle Shopping village is collected and recycled. (Property)
- All paper waste is deposited biweekly in a Recycling bin installed and managed by Mission Verte, a local NGO (www.missionverte.com) (Leisure).

Anti-Corruption



Our stand

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

Implementation

- The Code of Conduct lists and details the standards of behaviour to which Medine has adhered. These standards constitute guidelines for employees in conducting the company's activities. They go beyond the requirements of the law as they share the values and the culture of the company.
- It was shared with all employees, who are required to comply with the moral, ethical and legal standards contained in it.
- Our *Code of Ethics and Business Conduct* is available on our website, as well as on the intranet, and in new employees' Induction Handbook.
- We have a whistle-blowing system in place for any Code violation.

Outcomes

There were 160 consultations (clicks) of the Business Ethics intranet page.

No incidents have been reported since the whistle-blowing system has been implemented.

Action in the Community



Medine Entrepreneur Scheme (MES)

The **Medine Entrepreneur Scheme** is Medine's microcredit scheme, created to support small entrepreneurs in the Medine catchment area. It has to date supported **22 entrepreneurs** (mainly women) with a total amount of over USD 125,000.

New ventures supported by MES include a car-wash service and a pastry caterer. MES is managed by the Corporate Sustainability Department with the collaboration of The Mauritius Commercial Bank Ltd.

The Medine Volunteers

The **Medine Volunteers** is a group of employees who organise activities with and for the members of NGOs or vulnerable groups of people and help them out in various ways. They have devoted time and resources in 2011 to perform a **100 Good Deeds** for Medine's 100th anniversary.

2011 activities include:

- Sharing of skills: sports coaching, secretarial duties, basic life-skill trainings, IT, agriculture, etc.
- Organising Social activities: educational outings for students, creativity activities with children.
- Donations to purchase provisions for the needy, to finance educational camps for handicapped, NGOs' flag day, expensive medical treatments of individuals suffering from serious illnesses, school materials to children coming from poor families.
- Fund-raising activities: flea markets and others, to benefit poor households.

The Craft Incubator

The **Craft Incubator** moved to Bambous and continued to train and support **20 artisans** from the region in handicraft using coconut, textile and recycled materials.

The non-technical support was mainly in marketing. This project aims to professionalise the Mauritian handicraft, a sector of activity which is considered to be lagging behind Indonesia or Madagascar, hence inferring on the bargaining power of local entrepreneurs.

In 2011, the artisans had a turnover of USD 15,000 for their craft items.

Fondation Medine Horizons

In 2011, the FMH has made donations to 39 projects and actions initiated by NGOs for the benefit of the population of Medine's vicinity, in the West of the island.

The main projects sponsored were:

- Street-children rehabilitation by SAFIRE (for the 3rd consecutive year)
- La Chrysalide's work for women dealing with drug-addiction.
- The Maison Familiale et Rurale de l'Ouest who dispenses alternative schooling to school dropouts teenagers.

A total USD 280,000 was donated by FMH.

HIV/AIDS in The Workplace

A senior manager of Medine sat on the National Tripartite Steering Committee 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 and until its dissolution in December 2011.

The company was one of the five pilot-companies to run an awareness survey, a sensitisation campaign and the creation of an HIV/AIDS Policy in 2011, under this committee:

- We proceeded with an extensive survey among our 1,800 employees on their knowledge of HIV/AIDS.
- We ran a sensitisation campaign on the topic, based on the results of the survey, where 25 sessions were held and attended by 1,056 employees.
- Medine published its HIV/AIDS Policy in its internal newsletter and on its Intranet, and had 13 human resources persons trained on the issue and its confidential and effective tackling.

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