

SUSTAINABILITY REPORT

2021







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“

Together we have embraced the challenges as opportunities, grown, learned and continue to improve

”

Dear Partners,

2021 has been the year of resilience. Today, with the support of our valuable human capital, Kolos has ushered in a new era of modernization and digitalization while putting sustainable development at the core of our business model. At the very onset, let me thank all the employees of Kolos without whom we wouldn't have been able to overcome all challenges.

Global supply chains have been disrupted, which have hugely impacted our operations. Guided by our values; Passion, Excellence, Innovation, Integrity and Sustainability, we have not only been able to respond to the needs of our clients, but also been supportive towards them with the launch of the limited-edition cement, Kolos One.

In the quest for sustainability and understanding the needs of our clients, we have launched our e-commerce platform for the sale of our products. Our IT team has been at the forefront to help us brave the storm, in helping us transit to a work-from-home model. We are also leveraging on online sales, with an improved and secured information system. The commitment of our employees has earned us the ISO 27001 certification.

In pursuit of our commitment in building a sustainable future, we have over the years mapped out solutions to reduce the impact of our operations on the environment. Our initiatives for energy conservation, recycling, proper disposal of waste amongst others assert our commitment to the sustainability journey. Our dedicated team is shaping up another challenging project - the recycling of our plastic waste.

We have been able to convert challenges into opportunities, and this wouldn't have been possible without the hard work and selflessness of the dedicated employees of Kolos. A diverse team; from those who have been with us since the beginning to the new joiners, which create the real synergy behind the success of the company.

As we are surfing this wave together, the wellbeing of each person at Kolos is paramount. Our numerous safety initiatives, including regular training to our teams and sensitization on health and safety hazards bears testimony to our unwavering commitment to the safety of each and every member of the Kolos family. Together we have embraced the challenges as opportunities, grown, learned and continue to improve. Thank you very much for your continued support.

Stay safe.

**Dominique Billon**  
General Manager

This year, like the previous year, has brought many challenges. It has also been a time to recommit to our values, our priorities and especially creating an even safer working environment for our employees as well as other third parties.

Sustainability is itself a real journey. We are accelerating our commitment to sustainability, an issue of utmost importance for our employees, our stakeholders, and me personally. We have introduced significant initiatives since the beginning of the year in terms of Safety and Environment. It is pleasing to see that our safety and environment program, supported by the dedication and hard work of our employees, is having a positive impact.

Our corporate responsibility is not limited to our cement products but also to recycling of used products generated by Kolos Cement Ltd. We proudly share that we now work with numerous local recyclers. Whether it's damaged wooden pallets or office paper, every waste is sent for recycling. The upcoming challenge is to maximize the return of the plastics. In addition, over and above being certified ISO 9001 and ISO 14001, we are now certified ISO 27001 for our Information Security Management. In this context, where working from home has become a reality, it is fundamental to lay emphasis on this area.

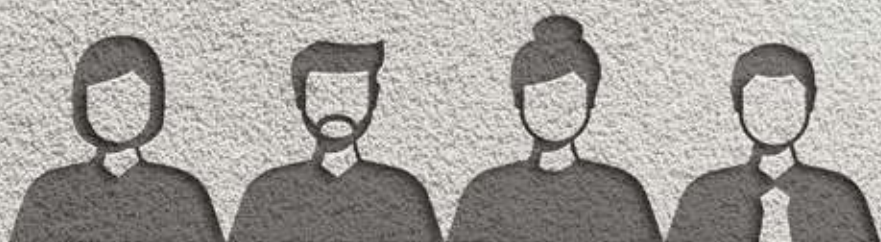
Looking ahead, let's altogether continue to work as a team to "Batir L'île Maurice de Demain"

**Rishta Ramanah-Rajiah**  
QHSE Executive





# KOLOS AT A GLANCE



**EMPLOYEES**

**72**



**TURNOVER  
2020**

**1,389 M**

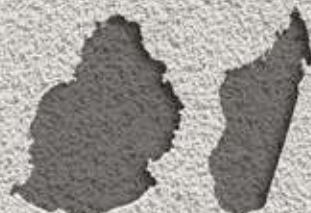
Ranked 68 in The Top 100  
Companies 2020

Subsidiary of  
Gamma Civic Group



**ISO 9001  
ISO 14001  
ISO 27001**

**2 COUNTRIES  
OF OPERATION**



**MAURITIUS / MADAGASCAR**



**LARGEST STOCK  
OF FINISHED  
PRODUCTS**

**4500  
TONS**



**1 PLASTIC  
RECYCLING  
INITIATIVE**



### WHY COMPANY VALUES MATTER AT KOLOS ?

Our values are deeply ingrained principles that guide all actions; they serve as the organisation cultural cornerstones by supporting its vision and shaping its culture. As most companies, we are faced with new challenges with the covid situation, which create volatile or uncertain times, but by keeping our values in mind and being guided by them, result into the right decision for the organisation & employees. To better promote our values, in alignment with Gamma group, this year, employees have been invited to gather stories about how they live up the company's values in their daily routine. These experiences will also be highlighted during the hiring and integration of new recruits; attracting likeminded candidates who share the core beliefs and work well within our existing team. Besides, by focusing on value alignment, the organization usually experiences low staff turnover.

# CORE VALUES



PASSION



EXCELLENCE



INNOVATION



INTEGRITY

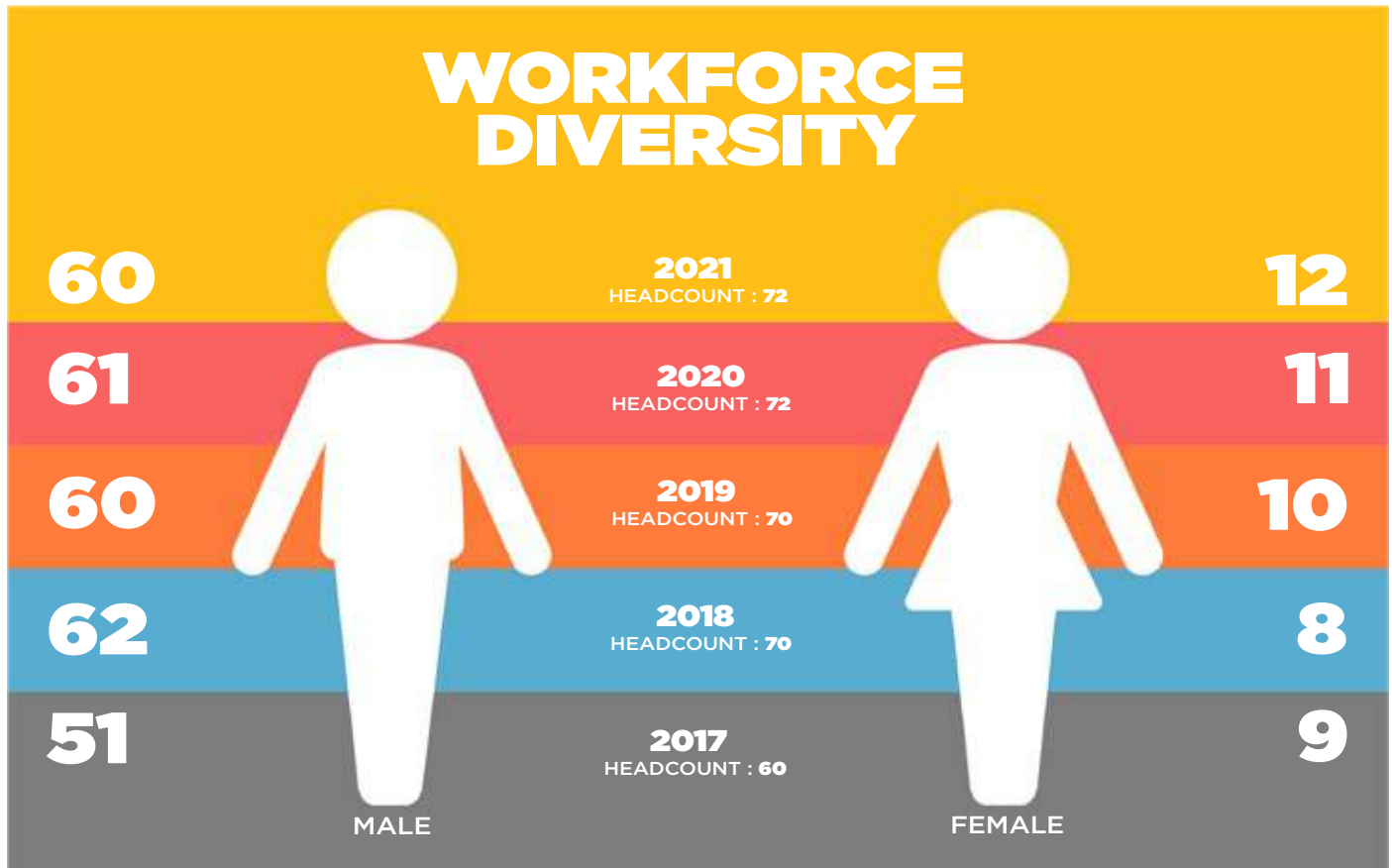


SUSTAINABILITY

**Passion, Excellence, Integrity, Innovation & Sustainability**

are powerful assets in which the organisation believes in and to remind each & everyone of the preferred way of operating and achieving outcomes.





Our Equal Opportunity Policy clearly specifies that the company offers equal employment access and opportunity to individuals who are qualified to perform the job requirements regardless of their race, color, sex, religion, national origin, age, disability, political conviction, marital status, pregnancy, sexual preference or family responsibility. The contribution of women

is transforming in our society and at Kolos, although we work in the construction sector which is male-dominated, Kolos keeps attracting women to this sector each year. The trend is shown below from year 2017 to 2021 and in 2021 17% of our workforce are women and they occupy posts from Officer to First-Line Management level.

## KOLOS CODE OF CONDUCT

We act with integrity at all times; we are honest and trustworthy.

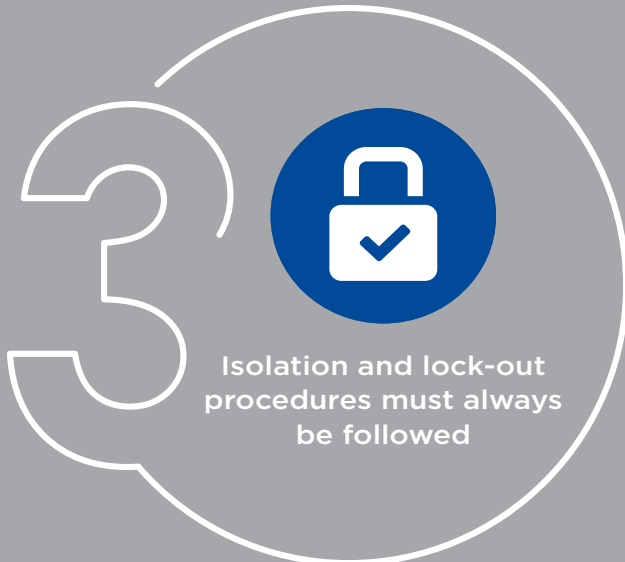
We demonstrate respect for our fellow employees, customers and business partners; we listen and seek solutions.

We are open-minded team players; we foster collaboration while maintaining individual accountability.

We value new ideas that serve our customers, the business and communities.

We are dedicated, committed, and deliver on our promise.

## 5 CARDINAL RULES AT KOLOS



**5** **CARDINAL  
RULES AT  
KOLOS**





ENVIRONMENT

ENVIRONMENT

# PALLETless

## HOW IT WORKS ?

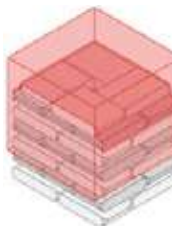
**1.** Bags are stacked special top layer



**2.** Application of high resistance base plastic sheet



**3.** Wrapping with 1st plastic hood



**4.** Stack has 5 sides covered



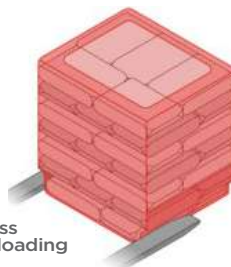
**5.** Stack is rotated 180° and straightened



**6.** Wrapping with 2nd plastic hood



**7.** Palletless ready for loading



The Pallet-Less System has more competitive benefits as opposed to the conventional system. Pallet-Less units are water and weather-proof. The double hoods of plastic on the units prevent water and humidity to penetrate the packaging. The pallet-less units can be stored outside, irrespective of a rainy weather. This protects the cement from being contaminated and wasted. At Kolos Cement Ltd, we have taken an initiative to reduce our dependency on wooden pallets by partially shifting to a pallet-less system.

Another leap in evolution at Kolos Cement Ltd in 2021 was pioneering a unique palletizing bagged cement product, a "Pallet-Less System". Kolos Cement Ltd is the first in the world to initiate the "Pallet-Less" prototype. As the name suggests, Pallet-Less

is the complete removal of wooden pallets. In contrast, the bagged products are stacked in a unique fashion, placed on a plastic film, and wrapped twice around hoods of plastic.

**Let's embark on the sustainability journey !**





reduce  
reuse  
recycle



# WASTE MANAGEMENT



PLASTICS WASTE



USED OIL



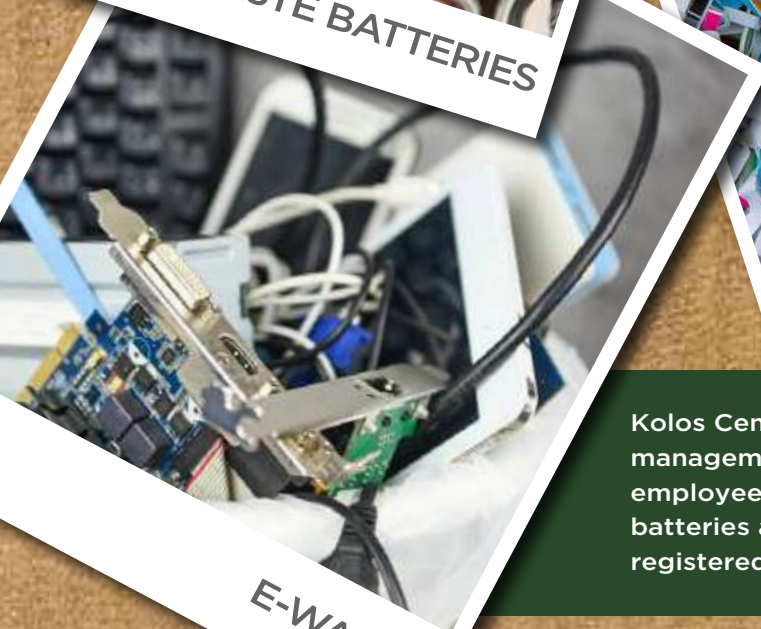
WOODEN PALLETS



WASTE BATTERIES



USED OFFICE PAPER



E-WASTE

Kolos Cement Ltd has set up a waste segregation and management system. In addition, it continuously encourages its employees to recycle their personal waste, namely old and used batteries and plastic bottles. The waste generated is sent to registered waste recycling facilities in Mauritius.



## PAPER

Every year, Kolos Cement Ltd sensitizes all the employees on the importance of paper and on the impacts of thoughtless disposal of used paper on the environment.

The office paper is sent for recycling through a local recycler.



## WOODEN PALLETS

At Kolos Cement Ltd, any broken or damaged pallets are repaired to be reused. When the pallets are too damaged to be fixed onsite, they are sent to local recyclers. The recycling enterprise collects the damaged wooden pallets and re-uses them to make furniture.



## ELECTRONIC

We are concerned about how an electronic device at its end-life may jeopardize the environment if handled carelessly. At Kolos Cement Ltd, we choose to see waste with a cradle-to-cradle perspective. A used device is not a waste device. All electronic devices are utilized ongoingly until it is no more functional. For example, used telephone cables are sent for recycling.



## PLASTIC

We have been consistently working on improving our recycling strategy. We are now working with a recycler that locally transforms the waste plastic into plastic pipes.



## BATTERIES

We organize awareness campaign at Kolos to educate all our employees on the effects of batteries on the environment. A box is placed at the reception area for the employees to dispose their used batteries, which then goes for recycling. We encourage our employees to bring waste batteries from their premises so that they do not end in landfills. It is our collective contribution to protecting the environment.



# #WED2021

The World Environment Day at Kolos Cement Ltd begun by a quiz competition among employees focused on the environment. The winner of the quiz was our Senior Team Leader, Chetun Vengatareddy.

On the same wavelength, for the Environment Day 2021, the activities included the distribution of medicinal plants to all employees and daily messages and quotes were communicated among the Kolos family throughout the month of June.

To valorize the theme for the Environment Day 2021 centered around “Reimagine. Recreate. Restore.”, Kolos Cement Ltd organized a recycling campaign coupling workers with their kids to create something from used materials. To lead by example, the Department of Quality and Environment also participated and demonstrated their passion for recycling. All the recycled objects received mirrored the concern for the environment. To reward the creativity of the kids and encourage them to contribute towards a ‘green planet’, gardening kits were offered to the participants. The activities planned in June 2021 were instrumental in raising awareness around the impact of our actions on our precious ecosystem.





**WORLD  
ENVIRONMENT DAY  
2021 AT KOLOS**



# HEALTH & SAFETY





“

SAFETY IS MORE  
THAN A DUTY OR  
RESPONSIBILITY

**SAFETY IS  
A HABIT !**”

Health & Safety is the backbone of Kolos Cement Ltd. We understand that the vision for a safe and healthy workplace includes developing a strong, consistent, and long-lasting Health & Safety culture among all employees. The strike of the pandemic of Covid-19 has shown us a harsh reality. Mauritius has witnessed the grief of the patients, families, and the unitedness of the locals. In the wake of the pandemic, we have known that we cannot be sustainable without safeguarding the health, safety, and well-being of our employees.

## OUR EMPLOYEES PEOPLE

### Safety Quiz at Kolos

Awareness is the key to nurture Health & Safety practices. The QHSE department begun 2021 by launching a Safety quiz intending to

highlight all the safety aspects at Kolos Cement Ltd. Each month, the quiz is circulated to all employees through the company's digital platform.



The final winner for the quiz is Sebastien Alcindor. Sebastien joined Kolos in May 2021. He won 9 quizzes out of 23. His response time was always the best with all right answers.

**Kolos**  
Bâtir L'île Maurice de Demain

# NEW NORMAL AT KOLOS

## OUR REACTION TO COVID 19

We took several measures to ensure the continuity of business.

Work from home practice and reorganisation of work processes such as operating in split and rotating teams were adopted.

Adequate technological and infrastructure support were provided.

Sanitary practices and procedures were deployed to ensure the safety and health of our employees.

We opted for meetings and trainings through virtual platforms where practicable.

Regular communication with our employees took place through various channels - newsletter, emails and WhatsApp.

We remained committed to helping communities and vulnerable families during the pandemic.



## We are proud to say that all **Kolos** employees are **100% vaccinated**

We are pleased to share that 100% of our employees are vaccinated against the coronavirus. Although many employees were reluctant to be vaccinated at the beginning of 2021, the vaccination campaign has been successful due to several measures being put in place by the company: Talks on Covid-19 by a doctor, informative sessions on the pandemic, sensitisation and communication campaigns on vaccine efficacy and regular status on vaccination levels, as well as transportation facility to vaccination centres. With the actual Covid situation, the major challenge is the booster dose and the company has already started its new campaign.

A great thanks to our dedicated team.





## “ANOU KOZ LOR ZOT SEKIRITE”

Safety of our employees at work is an unbeatable priority that we cannot overlook. Our shared commitment for a safe and healthy environment is deeply entrenched in the Kolos Cement Ltd's culture. Every month, representatives of different departments meet and discuss on improvements regarding health and safety. Anou koz lor zot Sekirite is a platform enabling the Health & Safety Officer to assist the employees in their queries and to altogether come up with solutions and preventive practices for each identified hazard. We are consistently working to pave the way for a Healthy & Safe workplace.



## SAFETY AUDITS

With the implementation of ISO 9001 and ISO 14001, the culture of conducting frequent audits is already well-established within the company. Kolos has embarked on safety audits in all departments. Safety audits help evaluate risks and hazards making us more prepared for eventualities.



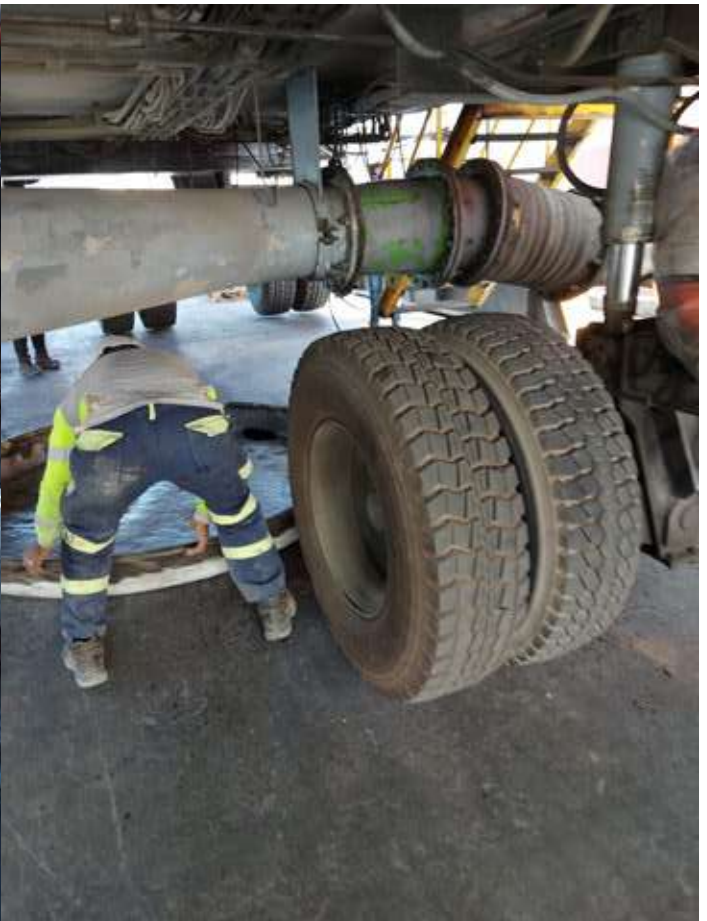
## Sustainability is more than being Green, it's also about People

### ACCIDENT SIMULATION

Kolos Cement Ltd aims at preparing the employees for every eventuality. Every year, numerous activities are organized to promote health and safety at work. A simulation of a car accident was conducted to assess the evacuation process, the first-aid treatment from the trained first aiders of the company, and the ability of the team to work efficiently despite the panic situation.







### Emergency Exercise Oil Spillage

Oil is utilized for the smooth functioning of the forklifts, lorries, and the Kovako machine that pumps cement from the ship to the shed. It is our corporate responsibility to train our employees should there be any incident related to oil spillage.

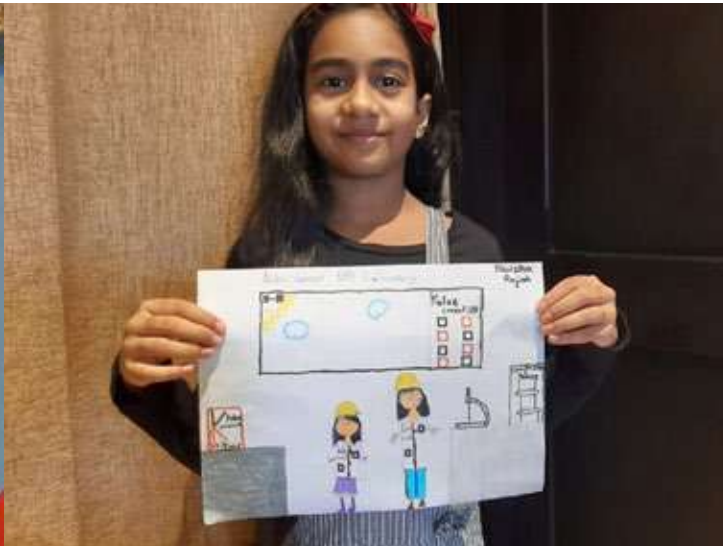
Over and above, designated areas are equipped with a spillage kit and emergency exercises are conducted to prepare and assess the personnel in case of a spill. All observed loopholes are highlighted and communicated with the employees, aiming for improvement.

### Let's celebrate a Safe & Healthy workplace

28th April reminds us that a Safe & Healthy workplace is the pinnacle of all priorities in an enterprise. On this day, the whole world unites to celebrate their most vital resource: a healthy and safe labor. Throughout the year, at Kolos Cement Ltd, we have organized several activities (awareness campaigns, simulations, quiz, etc) focusing on Health & Safety at work, aiming to educate and prepare the employees for any eventuality. This year, to celebrate the World Day for Safety & Health at Work, we organized a painting competition where the children of the employees participated. The paintings received by the participants showcased that the safety culture that we strive to inculcate in our employees has made its way home too.







### **The First Aiders of Kolos Cement Ltd**

Concerned on the health and safety of all our employees, we have a dedicated team of first aiders at Kolos Cement Ltd. They are trained and qualified to administer first aid. Refresher courses are given to the First Aiders' team every year. They are the team that mirrors confidence, and their presence ensure a safe working environment.

### **Fire Wardens of Kolos Cement Ltd**

As a team, we work to counter all possibilities that could jeopardize the safety and health of our colleagues. Within the Kolos family, we have a committed panel of fire wardens across all departments. The Health and Safety Officer and the Fire Wardens made it a habit to continuously monitor all factors that may lead to a fire outbreak. All recruits, transporters, and contractors are informed of the assembly point and undergo a safety and environment induction. Fire drills are undertaken every year. Several training sessions are organized to continuously improve the performance and confidence of all the fire wardens of Kolos Cement Ltd.

### **“ 365 days without Accident at Kolos ! ”**

February 2021 marked 365 days without accident at Kolos Cement Ltd. To celebrate this achievement, Kolos family united to proudly highlight efforts and lessons learnt from past accidents in line with safety and health. It was a proud moment for Kolos Cement Ltd to reward 3 of our colleagues, Sanil Jerkoo, Ruddy Sababady & Joe Nanette for their dedication and zero accident record. Our success on hitting 365 days without accident is also illustrated by the united effort of the Kolos family. As we look to 2022, our team is fueled to strengthen our health and safety culture.







### **Continuous training of Forklift drivers**

Safety at work is engraved in the culture at Kolos Cement Ltd where the employees are continuously educated on health and safety aspects. A thorough explanation of all safety measures by the Health & Safety Officer to all the recruits, drivers and contractors is a requisite at Kolos Cement Ltd. All forklift drivers are individually and repeatedly trained by our officer on safety aspects related to their duties. The reason behind one-to-one meeting is ensuring that all safety parameters are communicated at the right pace for the driver to grasp most information

### **Health Surveillance at Kolos**

Every year, a health surveillance is conducted by the company doctor. The surveillance starts with blood tests to dig traces for any unhealthy condition. Any health-related issues and queries are communicated between the doctor and the employee. The check-up aims at offering the guidance for a healthy being. In the same wavelength, the doctor examines for any breast cancer in women and employees are also given an eye consultation.



### **Transporters' Safety Awareness**

Safety at Kolos Cement Ltd is not restricted to our employees but to all visitors and most importantly to transporters. In February, we activated a transporters' safety awareness campaign. Transporters were gathered for a safety session with the Health & Safety Officer and the Sales Team of Kolos Cement Ltd. All safety aspects related to their daily tasks were underlined and measures were accordingly discussed, aiming for a safe working environment. It is a shared platform between Kolos and the transporters where all work-safety related issues are communicated and discussed.



# RED HAT INITIATIVE

## **First Red Hat Bearer – Nitish Senior Production Team Leader**

Nitish was the first wearer of the Red Hat. He proudly shared his experience with us. He reviewed that the hat made him more alert at work and strengthened his abilities with respect to safety. He got the opportunity to look at issues with a different perspective and that he was able to notice other risks and potential hazards that he

missed while working solely as a Team Leader. Nitish shared that he experienced pride and acknowledged the efforts that the company put in terms of the health and safety of the employees. He is enthusiastic for the Red Hat to complete the spin and return to him.





In collaboration with MPA, we have organized an emergency exercise on the 22nd of September 2021 where the fire alarm was triggered, and a co-worker was missing. The goal of the emergency exercise was to monitor the evacuation time of all the employees as well as MPA's rescue time. With the help of Kolos' Health & Safety Officer and all fire wardens, all employees were safely evacuated. The exercise has helped us assess the ability and agility of the fire wardens to identify any missing individual and trace any missing employee. We are proud of the teamwork among MPA, Health & Safety officer and all fire wardens.



Information Security and Data Protection are fundamental for the company. We are continuously formalizing and strengthening our processes and controls related to the Information Security Management System and Data Protection Act with the collaboration of our dedicated team, Kolos has earned the ISO 27001 Certification. Our team regularly conducts awareness sessions on Information Security and the prevention of any phishing attack. In addition, audits are conducted to ensure the continuous monitoring of our system.



## INFORMATION SECURITY







# CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility (CSR) is part of the Kolos sustainability roadmap. Since July 2013, the foundation Batir Agir aims at value creation for communities and stakeholders' engagement and building an inclusive society for all. The projects supported by Batir Agir lie within the following realms: Environment, Education, Health and Safety

**A total of Rs 3.3M from 2019 to 2021 has been allocated to different community projects.**





## École des Maçons

Since 2013, Kolos in partnership with the MITD delivers courses aimed to equip men and women with the necessary skills for one of the most noble professions to whom we owe a roof over our head – masonry.

## La Briqueterie Government School

Kolos firmly believes that education is key for building an inclusive society and each year, the Company supports 'After School Classes' for grades V and grades VI students of La Briqueterie Government School. By giving the under privileged students an additional support will give rise to a new generation empowered youths and contributes to their well-being.



## CEMENT DONATION

### C5 Lakaz

Everyone deserves a decent house. Through the project C5 Lakaz, Kolos contributed to the revamping and reconstruction of inadequate houses for 5 families of cite EDC Rivière Noire.

### Motilakaz

By participating to Motilakaz project, the 21 tons of cement donated by Kolos has served to build a house for two vulnerable families of Case Noyale threatened of eviction.

### Caritas

In 2021, Kolos has sponsored the construction of a house for one of Caritas beneficiaries and donated 8 pallets of cement to the association.



## Road Safety

In promoting safer roads and driving culture, Kolos joins the nation's priority for awareness on road safety. In 2019, Kolos has launched a sensitisation road safety campaign in collation with the University of Mauritius, the Road Safety Unit and Apave with a rolling-car simulator to raise the alarm bells and first aid actions in case of safety hazards on the road.



## Distribution of Covid-19 Kits

With the surge of the Covid-19 pandemic this year, Kolos through its foundation Batir Agir has distributed Covid-19 kits in communities facing inequalities regarding Covid-19 outcomes. A total of 220 kits was donated to La Briqueterie Government School and to vulnerable families of Baie du Tombeau.





**“ NOU LAFORS  
SE NOU  
SOLIDARITE ”**









# “NOU LAFORS SE NOU SOLIDARITE”

In the wake of the Covid-19 crisis, in June 2020; Kolos has come forward with 'Nou lafors se nou solidarite' to help workers in the construction industry poorly impacted by this economic and sanitary crisis. In partnership with NGOs such as FoodWise Mauritius, Caritas, Civic Action Team, Safire, M-Kids Association and in close collaboration with 15 hardware stores, a food collection was organised for more than 400 beneficiaries.







## “**NOU TOU SOLIDER**” **GROUP ACTION**

Through the CSR initiative of Gamma Foundation ‘Nou tou Solider’ and in partnership with NGOs (Caritas and Foodwise) and supermarkets. Since July 2020, over 200 tons of food purchase were funded for vulnerable families island wide. Kolos each year joins forces with the Group to help individuals most at need.





## Helping Kolos families to face Covid -19

Challenging times call for collective actions. Covid-19 took us by surprise in 2020, and some of our staff and vulnerable families have been affected by this sanitary and economic crisis. Our strong sense of community engagement outlines our commitment to extend support to our employees' families. Teams were mobilized for the distribution of basic family food packs and kids' food packs.





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