

# Sustainability Report 2017





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SUSTAINABLE PROGRESS

## General Manager Dominique Billon

Dear Colleagues & Partners,

Our commitment towards sustainable development is based on ethical principles. We hope that Kolos is lauded both for its technical expertise and for its responsible actions with regards to the environment, and also to health and safety.

In that context, we have continued the implementation of an integrated management system in every strategic area of the company. Taking into account the issues relating to environment, safety and quality, we have constantly been improving during 2017.

We have optimised our processes, with the aim to continually reduce risks related to our operations and to continue to engage actively with interested parties.

This present report not only shows our determination to be transparent, but aims at sharing with you our approach so that together, we can hand over a preserved environment to younger generations.



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## Deputy General Manager Bernard Lan Pan Wing

Dear Colleagues & Partners,

It is with great pride that I am writing these few words for this new edition of our Sustainability Report.

This is indeed a good channel of communication between us and all stakeholders. As such, I would like to take the opportunity to commend and congratulate the team behind this project. Needless to say, Kolos Cement Ltd is undergoing, at this precise moment, a lot of changes, be it internally or externally. We are structuring ourselves to consolidate our organization in view to successfully take up the challenges awaiting us and to also exceed the expectations in an ever-changing market and to anticipate future needs. It is of utmost and vital importance that we all know our role in this highly competitive and dynamic market. We also need to fully differentiate ourselves from our competitors.

However, in today's business environment, the focus cannot be solely on profits. We must seek new avenues of growth while ensuring that we preserve the planet to the best of our abilities for the benefit of future generations.

# From the present to the future

## **We have Passion**

In today's competitive environment, passion is key to success. Our passion inspires us to move past challenges and create opportunities to ensure customer satisfaction.

## **We Innovate**

As customer satisfaction remains at the core of our business, we favour tailor-made solutions which meet the expectations of our clients and offer technical assistance to our partners.

## **We work towards excellence**

Excellence is not only a matter of performance but also a matter of employee welfare and safety at work.

At Kolos Cement Ltd, safety is our number one priority. Safety at work is ingrained in our values and we strongly encourage our employees to carry this mindset beyond the workplace into their homes and communities.

## **We act with integrity**

Kolos Cement Ltd is based on good governance. Our code of business conduct provides a common framework for all employees. Integrity and honesty of every employee are values that are required and recognized by the company.

We believe diligence and reliability should be the basis of any business. Trust and integrity are inextricably connected and we strive to foster trusting relationships with our customers, stakeholders and employees. At Kolos Cement Ltd, we have constructed a working environment where communication and transparency are enforced in our daily activities.

## **We strive for sustainability**

In the context of today's modern society, our communities are grappling with problems which are not only local but also global in scope. Structurally multifaceted-poverty, unemployment and climate change impacts, to cite a few are undermining the quality of life for numerous Mauritians and pose a threat to the next generation.

At Kolos Cement Ltd, we firmly believe in corporate citizenship and have developed throughout the years a strong sense of responsibility towards the community. We are engaged in various actions, notably in capacity building, protecting the environment and ensuring the safety of employees in the workplace.



# Bâtir Agir Foundation: Leading Change

At par with innovation, Kolos has created a foundation known as Bâtir Agir which was officially launched on Thursday 11 July 2013. Social innovation is key in unlocking the potential of a country and in line with Kolos Cement Ltd's corporate social responsibility practices, Bâtir Agir helps to promote social inclusion. Bâtir Agir is engaged in projects concerning the environment, education, health and safety among others.



## Preserving humanities' most vital resource

Water is the new oil of the 21<sup>st</sup> century. Important water conservation efforts are vital in order to ensure the availability of clean water for the sustenance of future generations to come. Kolos Cement Ltd is working on a video based on water conservation in order to sensitize people on the importance of water preservation.

## Shaping future generations

One of the main projects of Bâtir Agir is Ecole des Maçons which is run in partnership with the MITD. The course is on construction and is MQA approved. This helps to provide a recognized qualification to people which is essential when looking for employment. The course has been running successfully both in Mauritius and Rodrigues since 2013.

## Instilling strong values

Kolos Cement Ltd in collaboration with Gamma Group organised a Road Safety campaign with the support of the Mauritius Police Road Safety Unit and Apave First Aid team, on 16 June 2017 at Prof Basdeo Bissoondoyal College in Central Flacq.



# Growing with the youth of Mauritius

Education is considered as one of the building blocks of every society, and therefore is part of our CSR roadmap every year. Today education in ZEP schools faces rising challenges such as tight budgets, teacher retention, technological access. We consider these demands as an opportunity to support education.

Since 2013, Kolos has been investing in 'After School Classes' for grades V and VI at La Briquetterie Primary School at Sainte Croix, with a view to empower those children in their educational path and providing an avenue for higher education. Our main objective is to assist in developing the capabilities of students who will be future generators of sustainable value for business and society at large.

In December 2017, the school has extended its heartfelt thanks to Kolos through a ceremony where, we were wholeheartedly welcomed by each and every one there. The students have showed their gratitude through a song prepared especially for Kolos, which was greatly appreciated. Kolos has taken this opportunity to offer laptops, school bags and school materials on that day.



The pupils derive lots of pedagogical gains from the 'After School Classes' and the support being provided to them. For year 2017, we were pleased to learn that 8 pupils have scored good results ranging from grades 5-10 and since year 2013, we note a progression in the pass rate compared to 2008-2012, whereby the pass rate was below 30%. As from 2013, the pass rate has been within 38-58%.

Kolos firmly believes that all the initiatives being undertaken in this respect to support the less privileged pupils, have been successful throughout those five years and being a company that always focuses on sustainable development, we encourage the pupils to achieve their personal & professional goals.



# Making a difference with Caritas

In December 2017, Kolos has offered a Christmas dinner to the residents of the association 'Abri de Nuit' (CARITAS).

In view of the Golden Jubilee of the Independence, T-shirts and towels bearing the Golden Jubilee logo and representing the theme 'La Main dans La Main' (hand in hand), were offered as Christmas gifts to everyone there. One of our Mauritian artists, namely 'Lin' was invited for an artistic performance, to the great delight of residents.

Our goal is to express our compassion and create a sense of belonging to our country, while consolidating the spirit of patriotism, unity and solidarity.

It has been a real pleasure and honor for Kolos team to spend some hours in their company.



# A strong corporate culture

Developing the skills of our employees is essential for their professional and personal development. Training and learning are an ongoing part of our corporate culture, hence a broad training and professional development program is designed to encourage creativity, initiative and leadership. We believe training and development builds job satisfaction and enthusiasm.





## Weeklong activities for a better awareness on safety & health at work

Kolos Cement Ltd again reaffirmed its duty as a trusted employer towards its team members on the occasion of the World Day for Safety at Work, commemorated on the 28<sup>th</sup> of April 2017. On this occasion, a number of activities spread over a week and targeting both staff and close distribution stakeholders was held in order to better raise awareness about workplace safety within the construction sector.



The weeklong activities included several seminars organised by relevant authorities. For instance, the employees participated in a talk on fire safety, and in another one on stress management, defined as the most common disease in businesses nowadays. The weeklong activities ended with a demonstration of defensive driving for Kolos drivers.



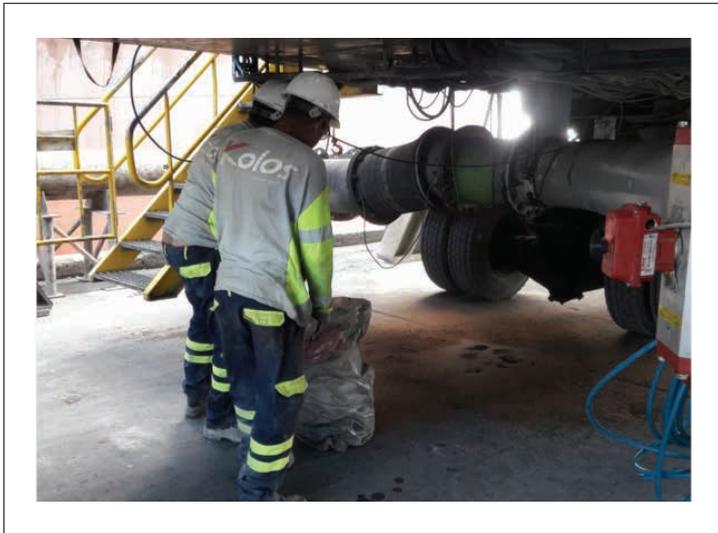
## On alert

Last year Kolos Cement Ltd conducted its annual Fire drill in collaboration with Wellkin & MPA emergency services on the 23<sup>rd</sup> of November. The scenario was that - a fire would break out in the bag storage area at the loading bay, line 4, with a victim having a hemorragie, falling unconscious and heart beat sinking. The aim was to evaluate the reaction of fire wardens and first Aiders. The drill went on smoothly.



## Committing to a riskless environment

In line with our environmental responsibility charter, we carry out yearly drill exercises to ensure preparedness to environmental hazards. In September 2017, we carried out a drill exercise to ensure preparedness in case of hydraulic oil leakage. This simulation was done on the KOVAKO machine in collaboration with the maintenance team of Kolos. In addition environmental surveillances are carried out regularly every year, for instance to monitor noise levels and the quality of air. Air monitoring is done using specialized equipment to establish air pollutant concentrations.



## Introducing our know-how to future engineers

Enlighten future role players on new construction techniques and detail product availability in the field. It was in this spirit that Kolos Cement Ltd in collaboration with Gamma Group's subsidiaries, namely Gamma Construction Ltd and Gamma Materials Ltd, welcomed a group of third-year civil engineering students from the University of Mauritius on the 20<sup>th</sup> of March for an educational tour.

"This educational tour served to establish relationships with the next generation of employees and executives in the construction industry. Through such initiatives, Kolos Cement Ltd affirms its motto, "Bâtir l'île Maurice de demain" and shows its commitment to supporting the youth shape their careers," said Bernard Lan, our Deputy General Manager, during this event.

The educational visit included introductory activities to the professional environment and allowed a close-up and educative know-how about laboratory equipment and the roles of Gamma Group's subsidiaries as well.



# Building Synergies

At Kolos Cement Ltd we have engaged ourselves in the challenge to maintaining a governance structure that takes into account, not only financial performance but also our environmental and social performance. Kolos Cement Ltd has made the environment and safety as the drivers of its corporate strategy. This resulted in sensitizing of our functional and operational teams through a common goal: our efforts to optimize our operations, hence generating less impact on the environment and improving safety on our sites.

Sustainability is a cascading responsibility, present all along the supply chain and reflected in active processes of engagement and perpetual monitoring of results. It is present in our choice of suppliers, in our culture of workplace empowerment through capacity building and in the enforcement of security at work.

Reducing noise emissions and energy consumption, improving the working conditions, for example with the “houseuse”, are heavy investments made in an ongoing effort to preserve the environment. Since 2017, we are actively optimizing the sorting of waste on our site. Waste such as plastics, irons and woods are collected to be recycled. Old computers are also distributed to schools that are part of the ZEP programme. Moreover, transporters are continuously sensitised on the importance of recycling plastics and on collecting plastics for recycling.

We also carry out regular preparedness drills whose aim is to test the responsiveness of our employees in case of an emergency.

At Kolos, we have at heart the preservation of our environment. We are ISO 14001 certified and have implemented an environmental management system. While we regularly monitor environmental indicators such as effluent quality, air monitoring & noise monitoring, we also believe in corporate citizenship, whereby through our passion, we will drive the culture of responsible business required to cement tomorrow’s dream of a “Sustainable Mauritius” into today’s realm.



## Sustainable Waste Management

In line with the national objective to reduce plastic, our team is working with registered recyclers in Mauritius to implement a solid waste management strategy on site. This is based on the three R's of environment: Reduce, Reuse and Recycle.

Wastes that are currently sent for recycling:

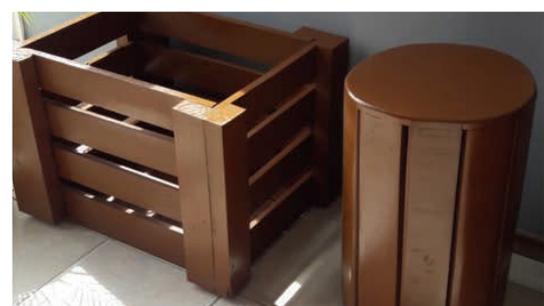
- Office papers
- Used oil
- Electronic devices
- Engines and batteries
- Wooden Pallets

Our plastic recovery program is continuously being carried out. The plastic films are recovered on site and sent to the recycler where they are transformed into an array of recyclable products. In 2017, we have recycled a total of 9.36T of plastics. It minimizes the use of natural resources and is a voluntary approach to allow future generations to enjoy a less polluted environment.





In **2017**, we have recycled a total of  
**9.36Tons** of plastics



### Handcrafted ideas

Recycling wooden pallets

Benches, book-cases and tables, recycling and up-cycling are not only thrifty these days! From garden lounge chairs to house furniture, wooden pallets have become the new “it”, low-cost material to reinvent any space.

This has been the initiative of Kolos Cements’ own Pascal and Dario, who are praised for their magical hands. Here are some of their masterpieces.



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