

# **Sustainability** Report

**Year 2020**

# Forward



Dear Reader,

I am proud to present MCFI's first sustainability report for the year 2020. In 2019, as a member of the Harel Mallac Group, we have committed to the Group's thirteen Planet Goals be achieved by 2025, and which concern Ethical Trade, Water, Waste, Energy and Diversity.

You will discover in these pages how we are mainstreaming sustainability-related themes in our operations, to have a better impact on our social and natural environments, and more importantly to serve our clients with relevant solutions that help them grow their business sustainably.

Your feedback and support are essential for us to move forward. Feel free to get in touch. Enjoy the read!

Yannis Fayd'herbe  
Managing Director, MCFI Group

## Forward

MCFI at a Glance

Our Sustainability Policy

The Harel Mallac Planet Goals

Trade Ethically

Rethink Energy

Manage Waste

Save Water

Advance Diversity

# MCFI at a Glance



**185**  
Employees



**07**  
Companies



Rs **859m**  
Revenue



**03**  
Areas of Expertise

## International Presence

Tanzania, Zambia



## Certifications

ISO 9001  
OHSAS 18001

## Our Purpose

MCFI helps industries thrive through the provision of state-of-the-art agricultural, industrial and water solutions in Mauritius and the region.

## Our Values

Accountable  
Agile  
Innovative  
Passionate

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# Our Sustainability Policy

**We aim at business excellence by providing quality products and services to our customers and consumers safely with due regard to the environmental impact of our activities.**

**We are committed to making a difference for the better of our Customers, Performance, People and Planet.**

**We set targets on our Sustainability Focal Areas, monitor, and review same to achieve our objectives.**

## CUSTOMER

We listen to our customers and consumers to understand their needs and develop products & services that meet their expectations.

We create value for our customers and consumers, by being agile to changing market imperatives, by being innovative and by focusing on quality, service, safety and sustainability.

We develop new product lines, brands and services and explore new distribution channels to enhance the lives of our customers .

We value long-term relationships with our customers .

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## PERFORMANCE

We create value for our stakeholders while reinforcing our business acumen by placing safety, health, environmental and quality, innovation and governance matters at the core of our processes.

We pursue continual improvement and innovation whilst fostering vital interactions with our stakeholders.

We communicate on our activities and report on our sustainability performance.

We comply with regulatory and other relevant requirements and dialogue with the authorities to improve our operations.

We position ourselves as a trusted player in the industry with respect to our stakeholders and we associate ourselves with reliable partners having the know-how, experience, and technology to consolidate our offerings.

We strive towards business excellence in a responsible and ethical manner.

## PEOPLE

We value and foster our talents, promote our flexible entrepreneurial and passionate spirit while maintaining our strong family foundation.

We promote a positive and responsible culture by embracing best practices to ensure the safety, health, welfare and development of our people.

We embrace people diversity.

We value, challenge, and reward our people.

We support the communities through our social engagements.

## PLANET

We aim at reducing the environmental impact of our activities by managing our resources and processes responsibly for a better future.

We adopt a holistic approach to sustainability and address the challenges of sustainable development across our value chain by integrating the SDGs, United Nations Global Compact principles and the Harel Mallac Planet Goals 2025.

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# The Harel Mallac Planet Goals

By 2025, we aim to achieve the following:

<b>Trade Ethically</b>	
<ul style="list-style-type: none"> <li>1. We have integrated Environment / Social / Governance (ESG) criteria in our selection of suppliers.</li> <li>2. We have reduced and eliminated products that are proven destructive to biodiversity.</li> <li>3. We have raised the weightage of environmentally sound products by 10% in each BU's portfolio.</li> <li>4. We guide our consumers on the responsible and sustainable use of our products.</li> <li>5. We have optimised green packaging, while maintaining compliance with international standards.</li> </ul>	
<b>Rethink Energy</b>	
<ul style="list-style-type: none"> <li>6. We have reduced our energy consumption (excl. production) by 25%.</li> <li>7. 30% of our consumed energy comes from renewable sources.</li> <li>8. We have optimised our vehicle fleet both in numbers and fuel efficiency.</li> </ul>	 
<b>Manage Waste</b>	
<ul style="list-style-type: none"> <li>9. We have stopped purchasing single-use and non-recyclable materials.</li> <li>10. We have reduced our paper consumption by 30%.</li> <li>11. Our waste is recycled or disposed of responsibly.</li> </ul>	 
<b>Save Water</b>	
<ul style="list-style-type: none"> <li>12. We have reduced our water consumption excl. production) by 25%.</li> </ul>	
<b>Advance Diversity</b>	
<ul style="list-style-type: none"> <li>13. We have achieved gender equity in our staff.</li> </ul>	

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# TRADE ETHICALLY

**24%** of our suppliers have signed the  
**Supplier Onboarding Form**  
(containing ESG criteria)

MCFI has committed to Business  
Mauritius's Sustainability Network



**Signe  
Natir**

FOR A SUSTAINABLE & INCLUSIVE MAURITIUS



## We have integrated Environment / Social / Governance (ESG) criteria in our selection of suppliers

MCFI Group is preparing its responsible Sourcing Policy for 2021. In 2020, we started using the Supplier Onboarding Form where Environmental and Social factors are taken into consideration when choosing a new supplier. To that end, we record our suppliers and business partners' membership to sustainability networks in our ERP.



## We have reduced and eliminated products that are proven to be environmentally destructive.

We have identified 114 products in our portfolio which are detrimental to our biodiversity. 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 operates in the air-conditioning and refrigeration sectors, importing refrigerant gases. It has already stopped importing HFCs.

Suchem trades a wide range of crop protection chemical products. The company conducts trials to substitute organic or non-toxic products. In 2020, two certified bio-pesticides and five non-hazardous alternatives were proposed to the agricultural community.



## We have raised the weightage of environmentally sound products by 10% in each BU's portfolio.

In 2020, our portfolio contained 2,433 product references, of which 7 were certified as organic.



## We guide our consumers on the responsible and sustainable use of our products.

We offer awareness programmes with our users of crop protection and plant nutrient products. We communicate on the optimal and safe use of our products on our product labels as well as disclose ingredient list.



## We have optimised green packaging, while maintaining compliance with international standards.

All our products abide to labelling regulations.

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# RETHINK ENERGY

**22%** of our workforce were regularly working from home by end of 2020.

**42%** decrease in our fuel consumption



## We have reduced our energy consumption.

MCFI Group is planning an energy audit, in collaboration with the Energy Efficiency Management Office, energy efficiency training will be dispensed across the company.

During the year under review, we conducted an internal group-wide awareness campaign on energy savings and tips for an efficient and safe use of IT and other electric equipment.

Type of energy	Consumption (GJ) 2020	CO <sup>2</sup> Emissions (tonnes) - 2020	Consumption (GJ) 2019	CO <sup>2</sup> Emissions (tonnes) - 2020
Electricity from CEB	2,837	113	3,294	132
Coal	1,440	58	1,558	62
Heavy fuel Oil	85	3	95	4



## 30% of our consumed energy comes from renewable sources.

To date, none of our facilities are equipped with photovoltaic installations.



## We have optimised our vehicle fleet both in numbers and fuel efficiency.

None of our company vehicles are electric or hybrid to date.

Implementation of Work From Home and Work closest to home to reduce our carbon footprint has been initiated.

Awareness on safe driving tips was conducted in November 2020.

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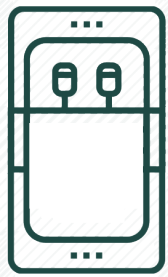
**Rethink Energy**

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# MANAGE WASTE



In 2020, our premises were equipped with filtered water dispensers, thereby saving on bottled water.

We have reduced our paper consumption by **63%**



## We have stopped purchasing single-use plastics and non-recyclable materials

MCFI has started importing products such as textile auxiliaries, hydrogen peroxide, acetic acid, hydrochloric acid in bulk, rather than small-sized containers.



## We have stopped purchasing single-use plastics and non-recyclable materials

The reduction in paper use can be attributed to three main factors:

- With the implementation of SAGE, most payment processes were made paperless.
- With the lockdown and increasing number of employees working from home, email and electronic storage surged.
- In 2020, listed companies were allowed to share their annual reports in electronic versions only, which saved MCFI 534 kgs of paper.

MCFI Group use paper which are sourced from suppliers meeting the criteria of the Forestry Stewardship Council (FSC).



## 100% of our solid waste is recycled or disposed of responsibly

All our e-wastes (mainly computers) were sent for recycling to our approved IT wastes recycling service provider, BEM Recycling.

MCFI Group recycle all office paper, cardboard and ink-cartridges

All our wastewater is treated on-site before being carted away by professional services providers to the nearest approved wastewater treatment station (in Roche Bois).

Waste type	Measure	Quantity_2020	Quantity_2019	Disposal Method
Domestic solid waste	tonnes	832	593.98	Landfill
Plastic/metal drums	tonnes	0.021	Not measured	Reuse
paper	tonnes	0.2	Not measured	Recycling
Pallets	tonnes	2.0	5	Recycling
Effluents (waste water)	tonnes	188.5	125.7	Treated onsite and carted away
Used oil	tonnes	2.4	7.2	Recycling

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# SAVE WATER



We have reduced our usage of water for operations (excluding manufacturing facilities) by 25%.

In 2020, we used a total of 80,621m<sup>3</sup> of water (offices and manufacturing plant combined), compared to 89,391m<sup>3</sup> in 2019.

By the end of 2020, none of our companies had installed rain collectors and water flow reducing devices at all water-points.

We conducted a group awareness campaign on water-saving behaviors in November 2020.

Since 2021, MCFI is a signatory of the CEO Water Mandate, and has committed to continuous improvement in six core areas of its water stewardship practice: Direct Operations, Supply Chain & Watershed Management, Collective Action, Public Policy, Community Engagement and Transparency.

We have reduced our water consumption by **10%**



**WE SUPPORT  
CEO  
WATER  
MANDATE**

# ADVANCE DIVERSITY

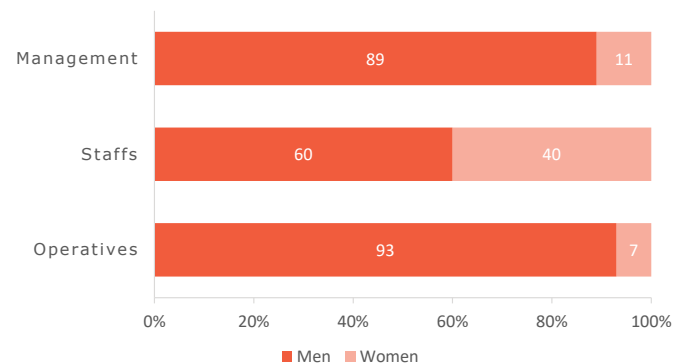


By 2025, we will achieve gender equity in our staff.

On 31 December 2020, 11% of our management team were women.

Our female managers have joined Harel Mallac's Women Circle, a network of 22 executives, which uses the Lean In Circles operating model to address the fears and obstacles which prevent women from reaching their full potential in the workplace.

## MCFI gender distribution per employee category



For more information on our sustainability journey, follow us on



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