



*Our journey  
towards  
sustainability*

REPORT 2020

**Rogers**

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# INTERVIEWING OUR CHAIRMAN DEONANAN (RAJ) MAKOOND

**As the Chairman of Rogers' Sustainability and Inclusiveness Committee, what are your views on the Sustainability and Inclusiveness Strategy of the Group?**

*Sustainability and Inclusiveness (S&I) have always been integral components of the values of Rogers. In 2009, following the setting up of Rogers Foundation, the Company adopted a more structured and coherent approach in the implementation of its S&I activities. More recently, with the establishment of the S&I Committee, answerable to the Board of Directors, Rogers has embarked on a journey of innovation and disruption to stimulate creativity and passion within its teams. A journey with the aim of leaving a positive impact on our island and for our people.*

*In 2017, Philippe Espitalier-Noël was appointed President of the Sustainability and Inclusive Growth*

*Commission of Business Mauritius. This multi-stakeholder commitment and collaboration resulted in the launch of SigneNatir Pact that aims to tackle sustainability and inclusiveness related issues in line with the United Nations Sustainable Development Goals (SDGs) and the Paris Agreement.*

*Rogers has committed to adopt the SigneNatir Pact spelling out its commitment to fully embrace the Triple Bottom Line concept of "People, Planet and Profit". And in 2020, Rogers launched the Rogers' Sustainability Charter, focusing on five strategic pillars aligned with SigneNatir Pact setting out non-financial targets for 2030.*



*Through the Charter, Rogers will drive engagement at all levels of the organisation, sensitise its employees and tweak its business practices to adopt sustainable practices leading to long-term returns and generate a positive impact to the bottom line, the society and the environment.*

**We are in the midst of the COVID-19 crisis. How has Rogers built resilience and solidarity within the organization? Does the COVID-19 impact its commitment to Sustainability?**

*In March 2020, Rogers launched the Vivacis Initiative to focus on the health priorities, economic priorities and advocacy & national solidarity. This initiative included the Vivacis Solidarity Fund (the "Fund") to bolster the fight against COVID-19. The Fund was made up of generous and voluntary contribution from the employees, directors and businesses within the Group. The Fund's objective is to support Rogers frontline employees, the needy people in the communities it operates in, and families of its most vulnerable employees.*

*In line with the objectives, funds were disbursed to the frontline teams who spared no effort during the confinement period to bring essential services to Mauritians. Rogers' business units also demonstrated solidarity towards surrounding vulnerable communities (such as Bel Ombre and Riche Terre), and donated food packs during the confinement.*

*COVID-19 and its impacts, despite being so catastrophic, have demonstrated that natural and manmade disasters can have a profound impact on our world, our nation, our economy and*

*our people. If the climate change that we are observing is not reversed, the impacts will be far larger than those of COVID-19. Hence, Rogers' commitment to the Sustainability & Inclusiveness philosophy became stronger thanks to this crisis. The financial impact of COVID-19 will mean that there might be fewer resources to implement stated objectives. There is a clear need for finding innovative solutions, engaging Rogers' people and communities even more and forging the right partnerships across the industry to achieve the stated goals. I know Rogers is both committed and capable of this.*



# A WORD WITH OUR CEO Philippe Espitalier-Noël

**Mauritius has been hard-hit by the global crisis sparked by the COVID-19 pandemic. How is the Rogers Group weathering this storm?**

*We are no different from so many companies on the island and around the world: these rough seas have put our resilience to the test! With an overall reduction in international travel, we have had to face a sudden and sharp drop in business and have worked relentlessly to stay afloat while finding ways to support our employees and communities in these testing times. Our utmost priority has been to ensure the health and well-being of our teams as well as the continuity of our operations through the Group's ad-hoc COVID-19 resilience programme, "Vivacis".*

**Are there any other difficulties affecting Rogers?**

*During these challenging times, the European Union's decision to include Mauritius on its blacklist has cast a dark shadow on our economy. Should Mauritius appear on the list for a material length of time, the impact on our economy could be very significant. More recently, the wreckage of the Japanese carrier, MV Wakashio, and the ensuing oil spill have severely*

*affected the image of the country. Luckily, no less than 95% of our coastline has retained its pristine state.*

**In these times of crisis, it may be tempting to focus all energies on preserving your business, leaving aside environmental considerations and sustainability. Where does Rogers stand in this regard?**

*Rogers has chosen to continue its effort in laying the foundation for a more integrated and innovative approach to sustainability across the Group. Firstly, we launched a comprehensive assessment of our economic impacts on the island. Together with Utopies we established the Group's carbon footprint and collected as much internal environmental, social and governance (ESG) data as possible to publish our very first sustainability report, which you are now reading. Secondly, we undertook an in-depth overhaul of our sustainability strategy to provide a road map towards new, more sustainable and inclusive ways of doing business. As the first president of Business Mauritius' Sustainability and Inclusive Growth Commission, I feel a personal responsibility for Rogers to blaze new trails for the*

*island in this respect. The adoption of Business Mauritius' SigneNatir Pact in 2020, which is also reflected in the Group's Sustainability Charter, is a big step in the right direction. It is my sincere hope that our efforts will pave the way for a new era of truly sustainable living in Mauritius.*

**Can you tell us a bit more about Bel Ombre and the role that it plays in the Group's sustainability strategy?**

*Bel Ombre is a very special place for the Rogers Group. It is a natural gem and home to some of the most beautiful tropical landscapes of the island. It showcases a number of highly sought-after hospitality, agriculture, property and leisure facilities of the Indian Ocean. Our desire is to use our 2,500 hectares of land in Bel Ombre as a unique laboratory for the Group's sustainability practices in order to set a new international standard for sustainable tropical tourism. It is an ecoregion where circular economy and inclusiveness are becoming a reality. Our ambition is to make Bel Ombre a world-renowned tropical destination in itself, an ambassador of the region's strong identity, with a reputation based on its bold sustainability ambition, on its strong local economy, on its vibrant and inclusive neighbourhoods, as well as on the experiences of this precious land for tourists and locals alike.*

# DRIVING OUR SUSTAINABILITY AGENDA

## Mehul Bhatt

*"There is one thing stronger than all the armies in the world, and that is an Idea whose time has come".* Victor Hugo, French poet, novelist, dramatist, senator, peer of France.

2020 has been a special year. 20/20 usually stands for perfect vision and 2020 was not in many ways. But at the same time, it brought immense amount of clarity to focus on things that matter the most. It brought out compassion, solidarity, and unity among all Mauritians. It forced us to think over our business models to make them future-fit and resilient.

We addressed the health impact of COVID-19 by completely shutting out our country – this was the right response under the circumstances that we faced. But an even bigger

and deeper crisis will come upon us if we do not take the urgent steps now to reverse the climate and the social impact that humanity has had in the recent decades. And we will not be able to shut down to avoid the full impact of the crisis.

The time for Sustainability has come, in Mauritius and globally. Rogers has been working on this for at least two decades and our resolve and energy to drive this forward will only be enhanced by COVID-19 crisis. I am excited to take the responsibility of driving Rogers' Sustainability and Inclusiveness mission going forward starting 2021 and making this a core part of our strategy. The agenda ahead for Rogers Foundation is exciting and impactful and we will engage with our partners to continue



running a responsible, agile, resilient and future-fit Rogers.

**Mehul Bhatt**  
Chief Development Executive  
(Strategy & Sustainability)



“ In November 2020 we launched the territorial brand “Bel Ombre. Lamer. Later. Lavi” and the Rogers Group Sustainability Charter. The new brand and the Charter have this in common that they define our ambitions and future actions, focused on our transformation towards more sustainable models. The approach was drawn up a few months earlier with the creation of a Sustainability and Inclusiveness Committee and its “terms of reference”. We have also built a strong Sustainability team and Inclusiveness Champions across the Group.”



**Belinda Vacher**  
Chief Projects and Sustainability Executive  
(until December 2020)

Profile

# Rogers Group Sustainability and Inclusiveness Team



## CHRISTIAN NANON

Sustainability Manager, Rogers and Company Ltd

Christian holds a Specialised Masters in Strategy and Organisation Consulting from ESCP Business School and a Masters in Chemical Engineering from Sorbonne University Pierre and Marie Curie co-accredited by ENS Paris, CNAM, Chimie ParisTech, ESPCI.



Christian has 10 years' experience in managing projects in different industries, namely, sugar, energy and banking. He has been involved in diverse industrial construction and power plants projects in France, UK and Rwanda. Before joining Rogers, Christian has worked as Strategic Planning Coordinator at the Mauritius Commercial Bank. Christian currently spearheads the sustainability strategy at Rogers Group. Christian joined Rogers in 2019.

## SOPHIE TRIPIER

Sustainability Officer, Rogers and Company Ltd

Sophie is qualified with a BSc in Environmental Management and Anthropology and a MSc in Environmental Sciences from The University of Western Australia.



She has worked as a Sustainability Specialist for the past 4 years with missions in Hong Kong and Australia. She is fluent in data analysis, field work as well as strategic planning. Sophie joined Rogers in January 2021.

“At Rogers, Sustainability is at the core of the Group’s strategy to become a future-fit enterprise. Rogers has moved beyond traditional CSR contribution and embraced the Environmental, Social and Corporate Governance (ESG) framework. Through our continuous stakeholder dialogue, we have identified 5 pillars namely climate, circular economy, biodiversity, inclusive development and vibrant communities in line with the UN SDGs and SigneNatir. Today, we have defined a clear set of non-financial key performance indicators (KPIs), which we will disclose in 2021. We have also committed to offset the carbon footprint of this report through tree planting in Bel Ombre.”

*Christian Nanon*



# Sustainability and Inclusiveness Champions



## JEROME GOURREGE

**Project Manager, Sustainability and Business Development, Agrïa**

Jérôme holds a BTech in Construction Management and a National Diploma in Civil Engineering from the Cape Peninsula University of Technology in Cape Town.

Jérôme has worked during 10 years in the construction industry in Mauritius and has gained experience in Project Management. His beliefs and values lead him to the fight against Climate Change and the Urgency of Action towards Sustainable and Inclusive Growth. Jérôme joined Agrïa in January 2020 as Project Management, Sustainability and Business Development.



## JULIE THEVENAU

**Human Resources & Communication Officer, Rogers Aviation**

Julie holds a Bachelor's degree in human and social sciences with a specialization in psychology from the Catholic University of Lyon.

Julie returned to Mauritius in 2017 and started as an intern in the Digital department of Rogers Aviation and in 2018, she was confirmed as a Social media & Content Officer. In May 2019, Julie moved to the human resources department of Rogers Aviation where she holds the position of Communication Officer and oversees the sustainability agenda of the company.



## JESSICA GENEVE

**Marketing & Communication Officer, Heritage Villas Valriche**

Jessica holds a Master's degree in Digital Marketing from the European Business School of Paris.

Driven by her willingness and enthusiasm, Jessica joined the Group in 2017 in the travel and hospitality fields. As she gained experience as Digital Brand Coordinator and Brand & Marketing Executive respectively for Rogers Aviation and Islandian in Mauritius, new opportunities emerged. Since December 2020, Jessica joined the new sales team of Heritage Villas Valriche, while ensuring the development of Marketing and Communication actions in Mauritius as well at international level.





### **ANNICK CORROY**

#### **Chief Marketing & Communication Officer, Rogers Capital**

Annick holds a Master's degree in Business Administration and Management from the University of Montpellier and a DESS in Economics from the University of Caen.

Annick Corroy has 30 years' experience in Strategic Marketing & Communication and 6 years' experience in business leadership and management consulting within different industries ranging from Travel Services to Consumer Goods. From 2012 to 2017, Annick served as the Managing Director of Rogers Travel services – BlueSky and Croisières Australes – which have a strong regional footprint in the Indian Ocean and Sub-Saharan countries. She currently contributes to the implementation of the marketing strategy and drives the digital transformation of businesses at Rogers Capital.



### **ROBERT BOULLÉ**

#### **Centre Manager, Bo'Valon Mall**

Robert holds a Bachelor of Commerce majoring in Financial Accounting, Finance Investment and Finance Corporate from the University of Western Australia. He is currently completing the ACCA programme.

Over the past years, Robert has gained considerable experience in Property and Retail Sector Industry. He started his career in 2013 as Auditor with BDO De Chazal du Mée before joining the Rogers Group in 2015, working in the Projects and Development department. On 1st of July 2017, he was appointed Fund Manager of Ascencia Limited and in 2019, Centre Manager of Bo'Valon Mall.



### **DAVISEN CHINAPIEL**

#### **Safety and Health Manager, Velogic**

Davisen holds a Diploma in Occupational Health and Safety Management from the New Zealand Institute of Management.

Steered by dedication and leadership, Davisen started his Health and Safety career within the construction industry with several projects, such as Bagatelle Mall and Terre Rouge Verdun Link Road. After 3 years, he joined the Velogic Group in 2012, overseeing sectors such as Transport Activity, Sugar Factory, Warehousing, Property Management, Freight Sector, Container Depot, Air & Sea Operations.

Davisen is a certified First Aid trainer and instructor in the occupational safety and health sector. He is also a competent Occupational Noise Assessor with accreditation from the University of Mauritius. Beyond his duty of care, he is now embarking on the sustainability development for the Velogic Group.





### POOJA ETWAH

Sustainable Development Coordinator, Veranda and Leisure Hospitality

Pooja holds a degree in Chemical & Environmental Engineering and a Master of Science in Total Quality Management & Performance Excellence.

Pooja has previously worked as Sustainable Development Analyst and has been involved in supply chain auditing of companies based on their sustainability performance. She currently holds the position of Sustainable Development Coordinator at VLH and is highly involved in the implementation of sustainability strategy and projects.



### ALEXANDRE PIAT

Sustainable Development Executive, Heritage Resorts

Alexandre holds a “Licence en Science de l’Environnement” and a Master’s degree in “Gestion des Mers et Littoraux” from the University of Montpellier.

Before returning to Mauritius, Alexandre was involved in different environmental fields, including a wastewater management project in New Caledonia. He has also worked in the eco-construction housing sector in Argentina and has previously held the position of Project Executive at GreenZone Ltd, involved in renewable energy technologies. Alexandre joined VLH Ltd in 2018 as Sustainable Development Executive. He has been involved in Green Key certification for Heritage Resorts and major sustainability projects of the VLH Group.

## SUSTAINABILITY AND INCLUSIVENESS GOVERNANCE STRUCTURE

Board of Directors

Sustainability and Inclusiveness Committee

Committee Members

Raj Makoond (Chairman) | Philippe Espitalier-Noël (CEO) | Mehul Bhatt | Cathie Hannelas | Audrey d’Hotman | Damien Mamet | Christian Nanon | Alexandre Piat | Michel Pilot | Fabiola Sophie

Rogers Group Sustainability and Inclusiveness Team

Mehul Bhatt | Christian Nanon | Sophie Tripier

Business Units Sustainability and Inclusiveness Champions

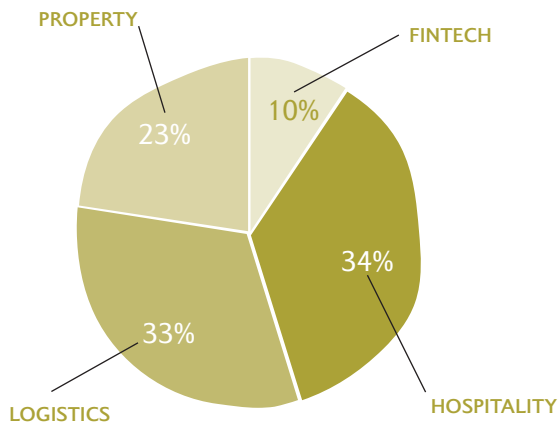




# Our journey towards integrating sustainability and inclusiveness in our operations

## FROM CSR INITIATIVES TO THE INTEGRATION OF SUSTAINABILITY

Since its foundation in 1899, the Rogers Group has been driven by an entrepreneurial and innovative spirit and is a key economic contributor in Mauritius. It started its activities as a commerce and shipping company and is today one of the country's largest listed players. Rogers operates in 10 countries and 4 key served markets:



% revenue 30 June 2020

\*Excluding Corporate Office and Group elimination

In terms of sustainability, each industry has its specific social and environmental issues, but also market challenges, burning expectations from stakeholders as well as sectoral guidelines and best practices. We strive to address the most relevant and material issues in each business. The "Rogers Way" outlines our corporate culture and company philosophy that is driven across the Group based on 3 cores values:

- AGILITY
- LEADERSHIP
- EXCELLENCE

“We pride ourselves on being a trendsetting business in Mauritius and we intend to lead the way in matters of sustainability on the island, aiming to steer our community towards truly inclusive development and greater resilience.”

*Philippe Espitalier-Noël*

With operations in 10 countries, Rogers is an international group that is firmly anchored in the economic fabric of Mauritius, as demonstrated by the following table which lists the financial flows from and to our stakeholders on the island, from

sales and financial revenue to wages and benefits paid to employees, dividends paid to shareholders and of course, taxes paid to local authorities for the development of public services.

### Distribution of Rogers' social product FY 2020

	Rs m
▶ Group turnover (after Group elimination)	9,169
▶ Cost of materials and outsourced services	3,874
▶ Social product	2,494
• Public sector	114
• Personnel	2,284
• Shareholders (net dividend declared)	96

## ROGERS GEOGRAPHICAL PRESENCE

- ▶ 4,967 employees
- ▶ on 110 + sites
- ▶ in 10 countries



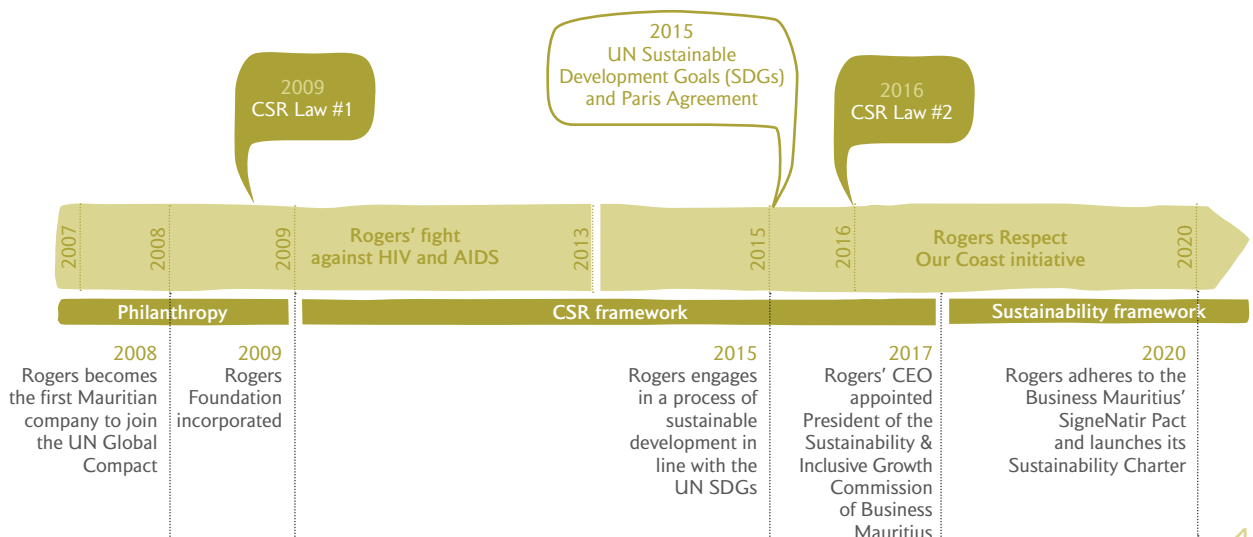
\*Excluding Corporate Office and Group elimination

## ADHERING TO THE BUSINESS MAURITIUS' SIGNENATIR PACT IN 2020

Mauritius' Corporate Social Responsibility (CSR) legislation requires all companies registered on the island to contribute 2% of their chargeable income to local sustainability initiatives. At Rogers, we make a point of going the

extra mile and have consistently exceeded this legal requirement, dedicating on average some 3.5% of our chargeable income to such initiatives in recent years via the Rogers Foundation. Today, the Rogers Group stands proud of the many successful initiatives we have carried out since 2009 under Mauritius' CSR law, the impactful contributions we have made to the fight against HIV on the island and

the protection of our coasts. The time has now come for us to work towards integrating sustainability into all our operations and establish more sustainable and inclusive ways of doing business. To substantiate our commitment, we adhered to the Business Mauritius' SigneNatir Pact in 2020 and undertook a complete overhaul of our sustainability strategy.



# Our impact and opportunities

Here is an overview of the sustainability opportunities associated with our four served markets.

## THE MAIN SUSTAINABILITY OPPORTUNITIES

- ▶ Reducing CO<sub>2</sub> emission from servers
- ▶ Managing E-waste
- ▶ Upholding business ethics (regulatory compliance, prevention of corruption and money laundering)
- ▶ Upholding data ethics and privacy

### Rogers Capital

- ▶ + 1,000 international corporate clients
- ▶ + 75,000 consumer finance customers
- ▶ 534 employees

## Fintech



## THE MAIN SUSTAINABILITY OPPORTUNITIES

- ▶ Preventing excessive household debt
- ▶ Poverty alleviation

## Hospitality



## THE MAIN SUSTAINABILITY OPPORTUNITIES

- ▶ Reducing CO<sub>2</sub> emissions associated with hotel construction and operations (energy consumption)
- ▶ Offsetting CO<sub>2</sub> emissions associated with travel to and from our facilities
- ▶ Improving waste management
- ▶ Reducing water consumption of hotels and golf courses
- ▶ Preventing negative impacts on biodiversity
- ▶ Reducing the wealth gap between our hotels and local communities
- ▶ Maximizing the benefits of tourism for the local economy, in particular via local sourcing policies

### VLH

- ▶ More than 100,000 visitors hosted/year
- ▶ 8 hotels and 1 hosted Bed and Breakfast
- ▶ 1 golf + 1 geo-golf under construction
- ▶ 27 restaurants
- ▶ 4 tours offered and many other leisure experiences
- ▶ 2,632 employees

# Logistics



## THE MAIN SUSTAINABILITY OPPORTUNITIES

- ▶ Reducing and offsetting CO<sub>2</sub> emissions associated with freight (air, sea, trucks)
- ▶ Managing waste (packaging, wooden pallets)
- ▶ Improving local anchoring of warehouses in the community
- ▶ Ensuring good working conditions in warehouses

### *Velogic*

- ▶ **8,280** tonnes of air freight transported and **10,868** twenty-foot equivalent units of sea freight
- ▶ **86** trucks operated, the biggest fleet on the island
- ▶ **1,416** employees

## THE MAIN SUSTAINABILITY OPPORTUNITIES

- ▶ Reducing the use of chemical intrans
- ▶ Reducing water consumption
- ▶ Diversifying production to cover local needs and increase the island's autonomy
- ▶ Ensuring animal welfare

# Property



## THE MAIN SUSTAINABILITY OPPORTUNITIES

- ▶ Promoting local sourcing and local businesses
- ▶ Reducing negative environmental impacts associated with building materials by making use of more ecological materials
- ▶ Managing and recycling material waste from our malls (packaging, etc.)
- ▶ Managing food waste from restaurants on our premises
- ▶ Abating negative impacts of our real estate park on biodiversity
- ▶ Improving accessibility of our facilities to people and promoting soft mobility (public transport, electric vehicles, bicycles)

### *Ascencia*

- ▶ **7** malls

### *Agria*

- ▶ **3,000** ha of land
- ▶ **2** greenhouses of 2,500 sq. meters
- ▶ **314** employees

### *Les Villas de Bel Ombre (VBO)*

- ▶ **162** luxury villas (288 at completion)

## THE MAIN SUSTAINABILITY OPPORTUNITIES

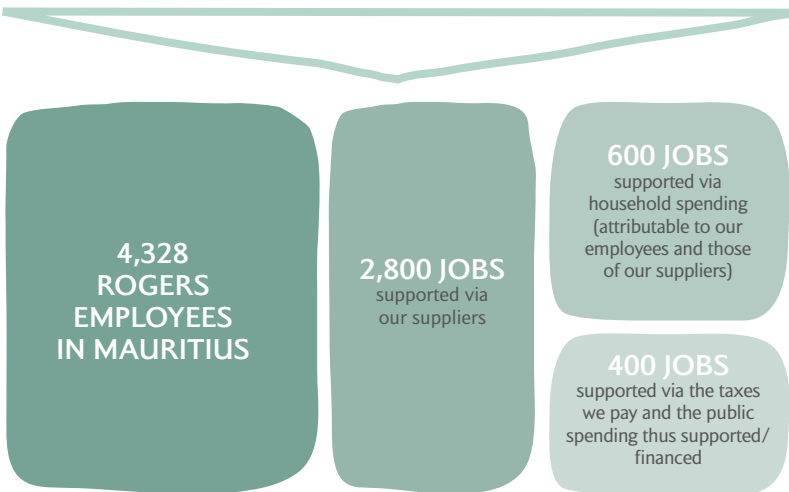
- ▶ Reducing CO<sub>2</sub> emissions associated with house construction and use (energy consumption)
- ▶ Reducing water consumption of our real estate assets
- ▶ Abating negative impacts of our real estate park on biodiversity

# Our economic footprint

Making Mauritius a thriving harbour for visitors and locals alike is at the core of Rogers' DNA. We took a decisive step to assess to what extent our business contributes

to the vibrancy of our island's economy by quantifying our socio-economic impact using the LOCAL FOOTPRINT® methodology.

In 2020, Rogers contributed Rs 5,100 million to the island's Gross Domestic Product (GDP) and supported more than 8,100 jobs, of which:



On average, for every job at Rogers, almost one additional job (0,9) is supported by the Group's activities in Mauritius.

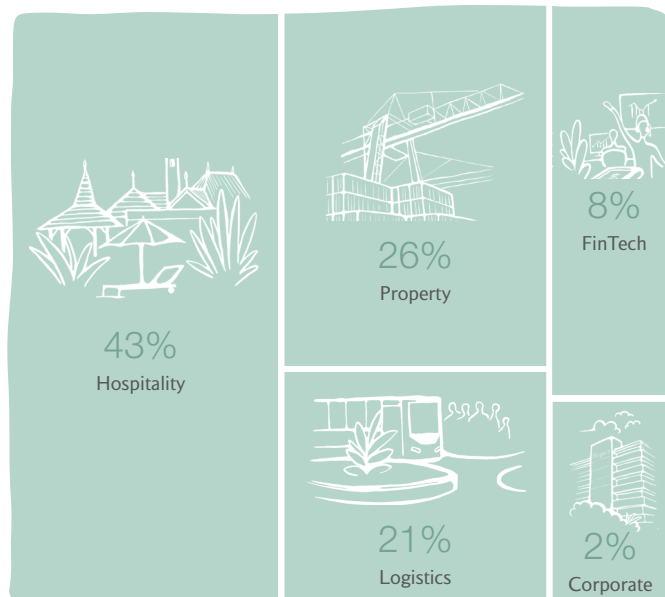
**8,100 JOBS** supported on the island



**= 1,5%** of jobs in Mauritius

The two served markets which benefit the most from our economic activities in Mauritius are hospitality (hotels, restaurants, etc.) as well as property. They respectively account for 43% and 26% of all jobs supported by Rogers on the island, due to Rogers' hotels operations and expenditure on construction or renovation projects relating to the Group's hotels, restaurants, villas, shopping malls, etc. The third most supported served market is logistics due to its labour-intensive operations.

## BREAKDOWN OF JOBS SUPPORTED BY SERVED MARKETS



<sup>1</sup>Employment in Mauritius was estimated at 545,100 jobs in 2018  
[https://statsmauritius.govmu.org/Documents/Statistics/Digests/labour/Digest\\_Labour\\_Yr18.pdf](https://statsmauritius.govmu.org/Documents/Statistics/Digests/labour/Digest_Labour_Yr18.pdf)

# Our carbon footprint

We assessed our carbon footprint for the first time ever, quantifying both the Group's direct (Scope 1) as well as part of its indirect (Scope 2) carbon emissions.

This assessment is a momentous milestone on our journey towards

sustainability and affirms our commitment to fight climate change, allowing us to better understand, evaluate and ultimately reduce our carbon emissions. Based on this assessment, we intend to establish the Group's climate action plan in 2021.

In 2019, Rogers emitted 39,690 tCO<sub>2</sub>e (Scope 1 & 2) equivalent to 0.9 % of Mauritius' territorial emissions (4.38 MtCO<sub>2</sub>e), including:

**14,840 TCO<sub>2</sub>e OF DIRECT EMISSIONS**  
(gas, diesel, gasoline or other fuel consumed by Rogers)

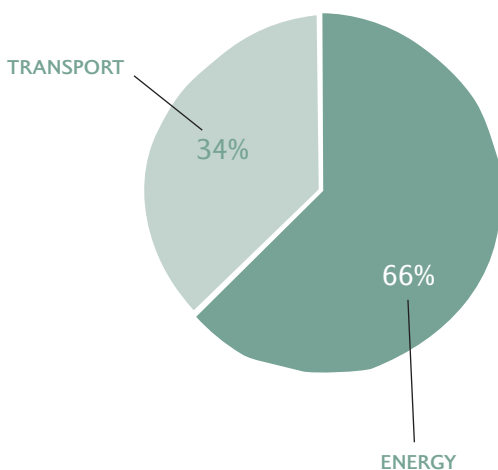
**24,850 TCO<sub>2</sub>e OF INDIRECT EMISSIONS**  
(energy and electricity purchased)

It would take approximately 8,600 hectares of forest to sequester Rogers' total emissions annually. To put things in perspective, in 2017, Mauritius had a total of 47,000 hectares of forest<sup>2</sup>.

## BREAKDOWN OF ROGERS CO<sub>2</sub>e EMISSIONS

On the basis of the 39,690 tCO<sub>2</sub>e (Scope 1 & 2) emissions assessed, 66% comes from energy. The importance of energy can be associated with the operation of the Group's many hotels, restaurants, shopping malls, warehouses, etc.

This item can be explained by the reliance of Mauritius on fossil fuels, which make up over 80% of the national energy mix. The second source is transport of customer goods, which accounts for 34% of the Group's emissions.



The results of this study does not include number of emissions (especially Scope 3) which we hope to cover in our next carbon footprint assessment, in particular emissions related to tourist travel, employee commuting, business travel, investments (Rogers Capital), fixed assets (buildings and vehicles owned by the Group's various entities) and waste.

<sup>2</sup>On the basis of the EFES (French Evaluation of Ecosystems and Ecosystem Services), the intensity of the current well in French forests is 5.06 tCO<sub>2</sub>e/year/ha.

# Our commitments



The path towards sustainability and inclusiveness is a daunting one. Being a Group founded as a Trading entity, undertaking ambitious crossings is at the core of our DNA. As one of the first key players in Mauritius, it is our responsibility to always lead our island and the communities where we operate towards a safer and thriving future. This journey is also one of innovation and disruption, of igniting creativity and passion in our people, of harnessing technology to make the world a better place. A journey that begins with our own commitment to steer our company towards sustainability, stemming from our innate benevolence with the aim of leaving a positive trace on our island, one ethical mile at a time.

**“The journey of a thousand miles begins with a single step.”**

*Lao Tzu*

To steer our Group to a safe haven will require an effective governance, a clear sense of direction and a well-thought-out plan, to be deployed across the broad spectrum of Rogers’ served markets.

Units. To this end, we have set up a dedicated governance body within the Group, our Sustainability and Inclusiveness Committee (SIC) under the Chaimanship of Raj Makoond.

## GOVERNANCE

As a Group operating in multiple markets, one of our main challenges is to establish a unified vision and clear policies that can be trickled down and applied effectively throughout each of our Business

The SIC assists the Rogers Board in its duties relating to the Group’s sustainability and inclusiveness strategy, best practices and the performance monitoring of key performance indicators and benchmarks.

**“Rogers is by far one of the most committed companies we have worked with in the region. We particularly appreciate the sincere enthusiasm and proactive stance of Rogers’ top management, which will be a key success factor in establishing their Group sustainability charter that can be rolled out over such a wide variety of industries.”**

*Khady Koné-Dicoh*  
*(Partner, Amethis)*

## OUR ROGERS SUSTAINABILITY CHARTER

Rogers took a decisive step to provide the Group's sustainability strategy with a clear direction by establishing a Sustainability Charter, which will serve as a compass on this ambitious journey. Bringing together our commitment to help achieve

the United Nations SDGs and our commitments for 2030 as signatories of the Business Mauritius' SigneNatir Pact, to which we adhered in 2020, we have set out on our journey towards sustainability by focusing on the following 5 pillars:

1



### CLIMATE SET A TARGET AND MIGRATE TOWARDS ZERO CARBON

As islanders, we are on the frontline of climate change and are committed to leading the energy transition in Mauritius by tracking, reducing and offsetting our carbon footprint.

SDGs/ 7 | 13 | 17

2



### CIRCULAR ECONOMY REDUCE WASTE PRODUCTION AND RECYCLE MORE THAN 75% OF WASTE PRODUCED

Nothing is lost, nothing is created, everything is transformed. Going forward, we aim to make this axiom a reality and convert Mauritius into a circular island by fostering the emergence of circular ecosystems, adopting smart agriculture practices and advocating with government institutions for systemic change.

SDGs/ 12 | 17



Download  
the full charter

3



### BIODIVERSITY PRESERVE AND PROTECT THE LOCAL SPECIES BOTH ON LAND AND AT SEA

At Rogers, we are committed to preserving the unique facets of our beautiful island: a paradise not turned towards the past but existing for future generations, for our communities and our visitors by raising awareness on biodiversity, promoting its preservation and integrating it in our future development projects.

SDGs/ 6 | 13 | 14 | 15 | 17

4



### INCLUSIVE DEVELOPMENT ONBOARD MORE LOCAL EMPLOYEES AND REDUCE POCKETS OF POVERTY IN REGIONS WHERE WE OPERATE

No man is an island: the many sustainability challenges we face can only be solved together, leaving no one behind. At Rogers, we want to make sure our business contributes to sustainable economic development that truly benefits our community by empowering people, promoting local products and generating growth for all, with a focus on education and training.

SDGs/ 1 | 2 | 3 | 4 | 5 | 8 | 10 | 17

5



### VIBRANT COMMUNITIES WORK TOWARDS PROACTIVE INTEGRATION OF LOCAL COMMUNITIES, RESPONSIBLE DEVELOPMENT WITH MORE SUSTAINABLE BUILDING PRACTICES

Our final destination is to co-create a safe and vibrant haven with and for our community by establishing continuous dialogue with local stakeholders, championing the creation of vibrant public spaces that celebrate local history, culture, and arts, and promoting wellness in our communities.

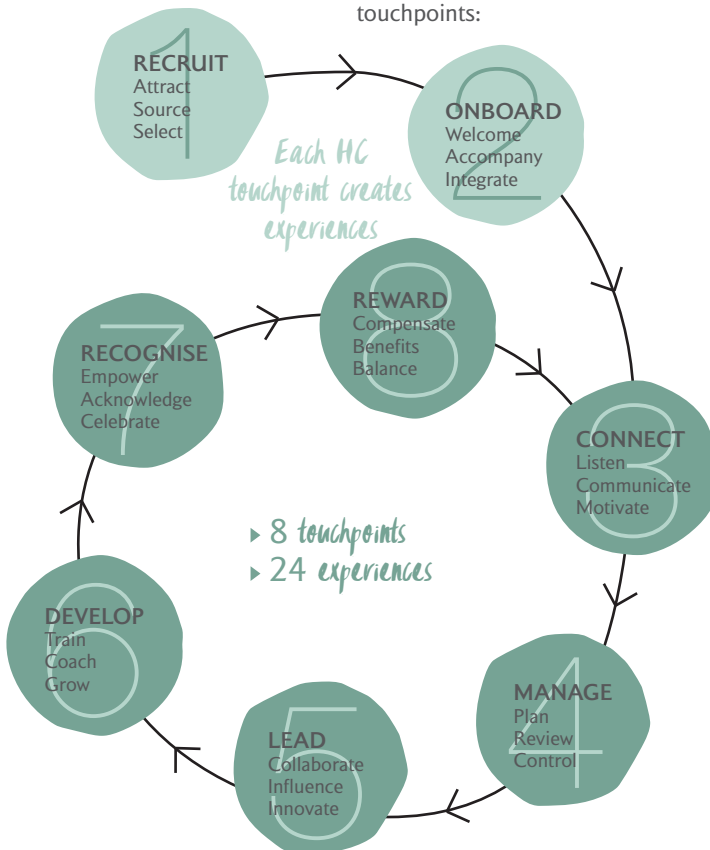
SDGs/ 9 | 11 | 17



# Our human capital

## OUR HUMAN RESOURCES STRATEGY

At Rogers, we seek to create an employee experience based on the following Human Capital (HC) touchpoints:



## OUR HUMAN RESOURCES POLICY

Rogers is committed to a Human Resources approach that is:

- People centered
- Solutions focused
- Capability driven

We see a career at Rogers as a lifecycle, starting with the recruitment and potentially ending when people leave the company: we have carefully drafted our HR policies and commitments to cover each step of the lifecycle in a relevant manner, as reflected in the adjacent infographic, and to ensure a positive experience for our employees at each "touchpoint".

## HEALTH & SAFETY

Our utmost priority is the health and safety of our teams. Our Health & Safety policy aims first and foremost to prevent accidents across the Group. In 2019, 1,875 of our employees underwent safety

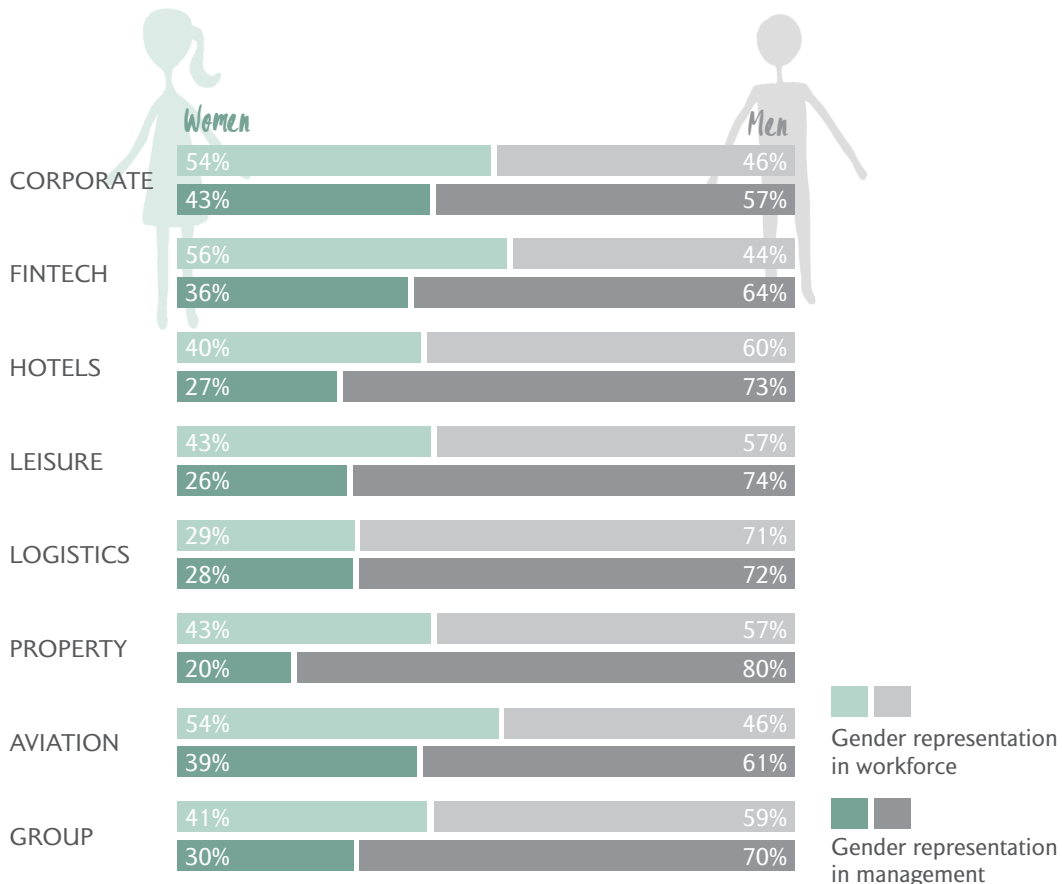
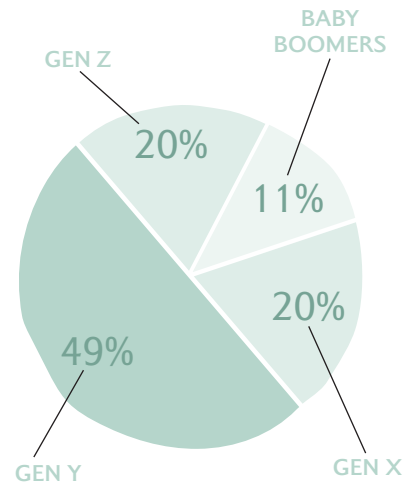
training, and experienced only 457 lost man-days (down from 869.5 in 2018), an excellent result for a Group of over 4,000 employees. We aim to do even better in 2021.

## DIVERSITY

As Mauritians anchored in a deeply multicultural country, diversity is at the heart of our DNA. At Rogers, we pride ourselves in the diversity of our workforce, which we believe is one of our strengths. Rogers is an equal opportunities employer; intergenerational and gender diversity are already a reality in our teams. Indeed, some of our business units

even feature a majority of women employees (Corporate and Fintech). Equal compensation is guaranteed under Rogers' compensation policy which awards salaries based on a position's level of responsibility and expertise, regardless of age or gender.

Moreover, we carry a Performance Management System in all served markets to ensure that promotions, increases and bonuses are linked to performance.



## EMPLOYEE DEVELOPMENT

At Rogers, we are dedicated to developing our human capital through the Rogers Academy, which aims to develop and enhance leadership within our teams via ongoing programmes:

- ▶ **Management Development**, our course for new managers and aspiring managers - since 2016
- ▶ **RISE**, our enhancement programme for sales teams across the Group – since 2018
- ▶ **Specific trainings** such as interviewing skills for managers and Neuro-Linguistic Programming

In 2019, Rogers employees received an average of 5 man-days of training per year compared to 3 man-days in 2018.

Engagement surveys are conducted across the Group every 2 years and followed up with specific action plans to boost engagement.

# Bel Ombre, a safe and thriving harbour

Rogers Group's activities in Bel Ombre is of particular importance as they occur between the lagoon and the high-quality native forest."

*Mary-Ann and Owen Griffiths*

## BEL OMBRE AT A GLANCE



Bel Ombre is a gem of tropical nature found in a UNESCO Man and Biosphere (MAB) reserve and a highlight of international tourism in Mauritius, where Rogers has been present since 1899 and currently operates some of the Group's most prized hospitality, agricultural, leisure and property activities:

- ▶ 1 19<sup>th</sup> century mansion
- ▶ 2 hotels + 1 hosted B&B
- ▶ 1 Beach Club
- ▶ 288 villas on completion
- ▶ 1 Golf Club + 1 GEO-certified golf course under construction
- ▶ 428 ha of land cultivated and 2 greenhouses for smart agriculture
- ▶ some 30,000 visitors hosted/year
- ▶ 14 leisure experiences (trekking, quad, tours, etc.)

## OUR VISION AND GOVERNANCE TO THRIVE

On our journey towards sustainability, Bel Ombre is Rogers' safe and thriving harbour, at the same time our starting point and our destination.

Here, we are blazing new trails for sustainability and inclusiveness on our island and are committed to working together with our community to make

Bel Ombre a world-class leader of sustainable living and agritourism that truly benefits local communities and international visitors. At the cutting-edge of the Group's sustainability practices, we aim to make Bel Ombre our sustainability lab and the island's spearhead towards a thriving and sustainable future.

Our purpose is to make Bel Ombre a great place to live and visit, the land where nature flourishes and people thrive. As such, we have a territorial

brand "Bel Ombre. Lamer. Later. Lavi" to carry our vision. We are committed to establishing:

a sustainability governance to plan, implement and monitor our progress

a continuous stakeholder dialogue and private-public partnerships

a series of cutting-edge sustainability initiatives and policies

**BELOMBRE**  
LAMER. LATER. LAVI.

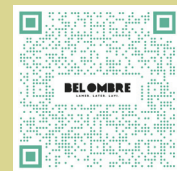
[www.belombre.com](http://www.belombre.com)

	Thriving nature	Thriving economy	Thriving cultures
ACHIEVEMENTS	2 Green Key certified hotels	X	
	1/2 hotels features solar powered hot water	X	
	4 breakwaters and artificial reefs created along the beach	X	
	Seashell museum	X	
	Fisherman sensitisation	X	
	Water-ski zoning	X	
	Lagoon directory and lagoon management	X	
	Endemic species protection	X	

GOALS AND NEXT STEPS	Implement pilot renewable energy projects	X		
	Promote natural heritage (UNESCO Man and Biosphere)	X		
	Setup a waste management system	X		
	Biodiversity preservation and restoration projects	X		
	Charter a sustainable purchasing policy		X	
	Promote farm-to-folk		X	
	Support for local entrepreneurship		X	
	Implement a sustainable construction charter			X
	Valorise our local gastronomy			X

## TOWARDS OUR DESTINATION: BEL OMBRE' SUSTAINABILITY CHARTER

Rogers took a decisive step to provide Bel Ombre with a clear vision by establishing a Sustainability Charter for operations in the area, which will serve as our compass on this ambitious journey, focusing on the following 3 pillars:



Download  
the full charter

### THRIVING NATURE

In these challenging times, Bel Ombre is a tropical haven featuring a thriving ecosystem, both on land and at sea. We are committed to preserving the region and fighting climate change by fostering biodiversity through a ridge-to-reef approach, tracking and reducing our carbon footprint and fostering the emergence of a circular economy.

### THRIVING ECONOMY

We intend to make Bel Ombre's economy as abundant and prosperous as the tropical nature so characteristic of this land and strive to ensure our business creates wealth for all, with no one left behind. Our goal is to co-create a safe and vibrant haven with and for our community by promoting a "buy-and-hire" local approach fostering innovation and local leadership, and developing sustainable agriculture.

### THRIVING CULTURES

Our goal is to make Bel Ombre a shining example of the Mauritian way of life by celebrating local culture and heritage, fostering sustainable living and promoting wellness in our community.

		BEL OMBRE SUSTAINABILITY CHARTER		
		Thriving nature	Thriving economy	Thriving cultures
ROGERS SUSTAINABILITY CHARTER	Climate: Set a target and migrate towards zero carbon	SDGs 7/13/17		
	Circular Economy: Reduce waste production and recycle more than 75% of waste produced	SDGs 12/17		
	Biodiversity: Preserve and protect the local species both on land and at sea	SDGs 6/13/14/15/17		
	Inclusive Development: Onboard more local employees and reduce pockets of poverty in regions where we operate		SDGs 1/2/3/4/5/8/10/17	
	Vibrant communities: Work towards proactive integration of local communities, responsible development with more sustainable building practices			SDGs 9/11/17

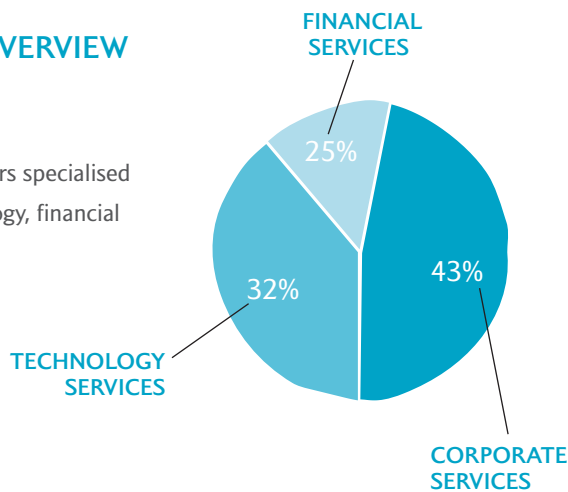


# OUR BUSINESS UNITS

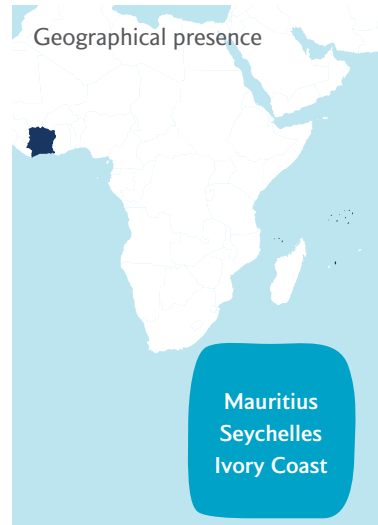
## Fintech

### BUSINESS OVERVIEW

Rogers Capital offers specialised corporate, technology, financial services.



% revenue 30 June 2020



“Rogers has the potential to become a major digital and technology player in Sub-Saharan Africa.”

**Ken Peenoosamy**  
(CEO, Economic Development Board)





## Governance

### MAIN ACHIEVEMENTS, INITIATIVES AND POLICIES

Rogers Capital launched its Go Green Initiative Programme (GGIP) in 2019 to pilot its environmental action via:

- ▶ appointing a GGIP coordinator and the Rogers Capital Green Committee
- ▶ environmental training
- ▶ mapping environmental issues
- ▶ recommendations for E-waste management



## Vibrant communities

- ▶ Data privacy  
Data privacy ensured via dedicated policies both at Group level and within each of our activities
- ▶ Transparency  
Operations conducted in compliance with the Rogers Group Code of Ethics as well as the country's Financial Services Commission (FSC) and monitored via yearly audits
- ▶ Financial literacy  
Rogers Capital fosters job readiness and financial literacy among Mauritian youth by offering specific training in partnership with the Junior Achievement Mascareignes association
- ▶ Art patronage  
Rogers Capital launched an online gallery to promote local artists and collaborated with ZeeArts for MIAF (Mauritius International Art Fair)



## Climate

- ▶ 182 endemic trees planted at La Citadelle, equivalent to 38.6kg of carbon offset/person



## Circular economy

- ▶ 3.3 tons of paper recycled

## GOALS AND NEXT STEPS



## Climate

- ▶ Launch green microcredit offers in 2022 for:
  - electric and hybrid cars
  - solar water heaters and photovoltaic panels for Mauritian households
- ▶ Reduce electricity consumption by 5% on a yearly basis



## Circular economy

- ▶ Decrease waste production in the workplace by 10% by reducing plastic bottles, paper or plastic dishes, paper cups and by shifting to real dishes and silverware. We provide filtered water since January 2020
- ▶ Move towards zero paper - use less paper, print smarter and use of a recycling bin
- ▶ Establish an E-waste recycling plan by 2022

(2) for more information:

<https://www.rogerscapital.mu/wp-content/uploads/2019/12/data-protection-corporate.pdf>  
[https://www.rogerscapital.mu/wp-content/uploads/2019/04/Data-Protection-Notice\\_RCTS.pdf](https://www.rogerscapital.mu/wp-content/uploads/2019/04/Data-Protection-Notice_RCTS.pdf)  
<https://www.rogerscapital.mu/credit/data-protection/>

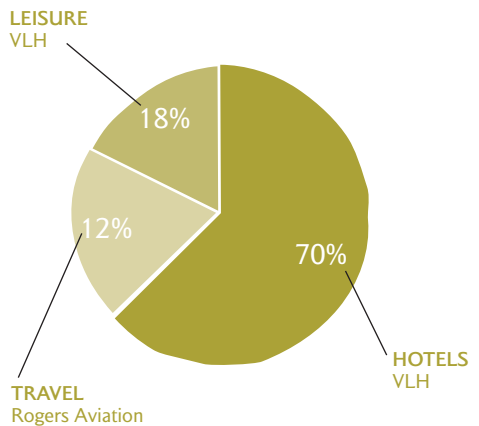


# OUR BUSINESS UNITS

## Hospitality

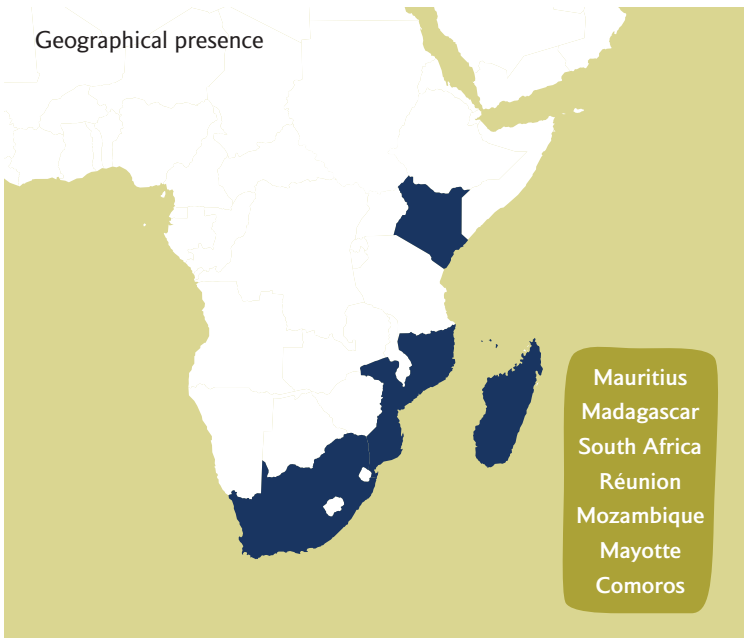
### BUSINESS OVERVIEW

The Rogers Group Hospitality activities include operations in travel, hotels and leisure.



% revenue 30 June 2020

### Geographical presence



### MAIN ACHIEVEMENTS, INITIATIVES AND POLICIES



#### Climate

#### VLH

- ▶ Green Key certifications - 2/7 hotels
  - ▶ Energy audits - 6/7 hotels
- PNEE Audit recommendations implemented so far have led to

a 11% reduction in electricity consumption (replacement of lights by LED, solar water heaters, inverter air conditioners)

- ▶ Solar powered hot water - 2/7 hotels
  - Centralised at Awali
  - Individual at Veranda Palmar
- ▶ Geo-certified golf in the Indian Ocean

#### Rogers Aviation

- ▶ Gas forklifts progressively replaced: 50% of electric forklifts



#### Governance

VLH underwent an overhaul of the company's sustainability approach in cooperation with Amethis, setting up:

- ▶ Monthly sustainability meetings
- ▶ Sustainability Manager and Coordinator for Heritage and Veranda hotels
- ▶ Sustainability committees set up in all hotels
- ▶ Sustainability dashboard established to monitor progress

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## Circular economy

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### VLH

- ▶ Waste management established:
  - at both Heritage resorts and in 2/5 Veranda hotels
  - expansion to other 3 Veranda Resorts planned and budgeted for 2021
- ▶ Providing waste sorting on all premises for paper, glass and plastic packaging
- ▶ Recycling at Heritage Resorts:
  - 73% of all waste
  - 100% of wastewater reused for irrigation
- ▶ Collecting food surpluses to avoid wastage through FoodWise, an NGO

### Rogers Aviation

- ▶ “Reduce, Reuse & Recycle” concept promoted in offices
- ▶ Collection and recycling of plastic caps with Surfrider Mauritius
- ▶ Reuse of plastic wrappings and wooden pallets

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## Biodiversity

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### VLH

- ▶ Monitoring of beach erosion at Heritage resorts
- ▶ Yellow Submarine and Lagoon Directory initiatives to promote awareness of marine life in Bel Ombre
- ▶ Educational tours such as the Biosphere Guided Trek

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## Inclusive development and vibrant communities

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### VLH

- ▶ VLH and other business units employ around 20% of Bel Ombre’s workforce
- ▶ 84% of suppliers are local
- ▶ Heritage Resorts Academy for recruiting local talent, creating opportunities and improving social mobility locally
- ▶ FoodWise initiative: 3,086 meals to underprivileged people
- ▶ During confinement, over 150 families in Bel Ombre and Solitude benefited from VLH food packs distributed by Caritas

### Rogers Aviation

- ▶ Gender equality policy

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## GOALS AND NEXT STEPS

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## Governance

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### VLH

- ▶ Implement sustainability dashboard and report monthly on KPIs

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## Climate

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### VLH

- ▶ Achieve Green Key certification of all hotels by 2021

### Rogers Aviation

- ▶ Offset the carbon footprint of travellers

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## Circular economy

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### VLH

- ▶ Launch upcycling projects by 2021: Linen (to make objects for our hotels and uniforms for our staff), cooking oils, soaps from hotels (Soap for Hope), bottle caps from locally recycled aluminium

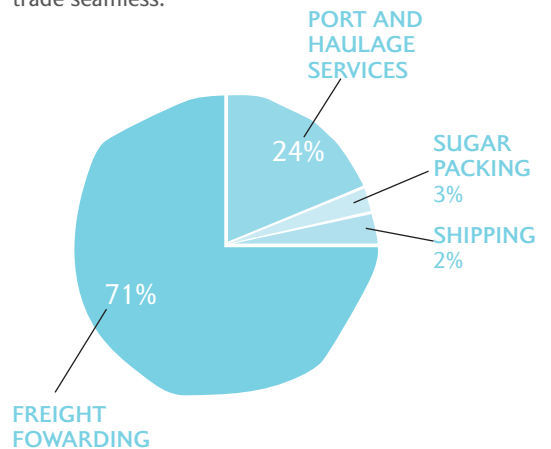


# OUR BUSINESS UNITS

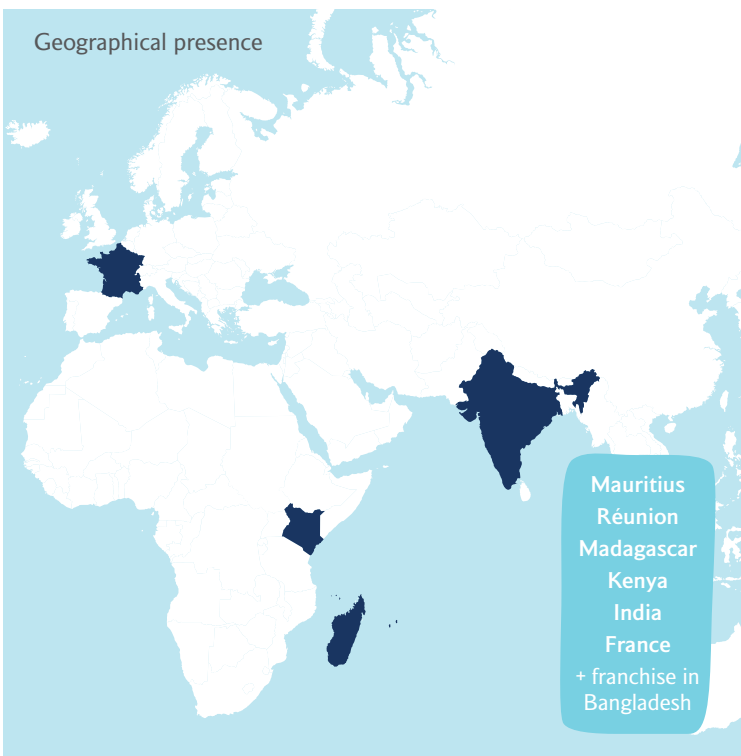
## Logistics

### BUSINESS OVERVIEW

Velogic is a one-stop logistics platform using its established capabilities and in-depth expertise to offer solutions that make complex international trade seamless.



% revenue 30 June 2020



“We invested in Velogic because we have full confidence in the quality of the company’s management and indeed, they implemented all of our recommendations to improve their health and safety standards.”

*Malvina Pau*

*(Environmental, Social and Governance Manager, Amethis)*

## MAIN ACHIEVEMENTS, INITIATIVES AND POLICIES



### Governance

Velogic has established:

- ▶ a sustainability committee
- ▶ an environmental policy
- ▶ a procurement policy which includes environmental criteria



### Circular economy

- ▶ Recycling established for:
  - Paper: 3.6 tonnes
  - Used oils: 1.6 tonnes
  - Tyres
  - Scrap metal
  - E-waste
  - Wastewater
- ▶ Wooden pallets are reused
- ▶ Launched business for upcycling of old containers into houses, offices, or storage areas



### Climate

- ▶ Reduction of carbon emissions by providing eco-friendly driving training to truck drivers



### Biodiversity

- ▶ Awareness-raising through clean-up for World Oceans Day

## GOALS AND NEXT STEPS



### Circular economy

- ▶ Pilot project to use rainwater for truck cleaning



### Climate

- ▶ Implement a solar PV project
- ▶ Launch a carbon calculator and offset tool for customers





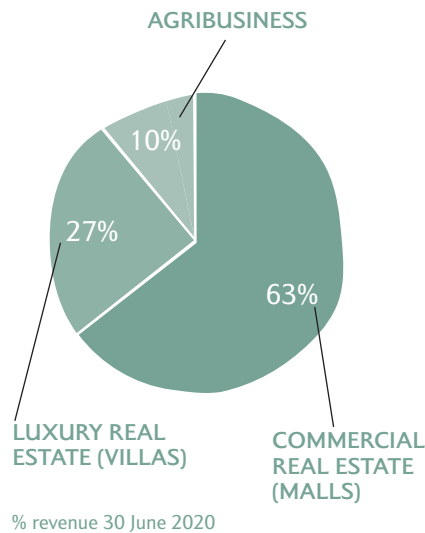
# OUR BUSINESS UNITS

## Property

### BUSINESS OVERVIEW

The Rogers Group's property activities include operations in:

- ▶ Property Investment (Ascencia)
- ▶ Agribusiness (Agría)
- ▶ Property Development (Les Villas de Bel Ombre, VBO)



#### Geographical presence



Mauritius

“Agría, a subsidiary of Rogers Group is becoming a key player in local produce, in particular to steer production towards sustainable agriculture, with fewer pesticides than most other players on the island.”

*Thierry Vallet*  
(General Manager, Afrasia Bank)

#### ASCENCIA

- ▶ 7 malls
- ▶ 129,404 m<sup>2</sup> of gross lettable area
- ▶ 506 tenants
- ▶ Listed company on the Stock Exchange of Mauritius

#### AGRÍA

- ▶ 3,000 ha of owned land
  - 469 ha of cultivated land
  - 2 greenhouses of 2,500 m<sup>2</sup>
- ▶ Main products:
  - Sugar: 1,847 tonnes
  - Pineapple: 90 tonnes
  - Coffee: 8 tonnes
  - Deer meat: 58 tonnes
  - Palm trees: 15,000

#### VBO

- ▶ 162 villas sold and 288 villas being completed

## MAIN ACHIEVEMENTS, INITIATIVES AND POLICIES



### AGRĪA

- ▶ Composting waste from hotels and villas



### ASCENCIA

- ▶ Tree conservation on site at Bo'Valon Mall



## Climate

### ASCENCIA

- ▶ Renewable energy
  - Up to 25% of energy consumption in 4/7 malls from solar energy
  - Photovoltaic farms (3.7M kWh)
- ▶ Energy efficiency: a digital platform to meet operational excellence objectives will benefit Ascencia in monitoring and reducing its utilities consumption



### ASCENCIA

- ▶ INI'VeRT campaign to sensitize stakeholders - tenants, employees and visitors, on sustainable actions. Green markets are among the various activities which are held during the year

### AGRĪA

- ▶ Online shopping website launched to sell local produce grown by AgrĪa (vegetables, fruits, biltong, pheasant, deer meat, etc.)
- ▶ Chamarel coffee: locally grown, locally sold by AgrĪa (8 tonnes)

### VBO

- ▶ Long-term support to 2 NGOs, Caritas and Lovebridge

## GOALS AND NEXT STEPS



### ASCENCIA

- ▶ Pilot project to produce biogas from all restaurant waste to fuel air conditioning systems



### AGRĪA

- ▶ Launch beekeeping pilot project



## Climate

### ASCENCIA

- ▶ Increase electricity production from PV farms to 5.9M kWh solar energy to 30% of total consumption in all malls

### AGRĪA

- ▶ Reduce carbon footprint and fuel consumption



### ASCENCIA

- ▶ Launch of the B'Local initiative to support the local economy

### AGRĪA

- ▶ Launch of food truck selling locally grown produce across the island

### VBO

- ▶ Sustainable Smart Living Plan

# Initiatives under the Rogers Foundation

Rogers Foundation is the entity that drives the implementation of Rogers' Sustainability and Inclusiveness agenda. It supports various causes, focusing on the following two priorities:

- Protecting coastal ecosystems
- Inclusive development

## PROTECTING COASTAL ECOSYSTEMS

Our coastal and marine ecosystems are increasingly threatened by human activities and climate change. With some 19% of GDP generated from tourism, coastal ecosystems are vital to Mauritius.

Since 2013, through the Respect our Coast programme, the Rogers Foundation has worked actively to educate citizens and encourage them to adopt responsible behaviours to foster coastal preservation.

## Reef Conservation



Reef Conservation is an NGO working on the conservation and restoration of the coastal and marine ecosystems of Mauritius. Reef Conservation is also an associate member of the Foundation for Environmental Education (FEE) and is the national operator of Eco-Schools and Young Reporters for the Environment. With a team of qualified professionals, it aims to promote sustainable use of coastal and marine biodiversity through local and regional efforts in partnership with local stakeholders. The Rogers Foundation supports Reef Conservation on 3 main projects:



**1** Bis Lamer is a "marine mobile education unit", offered by the Rogers Foundation. It aims to bring marine science and raise awareness about environmental issues such as biodiversity loss, climate change and pollution to companies, civil associations, schools, as well as the general public using specific tools for each kind of audience (maps, games, polyp 3D Model).

▶ 44,962 persons have been sensitised since 2014

**2** Eco-Schools is a world-wide school programme working to engage young people in becoming actors of positive change. Reef Conservation is the national operator for the implementation and coordination of Eco-Schools programme in Mauritius under the aegis of the Foundation for Environmental Education. The NGO develops specific trainings and learning tools for joining schools.

▶ 170 Eco-Schools are registered in Mauritius in 2020

**3** Reef Conservation coordinates the Young Reporters for the Environment (YRE) under the aegis of the Foundation for Environmental Education. YRE aims to empower young people aged between 11 to 25 – encouraging their critical thinking and to voice out their views on the environmental and social issues in Mauritius through investigative reporting, photography and video journalism.

▶ 20 Mauritian schools registered to the YRE programme in 2020

## INCLUSIVE DEVELOPMENT

Poverty eradication is the first of the United Nations Sustainable Development Goals. According to national statistics, the region of Bel Ombre features one of the highest poverty rates in Mauritius. The

Rogers Foundation is committed to bridge the poverty gap in the region by providing financial and technical support to renowned local NGOs, namely Lovebridge, Caritas and Foodwise.

### Lovebridge

LOVE BRIDGE  
Nou ensam ar twa!

Lovebridge strives to fight extreme poverty using an innovative methodology based on long-term solidarity and inclusive empowerment with tailored psychosocial support. Lovebridge focuses on improving the following six pillars:

- Employment
- Health
- Housing
- Education
- Nutrition
- MASCO (Motivation, positive Attitude, Skills and Courage)

Each family has its own profile, challenges and objectives and the Lovebridge team adapts itself to these as the beneficiary families remain the sole decision-makers for their life path. The families are then carefully followed by a social worker. The strategies and action plans are devised for each beneficiary family with the objective of bringing them towards empowerment.

- ▶ 22 families supported in the region of Bel Ombre
- ▶ 73% of the families have made significant progress



### Caritas

Caritas  
ILE MAURICE

Since 2016, the Rogers Foundation has been supporting Caritas Bel Ombre, a local NGO working with vulnerable families to help them address their basic needs. Most notably, the Foundation provided a building for Caritas to host its “Centre d’Éveil Les Tilous” where children aged 2 to 3 years old are cared for. This programme helps prepare young children for primary school, aiming to help them fulfil their potential in the long term.

To assist the development of these children and to encourage school attendance, Caritas also provides daily meals to underprivileged children attending the Bel Ombre Primary School. This initiative also provides the opportunity for Caritas social workers to keep an eye out for social and domestic problems and intervene whenever necessary.

- ▶ Each year around 25 children receive a stimulating education through the Centre d’Éveil
- ▶ 30 children supported yearly through the nutrition programme

FoodWise



Heritage Resorts has launched an initiative in collaboration with FoodWise. The goal is to retrieve, preserve and distribute leftover food (notably from hotel buffets), through an official distributor, to beneficiaries. This initiative reduces food waste and greenhouse gas emissions, but also provide food to struggling communities. Today, all our leftovers from our hotels in Bel Ombre are sent to Safire, another NGO at Riambel. According to the Food and Agriculture Organisation of the United Nations (FAO), one-third of the food produced globally is wasted; if this food was properly distributed, it would be enough for those in food poverty four times over.

More recently, Rogers Foundation has sponsored the Rejuice bar project of FoodWise which transforms leftover fruits and vegetables into delicious juices.

► **25 children benefit from the programme with Heritage Resorts**



## Heritage Resorts Academy

Heritage Resorts has a long history of working with local NGOs and schools to educate young people in the region of Bel Ombre. The Heritage Resorts Academy offers young people training, with the possibility of being employed after the course. In spite of COVID-19 pandemic, courses are maintained. This project promotes economic inclusion and offers professional development opportunities and make it easier to recruit qualified individuals who share Heritage Resorts' brand values. We define economic inclusion as a balanced "give-and-receive" relationship between people and the economy in which they evolve.

► **15 young people have already graduated and 11 are actually completing the course**

# Our successful inclusiveness stories



## Laure Honouré

### Waitress at Heritage Awali (Heritage Resorts Academy Alumni)

Laure has been working at Heritage Awali for the past year. After finishing her School Certificate (SC) at SSS Rivière des Anguilles, she worked in multiple fields but felt she was missing career guidance. The Basic Skills in Restaurant Course that she completed at Heritage

Resorts Academy brought her the expertise and confidence she needed to build her career in the hospitality business. She now feels empowered and values her financial independence as well as her work-life balance. Laure is now ready to pursue her ambition of becoming a Food & Beverages (F&B) Manager.

## Avinash Chonee

### Operations Manager at Heritage Golf Club

Avinash was born and raised in Bel Ombre. Since his very young age, Avinash was already somehow linked to the Rogers Group as his grandparents and parents all worked for the Compagnie Sucrière de Bel Ombre, now known as Agrià. At 19 years old, he landed his first job as a porter at Heritage Golf Club (HGC) and since then achieved a

remarkable journey. He was soon promoted to Attendant to Pro-Shop, Supervisor to Pro-Shop, Operations Supervisor and is now proudly the Operations Manager for the most renowned Golf Course of the Indian Ocean. Having a real call for sports, Avinash was sponsored by HGC to pursue golf studies and is actually PGA-certified. Proud

of the conviviality and charm of his hometown, Avinash puts his expertise at the service of HGC and wants to actively participate in the development of the 2<sup>nd</sup> Golf Course which will be operational in 2022.



## Jean-Desvaux Geerdarry

### Head Sommelier at Heritage le Telfair



Jean-Desvaux was also born and raised in Bel Ombre. He joined the hotel industry while

waiting for his SC results. Three years in and he had attained the expertise of a chef de rang at a gastronomic restaurant level. When the first VLH opened its doors, Jean-Desvaux was employed as a waiter and formalised his expertise at l'Ecole Hôtelière Sir Gaëtan Duval in 2008. Following that, Jean-Desvaux discovered the world of wines thanks to oenologist Alexander Oxenham, and ended up joining French Sommelier

Olivier Gastal's team at Heritage Le Telfair. Strong of what he learned, Jean-Desvaux competed for the 2012 Best Sommelier of Mauritius and was chosen as a semi-finalist. This propelled him to Assistant Sommelier. In 2015, he competed again for Best Sommelier of Mauritius under the supervision of Sébastien Vallet and ranked 2nd. He is now Head Sommelier at Heritage Le Telfair, Heritage Le Château and Heritage C Beach.

# Glossary

## BIODIVERSITY

Nature is abundant, especially in Mauritius, and that is exactly what biodiversity is all about. It refers to the broad variety of species that make up life on Earth, both on land and at sea. Mankind is part of biodiversity, interdependent with all living species, including plants that produce oxygen and transform solar light into food via photosynthesis.

## CARBON FOOTPRINT

Carbon footprint is an estimated measurement of the amount of carbon dioxide that is produced annually and emitted into the atmosphere by the direct and indirect actions of any company, individual, household, building, country, etc.

## CARBON OFFSETTING

The most appropriate way to fight climate change is to reduce carbon emissions caused by human activities, but carbon offsetting is an additional approach that consists in financing so-called "carbon sinks" (such as forests, mangroves, soil, etc.) that absorb more carbon than they release, thus acting as a "compensation" for emissions yet to be reduced.

## CIRCULAR ECONOMY

Nothing is created, nothing is lost, everything is transformed – this law of natural ecosystems is the golden rule for a circular economy, where waste is reused, recycled or used as raw material for manufacturing other products, creating closed loops (vs. linear processes) that radically reduce both the need for new raw materials and the production of waste, with the aim of reaching zero waste.

## CLIMATE CHANGE

Climate change is the global phenomenon of climate transformation caused by human activities (especially increased levels of atmospheric carbon dioxide produced by the use of fossil fuels) and resulting in significant changes in global or regional climate patterns (temperature, precipitation, etc.).

## INCLUSIVE DEVELOPMENT

Reducing inequalities and making sure economic growth benefits as many people as possible, that is what inclusive development is all about: aiming to increase human well-being along with social and environmental sustainability, and reach zero poverty.

## SOCIO-ECONOMIC FOOTPRINT

Socio-economic footprint is a company's contribution to the local economy of a given region, measured in terms of wealth generated (GDP measured in Rs, €, \$, etc.) or numbers of jobs created or supported by the company's activities, directly but also indirectly (via procurement and supply chain) as well as in an induced way (via taxes, employees' consumption, etc.).

## SUSTAINABILITY

Sustainability refers to an approach of human activities that aims at meeting the needs of the present without compromising the ability of future generations to meet their needs. Sustainability includes three main pillars: environmental, social and economic, often also referred to as planet, people and profit.



For more information  
about this report or Rogers Group  
Sustainability approach, please contact:

**Mehul Bhatt**

Chief Development Executive (Strategy & Sustainability)

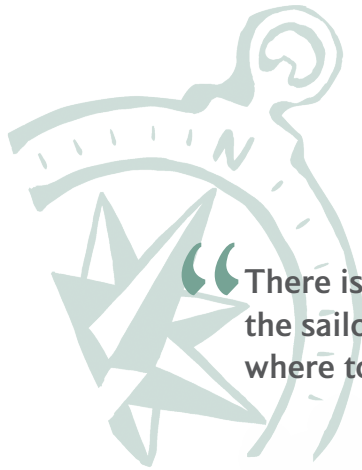
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“There is no favourable wind for the sailor who does not know where to go.”

*Lucius Annaeus Seneca*  
(Roman Philosopher)

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The Carbon footprint of this report will be offset through endemic tree planting in Bel Ombre by Rogers Foundation which is a proud initiative of Rogers.

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