

CONSTANCE

LA GAIÉTÉ COMPANY LIMITED

CORPORATE SOCIAL
RESPONSIBILITY
REPORT 2023

CORPORATE SOCIAL RESPONSIBILITY REPORT

CORPORATE VALUES

Constance Group (“Group”) pursues the enhancement of corporate values through sound and ethical business practices. To fulfil this objective, it continually undertakes Group-wide initiatives to strengthen its corporate governance structure; maintain sound employment practices, ensure a healthy and safe workplace, quality and job-related training; and to protect and preserve the environment in which its member companies operate, through efficient resource management and utilisation. The Group also plays an active role in poverty eradication and the furtherance of a sustainable society, through social contribution programmes.

In recent years, Constance Group has more closely aligned its social and environmental responsibilities with its business strategy to reflect the Group’s vision and values in a relevant manner. Its ultimate objective, in doing so, is to fully instil its values into the business practices of its member companies, with emphasis on the effective management of their economic, social and environmental obligations.

SHAREHOLDERS

The Company communicates with its Shareholders through its Annual Report, the publication of its quarterly results and other communiqués on its website and at its Annual Meeting.

The Board is committed to promoting an open and transparent communication with its shareholders to ensure they receive the correct and adequate information while upholding a dependable relationship with them. Communication with the Company’s shareholders has been enhanced as a comprehensive set of corporate documents and publications can be accessed through its website in a timely manner.

EMPLOYEES

The Company places emphasis on the training and development of its employees, and is committed to providing and maintaining a safe and healthy working environment for them. Regular feedback is sought to ascertain their level of performance and satisfaction, and to ensure their continual improvement and motivation.

CONTRACTORS AND SUPPLIERS

The Company is committed to promoting a good and sustainable relationship with its contractors and suppliers, whilst maintaining the highest standards of ethics and integrity in its dealings with them.

HEALTH & SAFETY

The Company has a part-time Health & Safety (H&S) Officer and implements appropriate policies. The Health & Safety Officer is tasked with ensuring that employees and Management are fully aware of the risks at the workplace, the Company’s safety guidelines are adhered to by identifying the critical risk controls related to individual work practices, monitoring activities, and verifying the controls’ effectiveness, so that all employees develop and embrace a safety culture around their actions and operations, and undertake their tasks in a safe and conducive working environment.

ENVIRONMENT

The Company recognises its obligations to respect the environment and adopts best practices to minimise impacts from its operations. As a responsible entity, it also strives to select business partners that operate sustainably.

CORPORATE SOCIAL RESPONSIBILITY

Mission

As part of its mission, the Company cares for the well-being and development of its operations’ neighbouring communities. The Company considers its Corporate Social Responsibility (CSR) involvement and contributions as investments that bolster the sustainable development of the community.

CORPORATE SOCIAL RESPONSIBILITY REPORT

CORPORATE SOCIAL RESPONSIBILITY (continued)

Fondation Constance

Fondation Constance is the entity that is responsible for the implementation of Constance Group’s CSR programmes through its CSR committee. The latter reports to the Corporate Governance Committee, which recommends the approval of Fondation Constance’s annual programme to the Board and monitors its performance on a quarterly basis.

Objectives

Constance Group’s CSR policy is guided by a set of three objectives:

1

Care for the well-being and development of the community in which it operates, including the safeguard of the environment.

2

Ensure that the Group’s involvement and contribution makes a difference.

3

Establish that Corporate Social Responsibility is not charity, but an investment intended to bear a positive and sustainable impact on the community.

Whilst Fondation Constance extends its commitments to high-impact projects at national level, it tends to give priority to projects in the region in which its Group member companies operate. This gives the Group a wider opportunity to reach out to its local stakeholders.

Donation Policy

The Group’s allocation of funds follows a specific donation policy that is meant to:

- Ensure that all its donations are compatible with its business activities and reflect its respective values and objectives.
- Support people and communities at both local and national level, with the aim of making their lives better and giving them opportunities that they might otherwise not have access to.
- Enhance and safeguard the natural environment.

	The Group		The Company	
	2023	2022	2023	2022
	MUR’000	MUR’000	MUR’000	MUR’000
Under the aegis of Fondation Constance	1,000	1,000	1,000	1,000
Others	106	6	106	6
Total	1,106	1,006	1,106	1,006

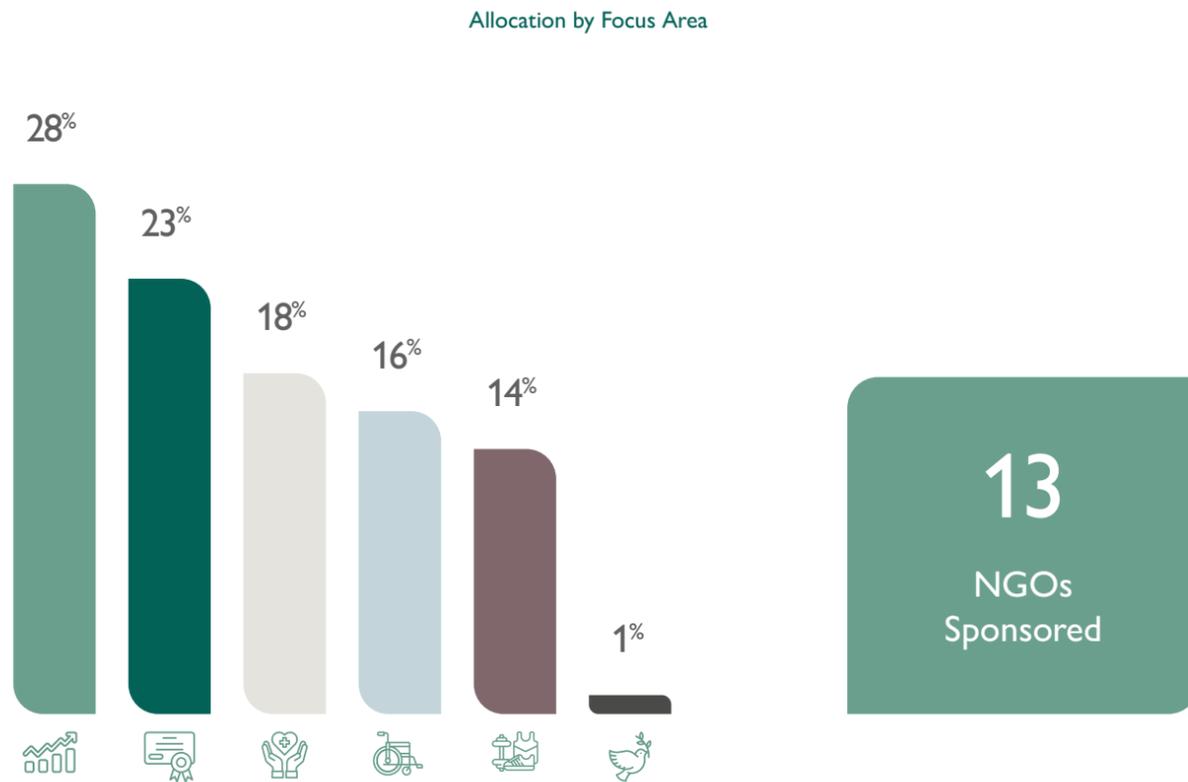
CORPORATE SOCIAL RESPONSIBILITY REPORT

CORPORATE SOCIAL RESPONSIBILITY (continued)

Fund Allocation of Fondation Constance

During 2023, the financial resources available to Fondation Constance were used to fund projects in 6 focus areas. It supported 13 NGOs.

Fund Allocation by Focus Area, Year Ended 31 December 2023



- Socio-Economic Development
- Education & Training
- Health
- Support to Persons with Disabilities
- Sports
- Peace and Nation Building

CORPORATE SOCIAL RESPONSIBILITY REPORT

CORPORATE SOCIAL RESPONSIBILITY (continued)

Socio-Economic Development

Service d'Accompagnement, de Formation, d'Insertion et Réhabilitation de l'Enfant (SAFIRE)

With increasing demand for monitoring of street children, Fondation Constance had reviewed upward its financial support to SAFIRE, an NGO engaged in the promotion of the rights of street children. This collaboration targets children living in the regions of Mauritius where member companies of the Constance Group operate. This year, one student has participated in the Street Child Cricket World Cup 2023 in India.

Caritas – Ste Ursule (Boutique Solidaire)

Fondation Constance continued to support Caritas – Ste Ursule in its fight against poverty, through the Boutique Solidaire, and to encourage the personnel of the Constance Group of companies to engage in charitable activities, Fondation Constance coordinated the initiative to provide vulnerable families with basic necessities.



Education and Training

Education & Training remained one of the priority areas of the Constance Group of Companies. In this respect, Fondation Constance committed its support to the following:

Association Étoile de Mer

An NGO dedicated to the development of quality non-formal education programmes for around 40 underprivileged children who are excluded from the formal education system.

Friends of the Poor

Schooling support was sponsored for 9 underprivileged children from the eastern region of Mauritius.

Scholarships

Fondation Constance believes in the empowerment of communities through education. Scholarships are awarded annually to the four best Primary School Achievement Certificate (PSAC) pupils from the Poste de Flacq Government and Flacq Post RCA schools, to cover their secondary studies and enhance equitable and quality secondary education, leading to relevant and effective learning outcomes.

During 2023, 29 students benefitted from the scheme.

CORPORATE SOCIAL RESPONSIBILITY REPORT

CORPORATE SOCIAL RESPONSIBILITY (continued)

Health

Centre d'Accueil de Terre-Rouge (CATR)

Fondation Constance continued to financially support the CATR, an NGO which counsels drug addicts and is developing a programme to strengthen the prevention and treatment of drug addiction.

Counselling and sensitisation sessions continued to be offered to the community by CATR in 2023.

With its 15 seater van fully sponsored by Fondation Constance, CATR has intensified its sensitisation campaigns in the east.

AILES (AIDE-Infos-LIBERTÉ-ESPOIR-SOLIDARITÉ)

On World Hepatitis day, with the financial support of Fondation Constance and the collaboration of other NGOs, AILES engaged in its fight against HIV and drug abuse, and, in accompanying children living with HIV, organised an awareness campaign at Poste de Flacq.



Supporting Persons with Disabilities

Centre Joie de Vivre

Fondation Constance continued to live up to its engagement as a socially-responsible organisation through the sponsorship of Centre Joie de Vivre. It partially contributed towards the acquisition of a mini-van to transport its students and facilitate a home visiting service.

Constance Generosity Challenge

Through a non-stop cycling event organised by Fondation Constance and employees of the Group, funds were raised to support the training camp for Mauritian para-athletes in preparation for the 2024 Paralympic Games in Paris. Employees were invited to pedal for 12 hours, taking turns on stationary bicycles placed in all the Group's entities in Mauritius.

CORPORATE SOCIAL RESPONSIBILITY REPORT

CORPORATE SOCIAL RESPONSIBILITY (continued)

Sports

Constance Cycling Academy

'Fondation Constance' plays a key role in the promotion of sports and leisure activities in the eastern region of the island. It pursues its mission in the development of our young people as responsible citizens through the practice of sports, especially cycling. With this in mind Fondation Constance gives its full support to the Faucon Flacq Sporting Club (FFSC), which nurtures the growth of young cycling enthusiasts mainly from vulnerable backgrounds. Thus, since its establishment, the Constance Cycling Academy, under the auspices of Fondation Constance, has offered the chance to a significant group of young people to shine and demonstrate their talent in this field.

Around fifteen youngsters are currently being trained four times a week. We still maintain our supremacy in the young girls' category, especially in the under-17 where Strella Nizalin won the title of champion ahead of none other than Adriana Charlot, another rider who is proving herself within the Academy. A great performance highlighting the efforts being put in, not to mention the training courses bringing as well the expected results.

In the same vein, Fondation Constance facilitated a 5-week internship for three young riders in France. On their return, they achieved the feat in winning the Tour de la Réunion in the youth category. Juliano even caught the eye by joining the facilities of the World Cycling Centre for a training camp, which bodes well for his upcoming participation in the World Championships 2025, to be held in Rwanda.

There is no doubt about the enthusiasm of these young people which can only consolidate our desire to move forward, shielding them from harmful influence when talking about social ills and bad habits.

The Constance Cycling Academy will do everything it can to solidify this course of action.

Networking

Community Working Group (CWG)

During 2023, Fondation Constance continued to collaborate with the Community Working Group, under the aegis of the National Empowerment Foundation (Mauritius) which aimed at bringing all stakeholders of the civil service and public and private sectors together to brainstorm, discuss and implement projects and activities with a view to empowering vulnerable families so as to alleviate poverty in the eastern region of Mauritius.



CONSTANCE
LA GAJETÉ COMPANY LIMITED

CONSTANCE
Terres d'expériences

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