

# ESG – DECLARATION OF INTENT

## SUPPORTING A NEW ERA

At Evaco, we have always been concerned and focused in ensuring that we were investing and conducting our business in a sustainable manner. Our aim being to provide long-term value to our shareholders and stakeholders while trying to minimize the production of any negative effects on the environment or society.

We are convinced that all our stakeholders and investors are now more socially conscious and that they need to know our Group's stance on socioeconomic factors together with our various sustainability efforts.

As such, it was essential that we do fully embrace the ESG (Environmental, Social and Governance) framework for conscious consumerism. This framework puts more emphasis on how we apply our corporate values & requires us to provide and publicly disclose more stringent, transparent and rigorous data.

Our objective now more than ever, is to maintain and further strengthen our investor's confidence, while keep on increasing our customer loyalty and improving our operational efficiency through better performance and asset management.

### **Our commitments**

By embarking in the ESG adventure, we are committing ourselves to:

- Consider scrupulously all the factors that might impact our environment, our people and the community whilst observing the highest standards of ethics. We want to ensure that our imprint and legacy are respectful of the social, community and environmental aspects of all projects undertaken by the Evaco Group.
- Create communication channels to gather and disseminate information for the improvement of our operating methods as well as being transparent about all the ESG related initiatives taken by the Evaco Group.
- Set-up and implement procedures to assess all our initiatives and creating databases for decision making based on our collected experience.
- Ensuring that Evaco Foundation acts as a critical actor of social changes in the northern region of Mauritius, with causes supported on the long term for a meaningful support to underprivileged communities.
- Collaborate with employees, business partners, suppliers, contractors who are as concerned as us of the impact they can have on the world at different scales. Engage all our employees and stakeholders in our cause for a more responsible and sustainable world.
- Create value to the community through development and social programs, and to the environment by opting for eco- friendly solutions in our general operating standards.
- Promoting adequate Corporate Governance practices with the support of the Board of Directors and the Executive Committee of the Evaco Group, through the principles of Accountability, transparency, fairness and responsibility.

## Ethics

We want a work environment governed by ethical behaviors, both from our direct and indirect stakeholders. By constantly promoting ethics and integrity in our day-to-day lives, we are safeguarding the image of the Evaco Group, putting forward and living by our values to the fullest, protecting our stakeholders and the community at large.

We have very specific policies to provide guidance to employees and stakeholders about how we operate, and in line with the values of the Evaco Group. Two major partners support the group in the elaboration, implementation and audit of our Code of Ethics, namely Transparency Mauritius which is an independent, non-political and non-partisan body corporate as well as the Internal Audit team reporting directly to the Audit Committee.

The partnership with Transparency Mauritius as well as our whistleblowing policies & procedures are in place since 2019, with training provided to all employees and confidentiality constantly observed.

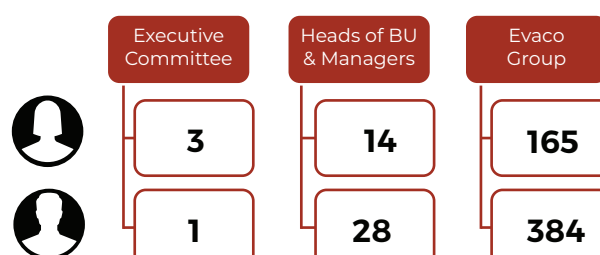
Our code of ethics caters for explanations on:

- What is expected from everyone when it comes to ethics and integrity.
- How to keep records and safeguard information & company assets.
- How to identify and deal with instances of conflicts of interest.
- How to identify and deal with instances of harassment.
- How to manage relations with third parties such as public authorities, clients, suppliers.
- How to handle gifts of any nature when exercising one's job.
- The Group's stand on harassment and political related activities.
- The grievance and reporting procedures.

## Equal Opportunity

The Evaco Group is committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and employees. We believe that diversity and inclusion among our team members is critical to our success as a global company, and we seek to recruit, develop, and retain the most talented people from a diverse pool of candidates.

Having an Equal Opportunity Policy is a means to secure the prohibition of any form of discrimination and harassment of any type towards any employee or candidate on the basis of race, colour, religion, sex, sexual orientation, gender identity or expression, family and marital status, pregnancy, age, national origin, disability status, genetic information, or any other characteristic protected by law but also by our own values.



## **Remuneration**

We want to attract and retain competent employees. One way of attaining this objective is by providing the policies for recognition and reward for differences in individual ability and performance. We have thus established and maintained competitive salary ranges consistent with the economic requirements/possibilities of the Evaco Group and commensurate with companies where similar positions exist.

In line with our Equal Opportunities Policy, there is no discrimination of any sort towards our employees when it comes to remuneration.

## **Recruitment & Selection**

We aim at recruiting and retaining the best staff to enable us to deliver our Corporate Plan. We ensure that recruitment and selection decisions are based on the ability of the applicant to meet the requirements of the job description, person specification and any other relevant criteria. All applicants and employees are treated fairly and according to our relevant policies. We are committed to valuing diversity and promoting equality.

Vacancies are open to all applicants, whether internally or externally. Each candidature is treated with equal fairness and those who are not selected are informed in due time. We have a positive approach to diversity which allows us to select the best person for the job based on merit alone and free from bias on the grounds of factors such as age, disability, gender or race: all of these are not relevant to the person's ability to do the job.

## **Employee Growth & Promotion**

Joining a new company is always a big step for any person. Having the opportunity to grow is yet another step and at the Evaco Group, we want to foster this motivation within our employees to take up new professional challenges by providing clarity on opportunities for growth.

An individual providing an outstanding performance in his/her current job may not - if promoted - handle bigger responsibilities at a higher level with the same outcome. Therefore, our policies will guide Managers through the relevant steps before triggering any decision that will have consequences at all levels. Assessments are required to understand the gap between the current profile of the job holder and the requirements of the new position. It enables the Management to reduce this gap through appropriate actions to reach the desired outcome.

## **Health & Safety**

We are committed to ensure that a safe working environment and structure is always provided to all employees. Regular risk assessments are conducted on all our operating sites to identify issues, with the proper corrective actions taken whilst taking into account the legal framework for Safety & Health in Mauritius.

Health & Safety is not only a matter of legal framework for the Evaco Group as we also have at heart the moral and mental health of our employees.