

Materiality Assessment Report EVACO Group

Introduction

This report summarises the approach and results of Evaco Group 2023-24 materiality assessment to further improve the integration of stakeholder feedback into Evaco sustainability strategy and core business.

Methodology

The materiality assessment is an exercise in which an organization identifies the most impactful sustainability topics and gathers both qualitative and quantitative data to build a foundation and set the priorities of its strategy. The output is a materiality matrix showcasing the importance of each topic to Evaco stakeholders.

Topic list

Analyzed 18 topics selected from the ESG framework for the Real estate sector and other best practice standards like GRI & SASB.

Stakeholder Surveys

A quantitative analysis tool was built to ensure feedback from all relevant stakeholders will be incorporated. Accordingly, a survey was conducted across stakeholders. For the survey, a scale of 0-5 was adopted, where respondents rate the topics from 0 (Not applicable) 1 (less significant) to 5 (most significant). A diverse set of internal and external stakeholders were engaged in this process.

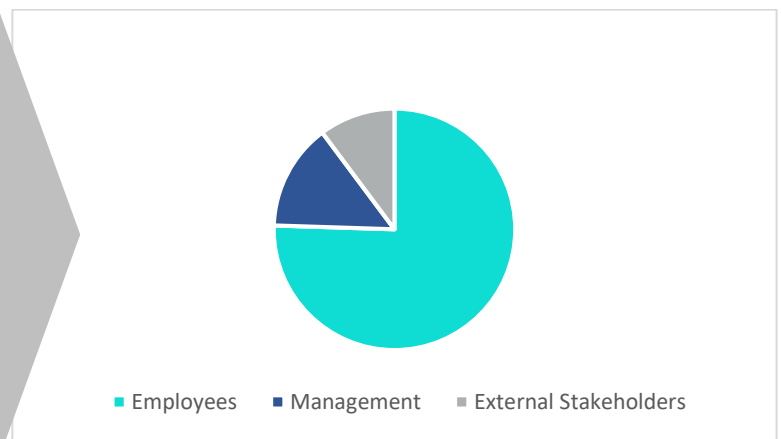
Results Analysis

After data collection, the surveys were analysed using statistical methods to understand the top priority topics for Evaco. The qualitative feedback helped support and add relevant interpretations of the company’s most critical topics.

Demographic of Stakeholder Survey

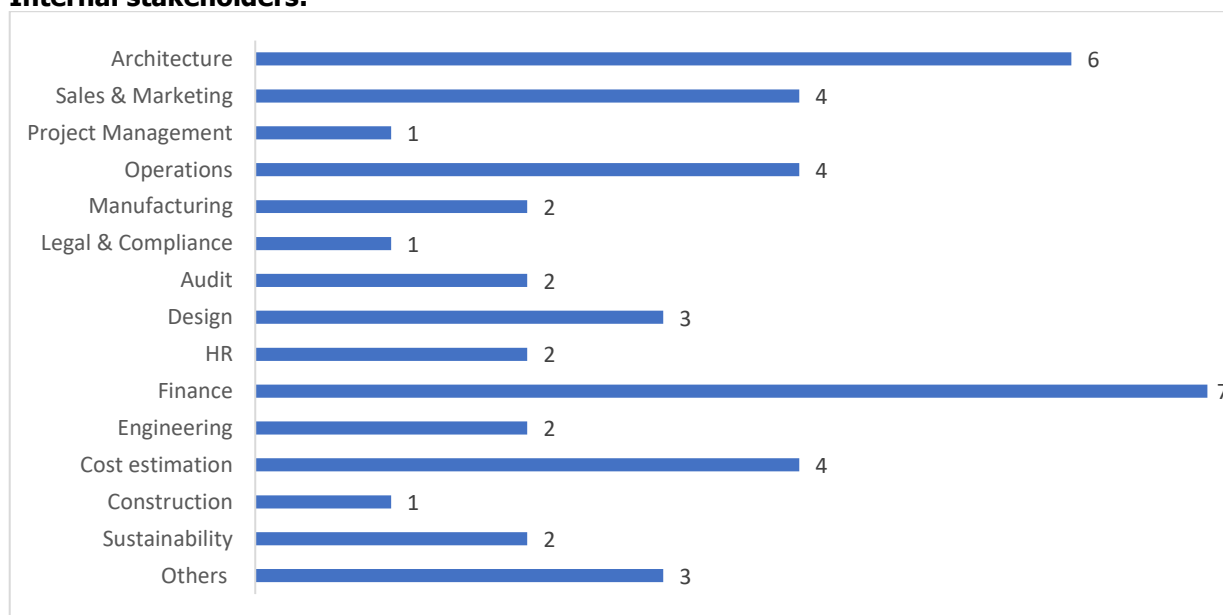
Distribution of Responses Received

Stakeholder Categories	Number of Responses
Employees	76%
Management	14%
External Stakeholders	10%
Total	100%



A diverse range of internal stakeholders from relevant departments/functions & external stakeholders were engaged in this survey. Stakeholders were categorized into the following departments:

Internal stakeholders:



External stakeholders:



Background

Evaco group was earlier a real estate development company in Mauritius. They now have a presence in varied sectors including property development, property management, consulting & corporate services, procurement solutions, contracting, interior designs.

The group also specialize in hospitality, leisure programs, services & facilities.

Evaco Ltd is a Holding and Investment entity which acts as a Group Corporate Executive office with its global head offices located in Mauritius.

In the year 2023, Evaco re-appointed CareEdge Africa as an ESG consultant to assist them in ESG integration. As a step forward, Evaco is conducting its first materiality assessment in 2023-24, which will help identify key material topics and prioritize them for setting goals and targets for the group. This assessment could be used for their journey of ESG integration. This assessment entails a comprehensive stakeholder engagement process and will help them to be in line with ESG best practices. The survey structure will offer more guidance to stakeholders on definitions of topics and provide a distinction between current and future priorities.

Material Topics Identified

Around 18 topics were identified, and each was well described to better understand Evaco stakeholders:

Environment	GHG Emission management Energy management Water & waste water management Waste management Biodiversity management Reducing carbon footprint/ Green buildings
Social	Labour management practices Training & skill development of employees Occupational Health Safety Customer well being & grievance handling mechanism Employee grievance handling mechanism Community engagement & development Supply chain management Diversity, Inclusion & equal opportunities
Governance	Business ethics & transparency Risk management Reputation & Brand management ESG oversight

SYNOPSIS OF IMPLEMENTATION

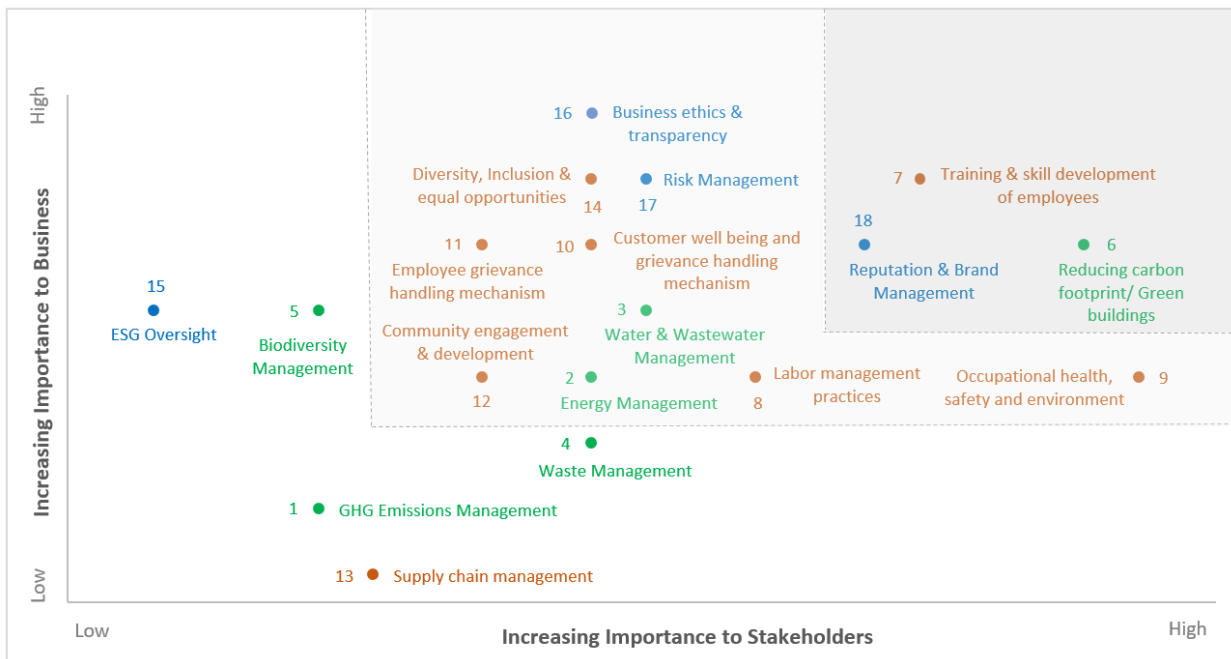
Once material topics were identified, it was circulated to Evaco which was further circulated to their stakeholders.



Evaco’s stakeholders include employees, management and external stakeholders. The data which is collected from these stakeholders is used to define the company’s most material topics and will be a key document in defining ESG strategy for the organisation.

- Out of the survey sent out, the key managerial person from various departments like human resources, manufacturing, health safety & environment, finance, marketing, legal & compliance, etc have taken this survey.
- The data which is collected from these stakeholders is used to define the company’s most material topics and will be a key document in defining stakeholder engagement.

Materiality analysis – based on all responses received from Evaco’s stakeholders



Ranking of Material Topics based on Stakeholders’ Responses

Very High Priority	High Priority	Moderate Priority
6. Reducing carbon footprint/ Green buildings	2. Energy Management	1. GHG Emissions Management
7. Training & skill development of employees	3. Water & Wastewater Management	4. Waste Management
18. Reputation & Brand Management	8. Labor management practices	5. Biodiversity Management
	9. Occupational health, safety and environment	13. Supply chain management
	10. Customer well being and grievance handling mechanism	15. ESG Oversight
	11. Employee grievance handling mechanism	
	12. Community engagement & development	
	14. Diversity, Inclusion & equal opportunities	
	16. Business ethics & transparency	
	17. Risk Management	

Note: The scoring for each topic is based on the increasing importance to Evaco’s stakeholders & management

APPENDIX

GHG Emission management	This includes the group's efforts to reduce its environmental footprint & putting policies and procedures in place to monitor, decrease, and regulate the release of GHGs, emissions from business travel, emissions during construction phase etc.
Energy management	This refers to strategic planning and implementation of practices aimed at optimizing energy consumption, increasing efficiency, use of renewable source of energy, and assessment of energy efficiency through external agencies
Water & waste water management	Includes group's efforts to manage water-related risks and improve water efficiency for construction & operation purposes, freshwater taken from external sources, water treatment, and re-use of treated water
Waste management	This checks the amount of all waste, both hazardous and non-hazardous, generated by the activities under the control of the group
Biodiversity management	This refers to direct impacts of biodiversity at construction sites, and indirect impacts due to sourcing of raw materials (sourcing wood from certified vendors etc). These may include methods such as reforestation, reclamation, and restoration, etc.
Reducing carbon footprint/ Green buildings	Follow Green building norms during designing & construction phase, to optimize use of resources, and maintain highest level of health & safety standards during construction and post occupancy phase
Labour management practices	Adhere to ethical labour practices and welfare of employees
Training & skill development of employees	Investing in development employee potential through training & development programmes, encourage continuous learning, conducting performance & career development reviews for all employees, assess impact of training on employee performance & organisational outcomes
OHS	Occupational health & safety measures taken especially during the construction and the operation phase of a real estate project, ensure use of proper PPE's at construction sites, provide a safe and healthy work environment for employees, taking measures to reduce physical risks and prevent accidents and injury
Customer well being & grievance handling mechanism	Have customer grievance policy in place, have a mechanism in place to help customers register complaints, Transparent communication, understand customer requirements, ethical transactions, responsive customer support, assistance with financial & legal requirements, post- purchase support, acknowledge receipts of complaints, complaints redressal mechanism to be smooth and timely
Employee grievance handling mechanism	Periodic meetings, one-on-one interactions with the team lead, open-door policy for employees to connect with leaders through details available on company's website/ intra-net, register their grievances, maintain anonymity, and address & resolve issues
Community engagement & development	This theme checks awareness session initiatives in the community for social upliftment- Initiatives in local schools, societies etc with collaboration with different NGOs and agencies on waste management etc.
Supply chain management	This checks the supply chain for code of conduct related issues and strengthen the network by developing its potential for supply of sustainable materials
Diversity, Inclusion & equal opportunities	It fosters an inclusive culture and supports diversity and inclusion. It ensures inclusive hiring practices, and promotes diversity and inclusion at work
Business ethics & transparency	Policy in place for anti-corruption, anti-bribery, code of conduct, whistleblower for internal & external stakeholders

Risk management	This refers to identification and management of risks including operational risks, legal risks, compliance risks, reputational risk, strategic risks etc, getting all the necessary NOC & approvals from government authorities
Reputation & Brand management	This refers to gathering feedback from customers and stakeholders to understand the changing customer expectations, interactions with suppliers, consider shareholder perspectives in our strategy and communication to attract long-term investors who support our business
ESG oversight	This refers to the process of monitoring and managing ESG factors within the organisation. It involves establishing mechanisms and practices to ensure organisations activities align with ESG principles and to evaluate the associated risks and opportunities

Materiality Points:

1 – GHG Emissions Management

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	4.1%
Moderately Important (3)	14.3%
Important (4)	32.7%
Extremely Important (5)	49.0%

Responses	Score
Stakeholders	4.31
Management	4.00

2 – Energy Management

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	4.1%
Moderately Important (3)	8.2%
Important (4)	30.6%
Extremely Important (5)	57.1%

Responses	Score
Stakeholders	4.43
Management	4.29

3 – Water & Wastewater Management

Overall Responses	Percentage
NA	0.0%
Least Important (1)	2.0%
Somewhat Important (2)	0.0%
Moderately Important (3)	8.2%
Important (4)	30.6%
Extremely Important (5)	59.2%

Responses	Score
Stakeholders	4.45
Management	4.43

4 – Waste Management

Overall Responses	Percentage
NA	0.0%
Least Important (1)	2.0%
Somewhat Important (2)	4.1%
Moderately Important (3)	6.1%

Important (4)	28.6%
Extremely Important (5)	59.2%

Responses	Score
Stakeholders	4.43
Management	4.14

5 – Biodiversity Management

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	2.0%
Moderately Important (3)	12.2%
Important (4)	36.7%
Extremely Important (5)	49.0%

Responses	Score
Stakeholders	4.31
Management	4.43

6 – Reducing carbon footprint/ Green buildings

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	0.0%
Moderately Important (3)	4.1%
Important (4)	28.6%
Extremely Important (5)	67.3%

Responses	Score
Stakeholders	4.64
Management	4.57

7 - Training & skill development of employees

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	2.0%
Moderately Important (3)	6.1%
Important (4)	22.4%
Extremely Important (5)	69.4%

Responses	Score
Stakeholders	4.57
Management	4.71

8 - Labor management practices

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	2.0%
Moderately Important (3)	6.1%
Important (4)	34.7%
Extremely Important (5)	57.1%

Responses	Score
Stakeholders	4.50
Management	4.29

9 - Occupational health, safety and environment

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	2.0%
Moderately Important (3)	6.1%
Important (4)	20.4%
Extremely Important (5)	71.4%

Responses	Score
Stakeholders	4.67
Management	4.29

10 – Customer well being and grievance handling mechanism

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	0.0%
Moderately Important (3)	14.3%
Important (4)	26.5%
Extremely Important (5)	59.2%

Responses	Score
Stakeholders	4.43
Management	4.57

11 – Employee grievance handling mechanism

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%

Somewhat Important (2)	6.1%
Moderately Important (3)	8.2%
Important (4)	24.5%
Extremely Important (5)	61.2%

Responses	Score
Stakeholders	4.38
Management	4.57

12 – Community engagement & development

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	2.0%
Moderately Important (3)	12.2%
Important (4)	32.7%
Extremely Important (5)	53.1%

Responses	Score
Stakeholders	4.38
Management	4.29

13 – Supply chain management

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	6.1%
Moderately Important (3)	10.2%
Important (4)	34.7%
Extremely Important (5)	49.0%

Responses	Score
Stakeholders	4.33
Management	3.86

14 – Diversity, Inclusion & equal opportunities

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	0.0%
Moderately Important (3)	12.2%
Important (4)	28.6%
Extremely Important (5)	59.2%

Responses	Score
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Stakeholders	4.43
Management	4.71

15 – ESG Oversight

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	4.1%
Moderately Important (3)	8.2%
Important (4)	44.9%
Extremely Important (5)	42.9%

Responses	Score
Stakeholders	4.24
Management	4.43

16 – Business ethics & transparency

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	2.0%
Moderately Important (3)	4.1%
Important (4)	36.7%
Extremely Important (5)	57.1%

Responses	Score
Stakeholders	4.43
Management	4.86

17- Risk Management

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	2.0%
Moderately Important (3)	6.1%
Important (4)	32.7%
Extremely Important (5)	59.2%

Responses	Score
Stakeholders	4.45
Management	4.71

18- Reputation & Brand Management

Overall Responses	Percentage
NA	0.0%
Least Important (1)	0.0%
Somewhat Important (2)	2.0%
Moderately Important (3)	6.1%
Important (4)	26.5%
Extremely Important (5)	65.3%

Responses	Score
Stakeholders	4.55
Management	4.57

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