

“ Sharing our knowledge
and skills with the young
generation. ”



Corporate Social Responsibility (CSR) Report

OUR PLEDGE

Our current environmental and social climate is a testament to the challenging times we live in, and UBP Group is determined to play its part in addressing common problems and improving lives. We view Corporate Social Responsibility ('CSR') as a way to grow our business in harmony with the planet and its people. We are deeply aware that we have a responsibility towards our citizens, and we pledge to leverage our resources, reach and expertise to drive sustainable change in our communities. Through this lens, we seek to bring value to our current stakeholders and for generations to come.

Our CSR report effectively communicates our sustainability priorities and practices, and how they impact our customers, employees and society at large.

To help us achieve the objectives we have set, an employee-led CSR Committee steers our initiatives. The Committee convenes regularly to discuss the most meaningful ways to give back to society, identifies areas of improvement and seamlessly integrates our CSR practices to our overall strategy. Above all, the Group takes pride in going beyond mere philanthropy and money donations: we invest time, skills, expertise and strategic thinking into every project, engaging only with those that resonate with our underlying values. By building a close relationship with organisations and individuals, we ensure that we offer long-lasting, purposeful support.

For our initiatives to bear results, we believe it is critical for our employees to play the role of positive influences in the larger community; at the same time, we create leadership opportunities for them outside of their job functions.

OUR AREAS OF INTERVENTION

UBP spent a total of Rs. 4.5 million on CSR, which includes contributions to IBL's Fondation Joseph Lagesse ('FJL') as well as UBP's own initiatives. Of the 26 projects we piloted last year, 11 have been in progress for over three years, 10 are new initiatives and 5 are a collaborative effort with FJL.

Five areas of focus form the cornerstone of our CSR strategy: the Welfare of Vulnerable Persons, Education, the Environment & Heritage, Sports and our "Coup de Coeur" Projects.

Welfare of Vulnerable Persons

Our focus last year was the Welfare of Vulnerable Persons, predominantly children, with 50% of our CSR budget allocated to them. This cause focuses on the support and well-being of socially-excluded communities who live below the poverty line. Our welfare programmes, which also comprise an education component, are geared at providing educational support, meals and stationery to underprivileged children, providing adequate salaries to teachers and renovating school buildings to upgrade learning conditions. We also participated in the upgrading of a shelter for women. Our objective is to create a more inclusive society in which all segments of the population are equal participants, regardless of age, disability, employment status, religious conviction or socio-economic group. Ultimately, we aspire to eradicate poverty.

Our efforts were particularly aimed at uplifting Mouvement Forces Vives Quartier EDC Rose Belle, Garderie Etoile, SOS Children Village, Solidarité Mamans, Small Step Matters, Caritas Centre d'Eveil in Bambous, Caritas Centre d'Eveil in Roche Bois, APEIM and Lovebridge.

Education

Education is the key to improving lives and unlocking a brighter future for our citizens. Taking this concept forward, we are determined to provide high-quality education to students by sponsoring those who demonstrate academic promise, renovating schools and their facilities, purchasing textbooks and providing emotional counsel. We believe that closing the education gap is the best way to ensure equal access to employment.

Les Joyeux Copains Pre-Primary School, Institut Cardinal Jean Margeot through the programme Les Amis de Zippy, Burrenchobay Government School, Collège Technique St Gabriel, Eugène Dethise RCA School and Mare d'Albert Government School all benefited from our initiatives. We also actively participated in helping Espérance 2000, an NGO that seeks to drive social change by imparting vital life skills to children in low-income communities.

Environment and Heritage

As a Group operating in the construction industry, we are aware of our responsibility towards the environment. We dedicated 9% of our

Budget 2016-17 **RS 4.5M**

Our Engagement

**TO GROW OUR BUSINESS IN HARMONY
WITH THE PLANET AND ITS PEOPLE**

Our Pledge

**WE PLEDGE TO LEVERAGE OUR RESOURCES,
REACH & EXPERTISE TO DRIVE SUSTAINABLE
CHANGE IN OUR COMMUNITIES**

Our Approach

**AN EMPLOYEE-LED CSR
COMMITTEE STEERS OUR
INITIATIVES**



Our Areas of Focus



Welfare of
Vulnerable
Persons
(50%)



“Coup de Coeur”
(8%)



Education
(17%)



Environment &
Heritage
(9%)



Sports
(16%)

budget to promoting high environmental standards across our supply chain and protecting our natural resources and heritage. Restoring the Old Sugar Mill Chimney through SOS Patrimoine was at the core of our environmental initiative, as we are strong believers in preserving historic buildings to keep our national heritage alive.

Sports

Sports can have a profound impact on people's health and well-being, while teaching valuable lessons about dedication, discipline and teamwork - values that are in harmony with what UBP stands for. We have, to this end, assigned 16% of our CSR budget to the promotion and development of sports through the sponsorship of sporting events and the purchase of equipment.

Mauritius Tennis Federation, Faucon Flacq Sporting Club, Mangalkhan Sports Club and Club Sportif de Gros Cailloux were the primary beneficiaries of our endeavors in this segment.

Our “Coup de Coeur” Projects

All “Coup de Coeur” Projects are initiated by our employees, who are encouraged to come forward with a cause they deeply care about. We acknowledge that this is a powerful way to engage our employees in our CSR activities, fuel their creativity and improve their morale. Last year, we chose to contribute to the renovation of Crèche Coeur Immaculée de Marie; Kolectif Rivière Noire's children were provided school supplies; three families in Caritas Goodlands' slums were offered adequate living conditions; finally, we extended our initiatives beyond Mauritius' borders in Rodrigues' Lions Club, where four families were also provided better living conditions.

OUR CSR VISION

Through this report, we wish to inspire all our employees in proceeding down a path of greater accountability and transparency. Though there are significant challenges ahead, we strongly believe that solutions emerge when great minds come together. We therefore require more participation, collaboration and support from an active and engaged CSR Committee; but beyond the Committee, responsible practices must extend to all departments, roles and individuals. Implementing a CSR approach is a journey that requires continual learning and improvement, and UBP will continue identifying new issues that are aligned with our core values.

Our Achievements

- Employees volunteered in projects
- Better CSR policy conveyance

> 1,000
beneficiaries

Our Projects Piloted



26 projects piloted

- 10 new initiatives
- 4 “Coup de Coeur” projects