

Sofap
Do it smarter

SUSTAINABILITY
REPORT
2021





BY INTEGRATING A **HOLISTIC AND INCLUSIVE** APPROACH, SOFAP STRIVES IN BRINGING BOTH THE **HUMAN AND ENVIRONMENTAL** ASPECTS AT THE CORE OF THEIR DECISIONS. WE KNOW THAT WE DON'T HAVE ALL THE SOLUTIONS BUT BY CHALLENGING OURSELVES IN **ALIGNING TO OUR BELIEFS**, WE WORK TOWARDS **BRINGING MORE SUSTAINABLE ACTIONS**.

The sustainable initiatives of Sofap focus on the 3 pillars of sustainability: **environmental protection, social equality, and economic development.**

The UN SDG principles have guided the company in its continuous journey by staying committed to waste reduction, becoming more energy efficient, encouraging a circular economy, ensuring sustainable consumption and production while empowering its employees.

FOREWORD



ERIC ADAM | MANAGING DIRECTOR

Numerous events across the globe, be it extreme climatic events, social unrest, pandemics, food crisis, military conflicts, extinction of certain species, are all red flags that are telling us that the world needs to move on to a new dynamic if we are to ensure our planet remains a safe and healthy place to live for future generations. Individuals, businesses, organisations, governments need to embrace the idea that we need to evolve towards a different way of life, where responsible consumption, solidarity and the protection of the environment all become an integral part of our daily living and a top priority on our agendas. As a business organisation, Sofap is committed to bring its contribution to build a better world for the future generations.

By striking the right equilibrium between Financial, Social and Environmental performance, we believe businesses can be a powerful driving force in acting the necessary changes in attitudes and behaviours that will promote the development of a safe and healthy world for all. The initiatives highlighted in this report provide some encouraging indications of where we are on our journey towards becoming a zero-waste company in 2023. I would like to thank all recyclers, up-cyclers, NGOs, partner companies who have collaborated with us in our journey towards sustainable development. A special thanks as well as to our employees who continuously put in a lot of effort in achieving our ambitions.

OUR FOCUS 2021



OLIVIER CONSTANTIN | OPERATIONS DIRECTOR

This report is addressed not only to our immediate stakeholders such as employees, suppliers, or our network of artisans but also to anyone curious to know more about our sustainability journey and willing to constructively criticize our actions.

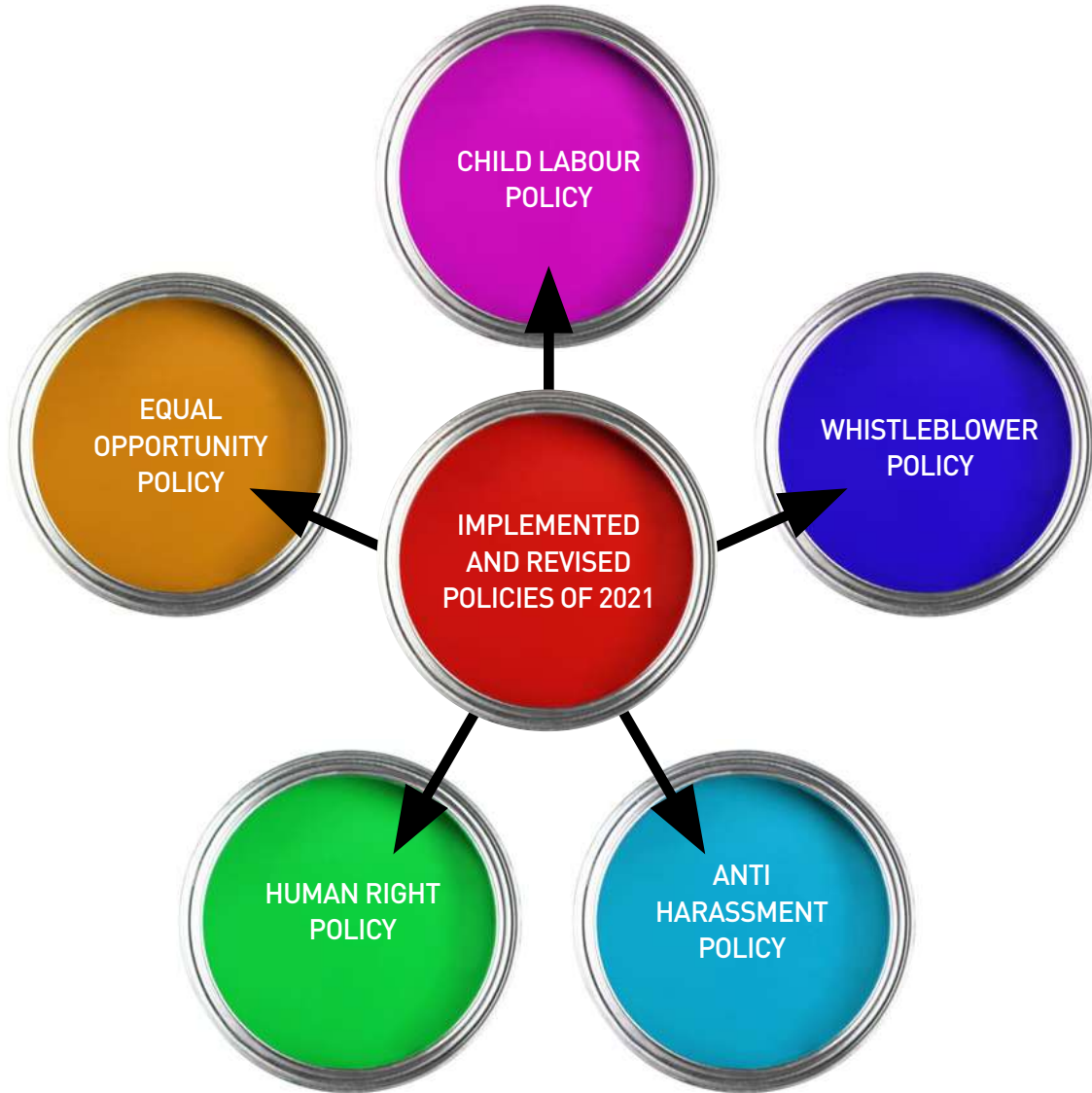
The focus for Sofap in 2021, was to ensure sustainability in the context of Covid-19. This was a challenge with regards to the human capital being seriously affected by the pandemic. However, new partners were found to enhance our impact on social capital. As promised in last year's report, our factory was revamped and some of our policies were aligned to international standards.

From the building blocks of previous years, we have maintained our efforts towards more circularity by trying harder to reach our zero-waste objective and by collaborating and sponsoring new actors of the circular economy in Mauritius. Credit to our Research & Development team for putting in a lot of efforts in developing new products that abide to stringent international norms. These are now part of our product range.

As usual, we welcome any questions, comments and suggestions on how to become more sustainable. Please feel free to contact us on : sofap@sofap.mu

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

COMPANY ETHICS AND INTEGRITY



The employees of the company are endeavoured to conducting themselves in accordance with our ethical and moral code of conduct where they are all treated with due respect and dignity regardless of their status, age, colour, ethnic origin, impairment, marital status, political affiliation, union membership, race, and gender. Our policies align with the national laws

which include the fundamental human rights in how a human needs to be treated at work. The whistle blower policy protects and encourages the workers who have encountered any illegal and improper conduct to come forward within confidentiality. The employees have been made aware of the whistle blower policy through our WhatsApp Broadcast.



HEALTH & SAFETY

Sofap’s activities impact on human capital and consequently, the health and safety of employees is paramount in its metrics. All employees go through trainings, health surveillance, receive appropriate Personal Protective Equipment (PPE) and guidance on using same while having access to a doctor, free of charge, present on site twice weekly. We registered an increase of 2 minor injuries compared to the 6 that we recorded last year. Corrective actions were implemented to reduce the risk of such happenings in the future.

L'ÉCOLE DES PEINTRES



Mural painting by one of the participants, Nitish Chendrapaty Appadoo.

In 2018 and 2019, Sofap implemented a training programme known as “L’École des Peintres” to empower unemployed young people who showed interest in painting on a personal or professional level. Besides appropriate painting techniques, the sessions also integrated soft skills like teamwork, personal branding,

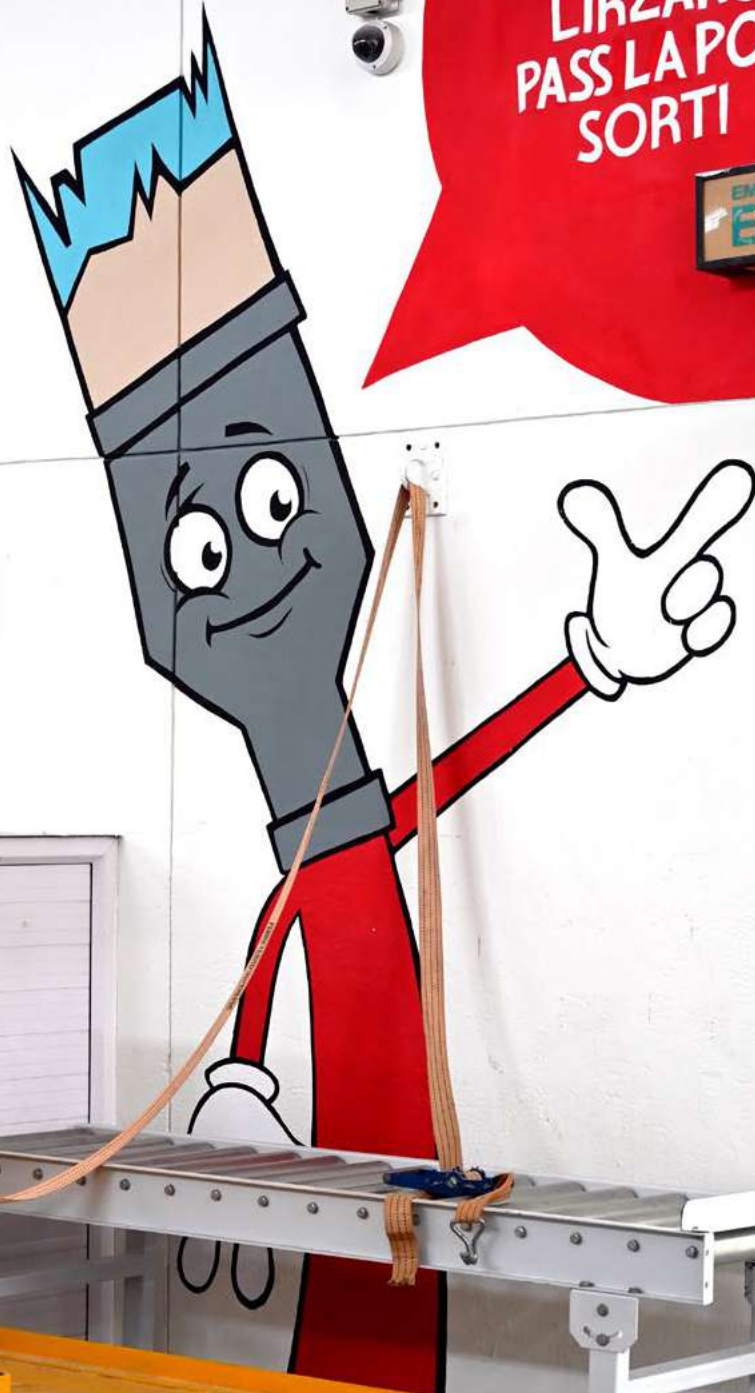
work ethics, entrepreneurship, relationship development etc. Out of 23 participants, 73% got a job related to their acquired skills and for those who work in a different field, they still apply the learned skills by giving advice or for their own work. 11 youngsters from the Correctional Youth Centre benefited from this training as well.



Participative collaboration.

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LIRZANS,
PASS LA POU
SORTI

EMERGENCY
EXIT



SOCIAL CAPITAL



FACTORY REVAMPING PROJECT



Sofap crafted a team building exercise for employees of the factory which also aimed at making them feel included in the decision-making process while increasing engagement. This activity took the form of a design competition whereby teams had to come up with a new colour scheme for the factory. The winning team had the opportunity to work with our communication agency to upgrade their project. Over and above the choice of colours, the revamping had to take into consideration aspects such as amount of natural light and security warnings. The whole purpose was to create a new atmosphere conducive to work while enabling the workers to voice out their thoughts.



SOCIAL CAPITAL



QUALITY CIRCLE PROJECT



National Productivity and Competitiveness Council (NPCC) did a training with our employees through quality circles. Each quality circle comprised of employees from different departments, who worked together to identify problems within the organisation and to come up with innovative ideas. One of our quality circle teams proposed solutions in decreasing the internal consumption of plastic bags by making use of reusable fabric bags to keep 1L paint buckets instead of using low density polyethylene

(LDPE) bags for the packing department. Till now, a 15 % decrease in the plastic films has been observed since it has been initiated in October 2021. Their second solution - 'SOwrap' won a Bronze Award in the category of Large Private Companies for the project NPQC 20/21 pursuing Productivity and Quality organised by NPCC. 'SOwrap' came as a reusable and locally made alternative for the stretch films which were utilized in securing our store finished goods as per the picture above.

EMPOWERMENT



L'ÉCOLE FAMILIALE DE L'OUEST

Sofap has opened its door for adolescents to have a taste of working life by getting acquainted to what is waiting for them in the future and to help them put into practice the right values. We welcomed 5 adolescents from L'École familiale de L'Ouest since November 2021 to work in the indoor sales and distribution department as part of their school program. Sofap provides the stipends and transport expenses. This learning experience in a different environment has taught them about putting efforts, being responsible and gaining lifelong skills which will be helpful not only for their future career but, also on a personal level.

FASHION AND DESIGN INSTITUTE

A sustainable journey starts with the right guidance, creativity and passion in paving visionary solutions. Sofap is collaborating with Fashion and Design Institute for one of its module - Applied practice. By providing them with our wastes for this module, we believe that these students can bring upcycling to another level.



NATURAL CAPITAL



PRODUCT STEWARDSHIP AND LOW CARBON DEVELOPMENT

RENEWABLE ENERGY CONSUMPTION



Solar panels were installed on top of our showroom of Pailles. They are considered as a better alternative to using fossil fuel which contributes greatly to greenhouse gas emissions. Being a renewable source for electricity production, they demonstrate net long-term environmental and financial benefits. Up till now, this installation has contributed to a reduction of 10 Tonnes of Carbon Dioxide.

ENVIRONMENTAL PRODUCT DECLARATION (EPD)



10 of our paint products are EPD certified. This certification indicates a proper life cycle assessment starting from raw materials to manufacturing of the products and in ensuring product stewardship in a transparent way while allowing any third party to verify the environmental performance of these products.



SPONSORSHIP COLLABORATION WITH MAURITIAN WILDLIFE FOUNDATION - REBRANDING OF ECO LABEL PRODUCTS

PERMOGLAZE SOFT FEEL

PERMOGLAZE XTREME WHITE

PERMOGLAZE MATT EMULSION

PHOTO : © JACQUES DE SPÉVILLE



PHOTO : © NIK COLE



PHOTO : © NIK COLE



ECHO PARAKEET

SCIENTIFIC NAME: *AL EXANDRINUS (PSITTACULA) EQUES*
GENERAL STATUS: VULNERABLE
THREATENED BY HABITAT LOSS, INTRODUCED SPECIES AND DISEASES
POPULATION: OVER 700

PINK PIGEON

SCIENTIFIC NAME: *NESOENAS MAYERI*
GENERAL STATUS: VULNERABLE
THREATENED BY HABITAT LOSS AND INTRODUCED SPECIES
POPULATION: OVER 450

ORNATE DAY-GECKO

SCIENTIFIC NAME: *PHELSUMA ORNATA*
GENERAL STATUS: LEAST CONCERN
THREATENED BY HABITAT LOSS AND INTRODUCED SPECIES, SUCH AS THE MADAGASCAR GIANT GECKO
POPULATION: OVER 100,000

As a committed company which has at heart environment protection and sustainability, Sofap is collaborating with Mauritian Wildlife Foundation (MWF) in its conservation projects.

Since 1970, MWF has been involved in the restoration of the ecosystems and in the conservation of the endangered plant and animal species in Mauritius, Rodrigues and in offshore islets in a dedicated manner. It is undeniable that we have experienced high

levels of extinction of endemic species throughout the years. MWF has worked incessantly along the private and public sectors to save remaining of endemic species extinction. This sponsorship is a way of encouraging MWF to keep up their good work through a long-term commitment, continuous monitoring and the right protocol pertaining to their conservation projects. Through our new packaging and rebranding of Eco label products, we are also sensitizing our customers.

NATURAL CAPITAL



CIRCULAR ECONOMY



SOFAP ECO HUB

Implemented in August 2020, Sofap Eco Hub is a space dedicated to the exhibition of upcycled/eco-friendly products, sharing of know-how and skills through workshops, as well as presentations by environmental and social actors. This transition to becoming zero-waste also comprises of public awareness concerning the existing solutions and alternatives in decreasing their waste footprint as an individual. With the collaboration of So'flo, we organised two themed upcycled markets in February and August 2021.



NATURAL CAPITAL



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ATELIER POUR ENFANTS

à partir de 10 ans
Frais de participation incluant matériel
Rs 250

27 février 2021
10h à 12h30
Sofap Eco Hub, 1^{er} étage, So'Flo, Floreal

Sofap
Do it smarter.

Sofap ECO HUB

DOMINE CAMPILLE
CUSTOMISATION DES BOITES DE CONSERVE

Nombre de participants : 5 (à partir de 10 ans)
Frais de participation : Rs 250

Samedi 17 Juillet 2021
12h00 à 15h30
Sofap Eco Hub, 1^{er} étage, So'Flo, Floreal

Sofap ECO HUB

CHARRA
ATELIER DE FABRICATION DE BIJOUX

Nombre de participants : 5 (à partir de 10 ans)
Frais de participation : Rs 300

Samedi 09 Octobre 2021
10h00 à 12h00
13h00 à 15h00
Sofap Eco Hub, 1^{er} étage, So'Flo, Floreal



Upcycling - the way forward

A flashback in the past brings us to the simplicity of life where objects made from natural materials were being used and where upcycling was present in the everyday life. Although that term was still unknown during that era and that environment protection was not being prioritized, still reusing was a way of saving resources. Through the Sofap Eco Hub, a network of artisans has evolved by collaborating and creating new line of crafts. With the situation of Covid-19, many of them had to reinvent themselves while trying to decrease consumption of resources by giving a second life to wastes and sharing their skills with the public. Various artisans have brought a modern touch to their traditional crafts through upcycling.

NATURAL CAPITAL



NATURAL CAPITAL



COLLABORATIVE NETWORKING AND CONSULTATION

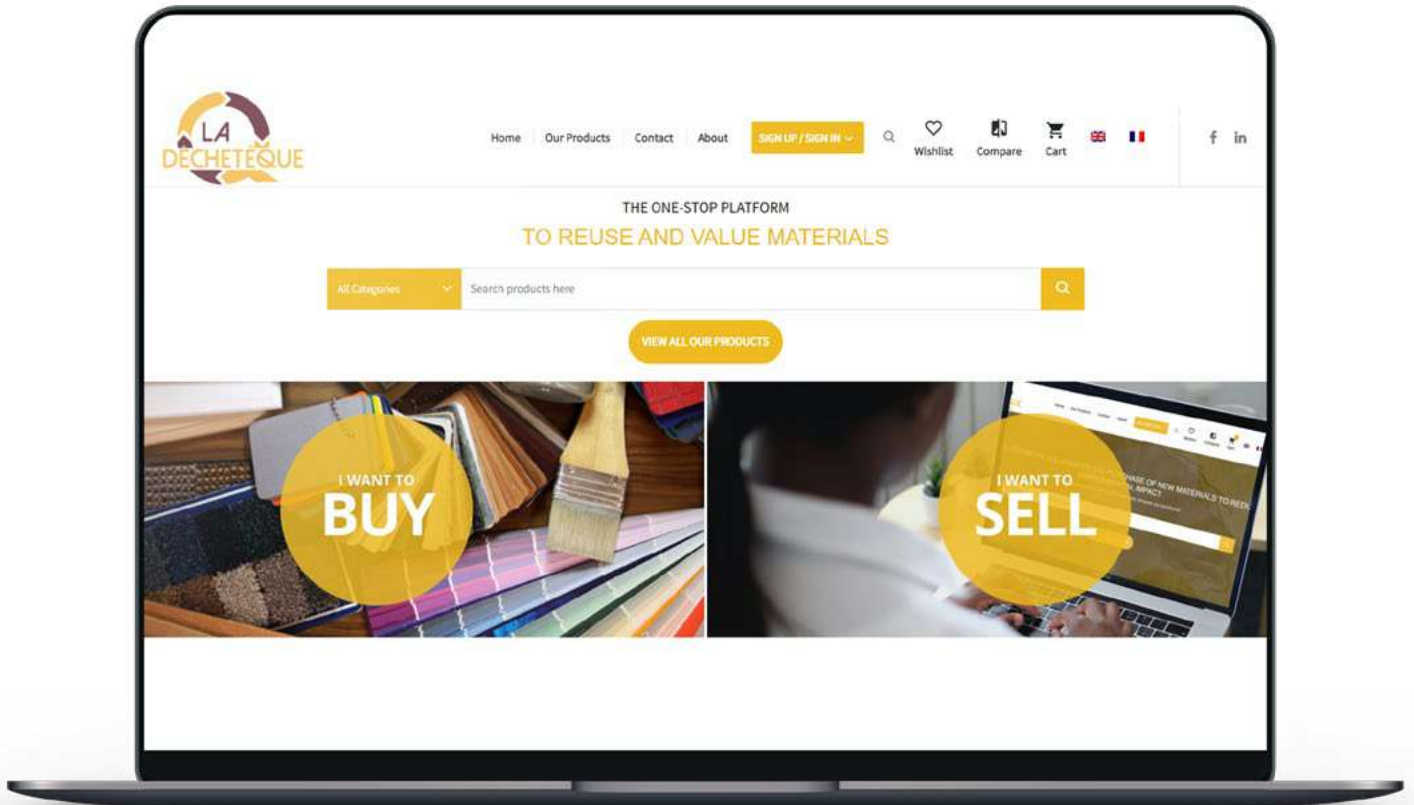
By partnering with local artisans, social enterprises, and NGOs, Sofap is encouraging the reuse of waste as a valuable resource. Being passionate and creative, the collaborators have incorporated eco-design and sustainable production in their work. Upcycling is a way of decreasing their financial burden while allowing resource efficiency and further waste reduction.

In the process of finding or implementing a solution, Sofap has made it a must to consult artisans, NGOs and civil platforms such as Zero Waste Mauritius on its waste reduction journey.



Beneficiaries of Hope House

PARTNERS IN CIRCULARITY



La Déchetèque

La Déchetèque is the first online platform in Mauritius which aims at valuing wastes as resources by facilitating their accessibility to individuals, companies, SMEs, and NGOs. Sofap has partnered with La Déchetèque to revalorise its wastes and to encourage a mindset of reusing existing resources. Be it for a new construction project, a renovation or simply for DIY, this platform is your go-to website for both buying and selling of used construction material and can be accessed via: <https://marketplace.ladecheteque.mu/>



NATURAL CAPITAL



Precious Plastic Mauritius

It is important to facilitate and encourage NGOs who are working towards an integrated circular economy. For Precious Plastic Mauritius, it is not only about creating a recycling hub and to empower the local community and youngsters through talks and beach clean-ups but also to invest in Mangrove rehabilitation and restoration. A bin, with key messages on the impacts of waste, was donated to the Loretto College of Mahebourg for the students and teachers to drop their plastic bottles. Precious Plastic Mauritius ensures that these plastic bottles are collected and recycled.



Freedom Plastic

The educational project Freedom Plastic has been conceived and set up by Mission Verte. The aim is to give a second life to single-use plastic while teaching the young people about the principles of the circular economy and the danger of plastic pollution. More than 30 Kg of plastic has been transformed into 400 Keychains. This may seem like nothing when we consider the monstrous amount of waste out there, but this is about finding solutions for a better future. Sofap is supporting this project as it aligns with its vision of becoming zero waste by 2023.



WASTE MANAGEMENT



76%

REDUCTION IN SOLID WASTE PER LITRE MANUFACTURED*

SOLID AND LIQUID WASTE

Becoming Zero Waste by 2023 has been a huge challenge for the company as all the departments and their daily operations have to be reviewed. By analysing what are the wastes which are being generated and applying the 7R's – **Rethink, Refuse, Reduce, Repurpose, Reuse, Recycle** and **Rot** through a waste audit and robust local network, we have been able to further decrease our wastes by 26 % for 2021. It didn't come to only looking for existing solutions but to create new ones. Certain materials that our suppliers were sending along with the raw materials were useless. Storing the raw materials in one bulk container instead of several containers came as one solution in terms of reduction.

*As compared to 2018

45%

REDUCTION IN LIQUID WASTE PER LITRE MANUFACTURED*

GREEN WASTE

Not only do green waste release greenhouse gas - methane which contributes to climate change, but they also take space in the landfill while they can be reused and valorised as compost. We have collaborated with our neighbour Kosi Xpanda, where 872 Kg of our green waste were shredded and then converted to compost through their biobin. Part of our green waste had also been composted on site for our garden or shared with the employees.



872 KG
OF OUR GREEN
WASTE WERE
SHREDDED

RECYCLING OF SOFAP PAINT BUCKETS AND JERRY CANS

The recycling pilot project for its paint buckets and jerry cans is a first for Sofap. We are not only teaming up with the local recyclers (Surfrider, Mo Recup and GnG Plastic Ltd), but also, with the local company PIM Ltd who is the supplier of our plastic buckets. The public is encouraged to drop them at Sofap Head office at Coromandel. This vision of becoming zero waste is not only about reducing our wastes on site but to come with scope 3 solutions as a responsible paint producer. This project will be upscaled in the future.



NATURAL CAPITAL



ENVIRONMENTAL AWARENESS



STAFF AWARENESS CAMPAIGN

During the challenging time of Covid -19 pandemic lockdown, informative videos were sent to the employees via WhatsApp broadcast about preventing food wastage, mulching techniques, and reducing waste footprint. We emphasize much on how the environmental behavioural

change as an individual matters as we believe that we are not only sensitizing around 200 employees but 200 families. By including the proactive efforts and the initiatives of the individual employee, this develops a feeling of getting inspired and a sense of stewardship at work.

NATURAL CAPITAL



WORLD ENVIRONMENT DAY

Even though we know that environment should be celebrated every day through our daily actions, we wanted our employees to get involved in a collective action. With the collaboration of the local recycler GnG Plastic Ltd, each employee was asked to bring 5 empty unused jerry cans and in exchange they received a plant pot made from recycled plastic.

PLANT SWAP



A plant swap was organized for the employees in August 2021 where they were encouraged to share seedlings, seeds and cuttings from their garden. This brought a rewarding feeling of being able to ex-

change plants/seeds and seeing new plants which they didn't have. With the current Covid - 19 situation, it was important to raise awareness on the importance of having at least a tiny kitchen garden.



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