

# SUSTAINABILITY REPORT 2022



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Inclusivity and Sustainability  
are the common threads that run  
through all decision-making at Sofap.

We aim to not only bring colour to  
your world, but also to continuously  
evaluate the well-being of our  
employees, and to honour our  
responsibilities to strive for a cleaner  
environment, while contributing  
meaningfully to social equality within  
vulnerable communities.

# OUR SUSTAINABILITY VISION

At the heart of the company's vision is a willingness to align clearly with sustainability, a genuine commitment to ensuring the well-being of our employees and vulnerable communities, and a firm belief in the need to embrace innovation.

Each passing year affords us the opportunity of reflection on the outcomes and experiences of the previous, and allows us chances - chances to improve, to adapt, to persevere with the development of products that conform to international environmental standards, to continue striving for fulfilment of our responsibilities at the post-consumer stage, and most importantly, to collaborate.



Sofap Sustainability Committee

## FOREWORD FROM THE MANAGING DIRECTOR

Striking the right balance between People, Profit and Planet has remained high on Sofap's agenda and is now deeply rooted in our company's DNA. As far as our Zero Waste objective is concerned, continued efforts from the Sofap team in collaboration with recyclers, upcyclers and other businesses who have the protection of the environment at heart, have taken us almost to 90% mark in terms of the reduction of waste disposed to landfill. This is a remarkable achievement for a manufacturing business, for which the generation of industrial waste is obviously unavoidable.

As a result of the collaboration with recyclers and upcyclers we have managed to establish material streams which enable the conversion of most of this waste into useful products. My sincere thanks go to all those who have worked closely with us and contributed to this achievement. Going forward, we will maintain our commitment to Sustainable Development, actively participating with other stakeholders in the development of a Circular Economy in Mauritius, while promoting inclusiveness and solidarity.

ERIC ADAM

# EMPLOYEE WELFARE



Employee welfare has always been a priority for the company, and employment at Sofap is not only about coming to work. It is also about experiencing a sense of belonging, and achieving job satisfaction while maintaining a healthy balance in physical and mental well-being. Meetings are held every 3 months with representatives of the workforce from each department to convey concerns that employees may have about specific aspects of their daily working life, to feed back their opinions of various issues, and to suggest activities that they would like the company to consider implementing. These meetings therefore provide an important opportunity for employees to engage, to explore resolutions and to participate in solutions - and as a result a number of programmes and policies have been implemented to address the social equity, and the financial, physical, and mental health issues experienced by employees.

## MENTAL HEALTH

The Covid-19 pandemic both amplified and triggered mental health problems and issues. Feelings of fear, concern and uncertainty about the future were experienced by many, and through our employee engagement survey, we observed that our employees wanted to talk through these feelings, and needed guidance to cope with the stress of an unprecedented situation. The increasing rate of job losses as a result of the pandemic saw a new norm emerge as many families became solely dependent on the main breadwinner. Coupled with the escalating cost of living, this was ultimately leading to family conflicts and instability, and it became clear that the burden of personal problems was having an adverse effect on some of our employees' job performance. Sofap approached the psychotherapist Virginie Saramandif to host weekly sessions at our head office, where a safe space was created for employees to express their concerns, fears or challenges in the strictest confidence. This initiative proved to be immensely helpful to the employees concerned; many of them realised that they needed assistance in dealing with their emotions, while others simply needed the chance to talk, and to be heard. Reducing the weight of their emotional burdens was essential for them to adapt to the changes forced upon them by the pandemic, to move forward and to evolve.



# PHYSICAL HEALTH & SAFETY

## MUSCULOSKELETAL SYSTEM SUPPORT

A talk was organized in January 2022 for 40 employees from the production and distribution departments, after their request for the provision of lumbar belts. A physiotherapist was in attendance to discuss the basics of anatomy, physiology and ergonomics, and to highlight potential problems which may occur as a result of manual work. Practical advice on the proper use and manipulation of a lumbar belt was provided, and the important role of regular lower back exercises was also emphasized.



## FIRE SAFETY TRAINING AND DRILL

As a company which deals with flammable materials, Sofap is keenly aware that it is of the utmost importance that all our employees know how to operate a fire extinguisher correctly, and are aware of the necessary action to protect themselves in the event of fire. Fire safety training and fire drills are conducted regularly to ensure that employees remain vigilant about the safety protocol, and to verify that the company's fire evacuation team is aware of its responsibilities.





**PATEL OPTICS**

MARDI 13 SEPTAM  
8h00 - 16h30  
PASSION CORNER

Si zot anvî ena enn test lizie gratui,  
avoy zot nom HR ziska merkredi 4h.

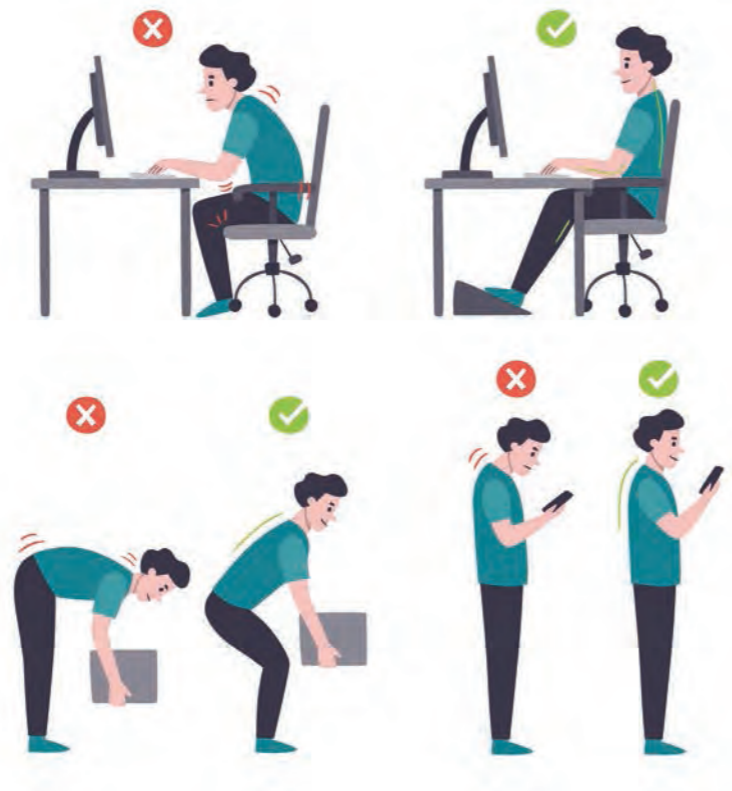
**Sofap**  
Do it smarter

## FREE FULL EYE HEALTH SCREENING

Eye care is easily over-looked and often taken for granted, but it is an integral part of physical well-being, and 135 of our employees took up the offer of a free eye test.

## TRAINING WITH ACTION PREVENTION LTD

This training was highly sought by our employees, reflecting the strong interest in learning about the correct postures to adopt when doing office work or physically handling raw materials, and in understanding the importance of effective stretching to help prevent injury or pain. 83 employees participated in this training over a 2-month period, and a decrease of 30 % in injuries was observed in 2022 compared to 2021.



## EMPLOYEE WELL-BEING

### FUN DAY

Sofap employees gathered at the Dodo Club, Curepipe, for a fun-filled Sports Day on Saturday 12 November. The day saw employees compete in teams against each other in a number of activities and games, including dominoes, pétanque, billiards, volleyball, and tug of war. Despite some fierce competition, there was an overriding happy and relaxed atmosphere with tangible team spirit and exuberance!

Team 'BELIEVE' collected the most medals and won the trophy, and the day ended with a 'happy hour' during which the singer 'Mr Love' had the whole Sofap team singing and dancing along to his beautiful songs.



## SOFAP KRAZY FOOTFIVE TOURNAMENT

The Footfive tournament was the first post-covid event which was organized for the employees on Saturday 13 August. The team Kilimanjaro won the trophy.



## CHRISTMAS LUNCH

The annual Sofap Christmas lunch was held on Friday 23 December, and once again proved that Christmas is a joyous season to meet up with colleagues and have a good time enjoying a delicious meal together!



## PLANT SWAP

What if plant swapping could be a way of bonding with colleagues? The Sofap employees who participated in our Plant Swap activity in December discovered that creating conversations around plants is uplifting, and sharing and acquiring new plants brings happiness.



## FREE FRUIT AT WORK – A DAILY DOSE OF VITAMINS



Each day 150 pieces of fruit across 5 varieties are given to employees who start work at 07h30 in the hope that this will encourage them to make their own healthy food choices while also playing a part in boosting their immune system. This initiative has been much appreciated by the employees concerned, and it's fair to say that, as a result, eating at least one fruit per day has become their new normal.



## FINANCIAL SUPPORT TO EMPLOYEES

Over a period of 6 months, monthly solidarity vouchers of Rs 1,000 from Winners were provided to employees whose monthly earnings were less than Rs 20,000. The aim of this incentive was to support our employees most affected by the rising cost of living, by contributing to an improvement in their financial well-being.

## LEAF PROGRAM

The 'LEAF' program aims to promote education and provide financial assistance to employees' children, who are attending secondary school. In 2023, 8 eligible employees from Sofap benefited from this programme through the refund of school materials and examination fees for their children.



# EMPOWERMENT AND ENHANCEMENT OF THE COMMUNITY



## EMPOWERMENT OF THE COMMUNITY



### ÉCOLE FAMILIALE DE L'OUEST

École Familiale de L'Ouest is a charitable organization that aims to educate young people aged 14 to 18 by providing them with vocational training. Sofap has extended its support to this association by offering internships to six 16-year-olds so that they can gain professional experience with the company in departments such as Distribution and Sales. Eventually, upon completion of their education program, Sofap offered them a permanent job. A site visit was organised for some 15 students which included an interactive, question and answer session allowing them the opportunity to find out as much as possible about working at Sofap. One youngster who is now working at Sofap participated in the session to share details of his year's work experience at Sofap.

*"I must say firstly that since we began working with the company, we have really appreciated the constructive relationship which has developed between the school and the teachers.*

*The positive changes in our young learners have been particularly evident. Thanks to the guidance and support you have provided, they have learnt a sense of responsibility, discipline and respect. We all feel that they have developed a more serious approach to life, and a vision for their futures – indicating that the company's interest in helping them succeed has had a real effect. In addition, the parents have expressed how grateful they are to observe this sense of responsibility, especially in the mornings when they get up for work – things happen on time now!*

*We thank you very much for the opportunities you offer the students, and we hope to continue working with you for the benefit of the young people of the future."* Fabien Raffaut (PE teacher at Ecole Familiale de l'Ouest)



## DONATION OF MATERIALS

Donation of building materials has become an integral part of our mission to support communities where materials for basic construction purposes are required. This support encompasses work carried out in the development of new prototypes for environmental and social projects, or for emergency situations.

*Association L'Amour et L'Espoir* is a non-government organisation supporting children and their families living in deprived conditions in the Village of Cotteau Raffin.

Making use of furniture no longer required by Sofap, a reading room was set up for the children attending remedial classes facilitated by *Association L'Amour et L'Espoir*. Remedial classes are an essential part of the support the Association provides to children who are struggling academically. The comfortable conditions in the reading room help the children feel at ease, and are conducive to their effective learning.

Some of the pallets donated were used to make tables and chairs for the charity shop, from where clothes that have been donated are distributed to those in need, or are sold to generate revenue for the Association's projects.



## NEW BORN

*New Born* is a social enterprise whose mission is to offer alternative & therapeutic support to people in search of well-being and wishing to overcome chronic or temporary difficulties.

The therapists at *New Born* use interventions such as art, dance, theatre, games, and activities in nature or those that include interactions with animals, for therapeutic purposes. The works and projects created, the movements used, or the music chosen, are not themselves viewed as the goals, but are rather the tools used in the sessions to help and support patients.

An empowerment programme was recently delivered in collaboration with *Centre Frère René Guillemin* (CFRG) for 15 youngsters between the ages of 12 and 15 from Cité de Pamplemousses. Using 250 ml paint pots donated by Sofap, these young people were engaged in creative art therapy sessions provided by *New Born*.



## KADO NWEL

Our social action during the Christmas period this year focussed on the children of Cité Vallijee, and generous donations of food and school materials from Sofap employees made a meaningful difference to 10 families in that community. Life is all about sharing, and caring for others.



## ENHANCEMENT OF THE COMMUNITY

For a number of years, Sofap has engaged in national enhancement projects to fulfill one of the most important aspects of its corporate mission: to develop and protect community spaces.

### ADDING COLOUR TO CITIES AND VILLAGES



Since 2015, Sofap has been the exclusive Street Art partner of the Porlwi by Light festival, the capital city's extraordinary celebration of light enjoyed by close to 100,000 participants. To this day several walls of the city remain beautifully adorned by Permglaze paints.

As part of the "Colour for Change" project Sofap contributed to bringing colour to two cityscapes on the island which were in need of brightening up: Cité Mangalkhan and Cité Roche-Bois were embellished with the support of Sofap and the active participation of the inhabitants.

Moka Smart City launched their "Rezidan" project in 2022, with the aim of adding colour to Moka, and Sofap contributed by providing the paint and materials required for the painting of several bus stops in the region. Various local artists participated in the project with the result that the Moka area has been colourfully brought to life by these open-air canvases, featuring wonderful paintings.

2022 also saw the company support a similar initiative launched by Cap Tamarin, where we collaborated with a group of artists to bring colour and vibrancy to the village of Tamarin.



## THE SOFAP EVOLVING WALL

The "Sofap Evolving Wall" is a project launched in conjunction with the Victoria Urban Terminal with the objective of adding colour to the bus station and metro terminal, for the enjoyment and pleasure of the thousands of passengers who move through the premises daily.

The idea behind the Evolving Wall is that every 3 months local artists are invited to submit entries for consideration by a panel, who then selects one to showcase his/her talents on a specific wall of the Victoria Urban Terminal. The Sofap Evolving Wall therefore achieves 2 significant goals: not only is a very busy community space brought to life with colour, but local artists also have a unique opportunity to display their talents, for appreciation by the public and commuters.



# PROTECTION OF THE ENVIRONMENT



## SOFAP'S ZERO WASTE JOURNEY

**89.7%** of Solid Waste Reduced\*

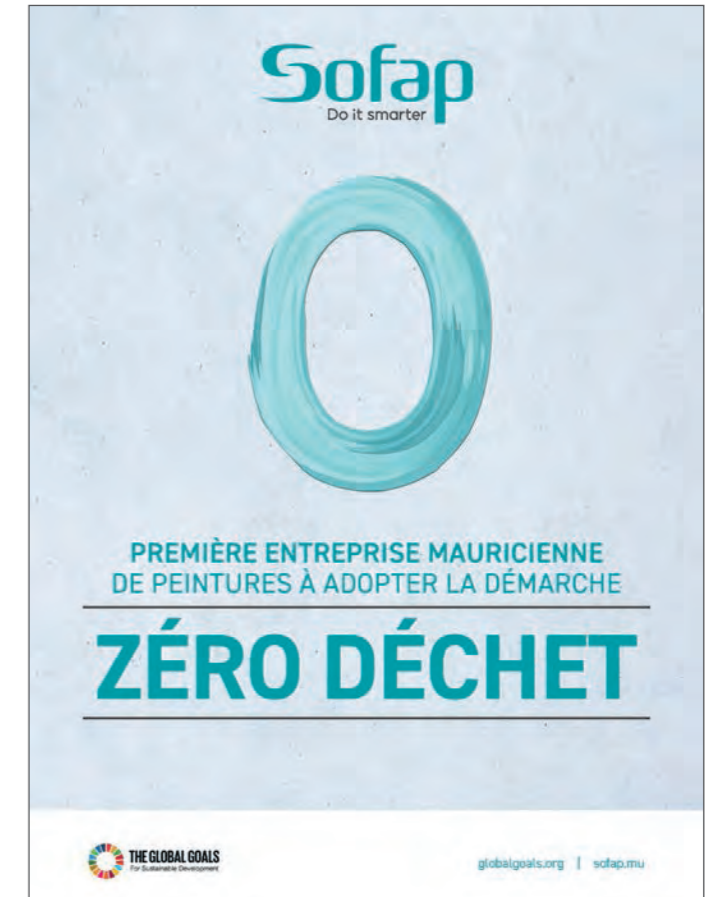
**56.2%** of Liquid Waste Reduced\*

\* as baseline 2018

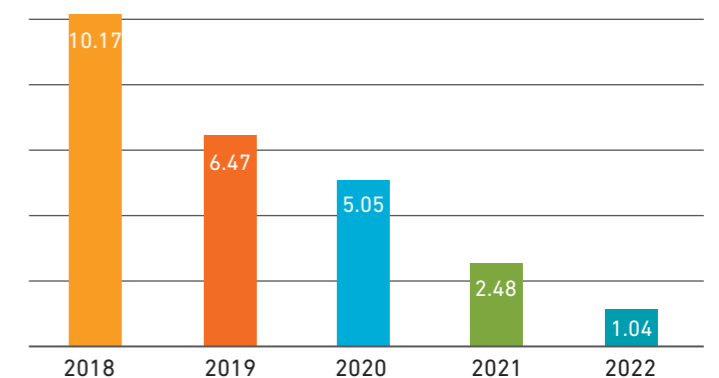
Further reductions of 13.7 % in solid waste and 11.2 % in liquid waste were achieved by the company in 2022. These figures take the overall diversion from landfill since 2018, to 89.7% of solid waste and 56.2 % of liquid waste, representing significant progress in this important journey and demonstrating our ongoing commitment to achieving the zero-waste goal.

Sofap remains relentless in exploring and implementing circular solutions across all operations, from procuring raw materials which satisfy exacting sustainability standards, to extending product life through reuse and recycling initiatives, to finding new opportunities for waste reduction and elimination through innovation, creativity, and local partnerships.

Embarking on the Zero Waste journey in 2022 was about finding ways of identifying further solutions and decreasing waste at source through a collaborative network. It is not only about saying no to waste, but is also about finding viable alternative ways of working which will not disrupt operational mechanisms and prove counter-productive. We have learnt how vital it is that we understand exactly how our waste material is being processed, to ensure that it is not simply becoming someone else's waste – someone else's problem. We visit and monitor our recycling partner regularly and closely so that we can be sure of the integrity of the services they offer. As the challenges of 2023 approach, we know that it is impossible not to have at least some waste in our bins, but our main aim remains taking the bold actions required to decrease the amount of our waste which usually ends up in landfill sites, and to implement more circular solutions.



Bin/Million L



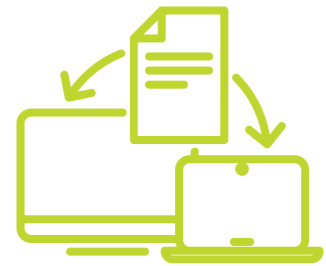
## RECYCLING OF SOLVENT

Approximately 16 % of our paint products are solvent based. A further amount of solvent is used to wash the containers used in production. This used solvent is collected, decanted and sent to a local recycler where it is distilled, and the residual waste is disposed of by Polyeco. Today, 50% of the solvent used to wash and rinse the containers and instruments is made up of recycled solvent.



**TODAY, 50% OF THE SOLVENT USED TO WASH AND RINSE THE CONTAINERS AND INSTRUMENTS IS MADE UP OF RECYCLED SOLVENT.**

## PAPERLESS TRANSITION



**A DECREASE OF 74.5 % IN OUR OVERALL PAPER CONSUMPTION WAS OBSERVED IN 2022.**

It is largely thanks to the engagement of our employees and their willingness to take ownership of the process, that the transition to paperless is evolving so successfully at Sofap. Departments and processes that used the largest volumes of paper in their daily tasks were identified through the teams of the quality circle, and this fed directly into the design of a paperless work environment. The possibility of integrating digital platforms was explored, in collaboration with the employees concerned, and their input and feedback was considered throughout the decision-making phase. The use of tablets and paperless document management software were tested first, and the success of these early stages has led to 3 of our departments - distribution, sales and maintenance – becoming practically paperless. A decrease of 74.5 % in our overall paper consumption was observed in 2022.

## SUSTAINABLE PROCUREMENT

A sustainability survey was conducted with our international and local suppliers to assess whether they comply with Sofap's requirements in terms of environmental standards, social ethics, and appropriate management systems which drive sustainability and encourage environmental awareness. The survey was also intended to encourage our suppliers to monitor the sustainability of their products and processes on an ongoing basis, and to maintain their commitment to sustainability. Our procurement team has been made aware of the importance of ensuring that when purchasing materials for the company, sustainable or locally sourced materials should be prioritised.

## PRODUCER AND CONSUMER RESPONSIBILITY FOR CIRCULAR ECONOMY

The government, producers and consumers should all be aware of their responsibilities when adopting resilient circular economy models. This means that throughout the life cycles of products, measures must be taken to mitigate their environmental impacts.

### EXTENDED PRODUCER RESPONSIBILITY (EPR)

The circularity of paint buckets is a good example of a solution derived from the product stewardship which is integral to EPR. Sofap actively encourages clients and customers to reuse or recycle paint buckets, and the pilot project launched by PIM which entailed recycling some of our paint buckets for use as bins and pots without the addition of virgin plastic, illustrates the validity of our approach. Together with PIM and local waste collectors, this recycling project is going to be scaled up – this is EPR clearly and successfully in action.

Ongoing consumer education and accessible information is available through our social networks and in our showrooms where we explain the recycling options and proper disposal measures applicable to paint buckets and surplus paint, and promote the appropriate re-use of products wherever possible.

Sofap has encompassed sustainability throughout the stages of its production process and in the environmental characteristics of its products. Currently, more than 85 % of our paint products are water- based and contain minimal level, well below the EU directive for VOCs of Volatile Organic Compounds (VOCs).



## CONSUMER RESPONSIBILITY

The consumer has an equal responsibility for environmental protection and sustainable consumption, and Sofap acknowledges the role we can play in encouraging behavioural changes through the educational and information campaigns we present on the proper disposal measures of paint buckets and surplus paint. We also encourage clients to get in touch if they have questions or need information about any of our paint products.

In January 2022 we were approached by *Xtreme Touch Services* to examine their Health, Safety and Environmental policy. Their policy demonstrates their commitment to safety at work as well as the protection of the environment:



### INTERVIEW WITH

Veekash Purahoo  
Director of Xtreme Touch Services Ltd

#### Who is Xtreme Touch Services Ltd?

Xtreme Touch Services Ltd is a private company specialized in the field of Painting - Commercial, Residential & Industrial. We began operations in 2014 with two painters, and today we are proud to have a team of six professional painters and two assistants. Our aim is to provide a safe working environment for our employees, clients, suppliers, and subcontractors. Our team is our strength ; we provide training so that they can deliver a quality service to our clients, pay attention to their own and others' safety, as well as take special care of our environment. We believe proper working procedures, rather than taking short cuts is the only way to deliver good results.

#### What inspired you to draft a Health, Safety and Environmental Policy?

Because there have been many work accidents in recent years in the field of contracting, we analyzed the circumstances and discovered that most accidents occur as a result of HUMAN ERRORS. Negligence and Habit were found to be the main causes of incidents and accidents. Workers lost their jobs as a result of their injuries and becoming handicapped, with consequences for families, including divorce, and in some cases, suicide. With this evidence and experience, we firmly believe that safe operating practices and providing a safe and healthy environment, are essential to minimise and avoid harm and injury to our personnel, and damage to property and the environment.

#### Are you aware of the environmental commitments of Sofap? How?

Yes, we keep updated through the websites on new products while upholding the Sofap commitment to achieving Zero Waste by 2023.

#### Do you drop your empty paint buckets at the Head Office in Coromandel?

Yes, we do, as part of our annual objectives.

#### How do you dispose of your leftover paint?

Normally we calculate the area to be painted and buy accordingly.

If there is excessive surplus, we donate it to our employees first, and then to our neighbors who may need paint.

## SOLUTIONS FOR LEFTOVER PAINT AND USED PAINT BUCKETS

### LEFTOVER PAINTS

Customers are often left with surplus paint which can either be reused or disposed of safely. Sofap provides guidance for the use of surplus paint to encourage their clients to buy paint wisely, to extend the life of their paint, and to discard it in the most environmentally responsible ways.

### HOW TO AVOID PAINT SURPLUS?

#### Calculating paint required

Calculate the correct quantity of paint required to complete your project to avoid both a return trip to the store, and the possibility of having excess paint.

- » Measure the surface area to be painted.
- » Divide that figure by the spreading rate, as indicated on the packaging of the paint to be used, or in the product technical data sheet.
- » Multiply by the number of coats to be applied.

#### Example

- » Surface area: 25m<sup>2</sup>
- » Spreading rate: 10m<sup>2</sup> per litre
- » Number of coats: 2
- » Amount of paint required: 25m<sup>2</sup> / 10m<sup>2</sup> per litre x 2 = 5 litres

#### Note

- » Porous, rough and textured surfaces (e.g. rough casting) will require approximately 40% more paint
- » Do not treat surfaces with a whitewash undercoat; because whitewash has no binding properties, it can adversely affect paint adhesion



## HOW TO STORE LEFTOVER PAINTS?

It is important to store your surplus paint safely and properly so that it can be used again (for smaller projects or to add another coat). Below are some useful tips:

### Avoid transferring contamination

To ensure longer paint life, avoid transferring contamination from the surface you are painting back into the paint bucket with your brushes or rollers. To keep the paint in the main paint container fresh and untouched, you should pour out only the quantity you need for the job into a separate paint pot, and use this for painting.

### Store upside down

To keep your paint fresh, clean the edge or rim of both the can and the lid, place the lid on securely and store it upside down. The paint will create a tight seal around the lid. Of course, your excess paint should be stored away from extreme heat or cold and out of reach of children.

### Handle with care

Properly sealed solvents and thinners have an almost unlimited shelf life. Solvent-based paints require special disposal practices as they are flammable and hazardous. They must never be poured down drains, waterways or on the ground.

## HOW TO DISPOSE LEFTOVER PAINTS?

1. It can either be donated to **The Good Shop, Moka**, where the paint will be used in the repurposing of old furniture.
2. Or, it can be sold on the online platform, **La Déchetèque (a platform facilitating the reuse and recycling of unwanted construction materials)** where artists or DIY enthusiasts are able to buy it at affordable prices.



## RECYCLING OF USED PAINT BUCKETS

A collection point for empty plastic and metal paint buckets has been set up at the head office in Coromandel since 2021. Empty plastic and metal paint cans can also be dropped off directly at the recyclers point.

### Criteria to be respected:

- » The paint inside must be dry.
- » Empty buckets must not contain thick layers of dry paint (maximum 1cm)
- » No other products/solutions inside the buckets.
- » The plastic paint bucket must only contain water-based paint.

## CONDITIONS FOR DISPOSING OF SURPLUS PAINT

### Water based paint

- » It must be free from bacterial contamination and mold.
- » There must be no residue or jelling on the surface. The paint must not be grainy, have a cottage cheese texture or be mixed with any debris.
- » There should be no foul, atypical or spoiled smell.
- » The paint should be in its original can.
- » The can must not be damaged, rusted or leak, and it must be tightly closed.
- » There must be no skinning at the surface.
- » It is preferable that the paint has not exceeded the expiry date.
- » The reference should be clearly visible on the can, particularly the colour code.
- » The container must be at least half full.
- » The lid must be functional to better seal the container.
- » A solid paint product is not acceptable.
- » The paint should not be diluted.

### Solvent based paint (e.g Gloss paint)

- » The can must not be damaged, rusted or leaking, and it must be tightly closed.
- » There must be no residue or jelling on the surface.
- » There must be no skinning at the surface.
- » The paint must not be diluted.
- » It is preferable that the paint has not exceeded the expiry date.
- » The container must be at least half full.
- » The product must be in its original container.

WHAT SHOULD BE DONE  
IF THE PAINT IS NOT USABLE?

Contact Polyeco for disposal advice on:

T : +230 52501364 E : s.imrit@polyecogroup.com

 polyeco  
sustainable solutions

## EMPLOYEE AWARENESS

### EXHIBITION OF RECYCLED PRODUCTS

Every year, more than 500,000 tonnes of waste are disposed of in Mare Chicose. 50 % of that waste is organic and 30 – 40 % recyclable. However, only 3 % of the recyclable waste is being recycled. Recycling is key to a circular economy where waste becomes a resource, and primary resources are protected and their use eventually reduced. Our employees play the vital role in our waste management efforts. It's not simply a matter of the company processing recyclable waste, but is also about educating our employees. An exhibition was organised at Sofap's head office to showcase how plastic films are being transformed by the local recycler *EN Recycling Ltd*.



### EARTH DAY

A presentation and demonstration on "vermicompost" was conducted by the *Verganic* team on Earth Day. Vermicomposting is the process by which worms convert organic matter into a humus like substance known as 'vermicompost'. Vermicompost is an organic fertiliser and by-product of the composting activities of earthworms which will improve the nutrient content of the soil and promote plant growth.



## WORLD ENVIRONMENT DAY

To celebrate of World Environment Day 2022 an exhibition was organized in each of Sofap's showrooms on the 3<sup>rd</sup> and 4<sup>th</sup> June. The artisans, Corinne Offman, Sercret Hope, Meli Art, Rakshana Bappoo, AfroArt, Vinucreativ, Ecoworx, Coropure, Marie Grenade and Momus Gladys, Le Pandanus, and Helena Talbot displayed and sold their upcycled and environment friendly products.





## ENSAM POU NOU LATER CAMPAIGN

“Plastic Free July” is a global initiative which regroups the individual actions of citizens seeking solutions to the problems posed by excessive use of plastic. Small changes carried out collectively can make a powerful difference when it comes to protecting our environment. Awareness sessions were conducted with each department during which employees were able to familiarise themselves with the company’s waste management procedures, as well as with the simple measures that can be adopted as individuals to protect the environment. Drop-off points for bulbs and fluorescent lamps were established, and a one – off collection of household plastic products was carried out in collaboration with the waste collector *We-Recycle*.



We also engaged the public in this Plastic Free challenge, in partnership with the local recycler *GnG Plastic Ltd*. People were encouraged to bring their empty 5l HDPE plastic jerry cans to 6 of our showrooms, where they were eligible for a Rs 5 discount per jerry can delivered when purchasing a recycled planter.



## ZERO WASTE EVENTS

“Zero Waste Week” is a world-wide environmental campaign which takes place annually during the first full week in September with the goal of reducing landfill waste. With our aim of becoming a Zero Waste company by the end of 2023, this initiative is integral to our sustainability ethos, and we used the opportunity to reinforce how our employees manage their everyday waste. Interactive activities, workshops, talks and demonstrations were held to encourage employees to assess their individual actions.

### AWARENESS SESSION AND DONATION DRIVE BY GOOD SHOP

A 2-week donation drive was organised by the company providing employees with ample opportunities to learn about and practise the habit of decluttering unused items from their homes. In an attempt to reach a broader audience, we extended the invitation to other companies within the vicinity of the DBM Industrial zone. *Kosi Xpanda* also engaged on the initiative, and we ultimately accumulated a total of 193.1 kg of donations of all types of things!

The awareness session hosted by Good Shop proved extremely helpful in advising employees of the types of items suitable for donation, and the journey of the donated items, as well as explaining how their business is based on a circular economy model.



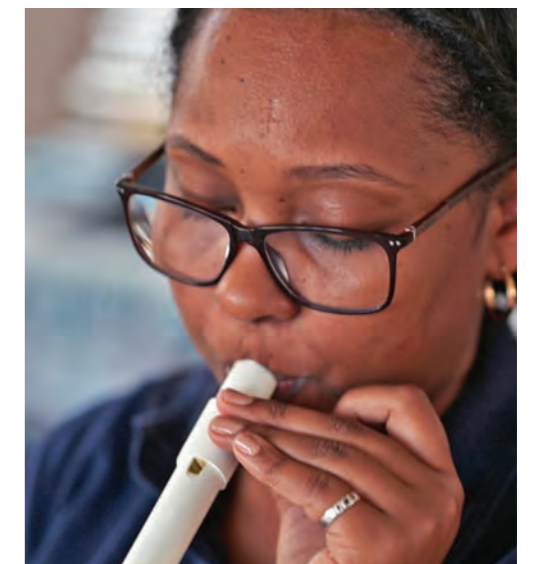
### WORKSHOP ABOUT REUSABLE FEMININE CARE PRODUCTS BY NATHALIE BREMOND

This session was an eye-opening one for many of our female employees who were not aware that there are alternatives to disposable pads and tampons. As proposed by *LadyCup*, all it takes to prevent avoidable waste from ending up in landfill and to save money too, is to switch products and opt for the reusable versions.



### DEMONSTRATION OF UPCYCLED MUSICAL INSTRUMENTS BY KAN

Transforming empty metal paint buckets into functional musical instruments! Kan astounded our employees with this example of innovative recycling. And at the end of the session, they all enjoyed the highly entertaining results with a toe-tapping jam.



## TALK BY LA DÉCHETÈQUE

*La Déchetèque* is the first online platform in Mauritius which aims to value waste materials as resources by facilitating their accessibility to individuals and companies. Be it as the result of a renovation, DIY, or construction project, if consumers discover they have a surplus of unused materials, simply because of excess stock or orders, or if materials are required, then it is possible to sell or buy these on *La Déchetèque*. Stephanie Bouloc, the founder of *La Déchetèque*, delivered a presentation of the platform and followed by a question-and-answer session.



## THE ROLE OF PRESERVATION TECHNIQUES IN REDUCING FOOD WASTE - BY FAREI

An officer from the *Food and Agricultural Research and Extension Institute* (FAREI) visited Sofap to explain to our employees how easy it is to extend the shelf-life of vegetables and fruit used at home. Preservation methods such as freezing, canning, salting and pickling are all effective ways of saving money and conserving locally sourced fresh vegetables and fruit.



## EXHIBITIONS AT SOFAP

The company hosted a number of exhibitions which showcased recycling initiatives currently in action in Mauritius, in an effort to reinforce the message behind Zero Waste Week for our employees.

- » Exhibition on upcycled Sofap waste material – *Ecoworx and Global Rainbow Foundation*
- » Exhibition of reusable and environmentally friendly products – *Morivert and Island Beauty by ECOLIFE*
- » Bicycle and injection machine by *Precious Plastics* to demonstrate the melting and moulding of plastic



## SOFAP ECO HUB - UPCYCLING MARKETS

Two markets to promote the circular solutions that can be achieved with creativity and innovation, were organised in 2022 in collaboration with Ascencia – an 'Upcycling' market was held on 5 March and an 'Upcycling & Recycling' market took place on 29 October. Around 30 participants exhibited their upcycled and recycled products at these events, providing very powerful illustrations for members of the public of how successfully waste is being repurposed or recycled. We are confident that all those who visited the markets developed further awareness of the existing solutions and how to support the circular economy, as well as how they as individuals can contribute by thinking more wisely about the impact of their daily choices on the planet.



## COLLABORATION WITH THE “ACADEMY OF DESIGN AND INNOVATION”



Creativity and Sustainability are closely linked. The *Academy of Design and Innovation* expressed strong interest in exploring creative solutions and approaches for long-term sustainability by integrating upcycling in their module “Applied Practice Collaborative Project”. They also developed the course ‘Creating Artefacts using upcycled Materials and Natural Fibres’. Sofap was delighted to collaborate with the Academy by making our waste available for the students – the materials were put to very good use, and beautifully transformed! An exhibition was held in the Sofap Eco Hub as part of the module, for the students to showcase their upcycled art. The 3 projects displayed were:

- » Installation art showcasing the protection of the marine eco-system
- » Product design based on endemic species
- » Interior decoration concept on exotic plants through upcycling

## SUSTAINABILITY GET TOGETHER!

While each individual company may have its own defined sustainability agenda, collaboration can lead to finding solutions for issues that companies may have in common. One company’s solution may be just as effective for others, and given the extent and severity of the current environmental crisis, we can no longer afford to work alone. “Sustainability Get Togethers” were organised at the Sofap Eco Hub on 26 August and 18 November to regroup the efforts of sustainability coordinators and managers from different companies, and along with Business Mauritius and Made in Moris various ways of collectively promoting sustainability and inclusivity were discussed.

**Sofap**  
Do it smarter

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