



Sustainability *Report*

edition #04

2023



PREMIÈRE ENTREPRISE MAURICIENNE
DE PEINTURES À ADOPTER LA DÉMARCHE

ZÉRO DÉCHET

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SOFAP MISSION STATEMENT

" To protect and embellish our environment, with circularity and sustainability at heart. "

In a world where solutions are being sought urgently to become more environmentally responsible, Sofap is actively pursuing a circular and sustainable approach across its operations.

Sofap is on a continuous journey from procuring its raw materials within the sustainability standards, extending product life for reuse and recycling, to finding new opportunities when eliminating its wastes through innovation, creativity, and local partnerships.

Sofap remains committed to its unwavering support towards the communities, to serving the people in preserving surfaces and to creating visually appealing surroundings while continuously striving to raise awareness among its clients.

SOFAP ENVIRONMENTAL COMMITMENT

Sofap Ltd endeavours to work towards the protection and embellishment of the environment with circularity and sustainability at heart. Sustainability is a crucial ethos to our corporate decisions.

The company reiterates its commitment to contribute to the long-term benefits of society by actively minimising the impact of its products, operating processes, and value chain on the environment. This would not have been possible without the engagement of our employees, customers, communities, suppliers, and other stakeholders.

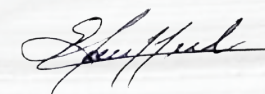
We believe in the continual improvement of our environmental performance during the formulation of products, manufacturing processes, operating procedures, and business development strategies.

We remain committed by:

- Maintaining our Zero Waste Objective by applying the 10 Rs of Sustainability.
- Reducing our water and energy consumption.
- Mitigating the environmental impacts during the entire lifecycle of our products while continuously communicating the right disposal practices to our customers as part of our Extended Producer Responsibility (EPR).
- Complying with the Statutory and Regulatory requirements.
- Encouraging the valorisation of wastes and provision of a platform for social/environmental activities through the Eco Hub.
- Involving the employees in participating in environmental protection activities of the company.
- Integrating more sources of renewable energy.
- Encouraging purchase and management of goods and services in a sustainable way.
- Educating our suppliers in helping us to further reduce waste at source while ensuring that they have integrated some environmental metrics to measure and reduce the environmental impact of their activities.
- Supporting social/environmental NGOs through financial aid, donation of equipment or technical assistance.

We shall ensure that our commitment is understood, executed, and sustained by the company. We invite all our interested parties to join us in this effort and to uphold this environmental commitment.

Date: 29 December 2023



Guillaume Jauffret
Managing Director



Eric Adam
CEO Industrial Cluster

ZERO WASTE ACHIEVEMENT

The last three years have been marked by trial, error, and adjustment. By making room for dialogue and communication, and by creating a genuine synergy between management, employees, suppliers, the local network, and the community, we have been able **to decrease the amount of waste going to landfill by 94.7 % over the 4-year period ending December 2023. The segregation of waste has been greatly improved with the hiring of a waste steward.**

For us, committing to zero waste meant **pursuing the individual and collective efforts we have made in previous years; finding ways to identify alternative solutions and reducing waste at source through a collaborative network.**

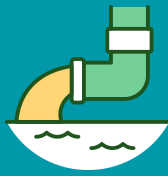
Our vision goes far beyond a **“no to waste”** approach. It is all about finding viable alternative ways of working that will not disrupt operations and remain conducive to productivity. It is about understanding how our waste is being handled while ensuring that it does not simply become someone else’s waste.

As we approach the **challenges of 2024**, we know it is impossible not to have waste in our garbage bins, but our main objective **remains to take the bold steps needed to further reduce the amount of waste that typically ends up in landfill.**

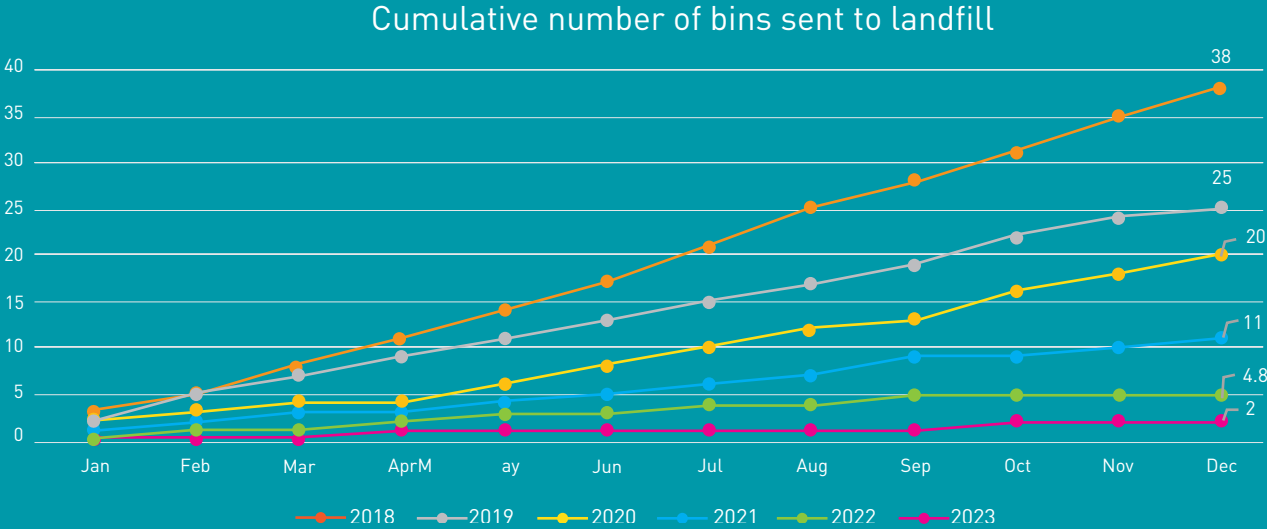
We strive to become an inspiring Zero-Waste Company



94.7%
SOLID WASTE REDUCTION



66.7%
LIQUID WASTE REDUCTION



FOREWORD FROM THE MANAGING DIRECTOR

I am honoured to present our company's fourth Sustainability Report. This report signifies our ongoing commitment to transparency, accountability, and responsible business practices.

At Sofap, we understand the impact that businesses have on the environment, society, and economy. We recognize the urgent need for sustainable development and are dedicated to integrating environmental, social, and governance (ESG) considerations into our core business strategies.

This report outlines our progress in addressing key sustainability challenges, including reducing carbon emissions, promoting social equity and encouraging diversity and inclusion. We also highlight our partnerships with suppliers, customers, and communities to drive positive change.

We recognize that our sustainability journey is ongoing, and we remain committed to continuous improvement and strive to set even higher standards for ourselves in the years ahead.

I would like to express my gratitude to all our employees, partners, and stakeholders who have contributed in taking us forward on our sustainability journey. Your dedication and support are integral to our success, and together, we will continue to make meaningful strides towards a more sustainable future. Thank you for your interest in Sofap Ltd's sustainability journey.

Sincerely,

Guillaume Jauffret
Managing Director

ZERO WASTE



Reduction of solid waste

According to the Zero Waste International Alliance, any term including "zero" must achieve at least 90% detour from landfills, incinerators, and the environment. That is what we aimed for. To date, a reduction of 94.7% in solid waste sent to landfill has been achieved compared to 2018. Sofap significant reduction of solid waste going to landfill has been achieved by conducting a waste audit, applying the 10Rs of Sustainability (Refuse, Reduce, Rethink, Repurpose, Reuse, Repair, Recover, Refurbish, Rot, Recycle) and through the collaboration with a solid network of recyclers, upcyclers and artisans.



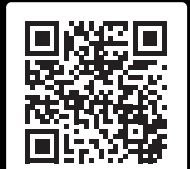
Segregation Area

The Segregation Area is a dedicated space for sorting of recyclable materials and waste that can be used as secondary materials. A Waste Steward was appointed to ensure that waste is sorted correctly, while continually raising employee awareness of the best waste disposal practices and conditions.

INTERVIEW OF MAMADE



SCAN HERE TO WATCH VIDEO



Upscaling Collection of paint buckets

The year 2023 was also marked by the installation of a new collection bin for recycling paint buckets (plastic and metal) at the showroom of Pailles. This is Sofap second collection bin following the successful launch of the first one in Coromandel. The whole Sofap team is looking forward to expanding this initiative further in the future.

Sofap is encouraging its customers to reuse or recycle their plastic paint buckets into bins and pots by Plastic Industry Mauritius Ltd (PIM) without the addition of virgin plastic. This recycling project with PIM and local waste collectors will be developed further.



Many paint consumers often end up with leftover paint that cannot be reused or thrown away. Sofap encourages its customers to avoid surplus paint as well as instructing them on how to store and drop off their leftover paint at the Good Shop in Moka or sell it on La Déchetèque platform. To do so, they must, of course, comply with strict conditions.

CONDITIONS
WHEN
DISPOSING
LEFTOVER PAINT

SCAN HERE FOR
MORE INFOS

Conditions for
Recycling Empty
Plastic Paint Buckets
and metal cans :

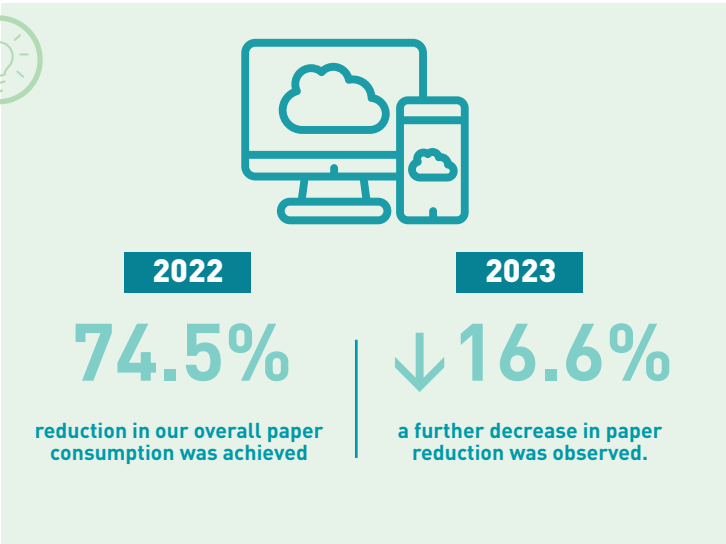
- They should not contain a thick layer of paint
- They should be dry.
- There should be no waste in either of them.

*The plastic paint bucket must not have contained any solvent-based products.

Becoming a paperless company

Sofap strives to become a "paperless" company. To this end, the processes using the highest volumes of paper were identified and reviewed. This directly contributed to the design of a paperless working environment.

The possibility of integrating digital platforms was explored with the concerned employees. Their input and feedback were considered throughout the decision-making phase. Additionally, the use of tablets and dematerialized document management software was initially tested, and the success of these initial steps has led three of Sofap departments - distribution, sales, and maintenance - to become almost paperless. This marks a major step forward in the operations. In 2022, a 74.5% reduction in the overall paper consumption was achieved. A further decrease of 16.6% in paper usage was observed in 2023.



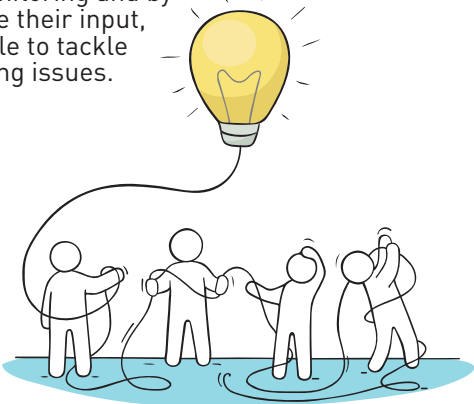
Industrial symbiosis

Effective waste management plays a crucial role in facilitating industrial symbiosis to optimize resource utilization and minimize environmental impact. Through collaborative efforts and innovative solutions, industrial symbiosis fosters a closed-loop system where materials circulate within the economy, reducing the need for virgin resources and minimizing waste generation.

There are many industries who often end up with non-conforming materials or waste considered hazardous, but which can be reused differently to optimize resource use. Sofap has collaborated with a few companies who reused some of our waste as secondary raw materials.

Awareness Sessions

Without the employees' support, Sofap would not have achieved this significant waste diversion from landfill. Awareness sessions were held throughout the year with employees to review past mistakes, monitor improvements, get their ideas and feedback on how to work together to further reduce waste. At first, it was difficult to educate employees on appropriate disposal measures, but through ongoing monitoring and by allowing them to give their input, the company was able to tackle most of the underlying issues.



Water Conservation through Rainwater Harvesting!

Minimizing waste begins by reusing the existing resources. Having recognized the importance of water conservation, we have established a rainwater harvesting system, consisting of twelve IBC tanks, each holding 1000 L.

As from November 2023, 100 % of rainwater was used to wash the company's vehicles.

A pot washing machine was installed to significantly improve the washing process and to further decrease the volume of liquid waste and use of water. This machine has contributed to the recovery of a considerable amount of freshly produced paint that was previously washed away and is now being packed and sold to the market. As an additional benefit of this new washing process a decrease of 40% of water consumption was observed at the wash bay in 2023 when taking 2022 as a baseline.



Inclusion of Sustainability in onboarding and training programs

Each time a new employee joins the Sofap team, the person goes through an induction process to become familiar with the workspace and colleagues. Sustainability awareness has been integrated into Sofap employee onboarding process because, as individuals, we can all contribute to reducing our impact on the environment.

In addition, it's crucial for employees to educate customers about conserving paint and the importance of taking the appropriate disposal measures for paint products. Sofap aims to empower their employees in becoming agents of change through this initiative.



Sofap EcoHub

NGOs and social enterprises often encounter challenges in securing premises for meetings or workshops. Sofap has taken steps to assist them by offering a complimentary workspace, training area, and meeting venue. This inviting space, situated at the So'flo Mall in Floreal, boasts a cozy and vibrant ambiance with a table, projector facilities and with the capacity to accommodate up to 20 individuals. Its central location ensures convenient accessibility for all.

Several workshops were hosted at the Sofap EcoHub, including:

- **Cahaya:** basket weaving workshops using Vakoa leaves - "what if we help in keeping this traditional weaving technique alive while exploring our culture?"
- **Arcturus Sphere for the Eco Writers Project** - "Graphology for personality development"
- **Zero Waste Mauritius** : "Fresque du plastique" and "Train the trainer"
- **Melco Corinne Art Therapy workshops** for women on how to connect to self.
- **EFOI Region Maurice** : "Festival Alimenterre"
- **NGO Nature Yetu** : "Fresque de la biodiversité"



A colourful & central venue for your meetings

If you are from an NGO and you are looking for a space to conduct your meetings, presentations, and trainings, we are putting at your disposal the Sofap Eco Hub for free.

The Sofap Eco Hub is a cosy and colourful space with a round table and projector. It can easily accommodate some 20 persons.



Electricity Consumption

In line with the energy-saving objectives, the energy consumption is diligently monitored by consistently tracking the key performance indicators (KPIs).

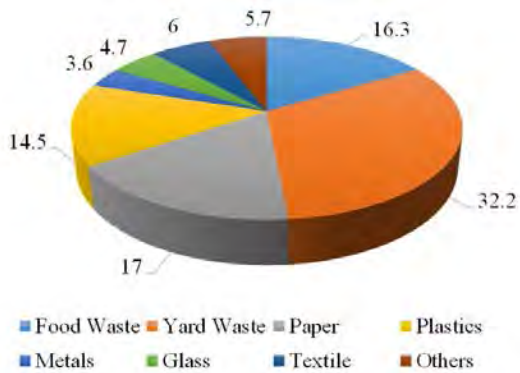
Solar panels were installed above Sofap showroom in Pailles in 2019 with the aim of providing long-term environmental and financial benefits as a renewable electricity source.

While individual decisions and actions aimed at environmental preservation may appear trivial, these give rise to a collective impact. When a multitude of people embrace small energy-saving practices, this can yield significant results and foster positive change. To this end, Sofap motivates their employees to adopt energy saving habits both at work and in their personal lives, by displaying awareness posters in their workspaces



World recycling day

World Recycling Day was conceived by the Global Recycling Foundation on March 18, 2018. It aims to recognize and celebrate the crucial role of recycling as a circular solution in preserving untapped natural resources. Every year, over 500,000 Tonnes of waste are disposed of at Mare Chicose landfill, 50% of which is organic and 30 to 40% recyclable. However, only 3% of this recyclable waste is recycled.



Reference: Solid Waste Composition in Mauritius- Waste Characterization Study in 2020 (Ministry of Environment, Solid Waste Management and Climate Change)

In response to this challenge, local recyclers exert continuous efforts to maximize waste recycling. In 2022, EN Recycling Ltd., a local recycler, processed 2.4 Tonnes of our plastic film. Furthermore, in 2023, Sofap managed to decrease its plastic film consumption by 28.9%.

The theme for 2023 was #RecyclingHeroes. Sofap organized informative visits for its employees at 2 local recyclers: EN Recycling Ltd and WeCycle. These visits made our employees more aware of recyclable waste's "afterlife" and of the importance of sorting and recycling within our own operations.

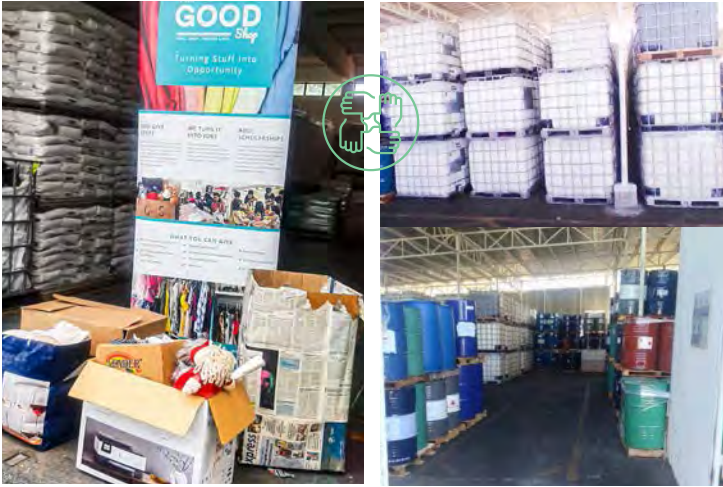
*EN Recycling Ltd recycles plastic to make garbage bags, pallets and garden tables/benches.



MUDA Challenge & Donation Drive!

MUDA is the Japanese term for 'wastefulness'. The MUDA challenge involved a week dedicated to reorganizing the employees' workspaces. All departments were invited to reorganize its space in a way to facilitate its daily tasks and to improve its work environment. Each department had to: dedicate 1h per day to declutter their spaces while taking into consideration the 4 criteria below:

- 1. Cleanliness
- 2. Sustainability
- 3. Collaboration with other departments
- 4. Adoption of Long-term strategy so as not replicate the same mistakes.



A daytrip to Île aux Aigrettes was offered to the team who made the biggest change/declutter. The packing department emerged as the winner of the Muda Challenge. They have developed a method to visually track their daily tools within their workspace, aiming to minimize time wastage when searching for them and to optimise their working area following a decluttering process.

In partnership with The Good Shop association, Sofap organized a donation drive the same week. The objective was to encourage people to declutter their homes and bring to their workplace quality donations that could have a second life and be useful to people in need (clothes, toys, books, accessories, decorations, household objects, still in good condition). Solidarity was definitely the watchword!



Earth Day - Foodwise

Since 1970, Earth Day has served as a platform to raise public awareness and provide education on environmental issues. This annual event urges governments, corporations, and individuals to safeguard the Earth's finite natural resources for the benefit of future generations. The 2023 theme, "Investing in our planet," emphasizes the importance of making investments to protect the environment. Sofap has recognized the urgency of taking action and has committed to this cause in recent years.

On April 21, the social enterprise FoodWise organized an awareness session for our employees. The session focused on practical strategies for reducing food waste in everyday life. Sofap was pleased to provide each participant with a recipe book as a token of appreciation. This gift not only promotes healthy eating habits but also encourages the adoption of zero-waste cooking tips.



Deploying learning workshops on plastic pollution in primary schools of Black River and Savanne by We-Recycle

We-Recycle has sought the collaboration of Sofap to obtain empty barrels to use as sorting bins for 10 schools, aiming to raise awareness among students about the key message "reduce-reuse-recycle".



Upcycling & recycling markets



In 2023, Sofap hosted two Upcycling & Recycling Markets. The initial event, held in April at **So'Flo Mall**, was a collaboration with Ascencia. The second market took place in December at **Cascaville Shopping Mall**. 30 participants showcased their handcrafted creations, contributing to the promotion of local circular solutions while raising public awareness of existing sustainable practices.

From unique upcycled crafts by local artisans to lively workshops and eco-friendly gifts, those markets were a celebration of sustainability and creativity.

- The public was invited to bring:
- Plastic caps
 - Newspapers in good condition
 - Cans or can tabs
 - Old or damaged jewelry
 - Small plastic bowls
 - Old jeans
 - Untreated wood
- All of these were used for recycling or upcycling purposes.



Talk by Mauritian Wildlife Foundation

To celebrate World Environment Day, Sofap employees were invited to take part in a dialogue titled "Shattered Paradise" with the Mauritian Wildlife Foundation's team (MWF).

This talk provided them with insight about MWF's dedication towards the restoration of ecosystems in Mauritius while offering an understanding of individuals' roles in the realm of conservation.

World Environment Day



Environmental Awards

World Environment Day is celebrated every year on 05th June. To mark the occasion, the Ministry of Environment, Solid Waste Management and Climate Change hosted the "Environmental Awards 2023" to reward the best environmental initiatives by stakeholders in various sectors, both private and public. 11 sectors were selected for the awards ceremony.

Sofap has won the 'Environmental Awards 2023' in the 'Recovery for the Waste and Resource Management Sector' category.

This award is a strong recognition of the company's effort to reduce our environmental impact. It is worth remembering that achievements in this area would not have been possible without the participation and involvement of all Sofap employees.



Plastic Free July

The "Plastic-Free July" Challenge was established as a response to the ongoing plastic pollution crisis, a pervasive and worldwide concern.

The prevalence of plastic waste in oceans has led to the decline of marine species. Moreover, the discovery of microplastics in human blood and lungs has heightened public health risks. Consequently, in 2022, the United Nations engaged in negotiations with 175 member states to develop a new global treaty aiming at definitively addressing plastic pollution.

How to celebrate a successful plastic-free July?



1. Bring Your Own Reusable Bags.



2. Use a Reusable Water Bottle.



3. Choose Plastic-Free Packaging When possible.



4. Bring Your Own Containers when shopping for items like meat, deli products, or bulk foods to avoid using plastic packaging.



5. Avoid Single-Use Plastics.



6. Buy fresh fruits and vegetables without plastic packaging.



7. Consider making your own household cleaners, beauty products, and snacks to reduce reliance on plastic.



8. Share your Plastic Free July journey with friends, family, and on social media to inspire others to reduce plastic waste.

The company decided to tackle the daily problem of plastic pollution by organizing a Plastic Free Afternoon Tea. During this afternoon, employees had the opportunity to take part in a discussion over a cup of tea/coffee about the challenges of eliminating plastic, as well as the urgent need to act against plastic pollution through individual efforts.

Collaboration with GnG Plastic Ltd

Over the last two years, Sofap had partnered with the local recycler GnG Plastic Ltd during the Plastic Free July month. The public was encouraged to bring their empty 3L and 5L HDPE jerry cans to seven of our showrooms. For each jerry can returned, GnG Plastic Ltd provided a discount on the purchase of a recycled planter. In 2023, a total of 600 jerry cans were collected.



Kitchen Waste

Sorting bins have been set up for kitchen waste, with the compost produced being utilized to enhance the soil in on-site gardens and flowerbeds. Employee awareness campaigns are conducted to encourage the reduction of food waste in the workplace.



Verganic Presentation

The Verganic team delivered a presentation at Sofap to acquaint employees with the utilization of IBC tanks in enhancing the efficiency of locally produced vermicompost.

Vermicompost is an organic fertilizer and by-product of earthworm composting activities which improves the nutrient content of the soil and promotes plant growth. A sale of vermicompost was also organized for the employees.



Zero Waste Week

Zero Waste Week is a grassroots campaign launched in 2008 aiming to raise awareness about the challenges stemming from the increasing volume of waste going to landfills while prompting the individuals to reassess their daily waste habits and implement changes to minimize their environmental impact.

Sofap Zero Waste Week occurred from September 11th to 15th 2023. Throughout the week, a diverse array of activities was organized to engage Sofap employees including:

- A demonstration of how to make flowerpots using old towels and cement.
- A talk on adopting a zero-waste lifestyle, followed by an exhibition of zero-waste products.
- A jewelry repair workshop
- A demonstration of how to make a natural multi-purpose cleaning product.
- An upcycling workshop on how to make a musical instrument from a paint bucket.

During the same week, Sofap employees were invited to participate in a donation campaign to support the NGO La Colombe*.

**La Colombe is an NGO which focuses on rehabilitating ex-prisoners and drug addicts, providing educational assistance to the illiterates and children, and assisting them in their integration into the working society.*

PLUS QU'UNE PEINTURE, C'EST UNE COUCHE DE PROTECTION POUR VOTRE EXTÉRIEUR

DÉCOUVREZ LA PALETTE D'EXPERTISES DE SOFAP

PERMOGLAZE HEAT GUARD

Peinture réfléchissant les rayons infrarouges solaires, avec 85% de réflexion. Réduit la chaleur absorbée, maintient une température plus fraîche.



Innovation: Permoglaze Heatguard

Permoglaze Heat Guard is a new Sofap product launched in 2023. It is a premium-quality, UV-resistant and water-based acrylic coating for roofs and facades. Permoglaze Heat Guard is designed with infrared reflection technology and 85% solar reflectance. It is an extremely durable, weather-resistant coating that can be applied to concrete, galvanized iron roofs, tiles and bricks. It also contains special additives that inhibit the growth of microorganisms.

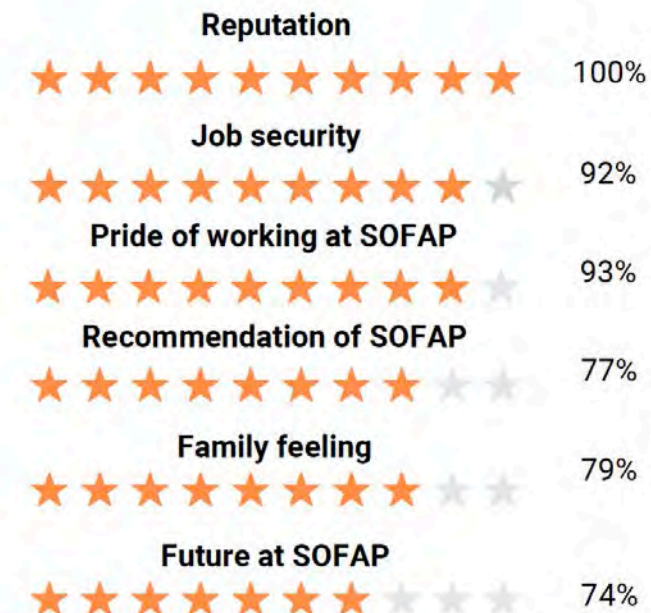
In addition to all these benefits, this new paint technology reduces a home's or premises' electricity consumption, as the need to cool the interior is minimized.



EMPLOYEE WELFARE



Perception - Positive



Employee engagement survey

Sofap conducted an 'Engagement Survey' with all the employees in June/July 2023 to identify areas for improvement, and ultimately to promote a healthy corporate culture.

The Countryman Company Limited was solicited in driving this exercise through the process of improving the company's workplace leading to more positive productivity. Face to face surveys with each employee were organized, giving Sofap's employees the opportunity to express their feelings freely and to voice out their opinions.

The output of this exercise was positive, proving that Sofap's management is on the right track with an overall engagement score of 93%. Corrective actions have been taken where improvements were needed.

First Aid Training

The 'PREVENTION & SECOURS CIVIQUES' first aid training course was delivered by Norman Mayer in March 2023 to designated Sofap employees. This course's aim was to enable participants to acquire the necessary skills to provide immediate assistance to a person in difficulty by performing basic first aid gestures. Trained employees are therefore valuable assets to the company and contribute to the overall safety of the workplace.

In 2021, 19 minor work-related injuries were registered. A 75 % decrease in the injuries was observed for the year 2023. Even though the injuries were only minor, corrective actions were taken to prevent such incidents in the future.





Health Month



Implementing a dedicated health month for employees holds a significant importance in fostering a workplace culture that prioritizes well-being. A health month serves as a catalyst to foster a supportive and thriving work environment where employees feel valued, supported, and empowered to lead healthier lives.

Sofap kickstarted the health month with the distribution of fruit salad to all employees as a way of motivating them to choose fruits over less nutritious options.

In April 2023, Sofap was delighted to host Mrs. Lavanya Sunassee-Pather, a nutritionist, for a presentation about emphasizing the significance of maintaining a balanced diet through healthy eating practices while consuming locally sourced and nutritious foods. The employees were provided with a series of recipes to enhance their dietary habits. To add an element of enjoyment, she also distributed some healthy snacks for them to savor.

Blood Donation

Sofap hosted a blood donation drive in April 2023, giving the opportunity to our employees to give their blood, and showing our commitment and dedication to making a difference in people's lives.



Art Therapy Session

In April 2023, Sofap partnered with the Social enterprise New Born to host an art therapy workshop within our organization. The workshop focused on ways of letting go through creativity.

Led by Clémence Soupe, an experienced Art-Therapist, the workshop offered exercises designed to help participants release stress through shapes and colors. Each individual was encouraged to reconnect with their innate creativity and spontaneity, often overlooked in the daily grind.

This session's objective was to enhance the emotional well-being of our employees by promoting self-expression, artistic exploration, creativity, and meaningful sharing experiences.



Nu ti bazar

Nu ti bazar was launched in May 2023, in collaboration with Les Coccinelles Bio-farming Cooperative who came twice per month on site.

The aim is to prioritize the well-being of the employees who will not only purchase organic fruits and vegetables, but they will also save time during the weekends.

A visit to their farm was organized. The commitment and hard work demonstrated by these local farmers were truly impressive. They also process certain vegetables into flour as well as employing various preservation techniques to reduce food waste. Over time, they have enhanced their agroecological methods, focusing on soil fertility, animal manure utilization, mulching, mixed cropping, water conservation practices, and companion planting for pest control.



International Women's Day - Women Circle

In honor of International Women's Day, Sofap welcomed Camille Merle, a Menstrual Cycle Educator, to lead a discussion. Despite the stigma attached to discussing the menstrual cycle, it remains a significant aspect of life that impacts not only women but also men, in many ways. This informative session served as an open dialogue, offering fresh perspectives on menstruation as well as the four dynamics of the menstrual cycle. Participants gained insights, learned practical tips, and discovered tools to navigate their body's natural rhythm while balancing the demands of everyday life and work. By fostering continuous support, mutual upliftment, and a commitment to gender equality, Sofap endeavor to create an inclusive, diverse, and empowering workplace for all.



Buddy for each new employee

A new onboarding system was implemented giving the chance to all newcomers for a better integration at Sofap Ltd from day 1 at work. Each new employee is paired with a more experienced employee (a 'buddy') who shall provide guidance, assistance, and support for them to adapt to their new role and the company culture. Buddies help the newcomers to navigate their responsibilities, answer questions and to integrate into the team more smoothly. This aims to have more engaged employees who are better equipped to contribute effectively to the company's success.



Sofap Annual Discovery Walk

In June 2023, the company had organized a day out in nature in the south-east of St Hilaire till the Jardin Endémique of Osterlog Valley for an 8 km walk. This nature walk led to conversations, adventures, laughter, stories, and wonders among the employees. This outing also had an informative purpose since the guide ensured that the employees were being educated about the endemic plants present along the hike.

A convivial moment which the team will not soon forget!

Empowerment & Embellishment of the community



L'École des Peintres



L'Ecole des Peintres is a program launched by Sofap since 2018 where free technical training is offered to promote Sofap products, vocation, and passion for coating to young unemployed and apprentices. This training project has been designed with these objectives in mind, where beneficiaries will go through 90 hours of technical and soft skills training (which includes self-esteem, CV writing, workplace etiquette, and entrepreneurship) to become reliable ambassadors of Sofap and emerging entrepreneurs in the paints industry. The training exceeded the participants' expectations. Today, they feel at ease and confident enough to offer advice on the appropriate paint choices and to handle the painting job successfully. They feel part of the Sofap family and express gratitude for having had the Head of Technical as their trainer.

Open Prison Richelieu - Training of detainees

In June-July 2023, the Head of Technical conducted a training session on the basic paint application techniques, with 11 detainees at the Richelieu Open Prison. This training was facilitated by the NGO Kinouété. The detainees had a change of perspective about paint. It made them realize how paint brings color, warmth, and joy to life along with expressing their feelings.

The trained detainees did a mural representing a happy and blissful family so that when their loved ones could come to visit them, they can return home with a smile. They also recognize the importance of preparing the wall surface for a good finish. This training will allow them to offer their services as professional painters.



Talk on Social Acceptance of persons with disabilities by Women with Disabilities

Women with Disabilities (WWD) is an NGO that empowers and educates women and girls with disabilities about their rights.

Sofap organized on its premises a talk on social acceptance of disabled people in June 2023.

The speaker, a woman with a disability, is an ardent advocate for disability rights and inclusion. She came to discuss this topic because there is no one more compelling and relevant than a person with a disability addressing the unfair labels imposed on individuals with disabilities.

Inclusion is not just about making accommodations or removing physical barriers. It is also about fostering a culture of acceptance and understanding by recognizing the inherent worth and dignity of every individual and celebrating their unique perspectives and talents.



Disability Matrix by Global Rainbow Foundation

Matching individuals with appropriate roles can be complex, particularly when disability is considered. To ensure that Sofap Ltd accurately identifies suitable roles and matches individuals with disabilities to specific jobs, the company collaborated closely with the Global Rainbow Foundation to conduct a comprehensive 'job analysis'. This analysis involved the process of aligning specific types of disabilities with corresponding job roles. Such an analysis is considered a fundamental aspect of best practices for organizations looking to integrate individuals with disabilities into their workforce. Through this matrix, the most suitable positions for candidates with disabilities were pinpointed to ensure a better fit between the individual and the job role.



Sofap Solider

"Sofap Solider" is a voluntary initiative offered by Sofap to empower its employees to actively engage with the community. One's ability to volunteer is often limited by time constraints.

Through this program, employees are allocated four hours of their monthly work time to volunteer for causes close to their hearts. Sofap firmly believe that this not only enables them to develop new skills and competencies but also fosters a sense of fulfillment and leadership potential.

Various forms of volunteering opportunities are available, spanning from environmental initiatives, maintenance work, painting projects, teaching endeavors and skill-based activities such as communication/marketing and administration.

As part of its Sofap Solider Program, Sofap collaborated with the NGO Not A Number to revamp the visitors' center at Petit Verger prison. The aim is to create a comfortable and pleasant environment for all the visitors (mostly family members, kids, friends etc) where they can feel at ease prior to visiting the detainees.

In December 2023, Sofap successfully transformed an unused space into a vibrant children's corner, equipped with shelves, recycled furniture, stools, storybooks, and stationery. Employees actively participated in the project by painting the walls and contributing unused or old storybooks and stationery items. Endemic shrubs and flowering plants were generously donated by Ebony Forest and Symfolia nursery respectively.

Through the collective efforts of all involved parties, families can now experience a more joyful, colorful, and welcoming environment during their visits to their loved ones.



Giovanni, Maintenance

● ● ●

► Kan nou dekouper ki nou kav apport lazwa a bann dimounn ki nou pa konne, c enn l'experians ki mo demand zot investi ladan. ●

Washeed, Maintenance

● ● ●

► Mo ti pou kontan ki mo bann koleg aussi ed bann dimounn ki dan le bezwen. ●

Alim, Contracting

● ● ●

► Sa inn vremen tous mwa, b demin nou pa pou pense ki nou family mem kav pas dan bann sitiasyon diffisil. ●

Natacha, B2B -Sales

● ● ●

► Ti enn plezir pou partaz mo konesans ek zot. Mo enkouraz bann koleg pa per pou al de l'avant. Nou p fer sa pou ede. ●



Before



After

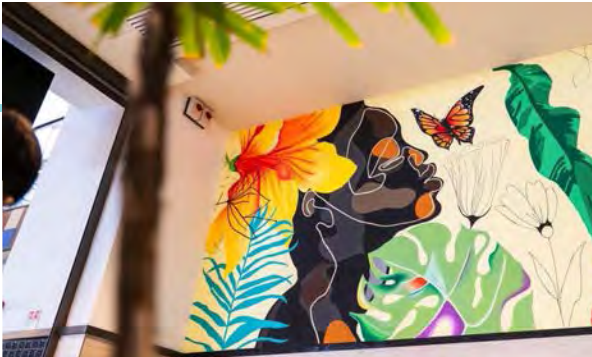
Mural Walls
Around the island



La Isla Social Club
@ lagoon Attitude
hotel



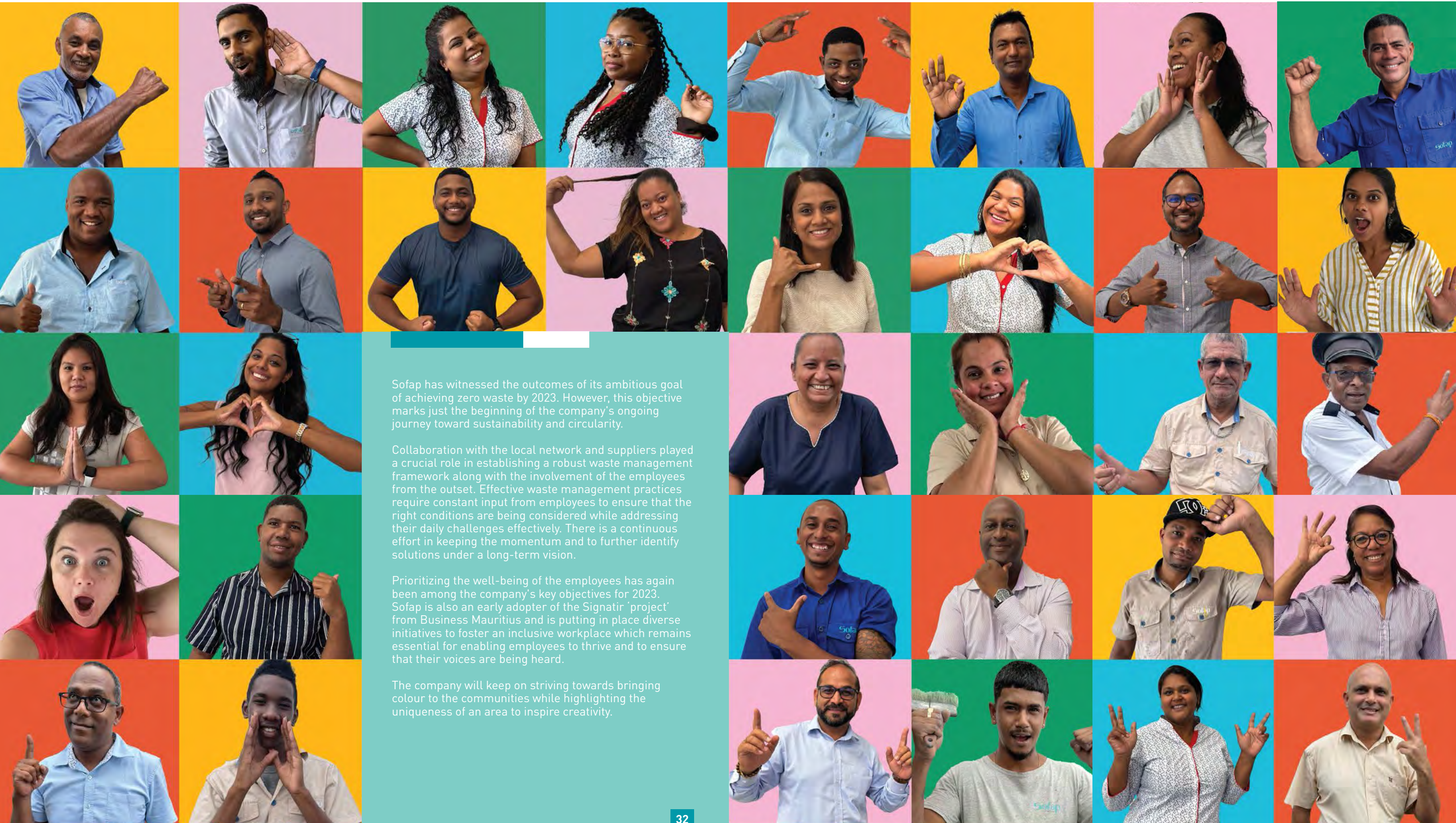
Victoria
Urban Terminal
@ Port Louis



Association Amour
et Espoir
@ La Gaulette



Freques Kouler
Moris @ Tamarin
Public Beach



Sofap has witnessed the outcomes of its ambitious goal of achieving zero waste by 2023. However, this objective marks just the beginning of the company's ongoing journey toward sustainability and circularity.

Collaboration with the local network and suppliers played a crucial role in establishing a robust waste management framework along with the involvement of the employees from the outset. Effective waste management practices require constant input from employees to ensure that the right conditions are being considered while addressing their daily challenges effectively. There is a continuous effort in keeping the momentum and to further identify solutions under a long-term vision.

Prioritizing the well-being of the employees has again been among the company's key objectives for 2023. Sofap is also an early adopter of the Signatir 'project' from Business Mauritius and is putting in place diverse initiatives to foster an inclusive workplace which remains essential for enabling employees to thrive and to ensure that their voices are being heard.

The company will keep on striving towards bringing colour to the communities while highlighting the uniqueness of an area to inspire creativity.



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