



**MAURITIUS  
SUGAR  
SYNDICATE**

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### **CSR Statement by the Mauritius Sugar Industry**

#### **A. Preamble**

1. Sugarcane has been cultivated in Mauritius for almost four centuries and has till the 1970's been the main source of revenue for the country and the main employer for its population. It plays a key role in the socio-economic development of the nation and conservation of the environment and contributes significantly to the welfare of the people.
2. The Mauritius sugar producing community, growers and millers alike, have over the years assumed the responsibility of providing quality products through the Mauritius Sugar Syndicate to comply with the high quality and food safety standards expected by discerning consumers but also of the conditions under which such products are produced. In so doing, producers are fully committed to their corporate social responsibility as stated under the following sections of this statement.

#### **B. Human Rights**

3. The Mauritius Sugar Industry is respectful of human rights as defined by the UN universal declaration of human rights, and of working conditions as defined by the International Labour Organisation (ILO) and local laws.
4. It fully adheres to the key principles set by the ILO which proclaims that:
  - Labour is not a commodity;
  - Freedom of expression and association are essential for sustaining progress and development;
  - Poverty anywhere constitutes a danger to prosperity;
  - All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity.
5. In consideration of such principles, the Mauritius Sugar Industry pledges that:
  - It is opposed to Child Labour in line with UN Convention 182 and is fully compliant with ILO Convention 138 in relation to the minimum age for employment;
  - Its operations do not involve any form of forced and compulsory labour in keeping with ILO Convention 29;





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- It is respectful of freedom of association, recognizes and accepts the right for its workers to establish trade unions and to affiliate and confirms that the exercise of such rights by its employees will not cause them or their representatives any prejudice in line with ILO Convention 87;
- It recognizes the effective right of collective bargaining in line with ILO Conventions 98 and 135;
- It is against all sorts of discrimination based on ethnic or national origin, religion, sex, sexual orientation, affiliation to trade union, age or political affiliation and undertakes in particular to guarantee and provide equal opportunities and treatment between men and women as provided in ILO Conventions 100 and 111;
- It does not support, or tolerate, the use of corporal punishment, or mental or physical coercion, bullying, harassment verbal abuse or any other form of abuse.

#### **C. Health & Safety**

6. The Mauritius Sugar Industry promotes a healthy and safe environment which provides its employees with a suitable work environment. Health and Safety committees are held in respect of labour laws with special attention paid to prevention. Specific training, policies and procedures are established and focused training programmes provided to meet the specific requirements of the sugar industry in respect of the hazards linked to its manufacturing processes and their prevention. Workers also benefit from free medical care from their employers.

#### **D. Education & Training**

7. The Mauritius Sugar Industry extends education and training to its employees, their dependents and other members of local communities on a continual basis through specific training and skill development programmes so as to develop their potential and improve their skills at work. This training extends to re -skilling programmes for those employees having opted for a voluntary retirement from the industry. Current employees are given specific training in respect of technical aspects linked with the production process and in the field of health and safety at the workplace in order to develop their individual potential for the benefit of the industry.







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**E. Fair Play**

8. The Mauritius Sugar Industry ascertains that its workers earn no less than the minimum salary rates prescribed by the Sugar Industry Remuneration Orders and other prevailing laws in Mauritius to ensure that workers and their families have an acceptable and decent standard of living.

**F. Relationship between social partners and stakeholders**

9. The Mauritius Sugar Industry, through its organizational framework, mode of governance and operational procedures, promotes constructive dialogue between its social partners and other industry stakeholders. The industry is composed of a number of specialized institutions offering platforms for discussion of issues of relevance to all partners and ensuring that decisions taken are fair and equitable to all and in the interest of the industry at large.
10. The relationship between planters and millers/refiners is regulated by a parastatal organisation named the "Cane Planters and Millers Arbitration and Control Board" which has the responsibility of resolving disputes arising with supply of canes to mills and sugar accruing to growers.
11. Small growers as well as employees of the Industry are offered, through relevant legal and institutional provisions, the opportunity of becoming shareholders of milling operations and electricity generation plants. This is increasing the ownership of social partners in the industry operations and is conducive to consensus building and synergy.

**G. Environment Preservation**

12. The Mauritius Sugar Industry ensures that the Best Cultural Practices are being adopted for cultivation and processing of the sugarcane crop with minimal impact on the environment. This is adding further value to the natural attributes of the sugarcane plant as an environment friendly crop. The perennial cycle offered by sugarcane enables the Mauritius Sugar Industry to ensure that the crop is grown over several years with minimal disturbance to the topsoil and with adoption of cultural and harvesting practices geared to prevent soil erosion.
13. Sugarcane is one of the best converters of solar energy into biomass and the Mauritius Sugar Industry also ascertains through its development programmes that by-products resulting from sugar manufacture are being effectively used in the production of green and renewable energy and of alcohol.





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#### **H. Special CSR Fund**

14. The Mauritius Sugar Industry contributes an amount of its annual profits for the funding of CSR projects approved by a National CSR Committee established under the Income Tax Act of Mauritius. Such projects which are either the Sugar Industry's own initiatives or initiatives presented by other independent organizations, are generally geared for the promotion of social development and welfare in the following areas:

- Leisure and sports activities
- Improvement in health infrastructure
- Environmental education and projects
- Poverty alleviation through sponsorship of projects of NGOs.

In the light of the above, the Mauritius Sugar Industry is thus mindful of its Corporate Social Responsibility and the key role it is playing in the development of the Republic of Mauritius and its people.

Devesh Dukhira  
Chief Executive Officer  
The Mauritius Sugar Syndicate

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