

MAURITIUS SUGAR INDUSTRY

SUPPORTING AND EMPOWERING OUR PEOPLE

SOCIAL COMPLIANCE

Minimum wage

**Bonuses:
productivity,
seniority,
attendance**

**Overtimes paid at
premium rate**

No forced labour

No child labour

**Freedom of
association &
collective
bargaining**

No discrimination

**No harsh
treatment**

Whistleblowing

**Safe & hygienic
workplace**

People

- Having the right technical and leadership skills, diversity of experience, and a strong performance-oriented culture, is fundamental to Terra's ability to generate value
- Training to new technologies
- Coaching and continuous learning





omnicane
Integrating Energies

Collaboration with Planters' Community

Setting up of Planters Advisory Department by Omnicane Milling in 2015

- Challenge: tackle the issue of field abandonment and reduced productivity from small planters.
- Objective: Provide total management service to small planters.
- Key Figures:
 - ✓ Total Acreage under our supervision:
318 arpents = 8,840 tonnes of cane
 - ✓ Total Management: **72 planters**
 - Plantation, Maintenance of fields (manual and chemical weeding, fertilisation etc.) , Harvest, Loading & Transport of canes
 - ✓ Partial Management: **6 Planters**
 - Harvest, Loading & Transport of canes to the Factory



Human Capital

OBZEKTIF
ZERO
AKSIDAN

1. Continuous emphasis on Safety and health across all activities to have a zero-accident environment



2. Focus on training and development



3. Addressing the shift pattern for preserving health of workers onsite



Human Capital

4. Strong commitment towards the community

- Dedicated annual budget
- Committee in place for managing CSR projects
- Main pillars of intervention: education with a focus for disabled children, environmental conservation and protection and community empowerment

5. Work in progress for addressing gender balance within the Industry

