



# SUSTAINABILITY FRAMEWORK

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At Grit, we work towards a responsible business approach every day. We understand that there needs to be a balance between our environmental, social and governance impacts to clearly make a difference in this ever-evolving world.

In order to have maximum impact across these three spheres, Grit has defined the following Sustainability objectives as key priorities over the next 5 years:

ASPECT	SUB-TOPIC	OBJECTIVE
ENVIRONMENTAL	Carbon Emissions	<b>25%* reduction in Group carbon emissions by 2025</b>  *using 2019 as a base year, measured on a per employee basis, in air travel and building carbon emissions respectively
	Building Efficiency	<b>25%** improvement in building-efficiency by 2025 through reductions in electricity &amp; water consumption</b>  ** measured on a per square metre basis on Group portfolio, using 2019 and a baseline year
	Water Consumption	Reduce water consumption across our assets by 25% through: <ul style="list-style-type: none"> <li>- Installation of sensor taps</li> <li>- Leak detection devices</li> <li>- Low-flow tap nozzles</li> <li>- Rain and grey water harvesting devices</li> <li>- Automated landscaping irrigation</li> </ul>
	Electricity Consumption	Reduce electricity consumption across our assets by 25% through the following measures: <ul style="list-style-type: none"> <li>- Promoting responsible consumption amongst all staff and tenants</li> <li>- Replacing existing equipment with energy efficient equipment</li> <li>- Solar PV Plants</li> <li>- LED Lighting</li> <li>- Light Motion Sensors</li> <li>- Day Night Switches</li> </ul>
	Waste Management	Optimize waste management and recycling across our assets by 25% through the following measures: <ul style="list-style-type: none"> <li>- Tenant education and collaboration</li> <li>- Waste sorting</li> <li>- Recycling program</li> <li>- Recycling bins</li> <li>- Composting organic waste</li> </ul>
	Animal Welfare	Continued support of and participation with All Life Matters Animal Sanctuary (“ALM”), a Mauritian non-profit animal welfare organization that takes care of many rescued animals (retired race horses, pigs, cows, ducks, monkeys etc). ALM also runs a veterinary clinic and education programme with a focus on sterilization of dogs and cats, being the solution to the overpopulation of dogs and cats in Mauritius.
	Sourcing Locally	Source most office collaterals from local suppliers, with a view to avoid any air freight, which insofar as possible are made from recyclable and bio-degradable material
	Responsible Head Office * (“HO”) Consumption	Increase rate of recycling of our total weekly waste to sit above 40% Reduce plastic usage by more than 50% Reduce paper usage by more than 50%
	Environmental Sustainability Management and Reporting	Deploy our Environmental Sustainability Management and Reporting Policy across all our fully-owned assets in Africa
	SOCIAL	<b>Women in Leadership</b>
<b>Local Representation</b>		<b>At least 65% local employee representation</b>
Employee Engagement		Maintain an employee satisfaction score above 75% per annum
Staff Turnover		Monitor staff turnover rate to not exceed more than 10% per annum
Internships		Create workplace opportunities for students and young graduates, offering a minimum of 2 internships per annum
Leadership Program		Provide a minimum of 100 hours (total combined) of leadership coaching per

		annum to all members of Grit's Executive and Senior Management team through numerous seminars, strategic workshops and 1:1 coaching sessions
<b>SOCIAL</b>	Wellbeing	Maintain open door policy and offer support and services to assist in employees' personal wellbeing. Launch an Employee program around wellbeing and ecofriendly initiatives. Introduce new procedures focused on work life balance Medical Insurance provided to employees
	Health & Safety	Ensure Practical Fire training take place quarterly and offer First Aid courses to staff members annually. Fire warden and First Aiders appointed. Places of work follow health and safety best practices.
	Diversity & Inclusion	Strive to achieve and maintain as close to an equal gender split among work force as possible (50:50)
		Recruit and retain staff from multiple local, African and international territories/nationalities
	Open Communication	Maintain monthly #LetsTalk sessions for employees to openly discuss any concerns they may have in the workplace, to present new ideas and to make suggestions on the logistics and daily running of the business
	Local Supplier Focus	Maintain strict procurement rules for the appointment of suppliers. Local suppliers are to be appointed as far as possible in each of our jurisdictions to ensure that business is being given to local businesses and thus contribute to the local economy and job creation
	Women in the Workplace	Maintain quarterly Women with Grit seminars to get all women in business together in a view to network and exchange experiences, targeting more than 100 participants per annum
	Staff Policies and Procedures	Implement an integrated employee handbook aimed at guiding employees from their joining date
	Performance Management	Strengthen the Performance Management with a 360 feedback and introduce a calibration committee to review the scoring and employee data
<b>GOVERNANCE</b>	LSE Corporate Governance	Ensure compliance with the UK Corporate Governance Code
	SEM Corporate Governance	Ensure compliance with the National Code of Corporate Governance for Mauritius 2016
	Occupational Health & Safety	Strive for full ISO45001 compliance across our portfolio
	Board Composition and Diversity	Target and maintain more than 75% independent board member composition Gender diversity: Target of 30% female on the Board Age and length of tenor diversity Diversity in areas of expertise ie Audit, Finance, Property, Africa, Treasury and Banking etc Appoint additional Non-Executive Independent Director(s) as required
	Monitoring and Implementation	Set up separate Corporate Governance Compliance Committee for the purposes of monitoring and implementation of the Codes of Corporate Governance
	Compliance with Listing Rules and requirements	<ul style="list-style-type: none"> <li>Related Party Transactions: Set up separate Related Party Transactions Committee to ensure compliance and correct categorization of transactions</li> <li>Market Abuse Regulations (MAR): Set up separate MAR Compliance Committee to ensure compliance with applicable policies and procedures (including announcements)</li> <li>Significant Transactions: Ensure policies and processes are in place to assess significant transactions with advice from sponsors and advisers</li> <li>Working closely with advisers/sponsors/brokers to ensure compliance with listing rules and requirements</li> </ul>
	Compliance Training and workshops	Hold up to combined 100 hours of -compliance related trainings for all staff per annum.
	Sustainability Committee	Ensure the formal setting up of the Sustainability Committee and revise its membership, consolidating smaller groups
	Board Evaluation Process	Enhance Board Evaluation process

Note: \* Head Office in Mauritius

Approved by the Board  
and signed on its behalf by:

Moira van der Westhuizen  
Head of Responsible Business