

SNAPSHOT OF OUR SUSTAINABILITY PERFORMANCE

	Target / Objectives	FY2022-2023	Status
Environmental Stewardship	25% reduction in Group Carbon emissions by 2025.	7%	On track to meet 2025 target
	25% improvement in building-efficiency by 2025 through reductions in electricity & water consumption.	10%	On track to meet 2025 target
	25% reduction in electricity consumption	7%	On track to meet 2025 target
	25% reduction in water consumption	12%	On track to meet 2025 target
Improved Livelihoods	At least 40% of leadership positions within Grit Group held by women.	43%	Target achieved
	At least 65% local employee representation.	81%	Target achieved
Economic Growth	Gender equality	100% women development managers (managing our property developments under construction)	N/A
	Job Creation	58 new recruits	
	Money spent on wage bill	USD 6.62 million	

Memberships and Affiliations

United Nations Global Compact (UNGC) - Since February 2020, we have been engaged as a participant to the UNGC, adhering to its 10 principles. Our operations and business practices are closely aligned with the Sustainable Development Goals (SDGs).

Global Compact Network Mauritius and Indian Ocean Region ("local network") - Grit is also a council member on the board of the local network, whose main aim is to facilitate dialogue, knowledge sharing and collaborative initiatives to advance the UN 2030 Agenda for Sustainable Development between businesses, civil society, governments, and other stakeholders within the region.

Target Gender Equality - We have onboarded the program "Target Gender Equality" since July 2023, which is a blended learning journey focused on the application of gender lens to corporate policies and practices, as well as the setting of ambitious targets and the designing of holistic action plans for gender equality.

