SUSTAINABILITY REPORT 2017

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Terra is a conglomerate, established in Mauritius and operating locally and regionally. Formerly known as Harel Frères, it started out as a small sugar factory in 1838. Today Terra is one of the major players in the sugar cane sector in Mauritius, managing some 6,000 hectares of agricultural land in the northern part of the island. The group has diversified its activities, from an essentially sugar-based company to one with interests in energy production, alcohol production and commercial distribution, and property development, along with investments in construction and financial services.

ABOUT This Report

Dear Shareholder.

The Board of directors of Terra Mauricia Ltd ("Terra") is pleased to present this Sustainability Report, which provides information relating to the sustainability performance of Terra and its subsidiaries for the year ended 31 December 2017. Developed in accordance with GRI Standards, it is complementary to our Integrated Annual Report, which is based on the principles of IIRC's International <IR> Framework. The material matters included in this report were identified through a structured process involving Terra's executive management team and other senior managers and external stakeholders, in which they reviewed the business model and operating context relating to each of Terra's four clusters: Cane, Power, Brands, and Property and Leisure.

The purpose of this online Sustainability Report 2017 is to present to our stakeholders how our material sustainability topics are addressed and managed. It gives a review of our 2017 performance with regard to environmental, social and governance matters.

This report covers the operations of the Group for the year ended 31 December 2017 and comprises of the entities: Terragri (Corporate), Terragri (Agriculture) which includes Terra Milling, Terragri (Property) also known as Novaterra, Terragen, Sugarworld, Grays Inc., Grays Distilling, AceTer Global, Topterra and Terrarock.

Terra has applied the GRI Standards in accordance with the Core option. A separate document was developed that should be read in conjunction with this report - 'Defining the Report Content for Terra Mauricia Ltd'. The latter shows the process Terra has adopted to define the report content and identify the material topics and can be found on the following link: http://www.terra. co.mu/media/42398/defining_the_report_content_for_terra_mauricia_ltd.pdf

While Terra's executive management team was responsible for preparing this report, the Board has reviewed the report and believes that it provides a balanced and appropriate presentation of those matters that have, or could have, a material effect on Terra's ability to create value over time. The Board has applied its collective mind to the preparation and presentation of information in this report, which has been guided by the principles contained in GRI Standards. The Board approved this report on 16 May 2018. This report is published only in digital version on Terra's website.

We have also published an Integrated Annual Report for the year ended 31 December 2017 that was guided by the principles of the International Integrated Reporting Council (IIRC) International Integrated Reporting Framework. The report can be read on the following link: http://www.terra.co.mu/media/42438/annual-report-2017.pdf

Yours faithfully.

Alain Rey Chairman

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Nicolas Maigrot Managing Director

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Respect defines the way we relate to people in our Group and the community.

Tenacity encourages us to work towards perfection through every endeavour.



Integrity guides our every action.



Passion gives us the strength and enthusiasm to contribute always with commitment.



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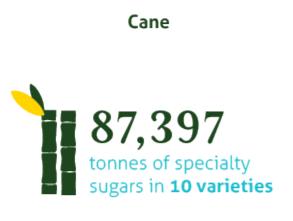
Our Values





THE VALUE We created in 2017

CUSTOMERS



Property & Leisure





Power

95.6% of availability on CEB network

16% national energy mix

427.5 GWh

Brands







ENVIRONMENT



259,033

14,260 Of bagasse ash recycled

326.6 0 of non-hazardous waste recycled

SOCIETY

16.3m paid in taxes in Mauritius



paid in customs and excise duty in Mauritius



EMPLOYEES













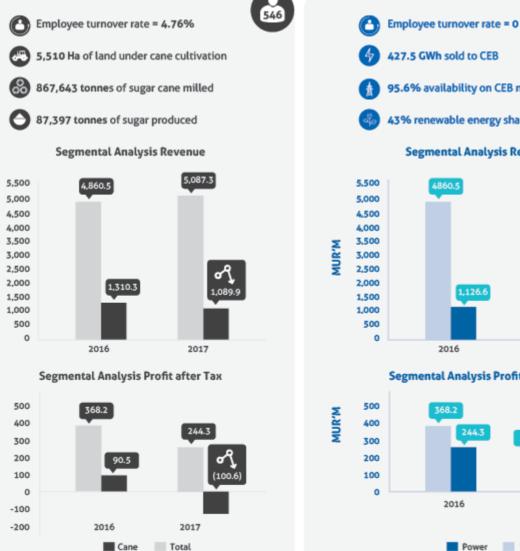
OUR BUSINESS at a Glance

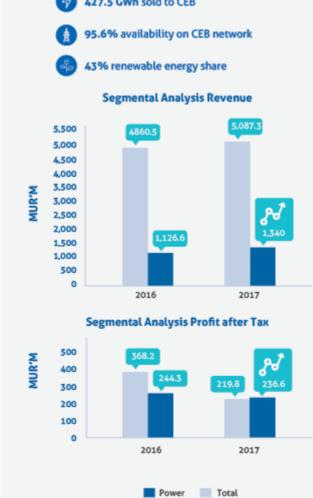
CANE

Our organisational structure

Terra's organisational structure reflects the outcome of a restructuring exercise completed in 2016 that resulted in the establishment of four autonomous clusters: Cane, Power, Brands, and Property and Leisure. The strength of these clusters hinges on their unique business know-how that sets them apart from competitors and provides the platform for their international development.

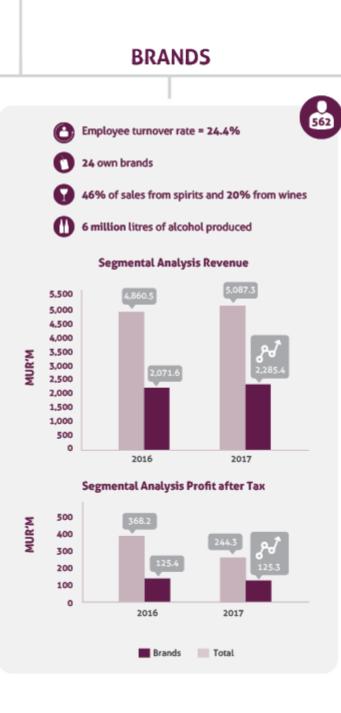
The clusters are autonomous in their decision-making processes, budgeting and reporting, as well as in the day-to-day running of its operations. Each cluster's leadership team is fully accountable for its cluster's respective performance, and is empowered to develop its own businesses and to realise any international growth opportunities in line with proposals and plans that are duly approved by the Board of directors. The clusters are supported by some centralised functions aimed at developing a shared performance-based, permanent improvement culture, and at driving operational excellence and efficiency across the Group.





POWER

51



MUR'M

MUR'M



کھر 5,087.3

2017

Group Turnover

2014

2015

2016

6000

5000

4000

3000

2000

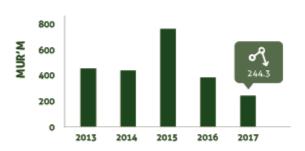
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2013

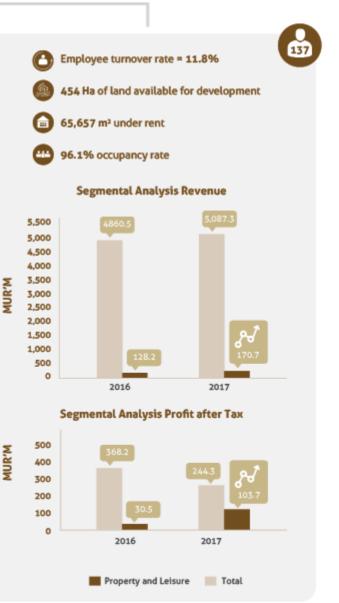
MUR'M

TERRA MAURICIA LTD



Group Profit after Tax

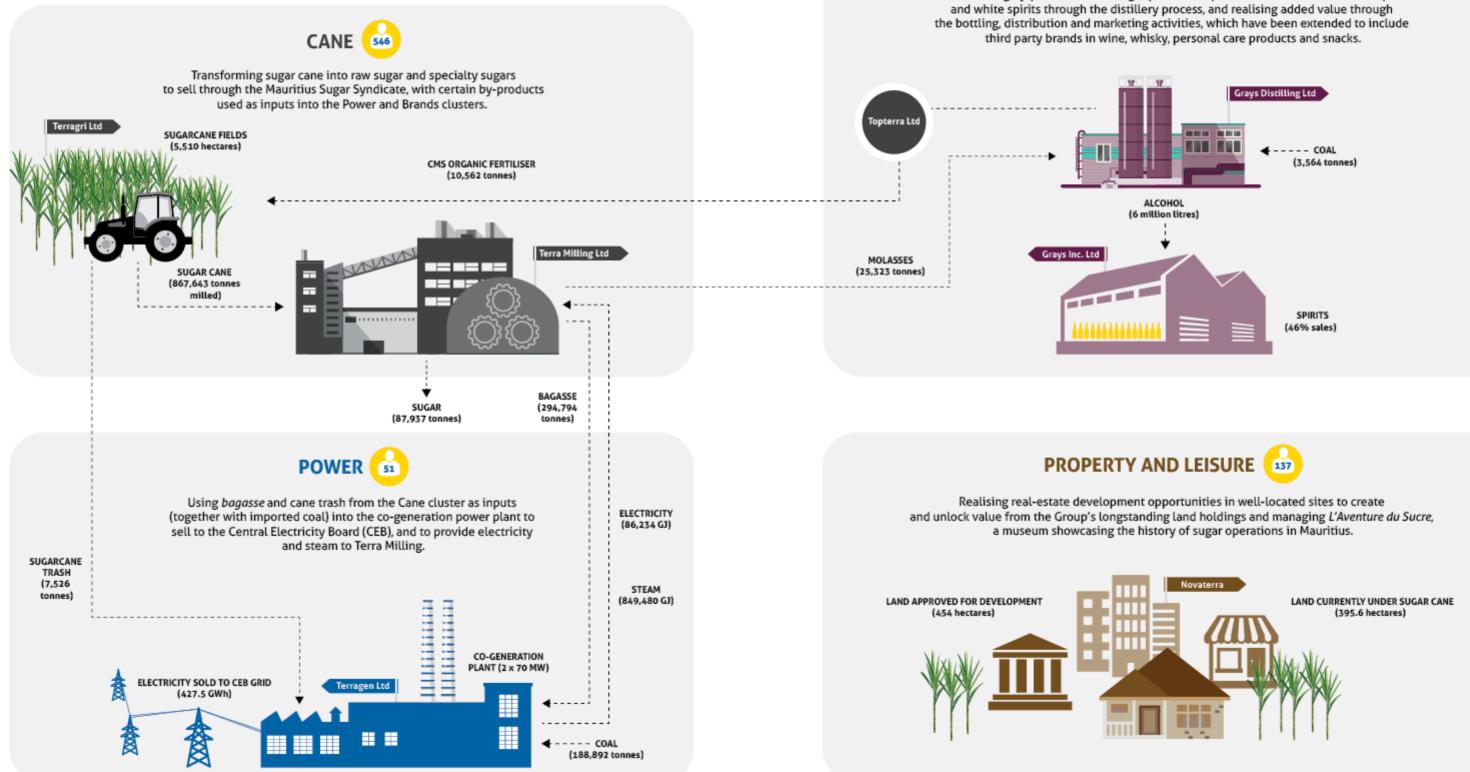
PROPERTY AND LEISURE



OUR BUSINESS Model

Terra's business model hinges on its ability to derive competitive advantage and create stakeholder value across its four clusters, each of which seeks to optimise value from the Group's core assets and activities across different stages of the cane value chain.

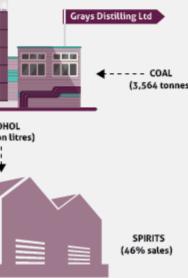
A more detailed overview of each cluster's business model and operating context is provided in the Operational Review section of Terra's Integrated Annual Report 2017.



OUR BUSINESS Model (cont'd)



Transforming by-products of the sugar production process into value-added dark spirits





CHAIRMAN'S Message

As Chairman of the Board of Terra, it gives me pleasure to introduce Terra's 2017 Sustainability Report. Developed in accordance with the GRI Standards, this report forms an important part of the Group's new integrated reporting process.

This year, in line with global governance and accountability trends, we took the decision to produce our first Integrated Report, and to apply the recommendations provided in the IIRC's International <IR> Framework. Although the Integrated Annual Report includes a review of those sustainability issues that have a material impact on value creation, we recognise the need for a separate Sustainability Report that provides further detail, on a broader range of sustainability issues, and for a wider target audience.

It is clear that the Group's performance is inextricably linked to the health and wellbeing of the people we work with, the communities within which we operate, and the environment from which we derive critical resources. I believe that the Group's performance, since its initial establishment as a small sugar factory in I838, has shown its commitment to delivering value for its many different stakeholders.

As a Board, our primary role is to provide oversight and stewardship, ensuring that the Group's executive team is acting responsibly and with integrity, doing the best it can with the resources entrusted to it to continue to provide value for all its stakeholders. An important part of fulfilling this function is ensuring that the Group is accountable on its societal performance.

In the report we review the Group's performance, management practices and strategic objectives relating to its most significant environmental, social and governance impacts, and covering those sustainability issues of particular interest to its stakeholders. Following the Group's new strategic direction and the associated restructuring into four autonomous clusters – Cane, Power, Brands, and Property and Leisure – this report focuses on those issues that are most material to each of these clusters.

We are constantly seeking to strengthen the Group's sustainability performance and to encourage greater transparency and accountability on its activities. It is for this reason that Terra has embraced the global shift to integrated reporting. I encourage you, as one of Terra's stakeholders, to read this report and to give us your feedback, both on our disclosure and our sustainability performance.



Terra Mauricia Ltd | Sustainability Report 2017 (13

MANAGING DIRECTOR'S Message

This has been a challenging year, with the Group's overall performance significantly impacted by worrying developments in the global sugar market. The 25.4% fall in sugar price, and the resulting 12.9% decline in the Group's gross profit, has required us to maintain a strong focus on driving operational excellence, and on optimising our efficiencies and productivity. Within this context, it has been encouraging to see that we have maintained generally positive performance in terms of occupational health and safety, employee issues, environmental stewardship and community issues across the Group's operations.

Occupational health and safety

Overshadowing our performance this year has been the tragic accident that occurred at our Belle Vue agricultural operation within our Cane cluster. It is with sadness and regret that I report that on 02 October 2017, one of our experienced operators, Mr Vivien Lejeune, was fatally injured in an accident involving a Bell Loader. We extend our sincere condolences to his family, friends and colleagues. We have completed an



independent investigation into the causes of the accident, and have implemented appropriate preventative actions. Any loss of life at our operations is unacceptable, and I am determined to ensure that we drive a strong safety culture across the Group.

As part of our commitment to providing a healthy and safe working environment for all our employees, sub-contractors and visitors, we have implemented various initiatives this year within each of our clusters. We have maintained our focus on evaluating and mitigating critical risks, providing relevant employee training and awareness programmes, and improving our OHS management systems, particularly in the Cane cluster where we aim to achieve OHSAS 18001 certification in 2018.

Investing in employees

Terra's people are at the heart of the Group's success. To ensure the right technical and leadership skills, the diversity of experience and perspective, and a strong performance-oriented mindset, we place a particular emphasis on attracting, developing and maintaining talent. We encourage a strong performance based, permanent improvement culture, underpinned by our investment in employee and management training and development programmes, and by ensuring effective employee engagement practices. This year's annual engagement survey with our employees showed a 62% engagement level, slightly down from the 65% score achieved in 2016. We will be holding focus groups in each subsidiary to work on the key identified improvement areas, with the aim of instilling a high performance culture.

Until recently, collective bargaining and employment relations in the sugar sector have been governed by collective agreements through the Joint Negotiating Panel (a consortium of trade unions) and the Mauritius Sugar Producers' Association (MSPA). Following the dissolving of the MSPA in 2016, and the expiry in December 2017 of the existing collective agreement, a key focus in 2018 will be to conclude an effective wage agreement through direct negotiations between Terra and the unions' representatives.

Environmental stewardship

Given that many of our core business activities depend on natural resources - such as access to water, energy, serviceable land and sugarcane - we recognise the strategic importance of managing our environmental impacts. This year we have continued in our efforts to optimise water consumption and ensure better utilisation of effluents for the irrigation of sugarcane fields. We have also been working to reduce our greenhouse gas emissions, mainly by substituting coal with bagasse and sugarcane trash in the energy mix of Terragen power plant, as well as by encouraging energy efficiency measures in relevant areas in each of our clusters. We continue to encourage the adoption of good effluent and responsible waste management practices across our operations, and to ensure full compliance with applicable environmental regulations.

Supporting neighbouring communities

Terra's commitment to driving economic and social development in the North of Mauritius is reflected not only in the significant value-added created across the region through our core business activities, but also through the Group's Corporate Social Responsibility (CSR) programme administered by Terra Foundation. This year, the foundation's budget of MUR 8.6 million (net of administrative expenses) was invested in supporting 77 projects and 4,027 beneficiaries - in the areas of education, poverty alleviation, health care, environment, sport and culture - with a primary focus on areas around Terra's Beau Plan and Belle Vue operations.

I believe that our commitment to sustainability is reflected in Terra's continued listing in the Stock Exchange of Mauritius Sustainability Index (SEMSI) since 2015, and by our ongoing work in enhancing our accountability by reporting in terms of the GRI Standards and the IIRC's International <IR> Framework. Striving for continual improvement in our sustainability performance and disclosure is an important source of potential differentiation and competitive advantage in each of our clusters, and critical to creating long-term value for all our stakeholders.

Nicolas Maigrot Managing Director 16 May 2018

MANAGING DIRECTOR'S Message (cont′d)

MANAGING SUSTAINABLE Development

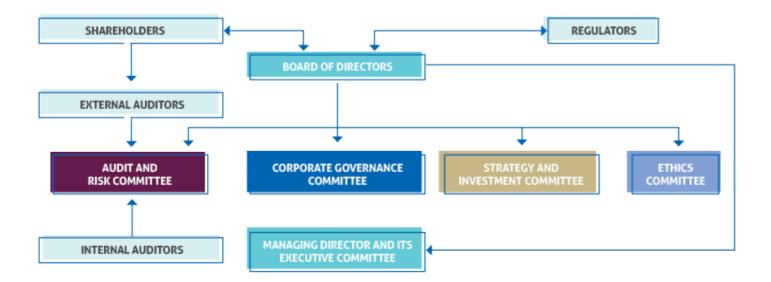
Our approach to managing sustainable development

Terra understands its responsibility with regard to managing its sustainable development topics effectively. Terra's Board of directors therefore ensures its management and delegates some responsibilities to various committees as shown below. It also ensures compliance with the Companies Act, the Code of Corporate Governance and other applicable legal requirements. The focus areas of the Board Committees are provided on pages 56 to 63 of Terra's Integrated Annual Report 2017.

Terra clusters are autonomous in their decision-making processes, budgeting and reporting – and each leadership team is fully accountable for its cluster's respective performance - while there are some areas where strategic guidance and support services are provided at a Group level. They are human capital management, corporate social responsibility actions and environmental management.

Terra's Corporate Human Resources (HR) Department, managed by the Group HR Manager under the direction of Terra's Managing Director and supported by the HR teams at Grays and Terragri, provides the Group's strategic guidance on HR issues, as well as various value-added services, such as customised training and development programmes, HR efficiency matrices, and remuneration and benefit policies. The management of environmental aspects within Terra is treated on various platforms: Corporate Governance Committee, Executive Committee and at entity level. They are managed laterally with the support of Group HSEQ (Health and Safety, Environment, Quality) and by designated people within the clusters. The HSEQ wing of Terra facilitates knowledge transfer and guides the clusters to enhance their environmental performance. It is achieved through the reporting process according to GRI Standards and the implementation of HSEQ management systems where applicable. Terra Foundation, which operates under the management of its Board, has an operational CSR Committee to promote community development and implement actions.

Terra's Corporate Governance structure



With regard to the United Nations Sustainable Development Goals, our operations contribute directly and indirectly in particular to six of the 17 goals as follows:





ENSURE ACCESS TO WATER AND SANITATION FOR ALL





BUILD RESILIENT INFRASTRUCTURE, PROMOTE SUSTAINABLE INDUSTRIALISATION AND FOSTER INNOVATION

Human capital management

Terra's people are at the heart of the Group's success. Having the right technical and leadership skills, the diversity of experience and perspective, and a strong performance-oriented culture, are fundamental to our ability to generate value. Although training is managed by conducting training needs analysis in each cluster and then formulating an annual training plan, we achieve economies of scale by running some Group learning programmes for all clusters with similar requirements.

Attracting, retaining and developing talent

Following the recent restructuring of the Group into an autonomous set of clusters, we have been placing strong emphasis on recruiting new skills. In addition to filling new positions in financial management and accounting across most of the clusters, talent acquisition has been a particular priority in the recently established Property and Leisure cluster, where we have appointed three executive positions and seven senior management positions in the past two years. In the Cane cluster, we have completed a comprehensive review of current and proposed positions, and are identifying opportunities to further strengthen the team. In the Brands cluster, our recruitments have focused on bringing in necessary skills aligned with the division's growth plans in its retail operations, as well as ensuring effective succession planning and skills retention given the higher turnover levels associated with the retail sector.

Between 2015 and 2016, 60 managers and IOI supervisory-level employees participated in dedicated leadership development programmes, aimed at further developing team management and leadership skills. In 2017, the 60 managers were each given the opportunity to participate in a program whereby four external Executive Coaches were selected to give them individual coaching.

A total of MUR 10.5 million was invested in employee training and development in 2017. Our human capital, that is the number of employees of the Group, is shown below. Annexure I provides additional information on employment and training.

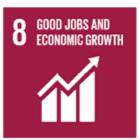
MANAGING SUSTAINABLE Development (cont′d)



ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL



MAKE CITIES INCLUSIVE, SAFE, **RESILIENT AND SUSTAINABLE**



PROMOTE INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, EMPLOYMENT AND DECENT WORK FOR ALL



TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

MANAGING SUSTAINABLE

Development

(cont'd)

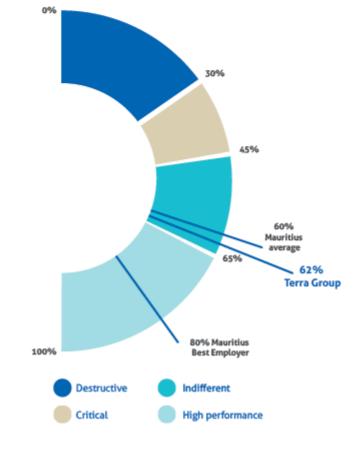
Entity	Headcount as at 31 December 2017
Terragri Ltd (Corporate)	36
Terragri Ltd (Property)	73
Terragri Ltd (Agriculture)	392
Terra Milling Ltd	154
Terragen Ltd	51
Grays Inc. Ltd	513
Grays Distilling Ltd	49
Sugarworld Ltd	63
Aceter Global Ltd	9
Terra Finance Ltd	3
Terrarock Ltd	43
Total	1,386

Developing a performance-based culture

The reorganisation has provided an opportunity to run comprehensive discussions with management to identify appropriate key performance indicators (KPIs) for each team and for each role within that team. After agreeing key result areas and KPIs at the executive level, we have begun discussions with other senior managers with the aim of fostering a strong performance-driven culture. We have also recently reviewed the existing structure of executive pay packages and will be revising this to support the longer-term competitiveness of Terra's business units.

Engaging our employees

We run annual engagement surveys with our employees to monitor employee engagement and to assess the ability of staff to successfully deliver according to the Group's strategic plan. The results from the 2017 survey showed a 62% engagement level, slightly down from the 65% score achieved in 2016. Focus groups will be held at the level of each subsidiary in 2018 to work on the key improvement and engagement sustenance drivers to bring Terra to a high performance culture.



Health and Safety

The Group has a continual improvement approach to providing a healthy and safe working environment for all our employees, sub-contractors and visitors. Various initiatives were undertaken during the year at each of our existing core operations. Key health and safety statistics are shown below, while detailed ones are provided in Annexure I.

	Cane	Power	Brands	Property and Leisure
Number of				
injuries with	77	I	29	2
lost day > 24h				
Injury rate	29.0	9.58	21.1	6.03
Lost day rate	0.29	0.38	0.16	0.02

Protecting labour rights

Terra strives for full compliance with all relevant labour legislation, and ensures that all Terra employees are adequately remunerated and are provided with a respectful working environment that is free from inappropriate or unprofessional behaviour, including any form of harassment or discrimination. Terra recognises the right of every employee to the freedom of association. In the Cane cluster, 96% of workers are unionised with six different unions; sector workers are also regulated by sugar industry remuneration orders that set the minimum wages and conditions of employment for various categories of workers.

Until recently, collective bargaining and employment relations Corporate Social Responsibility (CSR) programme. in the sector have been governed by collective agreements through the Joint Negotiating Panel (a consortium of trade Terra Foundation was established in December 2009 to unions) and the Mauritius Sugar Producers' Association ensure enhanced coordination and sustainability of the (MSPA). The MSPA was dissolved in 2016 and the existing Group's CSR initiative. Led by the Group CSR Manager collective agreement expired in December 2017. During under the stewardship of the CSR committee, the foundation 2018, Terra management will be negotiating directly with the seeks to promote community development at regional and unions' representatives. We also strive to continue to work in national level, in line with Government's CSR guidelines collaboration with duly chosen employee representatives in and the foundation's own CSR terms of reference. The our non-sugar businesses, through our workers' councils at foundation's primary focus is allocating the legislated 2% Terragri, Terra Milling and Grays Inc., and to maintain our of book profits to support approved projects set up in the geographical areas around Terra's Beau Plan and Belle Vue commitment to an open-door policy, with a view to facilitating a climate conducive for employees to voice their concerns. operations. An important aim of our support is to assist the local communities to fully tap the potential benefits associated with the opportunities that should arise from the development of our smart city in Beau Plan.

Outlook

In 2018, we will be focusing on the following priority areas:

- · In the Cane cluster, we will be placing particular emphasis on assisting in the 2018 wage negotiations, as well as retaining a strong focus on driving the culture change process across the operation
- We will continue to work closely with the Brands cluster to identify opportunities for improved efficiencies in recruitment processes
- With most of the executive and management team now in place in Property and Leisure, our focus will be on further strengthening the team
- · We will be implementing a more detailed dashboard that will allow us to track the Group's performance of key human resource parameters, as well as developing an employee handbook aimed at ensuring a consistent approach across the Group

MANAGING SUSTAINABLE Development (cont'd)

· Further amendments will be made to the executive remuneration schemes across the Group, ensuring that the right metrics and short-term and long-term incentives are in place to accurately assess and reward performance.

Corporate Social Responsibility -Supporting neighbouring communities

Terra's commitment to driving economic and social development in the North is reflected not only in the significant value-added that is created across the region through our core business activities, but also through the Group's specific focus on support to neighbouring communities through its

The Foundation's areas of intervention:

- Education and training
- Poverty alleviation
- Health care
- Environment
- Sports
- Heritage and Culture

MANAGING SUSTAINABLE Development (cont′d)

MANAGING SUSTAINABLE Development

(cont'd)

Managing our environmental aspects

Terra is conscious of the importance of managing its environmental aspects. Climate change is a threat not only to the environment but also to the economy and society. Its activities rely heavily on natural resources particularly sugarcane plant, land and water. Terra strives to adhere to a precautionary approach which is seen in its industrial ecological system whereby every by-product of a process is taken care of and reused.

The key areas where the focus of the clusters is to apply good environmental and social practices to its operations are:

· Improvement of the quality of products and services

This area is very important, particularly for customers. The clusters are continually working on this aspect and have started to apply the life cycle approach.

Reuse of by-products

All the by-products generated within the ecosystem of Terra are re-used as shown in the business business model chart on page IO. Optimising the use of the direct input materials is important. Indirect materials such as chemicals and diesel are directly related to cost-savings, which is a driver for producing efficiently.

Optimisation of energy generation and consumption The energy sector in Mauritius is governed by Electricity Act 1939, the Central Electricity Board (CEB) Act 1963, the Energy Efficiency Act 2011 and Mauritius Renewable Energy Act 2015. Mauritius has signed and ratified the Paris Agreement at the COP2I. Likewise, at local level the clusters are also improving the efficiency of the process to consume less energy.

Monitoring and optimisation of water consumption

Located at Belle Vue and Beau Plan, we are not surrounded by lakes or rivers. Raw water for the industrial activities at Belle Vue is sourced from La Nicoliere reservoir through the MIBI pipeline, while the Beau Plan site gets its water from three water canals that originate from river off-takes further upstream. Raw and potable water in Mauritius are managed by a national body, the Central Water Authority (CWA). Mauritius is a water stressed island but may become water scarce if there is no proper water management strategy at national level. The clusters are however continually working on strategies to reduce or optimise water consumption.

· Improvement of effluents and waste management Each cluster promotes the re-use and recycling of process water to ensure that there is minimal generation of effluents. In Mauritius, there are regulations with regard to effluent discharge for all sectors that are currently being reviewed. The study on effluent management at Terra conducted in 2014 was beneficial to the clusters after the recommended actions were implemented. Similarly, waste management is also taken care of. In 2016-2017, there were exchanges and sharing of good practices on waste management, which is helping the clusters to manage their waste effectively. Liquid and solid hazardous waste management in Mauritius, which was always an issue, is now possible through Polyeco group, under the responsibility of the Ministry of Environment and Sustainable Development. Polyeco ensures the safe transboundary movement of the waste. The Group generates a negligible amount of this category of waste.

A road map was established at Group level since 2014 to develop and implement management systems in its entities having significant sustainability impacts. These management systems will be based on internationally recognised standards ISO 9001 (quality), ISO 14001 (environment) and OHSAS 18001 or ISO 45001 (health and safety). Their implementation at Terra Milling, Grays Inc. and Grays Distilling is underway and their objective is to be certified in 2018

Entity	Status of Certification		
Terre Milling Ltd	BRC Global Standards for Food Safety — certified since 2007		
Terra Milling Ltd	OHSAS 18001:2007 – Implementation on-going		
	ISO 9001:2015		
T 1.1	ISO 14001: 2015		
Terragen Ltd	ILO OSH 2001		
	Certified since 2013		
	ISO 9001:2015		
Grays Inc. Ltd and	ISO 14001: 2015		
Grays Distilling Ltd	OHSAS 18001:2007		
	Implementation on-going		
	ISO 9001:2015		
Terragri Ltd	ISO 14001: 2015		
(Agriculture)	ISO 45001:2018		
	Implementation to start in 2019		

The Stock Exchange of Mauritius Sustainability Index (SEMSI), which was launched since 2015, has 13 companies as constituents. Its objective is to track the price-performance

of those companies listed on the Official Market or the Development & Enterprise Market, which are making strong sustainability impacts. Terra, being one among them, scored more than 70% in an independent sustainability audit conducted in 2015. The criteria of SEMSI are based on the four pillars of sustainability: economic, corporate governance, environmental and social. The total market capitalisation of SEMSI as at 31" December 2017 was MUR 132.66 billion.

In addition to the national legislation with regard to environmental protection, Mauritius is also a signatory to various international conventions related to climate change, ozone layer protection and hazardous waste trans-boundary movement. Terra is taking appropriate measures as far as is practicable to comply with both national laws and regulations and conventions. It has subscribed to the Mauritius Government Gazette to keep abreast of any changes or new development in national laws, therefore being proactive. There was no case of non-compliance within the clusters and the Group on legal matters regarding the environment or socio-economic.

We also collaborate with industry associations and relevant authorities to assist us in managing complex environmental issues. In 2017, Terragri Ltd (Agriculture) conducted an energy audit of its pumping system with the support of Business Mauritius and the French Development Agency. The Group concurrently participated to a national public-private exchange forum on 'Revision of regulations on effluent discharge' where Terra raised its concerns with regard to effluent management for some entities.

Outlook

In 2018 the focus will be on:

- · Developing an environmental and health and safety policy at Group level, with the objective of sharing and transferring good practices across the clusters
- Improving on waste management practices
- · Securing HSEQ certification of Grays Inc. and Grays Distilling, which will have a direct impact on their environmental performance
- Improving on effluent management through the extension of its irrigation network by Terragri (Agriculture) to optimise the use of effluents.

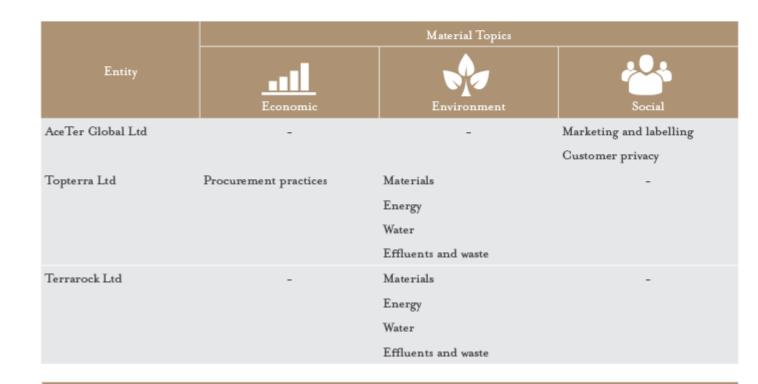


SUSTAINABILITY Performance

Our Material Topics

Our sustainability reporting is based on our most material topics within all our entities. It is the intersection of what is significant to our stakeholders (internal and external) and what influences our operations.

	Material Topics			
Entity	Economic	Environment	Social	
Terragri Ltd (Agriculture)	Market presence	Materials Water Emissions Effluents and waste	-	
Terra Milling Ltd	Market presence	Materials Energy Water Effluents and waste	Customer health and safety Marketing and labelling	
Terragri Ltd (Property) operating as Novaterra	-	-	Customer privacy	
Terragen Ltd	-	Materials Energy Water Emissions Effluents and waste	-	
Grays Inc. Ltd	Market presence	Materials Effluents and waste	Customer health and safety Marketing and labelling Customer privacy	
Grays Distilling Ltd	Market presence	Materials Energy Water Effluents and waste	Customer health and safety Marketing and labelling Customer privacy	
Sugarworld Ltd	Market presence Procurement practices	-	Customer health and safety Marketing and labelling Customer privacy	





Economic performance

Environmental comp

Anti-corruption

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SUSTAINABILITY Performance (cont′d)

all entities - Group level					
ament	Social				
liance	Employment				
nance	Employment				
	Labour/ Management relations				
	Occupational health and safety				
	Training and education				
	Freedom of association and collective				
	bargaining				
	Local communities				
	Socioeconomic compliance				

Our Focus Areas:

Investing in Our People

Promoting the health and safety of our employees and their well-being



A Positive Impact on Society

Supplying good quality specialty sugars



Protecting Our Environment

Bettering the communities

Growing a sustainable resource - Sugarcane

Optimising water consumption

Managing energy consumption

Managing effluents and waste

Investing in Our People

Promoting the health & safety of our employees and their well-being

We have a proactive approach, and are committed to continually providing a healthy and safe working environment for all our employees, sub-contractors and visitors. There were various initiatives undertaken in 2017 at Terra Milling and Terragri (Agriculture) in that respect.

At Terra Milling we placed particular emphasis this year on improving our OHS management system, with the goal of achieving OHSAS 1800I certification in 2018. We reviewed the overall risk assessment processes, invested substantially in training and development of employees, and undertook an internal audit that helped to identify key strengths and improvement areas. At Terragri (Agriculture) a strong focus was placed on upgrading the welfare accommodation for employees, improving the provision of first aid facilities, training first aiders and reinstating health surveillance programmes. Safe system of work procedures have been designed for the cane treatment clubs in the surrounding regions. The cluster also supported plant, supported by targeted employee training and awareness the 'National Disaster Risk Reduction and Management' initiatives. Terra deeply regrets to report a fatal accident which under the aegis of the Ministry of Social Security, National occurred in the agricultural entity. Late Mr Vivien Lejeune, Solidarity and Environment and Sustainable Development, to who was one of our experienced operators, was fatally injured make available its resources such as vehicles during national in an accident involving a Bell Loader on 02 October 2017 at disasters. The Mauritian Wildlife Foundation again solicited Mauricia, Belle Vue. The employee was taken to the hospital, Terragri (Agriculture) to use its land as helicopter ground where he unfortunately died after a few days. An independent for transporting endemic species to and from Round Island. investigation into the causes of the accident has been completed We also help Terra Foundation in all its actions for the and preventative actions were taken. communities.

The employees who love sports participated in a national bike challenge and trail at the hunting ground of Rambouillet in addition to a football tournament '8-a-side'.

A Positive Impact on Society

Supplying good quality specialty sugars

Terra Milling is known for producing good quality specialty sugars. Its production is governed by a competent team and specific work procedures. It has also adopted the BRC Global Standard since 2007 along with HACCP Codex Alimentarius methodology to ensure that sugar manufacturing is done under controlled conditions stipulated in the food safety standard. Its objective is to meet customer requirements as well as to comply with applicable legal requirements. The Mauritius Sugar Syndicate (MSS) encourages communication between Terra Milling and its customers. It is good to share that there is always positive feedback from customers. The customers conduct second party audits to confirm that sugar production complies with environmental and social aspects as well. Terra Milling is a registered SEDEX B member and is subject to an annual third party audit to verify its compliance with local and international labour laws, health and safety and environmental regulations and business ethics. Moreover, there was no case of legal non-compliance in 2017.

Specialty sugars are packed in 25 kg, 50 kg and 1,050 kg plastic bags that are provided by MSS. Traceability of sugar through the supply chain is ensured by having clear labels and bags are date-coded. The bags are also accompanied by a product release certificate containing the Factory Manager's signature of approval.

Bettering the communities

We contribute significantly to helping and developing the communities where we operate because we believe that we are interdependent. In 2017, financial aid was given to organisations such as cultural and religious groups and sports

CANE



Protecting Our Environment

Growing a sustainable resource - Sugarcane

Sugarcane is grown on around 5,500 hectares of land owned by Terragri (Agriculture). Grown on a large scale, it prevents soil erosion. In our ecological system, sugarcane is a valuable resource that contributes to the sustainable development of our island. Besides providing direct and indirect job creation, it delivers diverse co-products for generating energy as well as producing alcohol and organic fertilisers. It has also a good absorption rate of carbon dioxide. Sugarcane requires water, sunlight, soil and some fertilisers for its growth. Terragri (Agriculture) is responsible for sugarcane growing and harvesting and provides its fleet of heavy vehicles for that purpose. The adoption of the new farming system, which is the growing of cane in dual rows rather than one, has improved the cane yields.

It is worth noting that the liquid fertilisers blend used by Terragri (Agriculture) is constituted at 90% in average of organic Concentrated Molasses Stillage (CMS), which comes from the transformation of *vinasse*, a co-product of alcohol manufacturing from molasses. Fertilisation and weed control practices are conducted according to the recommendations of the Mauritius Sugar Industry Research Institute (MSIRI). For efficient application of fertilisers and herbicide, standards are used for sprayer calibration and maintenance, material weighing and laboratory operations.

Terra Milling ensures an efficient milling of sugarcane for the manufacturing of specialty sugars, which requires sugarcane of good quality. Before it is processed, the cane undergoes numerous tests such as visual checks, foreign body detection and purity tests by MCIA Control Board. There is also a continuous follow-up of the production cost per tonne of sugarcane.

CANE

	Renewable Materials	2017	2016	2015
Terragri Ltd (Agriculture)	Organic fertilisers (CMS), tonnes	10,562	II,474	8,429
	Filtered mudcake (scum), tonnes	6,629	8,520	8,380
Terra Milling Ltd	Sugarcane, tonnes	867,643	876,723	952,304

	Non-Renewable Materials			
	Liquid mineral fertilisers, tonnes	1,174	2,025	1,488
Terragri Ltd (Agriculture)	Solid fertilisers, tonnes	1,141	976	1,016

Optimising water consumption

Terragri (Agriculture) has a water usage policy that comprises of an efficient water distribution network and deficit irrigation practices. Water consumption is managed according to a weekly plan that takes into account the soil water balance. The four agricultural zones, namely Beau Plan, Belle Vue-Mauricia, Nouvelle Industrie and Mount, manage and monitor their water consumption. Effluents generated from Terra Milling and Terragen are used, after in-house reuse and recycling, for irrigating the sugarcane fields. The effluent irrigation network will be extended to a larger area in 2018. Moreover, five centre pivots will be installed in 2018, in addition to the existing I6 ones across the fields, to maximise the efficiency of the irrigation process. Continual communication with its suppliers allows the entity to be aware of the latest efficient irrigation technologies.

Terra Milling is always striving to reduce its water consumption owing to its location. It consumed an average of 85 m3/h of process water during crop season in 2017.

Water Consumption, m ³						
Source of Water withdrawal 2017 2016 2015						
	Surface water	9,409,000	9,800,000	8,161,486		
Terragri Ltd (Agriculture)	Public water utility (CWA)	56,969	65,254	-		
T 1011- 1-1	Surface water	375,191	429,743	-		
Terra Milling Ltd	Public water utility (CWA)	25,866	29,294	-		

Managing energy consumption

At Terragri (Agriculture), mechanisation of the growing and harvesting of sugarcane has been practiced for many years, particularly the plantation, the application of fertilisers and herbicides and the cane harvesting and transportation to Terra Milling. 82% of the operations of Terragri (Agriculture) is mechanised. To achieve this, the cluster has a large fleet of 127 heavy vehicles constituted of harvesters, tractors, trucks, Bell loaders, crawler tractors and backhoe loaders, which require a significant amount of diesel to operate. Diesel consumption is continuously monitored to ensure that the optimal amount is used in the process. There is a rigorous follow-up of vehicles' maintenance plan that includes changing of tyres as well.

Terragri (Agriculture) is also a transport service provider to Terra Milling for carrying sugar to the Mauritius Sugar Terminal, while also transporting coal for Terragen from the Coal Terminal.

In addition, Terragri (Agriculture) is revamping its irrigation water pumps which are presently operating on diesel but will be gradually replaced with efficient irrigation coilers, while the pumps will use electric power.

Terragri Ltd (Agriculture)	2017	2016	2015
Diesel Consumption, m ³	1,650	2,045	2,II2
Direct (Scope I) GHG emissions, tonnes CO_2	4,294	5,323	5,499
Terra Milling obtains low-pressure steam and electricity from assistance to improve its energy consumption efficiency.	Terragen for sugar	manufacturing.	Terragen also provides
Terra Milling Ltd	2017	2016	2015
Renewable Energy – Bagasse and Cane trash (GJ)			
Electricity consumed	57,146	57,285	50,367
Steam consumed	628,053	672,986	675,255
Non-renewable Energy-Coal (GJ)			
Electricity consumed	29,088	31,356	47,737
Steam consumed	221,427	277,789	319,959

Managing effluents and waste

Terragri (Agriculture) has an internal segregation of its effluents where industrial and domestic effluents are collected separately. It is also equipped with an oil separator in its effluent circuit because of the nature of its operations. In 2017, it generated around 14.5 m³ of used oil and 19.8 tonnes of used tyres from its vehicles' maintenance. They were all disposed of by registered recyclers.

Terra Milling prioritises water reuse and recirculation in the process before discharging it as effluents. As mentioned previously, the industrial effluents are used for irrigating the sugarcane fields.

	Category	Waste type	Quantity	Disposal method
	Non-hazardous	Scrap metal, tonnes	61.2	Recycling
Terragri Ltd (Agriculture)	Hazardous	Used tyres, tonnes	19.8	Landfilling
(Hazardous	Used oil, m ³	14.5	Recycling
	Non-hazardous	Organic waste, tonnes	628	Landfilling (Terra)
T	Non-hazardous	Filtered mud cake (scum), tonnes	27,200	Reuse in sugarcane fields
Terra Milling Ltd	Non-hazardous	Scrap metal, tonnes	98	Recycling
	Hazardous	Used oil, m ³	12.5	Recycling



Our Focus Areas:

Investing in Our People

Promoting the health and safety of our employees and their well-being

Training and development of employees

A Positive Impact on Society

Supplying low-cost electricity to the national grid (CEB)

Sustaining the sugarcane industry

Managing air quality

Protecting Our Environment

Increasing the share of renewable energy source: bagosse and sugarcane trash

Reducing the quantity of coal burnt

Managing energy consumption within Terragen

Optimising water consumption

Recycling coal ash



Investing in Our People

Promoting the health and safety of employees and their well-being

Terragen pays particular attention to the health and safety of its employees and sub-contractors working under its responsibility and visitors. Its objectives are the reduction of the number of accidents, the upgrading of the firefighting system and the prevention of work-related ill-health. The monitoring of the accident frequency and severity rate concerning the employees of Terragen and its external providers is a good indicator of its performance with regard to health and safety management. The injury rest and lost days are currently stable but are expected to decrease owing to the enhancement in health and safety practices. Terragen nevertheless registered a serious injury with 40 lost work days in January 2017.

In 2017, some of the measures taken with respect to each objective were:

- · Awareness sessions with employees on reporting near-misses, so as to be pro-active
- · Upgrading of fire safety system: dust abatement system at the bagage and cane trash handling zone, supply of a back-up electrical power on the fire duty pump, monitoring of coal temperature in the bulk storage zone, fully operational gas suppression system in electrical rooms
- · Leadership training with regard to health and safety was provided to the management team
- · Facilitating work at height by providing additional platforms

In 2018, Terragen will install a dust abatement system on its coal handling area, will fence its effluent pond, cover one major bagasse conveyor, renovate its first-aid room, and provide training on fire safety and firefighting, electrical safety, first-aid, safety in scaffold erection and dismantling and working at height.

Training and development

This is an essential part of Terragen's operating context, as the power plant requires competent and skilled people to conduct zero mistake operations. Training and awareness sessions are done on an on-going basis, particularly when there is a need to enhance skills or as a refresher. Some of the trainings done in 2017 were related to pneumatic technology, scaffolding (work at height) and 'habilitation électrique'.

A Positive Impact on Society

Supplying low-cost electricity to CEB and sustaining the sugarcane industry

Terragen supplies 16% of the national electricity consumption to the CEB grid which distributes it to the population. It is among the cheapest suppliers of electricity on the island. Sugarcane has contributed largely to the Mauritian economy as one of its main pillars. It has now diversified and is valorising its co-products efficiently for the production of energy, alcohol and organic fertilisers (concentrated molasses stillage). By taking all the bagosse and, to some extent, the sugarcane trash, Terragen supports the sugarcane sector.

Managing air quality

The steam and electricity generation process produces significant amount of greenhouse gas (GHG) emissions and particulate matter. Terragen is continually taking mitigating measures with regard to air emissions. It is equipped with an online continuous automatic system where the parameters that influence the combustion efficiency are monitored and controlled. The emissions from the two flue gas stacks are monitored quarterly by Mauritius Cane Industry Authority (MCIA) in addition to the existing online stack emission monitoring system. It also conducts a yearly flue gas stacks' emission measurement by a foreign accredited laboratory so as to be in compliance with its Environmental Impact Assessment (EIA) licence and Environment Protection Act (EPA) 2002 - Standards for Air 1998. The ambient air around Terragen is measured on a weekly basis to ensure that the neighbourhood has an air quality in compliance with applicable regulations. Moreover, the coal used has a sulphur content of less than I%. A water de-dusting system was installed in the bagosse handling area in 2017 to contain the solid particles in its premises. The same will be extended to the coal handling area in 2018. The plant is also equipped with two highly efficient (99.9%) electrostatic precipitators that allow the release of insignificant quantity of particles through the high flue gas stacks.

Through the bagasse and sugarcane trash combustion, biogenic carbon dioxide is produced which has a positive impact on the environment by offsetting the equivalent coal generated carbon dioxide.



Direct GHG Scope 1 emissions (in tonnes CO ₂ equivalent – CO ₂ , CH ₄ , N ₂ O)	2017	2016	2015
Sugarcane trash (biogenic CO ₂)	11,156	6,427	2,958
Bagasse (biogenic CO ₃)	247,877	246,039	298,806
Coal	437,089	444,432	435,088

Other significant air emissions – NO,, SO,, Particulate matter (PM)

Parameter (mg/Nm ³ at 6% O ₂)	2017	2016	2015	EPA Standards for Air 1998 (mg/m ³)
NO	631	476	532	1,000
SO	809	696	837	None
PM 10 $-bag$ asse and sugarcane trash	15	22	20	400
PM 10 - Coal	46	54	41	200

Protecting Our Environment

Increasing the share of renewable energy source: *bagasse* and sugarcane trash, while reducing the quantity of coal burnt

Terragen is continually looking for opportunities to reduce the share of coal and increase that of biomass. Although the supply of *bagasse* is largely dependent on the availability of sugarcane, its derivative sugarcane trash remains yet a potential source of biomass which has been added to the process since 2015. Its collaboration with Terra Milling for the acquisition of two vacuum belt filters was a significant measure taken in 2014 to optimise the availability of *bagasse*. This has allowed a gain of 6,000 tonnes of *bagasse* annually. Terragen has offset an additional 1,200 tonnes of coal in 2016 which is equivalent to 24,000 tonnes of steam, by investing in two juice heaters and a syrup tank at Terra Milling. In 2017, another 1,700 tonnes of coal were offset by again helping Terra Milling to acquire an additional evaporator. Besides, Terragen monitors closely its specific coal consumption, which is the amount of coal burnt per kWh of electricity produced, and is therefore working to reduce this amount by investigating and implementing measures aimed at increasing its efficiency.

To consolidate on the availability and use of sugarcane trash, Terragen started collaborating with MCIA in 2016-2017 to work on a national formula for the remuneration of growers who supply cane trash to independent power producers.

Direct materials	2017	2016	2015
Renewable materials (tonnes)			
Bagasse	294,793	294,291	356,795
Sugarcane trash	7,526	4,345	2,000
Non-renewable materials (tonnes)			
Coal	188,892	192,771	188,744

Managing energy consumption within Terragen

Managing energy consumption within Terragen is vital because optimal consumption results in selling more electricity to CEB. Its electricity consumption is generally quite stable but increased slightly in 2017. Terragen supplies steam and electricity to Terra Milling in exchange for *bagasse* according to a Product Exchange Agreement contract between the two entities. The objective of this exchange is also to optimise energy production and supply.

Energy production and consumption within Terragen	2017	2016	2015
Renewable Energy - Bagasse and cane trash (GJ)			
Electricity production	519,364	516,943	587,364
Electricity supplied to Terra Milling	57,146	57,285	50,367
Steam supplied to Terra Milling	628,053	672,986	675,255
Electricity sold to CEB	401,799	400,547	472,890
Electricity consumption within Terragen	60,419	60,607	64,107
Non-renewable energy – Coal (GJ)			
Electricity production	1,303,775	1,315,606	1,235,275
Electricity supplied to Terra Milling	29,088	31,356	47,737
Steam supplied to Terra Milling	221,427	277,789	319,959
Electricity sold to CEB	1,137,000	1,150,365	1,059,321
Electricity consumption within Terragen	137,688	133,885	128,217

Optimising water consumption

Water, a key element for steam and electricity generation, is sourced directly from La Nicolière reservoir under a water agreement with CWA. Raw water is demineralised and treated to remove hardness. The specific water consumption, which is the amount of water used per kWh of electricity generated, is monitored during the entire process.

2017	2016	2015
1,698,912	1,684,044	1,614,56

Recycling of coal ash

The transformation of coal ash through the carbon burn-out (CBO) process for use in the cement industry has environmental and economic benefits. The CBO plant, owned by Thermal Valorisation Co. Ltd, is the result of a joint venture between Terragen and Omnicane and is located in the industrial zone of Omnicane in the South of Mauritius. The plant is however currently operating at 30% of its capacity because it still requires some adjustments and improvements to be fully operational by mid-2018. Around 650 tonnes of coal fly ash were transported to the CBO plant in 2017.

Conversely, bogasse fly ash is mixed with filtered mud-cake (sugarcane scum) and used as organic fertilisers in sugarcane fields.

Fuel ashes (tonnes)	2017	2016	2015
Bagasse fly ash	14,260	16,695	16,860
Coal fly ash	20,480	21,173	13,860
Coal bottom ash	26,687	25,870	34,795

Terragen generates minor quantity of hazardous and non-hazardous wastes resulting from the operation of the power plant. They are directed to registered recyclers and waste disposal facilities. Regular follow-up and waste disposal monitoring are conducted with the recyclers. In 2017, 9.8 m³ of used oil were recycled, while 41 tonnes of metals were scrapped.



3

Our Focus Areas:

Investing in Our People

Promoting the health and safety of our employees and their well-being

Developing human capital through training and career path

A Positive Impact on Society

Supplying world class products

to our customers

Protecting Our Environment

Monitoring materials input and energy consumption

Optimising water consumption

Managing effluents and waste

Investing in Our People

Promoting the health and safety of our employees and their well-being

Grays Inc. and Grays Distilling have adopted a preventative approach with the current implementation of a health and safety management system as per OHSAS 18001. A task-based approach is used to evaluate the risks of their activities so that effective actions are taken. Evaluation of compliance with legal requirements ensures a safe and healthy workplace for employees, visitors and subcontractors. In addition to the continuous monitoring of health and safety aspects, some further improvements achieved in 2017 were

- The installation of a hoist for lifting of chemicals.
- · Fire drills were organised to make people aware of their roles during a fire occurrence, as well as to improve the existing fire safety system.
- · As part of its health surveillance programme, all employees of the distillery had audiometric examination. A noise survey was carried out at Grays Inc. to mitigate noise-related risks.

· Fixing additional warning signs in required zones.

This year, a number of welfare activities were organised for all employees - health week, team building activity, fitness club, pétanque and football tournaments. The health week lasted for five days during which General Practitioners conducted awareness sessions on diabetes, hypertension and podiatry. There were also Tai Chi, Zumba, meditation and aerobic classes for employees.

Developing human capital through training and career path

Giving the right skills to our employees is important for their personal development and allow them to grow within our company. It results in better service levels, cost efficiencies and organisational growth. Management, staff and operators attended selected trainings in 2017. Managers received private coaching to enhance their leadership skills to better handle and motivate their teams and improve communication and efficiency. Staff attended trainings such as customer care to improve service level, leadership for better collaboration, marketing conferences for mind opening visibility and feasibility on marketing trends. Trainings were geared towards providing our employees with a career path. Operators followed food handling training to ensure hygiene in food/alcohol handling. Health and safety training included first aid course, safe use of boiler and various awareness sessions such as wearing of personal protective equipment.

A Positive Impact on Society

Supplying world class products to our customers

Grays Inc. and Grays Distilling pay particular attention to meeting the requirements of their customers in addition to complying with all applicable legislations. They are governed by numerous legal requirements including Custom Act 1988, Excise Act 1994, Food Act 1999, Public Health (Prohibition on advertisement, sponsorship and restriction on sale and consumption in public places of alcohol drinks) regulations 2008 and Public Health Act 2009. The regulations relate to the health and safety aspects of the products, sale and labelling of alcoholic products and advertisement. Food items require pre-market approval before sale to ensure that the ingredients comply with national standards. Similarly, pharmaceutical and selected parapharmaceutical products require the approval of the Pharmacy Board. Alcoholic products display health warning sign, including the inadvisability of consuming alcohol during pregnancy, and recycling.

Any new product launched in the market goes through many steps to ensure that it meets customer requirement and is safe. Grays Inc. is also implementing an integrated management system based on ISO 9001, ISO 14001 and OHSAS 18001 standards to enhance production and sales, as well as environmental management, and provide a healthy and safe workplace for its employees. Grays Inc. is furthermore improving its process of managing customer feedback and complaints.

There was no case of non-compliance with laws and regulations in 2017.

Protecting Our Environment

Monitoring materials input and energy consumption

At Grays Inc., raw materials input is managed as per annual sales forecast and current inventory. Grays Distilling is limited by the availability of molasses but strives to recover a maximum of alcohol from the latter through its fermentation and distillation processes. Alcohol produced is exported, sold to third parties in Mauritius and used as an input at Grays Inc. Associated process materials such as glass bottles used amounted to 1,787 tonnes in 2017. Grays Inc. encourages recycling of glass bottles at consumer end by remunerating them between MUR 10 and MUR 25 per empty bottle returned. Recycled glass bottles, which are reused as an input into the process, accounted for 68.1% in 2017 compared to 41.2% in 2016. It is done only for some brands such as Seven Seas, Deluxe and Dukes. 37.1% of input packaging cardboard was from recycled cardboard. Grays Inc. is increasing the use of plastic crates for storing and transporting of spirits instead of cardboard. Returnable crates increased by around 50% since five years.









BRANDS

	Renewable materials	2017	2016	2015
Grays Distilling Ltd	Molasses, tonnes	23,863	24,438	24,360
Grays Inc. Ltd	Alcohol (I00%), m ³	758	911	928
	Bulk wines and spirits, m ³	418	488	433

Every avenue has been explored to make full use of all forms of energy generated by the operations at Grays Distilling. Since 2009, important changes and modifications have been made through the replacement of obsolete equipment by more efficient equipment to save on fossil fuels for steam generation. All surplus of heads alcohol, a by-product obtained during the distillation process, is being used as fuel and thus contributing to slightly reducing the use of fossil fuels. Two energy audits have been conducted by independent bodies and both came to the conclusion that all possible energy savings had been well managed at Grays Distilling. Other projects are underway to further improve the efficiencies of the use of energy at the distillery.

Energy consumption within Grays Distilling	2017	2016
Renewable energy consumption (Electricity from CEB), GJ	634	683
Non-renewable energy consumption (Electricity from CEB & Coal), GJ	62,735	54,907

Optimising water consumption

Consumption of water for distillation is closely managed to make sure that only the required volumes of water are utilised and recycled in closed circuits, so far as reasonably practicable. Any used water that cannot be recycled is disposed of in accordance with the local environmental regulations and standards.

Water consumption at Grays Distilling, m ³	2017	2016
Surface water	74,642	54,384
Public water utility (CWA)	1,407	1,927

Effluents and waste management

Both Grays Inc. and Grays Distilling have adopted waste segregation and recycling practices. The table below shows the management of its significant waste. They are both improving their current effluent management system.

	Category	Waste type	Quantity	Disposal method
	Non-hazardous	Glass bottles, tonnes	52.9	Recycled by external company
	Non-hazardous	Plastic, tonnes	II. O	Recycled by external company
н	Non-hazardous	Aluminium items, tonnes	I.2	Recycled by external company
	Hazardous	Cardboard, tonnes	48.0	Recycled by external company
	Hazardous	WEEE, tonnes	0.2	Recycled by external company
Grays Distilling Ltd	Non-hazardous	Scrap metal, tonnes	12.7	Recycled by external company









PROPERTY AND LEISURE

Property and Leisure cluster comprises of two entities: Novaterra and Sugarworld.

Our Focus Areas:

Investing in Our People

Training and development of our employees

A Positive Impact on Society

Caring for our customers

Protecting Our Environment

Improving environmental performance



Training and development of our employees

Employees attended training in various areas and disciplines to acquire the skills and knowledge to perform better in 2017. This included training in: corporate and business law, audit and assurance and social media marketing, while for Sugarworld they were: improvement in restaurant service, food production, developing and implementing operating procedures in Food and Beverages department, soft skills and health and safety training, such as first aid.

A Positive Impact on Society

Caring for our customers and communities

Upon completion, the proposed Beau Plan Smart City development is expected to create, at least 8,400 new and direct jobs in the Smart City itself, with an additional 500 construction jobs at any time during the construction phase, and another 5,000 indirect jobs for the suppliers of various goods and services. Our development will have a positive impact on the value of Terra's existing land, as well as on the property of our neighbours, contributing to the general enhancement of the country's overall wealth.

An estimated 100,000 people visited Sugarworld in 2017. Sugarworld cares for the health and safety of its customers. Given its commitment to the health and safety of its customers, Sugarworld is continuously improving its operations by conducting preventative maintenance of museum's infrastructure and yearly refurbishment of support material. The restaurant sources from selected suppliers and stores food items under controlled conditions. Employees handling food in both restaurant and the boutique have Food Handlers' certificates issued by the Ministry of Health and Quality of Life. The health and safety committee manages aspects related to employees, customers/visitors and sub-contractors. Tour operators conduct impromptu inspections to ensure the safety of visitors, be it in the museum, boutique or restaurant.

Sugarworld ensures that all products bear informative labels to guide customers. The customers are also assisted by employees if they require additional information. Customer satisfaction is monitored through a guest comment book and TripAdvisor. 88% and 96% of registered feedback on TripAdvisor were 4/5 and 5/5 for the museum and restaurant respectively. In addition to that, Sugarworld had an overall rating of 4.5.

Some 99% of the purchases of Sugarworld in 2017 were from local suppliers so as to promote job creation along the supply chain. Its procurement practices comprise of fair competition among suppliers, that is, equal treatment, specific criteria for supplier selection and confidentiality. Sugarworld continues to comply with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship. It ensures all copyrighted materials are used during advertising and communication. There was no cases of non-compliance in 2017.

Novaterra and Sugarworld fully comply with the Data Protection Act 2017 that ensures protection of the privacy rights of individuals. The management makes sure that information is stored in protected servers with access limited to authorised persons only. There were no breaches of customer privacy and losses of data in 2017.

Protecting Our Environment

Improving environmental performance

Novaterra is subject to a number of regulations regarding land development projects. It ensures compliance by collaborating with all stakeholders and the follow-up of a programme of work. Any environmental or social issue is addressed without delay to protect the environment and community. In addition, reputed professionals in both fields were involved since the inception of the Beau Plan Smart City.

Although Sugarworld does not have significant environmental impacts, it has adopted good environmental practices - use of glass water bottles, waste segregation, recycling of plastic bottles and used kitchen oil, use of recyclable packaging, and a greater focus on digital media for communication - . Vegetable oil-based ink is used for printing sugar packaging, while Forest Stewardship Paper is used for producing museum books.











PROPERTY AND LEISURE (cont'd)

OTHERS

AceTer Global

AceTer Global (AceTer) provides client services with highest ethical principles that include confidentiality, discretion and asset protection. The onus is therefore on it to disclose all information to its clients in order to protect their interests and minimise risks. Customer satisfaction is monitored through meetings and exchange of emails.

AceTer is subject to numerous legislations: Anti-Money Laundering Act 2002 (FIAMLA) and Financial Services Act 2007, Financial Intelligence and other codes in terms of which required to provide information to its clients on the nature of its products and services and the activities they are allowed to engage in. It complies with all due-diligence requirements as per local and international standards prior to signing up a client and thus did not pay any fine with regards to any form of non-compliance. It monitors the adequacy of Anti-Money Laundering/Combating the Financing of Terrorism Codes (AML/CFT) policies through regular audits.

AceTer complies with the Data Protection Act 2017 which guarantees protection and confidentiality of data. Clients' files have restricted access and are protected on servers. There were no breaches of customer privacy and losses of data in 2017.

Topterra

Topterra evaporates the vinasse produced by Grays Distilling to concentrate it and delivers it to Island Renewable Fertilisers Ltd (IRFL) to be blended with other components and used as organic fertiliser.

Topterra has a purchasing policy that prioritises reliable local suppliers within a 10 km radius. Its manager, IRFL, ensures that the policy is respected by conducting internal checks.

		2017	2016	2015
Renewable material	Vinosse, m ³	53,409	61,855	49,809
Renewable energy consumption (CEB)	Electricity supply from CEB, GJ	510	573	598
Non-renewable energy consumption (CEB and Coal)	Electricity supply from CEB and Steam (Coal) supply from Grays Distilling, GJ	33,922	44,I3I	29,283
Water withdrawal	Surface water, m ³	26,500	26,000	28,000
	Public water utility, m ³	140	140	-

Topterra has an in-house wastewater treatment station that processes acid condensate, which is a liquid waste generated from the concentration of vinusse. In 2017, 30,514 tonnes of acid condensate were treated which represents around 98% of effluent processed.

Terrarock

Terrarock, incorporated in 1990 to add value to Terra's field derocking operations, is engaged in the manufacturing and sale of building materials, mainly hollow concrete blocks, aggregate and rocksand. Operational management has been entrusted to United Basalt Products. Terrarock has outsourced its energy management to a sub-contracting company named 'Energy Management' which monitors its energy consumption and advises where there is deviation.

		2017	2016	2015
Non-renewable material	Boulders, tonnes	361,879	348,357	263,655
Renewable energy consumption (CEB)	Electricity supply from CEB, GJ	827	791	1,193
Non-renewable energy consumption (CEB)	Electricity supply from CEB, GJ	4,688	4,150	4,772
Water withdrawal	Surface water, m ³	44,030	53,650	60,750
	Public water utility, m ³	13,281	21,789	25,626
D -0	Solidified mud, tonnes	26,346	29,309	25,000
Effluents and waste management	Solidified mud is generated after sedimentation of effluents. Since it is comprised of soil, it is disposed of in fields.			



TERRA Foundation

"A rock solid partner supporting neighbouring communities"

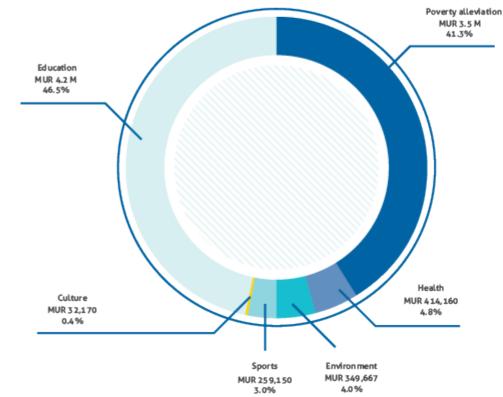


Our 2017 performance

This year Terra Foundation's budget of MUR 8.6 million (net of administrative expenses) was invested in supporting 77 projects and 4,027 beneficiaries, in the following specific areas:

- · Education and training including sponsoring the building of two remedial classes for a school in a priority education zone, continuing our support for an NGO caring for autistic students, and providing university fees for two vulnerable students from Rodrigues.
- · Poverty alleviation initiatives included supporting the work of an NGO to protect vulnerable children in a high-poverty area, training unemployed women in the business of recycling newspaper into paper bags, sponsoring a day care centre and associated initiatives for vulnerable children, and providing daily meal support for vulnerable students in Mauritius and Rodrigues.
- Health care assisting vulnerable children to have access to quality health services and sponsoring the development of medical materials and therapy camps enabling them to improve the daily management of their disease.
- Environment sponsoring initiatives to protect the Mauritian Echo Parakeet (an endangered endemic bird of Mauritius) and to promote pesticide-free/organic planting of vegetables.
- · Sports supporting the development of a cycling academy for vulnerable youths and of badminton athletes from low income families in the North.
- · Heritage and Culture sponsoring the participation of children and adults in a cultural and musical festival, and in various workshops and visits to L'Aventure du Sucre, Terra's sugar museum.

As per its strategy to have a greater impact in the North, the foundation sponsored 54 projects in this area out of the total 77 projects sponsored in 2017. This represent 72% of the sponsorship budget for an amount of MUR 6.2 M.





TERRA Foundation (cont'd)

Major projects sponsored by area of intervention

Education and Training

NGO	Project
ZEP school H. Ramnarain	Since 2004, Terra supports this ZEP school (priority zone education) found in a pocket of poverty within its factory area. Some four projects were sponsored to address absenteeism, failures and provide some welfare and rewards to the vulnerable children. In 2017 the foundation sponsored the building of two remedial classes which are nearly completed.
Autisme Maurice	Since 2013, the foundation supported this NGO, caring for autistic students, to extend its services in the North with the participation of the employees of the Group for painting and renovation of a classroom donated at Notre Dame and by sponsoring the equipment for the new class. The foundation also maintained its support for the sponsorship of the educators and the running cost of the one-class- school, which started with three children and reached nine in 2016. In 2017, the younger children were integrated in a mainstream school of the region and only the teenagers stayed in the specialised class, which moved to Pamplemousses during the year.

Poverty Alleviation

NGO	Project
SAFIRE	The foundation has been sponsoring a social worker for this NGO for the past six years for the daily monitoring and follow-up of some 38 vulnerable children in difficulty in a pocket of poverty called ' <i>Cité Mère Teresa</i> ' in Triolet. It also sponsored various activities and holiday programmes, as well as training sessions of unemployed women, who are now in the business of recycling newspapers into paper bags. In 2017, the foundation sponsored the extension of this project for a wider community development, including sport through the creation of a Cycling Academy. A total of five main projects were sponsored.
Mouvement Civique de Baie du Tombeau	For a residential project called <i>L'Abri de Lumière</i> caring for teenage mothers of extremely vulnerable families. The sponsorship included the care givers fees for the babies and all related costs, in order to enable the teenage mothers to continue their training to become independent and to be reintegrated in their families. With the success of the integration of the girls, the project was modified in 2017 to become a day care centre for their babies.
SOS Children's Villages Mauritius	For the sponsorship of the daily needs of three vulnerable children and their SOS Mother for this residential care in an SOS house in the North.
Association des Amis de Don Bosco	The foundation sponsored six projects for which the NGO was lacking funding, namely: the annual camp, school materials, shoes, Christmas gifts for the 30 children of this residential care centre for abandoned children. The foundation also sponsored the residential care costs and the daily meal of a teenager for one year.

Health Care

NGO	Project
TI Diams	Through the sponsorship of TIDiams suffering from type I diabetes to have acc of their illness via the sponsorship of me

Environment

NGO	Project
Mauritian Wildlife Foundation	For the past 7 years support was given for Parakeet, an endangered endemic bird satisfactorily.
Biodiversity Preservation	The foundation supported the awarene planting via painting challenges in sch certification for organic planting. The Earth Market at Solitude.

Sports

NGO	Project
Trust Fund for Excellence in Sports (TFES)	Through this NGO, support was given refreshments for some 22 badminton at performance of these athletes has been a also regionally.

Culture

NGO	Project
Comité Quartier Cité de Pamplemousses	The foundation sponsored some 60 chi
SAFIRE	at KAZ'OUT Festival, which is a whole
Association de Développement de Pamplemousses	beneficiaries of these NGOs were able to sugar museum. For most of the children



as the foundation is helping some 270 vulnerable children ccess to quality health services and support for the management medical materials and therapy camps.

or the field expenses for the conservation of the Mauritian Echo I of Mauritius and the population of the specie has increased

ness sessions of this NGO promoting pesticide-free/organic hools and trainings to three planters of the North for their e foundation also helped to reorganise the first Community

a for the daily transport for the training sessions as well as athletes coming from low income families in the North. The remarkable over the last years, not only at national level but

nildren and seven adults of these NGOs for their participation ple-day cultural and musical festival at *L'Aventure du Sucre*. The o participate to the various workshops proposed and to visit the en it was a first time experience which they appreciated greatly.

TERRA Foundation (cont'd)

Projects Sponsored in Rodrigues

Every year, the foundation earmarks a budget for Rodriguan projects. In 2017 an amount of MUR I.I M was dedicated to the following projects through *Caritas* and Terragri (Corporate) Ltd.

NGO/Company	Project
	 Daily meal support for some 129 vulnerable students.
	• University fees for two vulnerable youths.
CARITAS	 Association des Écoles Ménagères for the sponsorship of pastry courses, equipment and ingredients for 150 beneficiaries.
	 Psychological therapy and counselling for youths living very difficult situations and for children living in a shelter.
	• Housing assistance project for extremely vulnerable people.
Terragri Ltd (Corporate)	Rodriguan schools educational tour in Mauritius: The foundation sponsored one day in their educational tour including the transport, entry fees at <i>L'Aventure du Sucre</i> and lunch. A 'blind food tasting' workshop and related activities were also organised, as well as some prizes and bags for a delegation of 455 people including 313 students from eight primary schools. The employees of Terra volunteered for the welcome of the students, as well as for the organisation of the activities.

The NGO Lovebridge was invited in the Group on UN International Day for the Eradication of Poverty on 17 October 2017, to present its innovative approach in poverty alleviation service to our people. For each employee who attended the presentation session, the foundation sponsored MUR 100 per head. The sum raised, amounting to MUR 20,000, was donated to Lovebridge for the Christmas pack of the children whom they take care of. Terra Foundation also contributed to the Christmas gifts of the following NGOs: SOS Children's Villages Mauritius and the shelter *l'Oiseau du Paradis*. A total of 75 children were reached.

Outlook

In his 2017 budget speech, the Minister of Finance announced changes to the Mauritian CSR legislation, in terms of which, as from July 2017, 50% of companies' CSR contributions are to be given to the Mauritius Revenue Authority for transfer to the National CSR Foundation where the funds will be redistributed to projects in line with the Government's national priorities for social development. This will have a significant impact on Terra Foundation's existing commitments to its current partners. In response to this development, we are looking to actively involve potential project beneficiaries in the design and decision-making of our CSR investments, to ensure that priority community development needs are most effectively addressed. We will also be encouraging increased participation of the Group's management and employees to share their knowledge, expertise and resources, as well as catalysing local entrepreneurship opportunities through targeted group procurement initiatives.

GROUP PERFORMANCE Data 2017

	2017
Our People	
Permanent employees	1,386
Temporary/ seasonal employees	629
Employee turnover	13.3%
Absenteeism rate	3.87%
Number of injuries (work lost day > 24h)	109
Injury rate	23.2
Loss day rate	0.23
Work related fatality	I
Investment in employee training and development, MUR	IO.5 million
Jobs provided	157
Salaries, wages and other benefits paid, MUR	922.7 million
Our Society	
CSR projects sponsored in communities	77
CSR sponsorship, MUR	8.6 million
Taxes paid to Mauritian Government, MUR	16.3 million
Customs and excise duty paid to Mauritian Government, MUR	617.8 million
Procurement of goods and services from suppliers, MUR	2,898.0 million
Our Environment	
Water consumption, m ³	11,668,969
Renewable energy consumption, GJ	747,589
Non-renewable energy consumption, GJ	546,553
GHG emission (Scope I) - Biogenic, tonnes of CO ₂ e	259,033
GHG emission (Scope I) - Fossil fuels, tonnes of CO ₂ e	441,383
Waste recycled - non-hazardous	11-0-0
Scrap metal, tonnes	2I3.I
Glass bottles, tonnes	52.9
Plastic waste, tonnes	12.6
Paper and cardboard, tonnes	48
Waste recycled - hazardous	*
Used tyres, tonnes	19.8
Used oil, m ³	36.8
Bagasse ash, tonnes	14,260
Coal fly ash, tonnes	20,480
1	· · · ·

Note: The data provided for the environmental category are from those companies of the Group which have significant impacts with respect to the above topics.

LIST OF Acronyms

AML/CFT	Anti-Money Laundering/Combating the Financing of Terrorism
B2B	Business to Business
B2C	Business to Consumer
BRC	British Retail Consortium
CBO	Carbon Burn Out
CEB	Central Electricity Board
CMS	Concentrated Molasses Stillage
CH ₄	Methane
COP21	Conference of Parties 21
CO ₂	Carbon Dioxide
CSR	Corporate Social Responsibility
CWA	Central Water Authority
EIA	Environmental Impact Assessment
EPA	Environment Protection Act
FIAMLA	Financial Intelligence and Anti-Money Laundering Act
GHG	Greenhouse Gas
GJ	Giga Joules
GRI	Global Reporting Initiative
GWh	Giga Watt per hour
HACCP	Hazard Analysis and Critical Control Points
HSEQ	Health and Safety, Environment, Quality
IIRC	International Integrated Reporting Council
ILO	International Labour Organization
IR	Integrated Reporting
ISO	International Organisation for Standardisation
kWh	Kilo Watt per hour
KPI	Key Performance Indicator
MCIA	Mauritius Cane Industry Authority
MSPA	Mauritius Sugar Producers Association
MSIRI	Mauritius Sugar Industry Research Institute
MSS	Mauritius Sugar Syndicate
MUR	Mauritian Rupee
MW	Mega Watt
NGO	Non-Governmental Organization
NOx	Nitrogen Oxides
N ₂ O	Nitrous Oxide
OHSAS	Occupational Health and Safety Management System
OSH	Occupational Safety and Health
PM	Particulate Matter
SAFIRE	Service d'Accompagnement, de Formation, d'Intégration et de Réhabilitation de l'Enfant
SEDEX	Supplier Ethical Data Exchange
SEMSI	Stock Exchange of Mauritius' Sustainability Index
SO ₂	Sulphur Dioxide
WEEE	Waste Electrical and Electronic Equipment
ZEP	Zone d'Education Prioritaire

Annexure 1 – Information on Employees

Employment data 2017 - Disclosure 102-8

Table I.I: Number of employees (by gender, employment type and contract)

			Terragri Ltd (Corporate)	Terragri Ltd (Property)	Terragri Ltd (Agriculture)	Terra Milling Ltd	Terragen Ltd	Grays Inc. Ltd	Grays Distilling Ltd	Sugarworld Ltd	Aceter Global Ltd	Terra Finance Ltd	Ternarock Ltd
	Total Employees		35	73	392	154	51	513	49	64	9	3	43
	Total Employees (including tempor	ary)	36	93	703	450	51	513	49	65	9	3	43
	N.	М	9	12	15	9	3	IO	I	2	I	2	0
Total employees	Management	F	5	3	I	0	6	6	0	6	2	0	I
by category	Staff	М	6	ΙΟ	32	28	20	77	8	4	I	I	3
		F	9	6	IO	3	2	108	I	3	4	0	I
	Operatives	М	5	58	630	390	20	239	39	30	0	0	38
		F	2	4	15	20	0	73	0	20	I	0	0
	P	М	20	61	369	152	46	0	0	36	2	3	41
Employees by	Permanent	F	15	12	23	2	5	0	0	28	8	0	2
employment contract	Fixed term/	М	0	19	308	275	0	0	0	0	0	0	0
	temporary	F	I	I	3	21	0	0	0	I	0	0	0
	Full-time	М	20	61	369	152	43	326	48	35	2	3	41
Permanent	rull-time	F	15	12	23	2	8	187	I	28	8	0	2
employees by employment type	Part-time	М	0	0	0	0	0	0	0	0	0	0	0
	1 art-time	F	I	0	0	0	0	0	0	0	0	0	0
Percentage of total employees covered by collective bargaining agreements (102-41)			0%	0%	98%	100%	٥%	0.01%	27%	0%	0%	٥%	61%

ANNEXURES

Annexure 1 - Information on Employees (cont'd)

Table I.2: Total number of new employee hires by age group and gender

Total new employee hires	Terragri Ltd	Terragri Ltd (Corporate)		Terragri Ltd (Property)		Terragri Ltd (Agri culture)		Terra Milling Ltd		Terragen Ltd		Grays Inc. Ltd		Grays Distilling Ltd		Sugarworld Ltd		Aceter Global Ltd		Terra Finance Ltd		Terrarock Ltd	
	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	
18 - 24 yrs	о	0	٩	0	I	I	0	0	0	0	28	9	٩	0	7	2	0	3	0	0	ο	0	
25 - 34 yrs	I	4	٩	٩	3	٩	3	о	I	I	20	IO	4	0	3	I	I	٩	0	0	ο	о	
35 - 44 yrs	о	I	I	I	ο	о	6	ο	0	0	12	6	I	0	0	I	0	I	I	0	ο	о	
45 - 54 yrs	о	ο	о	о	ο	о	5	о	0	0	I	٩	I	0	0	0	0	0	0	0	ο	о	
55+	0	ο	0	0	I	0	0	0	0	0	I	0	0	0	0	0	0	0	0	0	о	0	

Table I.3: Total number of employee turnover by age group and gender

Total employee turnover	Terragri Ltd	Terragri Ltd (Corporate)		(Corporate) Terragri Ltd (Procert)		(Property)	Terragri Ltd (Agriculture)		Terra Milling Ltd		3	Terragen Ltd		Grays Inc. Ltd		Grays Distilling Ltd		Sugarworl d Ltd		Aceter Global Ltd		Terra Finance Ltd		Terrarock Ltd	
	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F			
18 - 24 yrs	0	ο	ο	ο	0	ο	ο	0	0	0	33	2	0	0	3	I	0	I	0	0	o	ο			
25 - 34 yrs	0	ο	0	0	I	0	I	0	o	0	31	20	I	0	4	٩	I	0	0	0	0	0			
35 - 44 yrs	0	2	0	I	I	0	0	0	o	0	20	4	o	0	I	0	I	0	o	0	0	0			
45 - 54 yrs	0	0	0	I	I	I	3	0	0	0	14	I	٩	0	I	I	0	0	0	0	I	0			
55+	0	ο	I	0	12	2	4	0	0	0	9	0	o	0	0	0	0	0	0	o	0	о			

Annexure 1 - Information on Employees (cont'd)

Table 1.4: Rate of new employee hires by age group and gender

Rate of new employee hires	Terragri Ltd	(Corporate)	Terragri Ltd	(Property)	Terragri Ltd	(Agricul ture)	TT		21 F	Terragen Lu		Orays Inc. Ltu		orays Distuining Loa	6	ougarwortu ruu	-	Aceter Global Ltd	ji ji	8	Townsood 1	
	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
18 - 24 yrs	0.0%	0.0%	2.7%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	5.5%	1.8%	4.1%	0.0%	ю.9%	3.1%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
25 - 34 yrs	2.9%	п.4%	2.7%	2.7%	0.8%	0.5%	19%	0.0%	2.0%	2.0%	3.9%	1.9%	8.2%	0.0%	4-7%	1.6%	11.1%	22.2%	0.0%	0.0%	0.0%	0.0%
35 - 44 yrs	0.0%	2.9%	1.4%	1.4%	0.0%	0.0%	3.9%	0.0%	0.0%	0.0%	2.3%	1.2%	2.0%	0.0%	0.0%	1.6%	0.0%	11.1%	33.3%	0.0%	0.0%	0.0%
45 - 54 yrs	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	0.2%	0.4%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
55+	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Table 1.5: Rate of employee turnover by age group and gender

Rate of employee turnover	Terragri Ltd	(Corporate)	Terragri Ltd	(Property)	Terragri Ltd	(Agriculture)	T	Lerra MIIIIng Ltd		lerragen Lua		Orays Inc. Ltd		orays Distaiing Ltd		ougarworld Ltd	-	Aceter Global Ltd	6	l erra Finance Lto	T	lerrarock Lud
	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
18 - 24 yrs	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.4%	0.4%	0.0%	0.0%	4-7%	1.6%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%
25 - 34 yrs	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.6%	0.0%	0.0%	0.0%	6.0%	3.9%	2.0%	0.0%	6.3%	3.1%	п.1%	0.0%	0.0%	0.0%	0.0%	0.0%
35 - 44 yrs	0.0%	5.7%	0.0%	1.4%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%	0.8%	0.0%	0.0%	1.6%	0.0%	п.1%	0.0%	0.0%	0.0%	0.0%	0.0%
45 - 54 yrs	0.0%	0.0%	0.0%	1.4%	0.3%	0.3%	г9%	0.0%	0.0%	0.0%	2.7%	0.2%	4.1%	0.0%	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%
55+	0.0%	0.0%	1.4%	0.0%	3.1%	0.5%	2.6%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%



Annexure 1 - Information on Employees (cont'd)

Table 1.6: Types and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities by gender

Employees		Terragri Ltd		Terragri Ltd	(Property)	Terragri Ltd	(Agriculture)	ter and	Lerra MIIIIng Ltd		TELLEBETT FUT		Grays Inc. Ltd		Grays Distilling Ltd		ougarworld Ltd		A cet er Global Ltd		lerra l'inance Ltd		
	a	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F	М	F
	Superficial injuries and open wounds	0	0	0	o	19	o	15	o	0	o	13	ю	6	0	o	o	o	o	0	o	o	o
	Fractures	0	0	0	0	3	0	4	I	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Dislocations, sprains and strains	0	0	0	o	8	0	15	I	0	0	0	o	0	0	0	I	o	o	0	o	0	o
Types of injury	Traumatic amputations	0	0	0	0	I	o	o	0	I	0	0	o	0	0	0	0	o	o	0	o	0	o
	Concussion and internal injuries	0	0	0	0	I	0	0	0	0	0	0	o	0	o	0	0	o	0	0	0	0	o
	Burns	0	0	0	0	I	0	6	0	o	0	0	0	0	0	I	0	0	0	0	0	0	0
	Other types of injury	0	0	o	0	o	0	8	0	o	o	o	0	0	0	0	0	0	0	0	0	0	0
	Injury rate	0.0	0.0	0.0	0.0	21.0	0.0	42.9	38.5	9.6	0.0	16.9	20.8	48.8	0.0	15.9	13.1	0.0	0.0	0.0	0.0	31.6	0.0
D _4	Occupational disease rate	0	0	o	o	0	0	0	0	o	o	0	0	0	o	o	0	0	0	0	0	0	0
	Lost day rate	0.00	0.00	0.00	0.00	61.0	0.00	0.45	0.54	0.38	0.00	0.07	610	0.58	0.00	0.П	0.01	0.00	0.00	0.00	0.00	0.32	0.00
	Absentee rate (%)	0.83	1.24	2.58	1.83	3-95	Q.74	4.8ı	3.26	2.61	1.53	4.58	3-73	5.91	0.00	1.32	o.66	0.23	2.16	2.02	0.00	4-73	0.00
Fatalities	Work-related fatalities	0	0	0	0	I	0	0	0	o	o	0	0	0	0	0	0	0	0	0	0	0	0

Annexure 1 - Information on Employees (cont'd)

Table 1.7: Average hours of training per year per employee by gender and by employee category

Employee category	Gender	Terragri Ltd (Corporate)	Terragri Ltd (Property)	Terragri Ltd (Agriculture)	Terra Milling Ltd	Terragen Ltd	Grays Inc. Ltd	Grays Distilling Ltd	Sugarworld Ltd	Aceter Global Ltd	Terra Finance Ltd	Terrarock Ltd
Staff	М	31	17	23	23	44	6	13	46	0	0	0
Juli	F	14	4	25	164	28	9	0	3	0	0	0
Management	М	72	15	8	IO	131	44	13	64	0	6	0
management	F	14	13	0	0	4	29	0	49	0	0	0
Operatives	М	0	0	2	9	26	3	7	56	0	0	I
Operatives	F	0	0	0	0	0	I	0	23	0	0	0





Annexure 2 - GRI Content Index

General Standard Disclosures

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission
General Disclosures	5		
GRI 102:	Organisational profile		
General Disclosures 2017	102-1 Name of the organisation	Page 2	-
51561054105 2017	102-2 Activities, brands, products, and services	Page 10 and 11	_
	102-3 Location of headquarters	Page I49 of Annual Report 2017 (http://www.terra. co.mu/media/42494/annual-report-2017.pdf)	_
	102-4 Location of operations	Pages 18, 26,149 of Annual Report 2017 (http://www. terra.co.mu/media/42494/annual-report-2017.pdf)	_
	102-5 Ownership and legal form	Page 55 of Annual Report 2017 (http://www.terra. co.mu/media/42494/annual-report-2017.pdf)	_
	102-6 Markets served	Pages 18, 22, 26, 30, 40 of Annual Report 2017 (http://www.terra.co.mu/media/42494/annual- report-2017.pdf)	_
	102-7 Scale of the organisation	Pages 6-7, 71, 83, 89, 147 of Annual Report 2017 (http://www.terra.co.mu/media/42494/annual- report-2017.pdf)	_
	102-8 Information on employees and other workers	Page 49 (Annexure I - Table I.I) The HR department closely monitor this information and the latter is recorded on Excel document and other applicable software.	_
	102-9 Supply chain	Page 30 - Annex 3 of the document: http://www. terra.co.mu/media/42398/defining_the_report_ content_for_terra_mauricia_ltd.pdf	-
	102-10 Significant changes to the organisation and its supply chain	Pages 18, 22, 26, 30 of Annual Report 2017 (http:// www.terra.co.mu/media/42494/annual-report-2017. pdf)	_
	102-11 Precautionary principle or approach	Page 20	_
	102-12 External Initiatives	Terra is a 'Gold Community' member of GRI organisation since 2014.	-

Annexure 2 - GRI Content Index (cont'd)

General Standard Disclosures (cont'd)

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission								
General Disclosures											
GRI 102:	Organisational profile (cont'd)										
General Disclosures 2017	102-13 Membership of associations	Some subsidiaries are members of different associations as stated below: I) Terragri Ltd and Terra Milling Ltd: Mauritius Chamber of Agriculture, Mauritius Sugar Syndicate, Mauritius Chamber of Commerce and Industry and Business Mauritius. 2) Grays Inc Ltd : Association of Mauritian Manufacturers, Mauritius Chamber of Commerce and Industry, Business Mauritius, The South African Chamber of Commerce and Industry, American Chamber of Commerce Mauritius, 'Made in Moris' Association, Mauritius Institute of Directors.	_								
	Strategy										
	102-14 Statement from senior decision-maker	Pages 12, 14 and 15	_								
	Ethics and integrity										
	102-16 Values, principles, standards, and norms of behaviour	Pages 3, 17, 18 and 19; Page 61 of Annual Report 2017 (http://www.terra. co.mu/media/42494/annual-report-2017.pdf)	_								
	Governance										
	102-18 Governance structure	Pages 55-63 of Annual Report 2017 (http://www. terra.co.mu/media/42494/annual-report-2017.pdf)	-								
	Stakeholder engagement										
	102-40 List of stakeholder groups	Pages IO and II; Annex 2 and 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_								
	102-41 Collective bargaining agreements	Page 49 (Annexure I Table I.I)	-								
	102-42 Identifying and selecting stakeholders	Page 10 (Section 2) of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_								
	102-43 Approach to stakeholder engagement	Each entity has its own approach of engaging with its stakeholders. Page IO (Section 2) of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf Detailed information on stakeholder engagement									
		is being compiled and will be produced in the next reporting period.									

ANNEXURES (cont′d)



General Standard Disclosures (cont'd)

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission							
General Disclosures										
GRI 102:	Stakeholder engagement (cont'd)									
General Disclosures 2017	102-44 Key topics and concerns raised	Each entity has its own approach of engaging with its stakeholders. Page IO (Section 2) of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf Detailed information on this section will be produced								
	in the next reporting period.									
	Reporting practice									
	102-45 Entities included in the consolidated financial statements	Page 147 of Annual Report 2017 (http://www.terra. co.mu/media/42494/annual-report-2017.pdf)	-							
	102-46 Defining report content and topic boundaries	Page IO (Section 2) of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	-							
	102-47 List of material topics	Pages 24 and 25; Pages 16-18 (Section 3, Table 2 & 3) of the document: hhttp://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_							
	102-48 Restatements of information	There is no restatement of information regarding previous report.	_							
	102-49 Changes in reporting	The list of material topics was revised for some entities and the new one is shown in Table 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_							
	102-50 Reporting period	January 01-December 31, 2017	-							
	102-51 Date of most recent report	The most recent previous report covered the period January OI-December 3I, 2016. It can be accessed on http://www.terra.co.mu/media/39086/terra_inside_ pages_I-216.pdf	_							
	102-52 Reporting cycle	Annual	-							
	102-53 Contact point for questions regarding the report	Louis Denis Koenig, Administrative Executive (ldkoenig@terra.co.mu)	_							
	102-54 Claims of reporting in accordance with the GRI Standards	This report was prepared in accordance with the GRI Standards: Core option.	_							
	102-55 GRI content index	The GRI content index is provided on page 54 (Annexure 2)	-							
	102-56 External assurance	Terra has decided not to seek external assurance for this report.	-							

Annexure 2 - GRI Content Index (cont'd)

Topic Specific Standards

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission
Material topics		·	
Economic			
Economic performan	ice		
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Pages 10, 12 of Annual Report 2017 (http://www. terra.co.mu/media/42494/annual-report-2017.pdf)	-
	103-3 Evaluation of the management approach	Pages 10, 12 of Annual Report 2017 (http://www. terra.co.mu/media/42494/annual-report-2017.pdf)	-
CDL cor E	201-I Direct economic generated and distributed	Pages 6 and 7	-
GRI 201: Economic performance 2017	201-3 Defined benefit plan obligations and other retirement plans	Pages 99, 107, 125 of Annual Report 2017 (http:// www.terra.co.mu/media/42494/annual-report-2017. pdf)	-
Market presence	,		1
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	-
Management approach 2017	103-2 The management approach and its components	Pages 17 and 18	-
	103-3 Evaluation of the management approach	Pages 17 and 18	-
GRI 202: Market presence 2017	202-2 Proportion of senior management hired from the local community	Senior management is the team at Group level that manages the operations of the entities. Given the smallness of Mauritius, all of Terra's significant locations of operation are taken to overlap with the entire national territory. In this case, 99% of senior management are hired locally, which shows the orientation of Terra to favour local employment. Pages 52-54 of Annual Report 2017 (http://www.	_
		terra.co.mu/media/42494/annual-report-2017.pdf)	

ANNEXURES (cont'd)



Topic Specific Standards (cont'd)

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission
Procurement practic	es		·
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Pages 39 and 40	_
	103-3 Evaluation of the management approach	Pages 39 and 40	-
GRI 204: Procurement practices 2017	204-1 Proportion of spending on local suppliers	Pages 39 and 40	-
Anti-corruption			·
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages IO, I6 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Page 61 of Annual Report 2017 (http://www.terra. co.mu/media/42494/annual-report-2017.pdf)	-
	103-3 Evaluation of the management approach	Page 61 of Annual Report 2017 (http://www.terra. co.mu/media/42494/annual-report-2017.pdf)	_
GRI 205: Anti- corruption 2017	205-2 Communication and training about anti-corruption policies and procedures	Page 61 of Annual Report 2017 (http://www.terra. co.mu/media/42494/annual-report-2017.pdf)	-
Environmental			
Materials			
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages IO, I6 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	-
Management approach 2017	103-2 The management approach and its components	Pages 20 - 21, 27-28, 32, 35-36, 40 -41	
	103-3 Evaluation of the management approach	Pages 20- 21, 27-28, 32, 35-36, 40-41	
GRI 301: Materials 2017	301-1 Materials used by weight or volume	Pages 27-28, 32, 35-36, 40-41	
	301-2 Recycled input materials used	Page 35	

Annexure 2 - GRI Content Index (cont'd)

Topic Specific Standards (cont'd)

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission
Energy			
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Pages 20-21, 28-29, 32-33, 36, 40-41	_
	103-3 Evaluation of the management approach	Pages 20-21, 28-29, 32-33, 36, 40-41	-
GRI 302: Energy 2017	302-I Energy consumption within the organisation	Pages 28-29, 32-33, 36, 40-41	-
Water		·	
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Pages 20-21, 28, 33, 36, 40-41	-
	103-3 Evaluation of the management approach	Pages 20-21, 28, 33, 36, 40-41	-
GRI 303: Water 2017	303-1 Water withdrawal by source	Pages 28, 33, 36, 41	-
Emissions			1
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Pages 20-21, 28-29, 31-32	-
	103-3 Evaluation of the management approach	Pages 20-21, 28-29, 31-32	-
	305-I Direct (Scope I) GHG emissions	Pages 28-29, 31-32	-
GRI 305: Emissions 2017	305-7 Nitrogen oxides ^(NOX) , sulfur oxides ^(SOX) , and other significant air emissions	Page 32	_

ANNEXURES (cont'd)



Topic Specific Standards (cont'd)

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission
Effluents and waste			
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Pages 20-21, 29, 33, 36, 40-41	-
	103-3 Evaluation of the management approach	Pages 20-21, 29, 33, 36, 40-41	_
GRI 306: Effluents and waste 2017	306-2 Waste by type and disposal method	Pages 29, 33, 36, 41	_
Environmental comp	liance		
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages IO, I6 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Pages 20 and 21	-
	103-3 Evaluation of the management approach	Pages 20 and 21	-
GRI 307: Environmental compliance 2017	307-I Non compliance with environmental laws and regulations	Pages 20 and 21	_
Social			
Employment			
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages IO, I6 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Pages 17 - 19	_
	103-3 Evaluation of the management approach	Pages 17 - 19	_
GRI 401: Employment 2017	401-1 New employee hires and employee turnover	Pages 50 and 51 (Annexure I Tables 1.2 - 1.5)	_

Annexure 2 - GRI Content Index (cont'd)

Topic Specific Standards (cont'd)

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission
Labour/Management	relations		
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Page 19	-
	103-3 Evaluation of the management approach	Page 19	-
GRI 402: Labour Management relations 2017	402-1 Minimum notice periods regarding operational changes	Page 19	_
Occupational health a	and safety		
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
Management approach 2017	103-2 The management approach and its components	Pages 18, 26, 30 and 34	-
	103-3 Evaluation of the management approach	Pages 18, 26, 30 and 34	_
GRI 403 Occupational health and safety 2017	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 52 (Annexure 1 Table 1.6)	_
Training and education	on		
GRI 103:	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	-
Management approach 2017	103-2 The management approach and its components	Pages 17-18, 26, 31, 35 and 39	_
	103-3 Evaluation of the management approach	Pages 17-18, 26, 31, 35 and 39	_
GRI 404: Training and education 2017	404-1 Average hours of training per year per employee	Page 53 (Annexure 1 Table 1.7)	-

ANNEXURES (cont'd)



Topic Specific Standards (cont'd)

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission
Freedom of associatio	n and collective bargaining		
GRI 103: Management approach 2017	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	-
	103-2 The management approach and its components	Page 19	-
	103-3 Evaluation of the management approach	Page 19	-
GRI 407: Freedom of association and collective bargaining 2017	407-I Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 49 (Annexure 1 Table 1.1)	-
Local communities			
GRI 103: Management approach 2017	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
	103-2 The management approach and its components	Page 19 and 43	-
	103-3 Evaluation of the management approach	Page 19 and 43	-
GRI 413: Local communities 2017	413-1 Operations with local community engagement, impact assessments, and development programs	Page 43 - 46	_
Customer health and	safety		
GRI 103: Management approach 2017	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
	103-2 The management approach and its components	Pages 27, 35 and 38	-
	103-3 Evaluation of the management approach	Pages 27, 35 and 38	_
GRI 416: Customer health and safety 2017	416-1 Assessment of the health and safety impacts of product and service categories	Pages 27, 35 and 38	-

Annexure 2 - GRI Content Index (cont'd)

Topic Specific Standards (cont'd)

GRI Standard	Disclosure	Page Number(s) / Direct Answer	Omission
Marketing and labelli	ing		
GRI 103: Management approach 2017	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
	103-2 The management approach and its components	Pages 27, 35, 38-40	-
	103-3 Evaluation of the management approach	Pages 27, 35, 38-40	-
GRI 417: Marketing and labelling 2017	417-1 Requirements for product and service information and labeling	Pages 27, 35, 38-40	_
	417-3 Incidents of non- compliance concerning marketing communications	Pages 27, 35, 38-40	_
Customer privacy			
GRI 103: Management approach 2017	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	_
	103-2 The management approach and its components	Pages 35, 39 and 40	_
	103-3 Evaluation of the management approach	Pages 35, 39 and 40	-
GRI 418: Customer privacy 2017	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Pages 35, 39 and 40	_
Socioeconomic comp	liance		
GRI 103: Management approach 2017	103-1 Explanation of the material topic and its boundaries	Pages 10, 16 - Section 2 & 3 of the document: http://www.terra.co.mu/media/42398/defining_the_ report_content_for_terra_mauricia_ltd.pdf	-
	103-2 The management approach and its components	Pages 20 and 21	_
	103-3 Evaluation of the management approach	Pages 20 and 21	-
GRI 419: Socioeconomic compliance 2017	419-1 Non-compliance with laws and regulations in the social and economic area	Pages 20 and 21	-

ANNEXURES (cont′d)

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