

# HUMAN RESOURCE MANAGEMENT

Omnicanne is continuing to grow and adopt strategies so as to meet current challenges. The Group is committed to provide an enabling and supportive environment for its human resources to achieve better team synergy and attain strategic objectives. We need to give necessary support to render the company more competitive by having the right mix of people with appropriate competencies.

The main priorities for 2017 include the setting up of the Human Resource Information System; Enterprise Risk Management to ensure business continuity and the pursuance of Collective Bargaining process (to be carried out this time at enterprise level).

## Employment (G4-DMA, G4-9, G4-10, G4-LA1)

With expansion of the activities of Omnicanne, it is important to have high performance teams to ensure the successful achievement of the set objectives. Our employment policy is guided by the need to ensure the strategic integration of the employment factor of the company with the rest of the business function. During the year, a total of 1,489 people were employed by the Group, out of which 9% are women. In addition, 26% of the total employees represented staff members, while the rest were workers. However, with the implementation of our Human Resource Information system next year, we will have better management of these indicators and categories.

## Labour Force

Entity	No. of Employees
Management & Consultancy	49
Agricultural Operations	533
Milling	491
Thermal La Baraque	81
Thermal St Aubin	39
Logistics	123
Distillery	54
Holiday Inn Mon Trésor Hotel	119
<b>Total</b>	<b>1,489</b>

Employee Turnover	Recruitment	Resignation/Termination of Contract
Management & Consultancy	6	2
Agricultural Operations	17	20
Milling	168	129
Thermal La Baraque	12	5
Thermal St Aubin	0	2
Logistics	13	33
Distillery	7	4
Holiday Inn Mon Trésor Hotel	70	61
<b>Total</b>	<b>293</b>	<b>256</b>

It is to be noted that the high rate of employee turnover in agricultural and milling operations is explained by the fact that, given the seasonal nature of activities of the Cane Industry, seasonal and contractual workers are employed for a specific period to ensure optimum results.



**Hahmid Seelarbokus**  
Group Human Resource Manager

*“ The Group is committed to provide an enabling and supportive environment for its human resources to achieve better team synergy and attain strategic objectives. ”*

## HUMAN RESOURCE MANAGEMENT (continued)

### Labour/Management Relations (G4-DMA, G4-LA4)

At Omnicane, we promote good management/labour relations through constant social dialogue with a view to maintain industrial peace. Open door policy is applied so that grievances are settled to the satisfaction of all parties concerned. Works Council is an appropriate platform for dissemination of important information to employees and gives opportunity for workers to voice out their views on matters affecting them so that timely remedial action may be taken, at our level, before any conflict goes out of proportion.

### Industrial Relations (G4-11, G4-LA4)

Year 2016, has been marked by a major change in the way Collective Bargaining is conducted. Following the dissolution of the Mauritius Sugar Producers' Association in December 2015, Collective Bargaining is now being conducted at enterprise level. This has led to a new thinking in the workplace and gives an added opportunity to enhance effective working relationship with the workers' representatives.

Omnicane has accordingly signed a Procedure Agreement, which sets the framework for negotiations conducted on 23 May 2016 with Chemical Manufacturing and Connected Trades Employees Union (representing workers of Omnicane Logistic Operations Limited) and on 28 December 2016 with the Union of Artisans and Allied Workers of the Cane Industry (representing Refinery workers).

### Training and Development (G4-DMA, G4-LA9, G4-LA10)

Investment in training remains a priority. Ongoing training is organised to ensure continuous professional and skills development of our workforce to help respond to the new business needs. Training is becoming an integral part of one's working life in order to be well equipped to obtain job satisfaction and, at the same time, realising self-actualisation. Omnicane also provides opportunities for work attachment; thus providing hands-on experience in the actual work environment to young students. The average hours of training per employee is around 25 hours per year.

## HUMAN RIGHTS

### Freedom of Association and Collective Bargaining (G4-DMA, G4-HR4)

Respect for human rights is an integral part of our corporate culture and it establishes a foundation for managing our business. We respect the employees' right to join union without fear of reprisal, intimidation or harassment. The affiliation to a trade union is however subject to relevant legislation.

Omnicane and Chemical Manufacturing and Connected Trades Employees Union, (representing workers of Logistic Operations Limited) as well as the Union of Artisans and Allied Workers of the Cane Industry (representing the Refinery workers), met together freely and voluntarily in order to determine and afterwards to regulate the relations between them in the interest of mutual understanding and cooperation. All parties, thus subscribing to the current laws and principles as contained in the Code of Practice of the Employment Relations Act.

### Diversity and Equal Opportunity (G4-DMA, G4-LA13, G4-HR3)

We believe in integrity, openness and mutual respect. We are committed to create an environment that is characterised by equal opportunities and inclusion, which are vital for sustaining the satisfaction of our employees and of our stakeholders who look upon us as a responsible provider of product and services. We do not tolerate discrimination in whatever form or harassment of anyone. We aim at achieving success through equity, ethics and social justice regardless of gender, creed, ethnic origin or class. During the year, no incidents of discrimination have been reported to our HR department. Omnicane does not discriminate and provides the same equal pay and opportunities to both male and female employees, doing the same amount of work and having same work requirements.

## HUMAN RESOURCE MANAGEMENT (continued)

### OCCUPATIONAL HEALTH AND SAFETY (G4-DMA, G4-LA6)

Omnicane considers it to be important to an efficient and sound health and safety culture in all its entities, especially those with high operational risks. Through its Group Quality and Health & Safety policies, the top Management is committed to provide a safe working environment to all the employees and to any other stakeholder working on our business premises. Through dedicated health and safety officers at each site of operation, we ensure that we go beyond compliance to the local Occupational Safety and Health Act. In fact, our two power plants have been successfully certified to OHSAS 18001 Health & Safety Standard. This enables them to take strong measures to ensure that day-to-day operations are safe and reduce the occurrence of work accidents.

Collective agreements signed among the different sugar industry associations and trade unions cover the following health and safety topics: use of personal protective equipment, estate hospital facilities, Group Personal Accident Scheme, medical insurance cover for employees and dependents, welfare and occupational health issues.

The tables below demonstrate the number of occupational accidents and man-days lost in our different entities, as well as employee representations in health and safety committees. It is worthwhile noting that the total number of accidents has decreased by 14% compared to 2015, following strong measures taken on health and safety at all our operations. Also, there has been no fatal accidents recorded during the year.

#### Occupational accidents and man-days lost

Entity	No. of accidents			Man-days lost		
	Male	Female	Total	Male	Female	Total
Agriculture	20	2	22	72	4	76
Logistics	27	0	27	159	0	159
Thermal La Baraque	12	0	12	30	0	30
Thermal St Aubin	0	0	0	0	0	0
Milling	1	0	1	56	0	56
Distillery	6	0	6			
Holiday Inn Mon Trésor Hotel	10	2	12	59	2	61
<b>Total</b>			<b>80</b>			<b>382</b>

#### Health and Safety Committees (G4-LA5)

We fully support the constitution of health and safety committees within our different entities. These committee meetings held at least every two months provide an excellent platform for employees and management to interact and discuss opportunities to further improve the safety of our work environment and welfare of our employees.

#### Representation of our workforce on health and safety committees in 2016

	Employee Representative (including Management)	Total Employees	%
Milling	35	491	7
Agricultural & Logistics	15	533	3
Thermal La Baraque	15	81	19
Thermal St Aubin	7	39	18
Distillery	5	54	9
Mon Trésor Hotel	15	119	13