About ENL Property

ENL Property creates integrated, connected and innovative spaces to live, work and play. We are a multidisciplinary team of experienced professionals who develop, market and manage a portfolio of premium resorts, homes and offices. We also manage the ENL Group’s land bank comprising land that is ideally situated for real estate development.

Over the span of a decade, we have transformed Moka into a Smart City at the heart of Mauritius, built Heritage Villas Valriche and La Balise Marina and created signature residential estates. We have also developed commercial facilities of international standard, created world-class business facilities and secured the Sotheby’s International Realty franchise for Mauritius.

We are a robust market leader in the property development sector in Mauritius. We aim to maintain our leadership through innovation and sustainability, introducing world-class standards such as the LEED certification within our developments.

Our Vision
We aspire to be recognised as a dynamic, trendsetting property developer of quality and sustainable residential and commercial developments in Mauritius.

Our MISSION
Our mission, in priority, is to bring value, directly or indirectly, to the ENL Group’s property assets and to ENL through value-added services.

Our Values
We create value for our employees, customers, shareholders, business partners and for the country by:

CONNECTING with our stakeholders to better understand and respond to their needs and expectations;

INNOVATING embracing change and continuously improving ourselves; and

COMMITTING to sustainability and to performing to the highest standards.
Why Sustainability?

We have voluntarily adopted sustainability reporting in anticipation of the increasing demand for corporate social and environmental responsiveness in a continuously changing local and international business environment.

Sustainability is embedded in our strategic thinking and decision-making through integrating the economic, social and environmental aspects into all dimensions of our business activities.

We strive to operate safely and profitably while caring for present and future generations. We also recognise the importance of reviewing and assessing our own performance to ensure effectiveness, efficiency and transparency for the benefit of all our stakeholders and improve our access to capital. We encourage a virtuous circle of innovation, waste reduction and continuous improvement to support our unwavering commitment to sustainability.

In this report, material issues are discussed in line with the International Integrated Reporting Council’s Capitals Framework.
Our approach to material topics was based on the Global Reporting Initiative (GRI) standards. We created a materiality matrix based on a structured and in-depth stakeholder engagement process and using a risk-differentiated approach.

Stakeholders engaged in the materiality analysis were employees, local authorities, local communities, consultants, marketing and sales agents, providers of financial services, contractors, the media and property managers.

We held focus group discussions with a total of 57 participants representative of all stakeholder groups in order to understand their expectations vis-à-vis our organisation and gauge the extent to which sustainability topics influenced their decision-making. Additionally, 13 of our executives and senior managers were involved in the assessment of the significance of economic, social and environmental impacts.

Our Key Priorities

We used the GRI Sustainability Topics and the UN Sustainable Development Goals (SDGs) to identify the material topics relevant for ENL Property to report on. The material topics were then reclassified under the capitals referred to in the <IR> Framework.

The focus areas covered are:

- **Economic Performance** (GRI 201)
- **Materials** (GRI 301), **Energy** (GRI 302)
- **Water** (GRI 303), **Effluents and Waste** (GRI 306)
- **Anti-Corruption** (GRI 205)
- **Employment** (GRI 401)
- **Occupational Health and Safety** (GRI 403)
- **Training and Education** (GRI 404)
- **Local Communities** (GRI 413)
- **Indirect Economic Impacts** (GRI 203)
- **Industry, Innovation and Infrastructure** (SDG 9)
- **Sustainable Cities and Communities** (SDG 11)

We subsequently conducted a materiality assessment to gauge our performance against a defined set of indicators and targets for each topic.
Our Sustainability Strategy

Long-term value creation

We leverage our identified capitals to deliver on our strategy, which is geared towards integrating sustainability into continuing development that will create long-term value for all our stakeholders.
Our SUSTAINABILITY FOCUS FOR THE YEAR
Financial Capital

We take a risk-balanced approach to our business activities in order to ensure the most sustainable use of our land bank. This translates into transforming part of the land within ENL Property ownership into yielding assets using an environmentally sound and socially inclusive model.

Key Performance Indicators that we will be monitoring

GRI 201
Economic Performance

- Direct economic value generated and distributed (Rs m)
- Yielding assets in Rs m
- Land bank in Rs m
- Portfolio structure: yielding assets to land bank (%)
- Gearing (%)


Human Capital

The primary areas of focus of our human capital strategy are to ensure that we increase employee engagement at all levels, promote a safe, healthy and law-abiding workplace as well as optimise talent development and retention through providing employees with tailored training opportunities.

Key Performance Indicators that we will be monitoring

**GRI 205**
Anti-Corruption

- Communication and training on anti-corruption policies and procedures
- Number of employees trained per year

**GRI 401**
Employment

- Annual employee turnover (%)
- Number of employees by gender
- Average number of interviews per vacant position

**GRI 403**
Occupational Health and Safety

- Number of OH&S Committee sessions

**GRI 404**
Training and Education

- Average hours of training per employee per year
- Percentage of employees in Training Needs Analysis (TNA)
- Percentage of TNA completed
- Percentage of employees receiving regular performance and career development reviews
Natural Capital

Our approach to enhancing our natural capital includes incorporating the principles of the LEED green building programme into the Moka Smart City implementation strategy, the implementation of an energy efficiency policy at group level, enhanced water as well as solid waste and effluent monitoring and management.

Key Performance Indicators that we will be monitoring

**GRI 301 Materials**
- PwC Building*:
  - Volume of concrete used (m³) per GLA
  - Weight or volume of reinforcement used (tonnes) per GLA
  - Number of blocks used per GLA
  - Recycled input materials (reinforcement) used (tonnes) per GLA

**GRI 302 Energy**
- PwC Building:
  - Electricity consumption within organisation per GLA (kWh/m²)
  - Diesel consumption (litres) per GLA
  - Reduction of energy (diesel and electricity) consumed (%) per project
- ENL House Management:
  - Number of buildings managed according to ISO 50001
  - Energy consumption per GLA (KWh/m² & Rs/m²)
  - Variance of energy consumption per GLA
  - Renewable energy consumption (%)
  - Green Energy vs Total Energy consumption (%)

**GRI 303 Water**
- PwC Building:
  - Raw water usage(m³) by source per GLA
  - Potable water usage (m³) by source per GLA
  - Relative water leakage (m³ unmeasured/total m³)
- ENL House:
  - Water recycled and reused (%)

**GRI 306 Effluents and Waste**
- PwC Building:
  - Solid waste landfilled per GLA (m³/m²)
- ENL House Management:
  - Project status of water treatment plant
  - Water discharged by quality and destination (m³)
  - Solid waste by type and disposal method per GLA (Total Waste recycled kg/m²/Total Waste kg/m²)

*During construction phase*
Key Performance Indicators that we will be monitoring

**GRI 413 Local Communities**

- **Living with dignity**
  - No of beneficiaries who received support from ENL to improve their living conditions and lifestyle

- **Nurturing future generations**
  - No. of beneficiaries who received support from ENL to improve their education, academic level and personal development

- **Promoting integrated neighbourhoods**
  - No. of community leaders working in close collaboration with ENL
  - Level of autonomy reached by community platforms

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Social & Relationship Capital

Our social and relationship capital is an integral component of the value of our business. Our strategy to support local communities, protect the environment and promote arts, culture and sports is delivered through ENL Foundation. We use a participatory and integrated approach with a special focus on the Moka-Saint Pierre region.
Manufactured Capital

We seek to enhance the value of our manufactured capital through initiatives such as applying for the LEED for Neighborhood Development certification for the Moka Smart City, measuring user satisfaction rates on a yearly basis using our Brand Health Tracker (BHT) and encouraging the establishment of collaborative projects on a quarterly basis.

Key Performance Indicators that we will be monitoring

**SDG 9**
Industry, Innovation and Infrastructure
- Investment in innovative technologies and green initiatives (Rs m)
- Investment in common (sustainable and resilient) infrastructure (Rs m)

**GRI 203**
Indirect Economic Impacts
- Area of non-residential facilities built (m²)
- User satisfaction rate on security, green space and ease to move (mobility and accessibility)

**SDG 11**
Sustainable Cities and Communities
- Level of green certification for Moka City
- No. of green certified buildings
- No. of activities organised under the Moka’mwad label
Our SUSTAINABILITY INITIATIVES IN 2017-2018
Management of energy consumption in our main offices using the ISO 50001 standard. We also plan to reduce our reliance on grid electricity by investing in renewable electricity generation.

Use of the LEED green building certification system to implement our Energy Policy in property development, report on water consumption by source and on the efficient use of water as well as monitor and manage solid waste in new property developments. We have also sought the LEED certification for Neighborhood Development for the new Moka Smart City and the first LEED-certified building is under construction.

Social integration of the community with the newly launched Moka Smart City through the citizen’s platform, Moka’mwad.

Implementation of green energy projects through the ENL Group’s start-up company, EnVolt.
Way forward

“Sustainability reporting is a useful means to respond consistently and clearly to our stakeholders’ concerns by providing them with relevant information about our activities. This year’s report is the first milestone on our journey towards sustainability and we have focused on outlining material topics as well as related indicators to track our performance over time. We intend to address the challenges identified in keeping with our values.”

Johan Pilot
Chief Executive Officer, ENL Property
The ENL group is a broad-based enterprise, developing and managing a portfolio of more than 120 international and homegrown brands in industries as diverse as agro-industry, real estate, hospitality, logistics, fintech, commerce and manufacturing.

About ENL

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