

***Innovative solutions for a sustainable agriculture***  
**CSR 2019 REPORT BY CMGP GROUP**

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# CMGP GROUP IN A NUTSHELL / KEY FIGURES



**IRRIGATION SYSTEMS  
& WATER INFRASTRUCTURES  
LEADER IN AFRICA**

**3**  
**FACTORIES**

**10**  
**AGENCIES IN ADDITION  
TO THE HEADQUARTERS**

**600**  
**AUTHORIZED RESELLERS**

**+80 000** m<sup>2</sup>  
**OF LOGISTICAL AREAS  
FOR A FAST AND SECURE  
DELIVERY TO THE CLIENTS**

**+2 000**  
**CATALOGUE  
REFERENCES**

**AFRICAN PRESENCE  
WITH SUBSIDIARIES IN  
SENEGAL**

**DISTRIBUTION AND PROJECTS :  
MAURITANIA, IVORY  
COAST, GHANA,  
NIGER and MALI**

**170 000** Ha  
**OF IRRIGATED SURFACES  
DELIVERED ON TIME WITH  
CUSTOMER SATISFACTION**

**+500**  
**EMPLOYEES**

# CHAIRMAN'S MESSAGE YOUSSEF MOAMAH, CEO OF CMGP GROUP



## Making CSR our lever for development

It has now been four years since we've decided to launch our CSR approach, starting with our CGEM labeling project. It was a way to shine a light on social and societal values that have always existed in our company, whether through our contribution to the community or in terms of business integrity and transparency. The notion of values, still scattered and abstract, was able to become concrete and perennial thanks to the deployment of our CSR know-how. This approach has also given us the opportunity to extend our approach to other fields, in particular the environmental component that perfectly matches our core business.

Carried by senior management and the entire Group management, our CSR policy now revolves around five pillars and 16 commitments, followed by target figures. These commitments embody our contribution to the UN's Sustainable Development Goals (ODD).

As decision-makers, we indeed cannot only focus on financial profit while ignoring environmental and societal issues anymore. It is, today more than ever, time for us managers to make sense to our work and to know how to sincerely and not superficially seize this opportunity we're being given. When we live in a more balanced, fair and honest society... it basically enables a work environment that facilitates business development.

Through our CSR approach, we do look to apply the shared value creation principle to each of our actions, core businesses and activities

This experience also manifests itself in our governing bodies. We have indeed implemented good practices that meet the highest international standards in terms of financial transparency, integrity and loyalty towards our shareholders. This approach has enabled our group to spark interest of foreign investors that went on to trust us by taking a stake in our capital.

Our ambitions today are to make CMGP Group a reference in water, agriculture and renewable energy professions. This mainspring gives us a true responsibility towards our clients and the society we live in.

We're lucky enough to operate in a field where we can tangibly evaluate our impact on the environment, for, eventually, our job is to save water and energy. Our activity directly reverberates on the consumption of our farmer clients, who unfortunately are more and more often confronted to drought issues. These environmental issues are the essence of our innovation and are the basis of our expertise in terms of project conception. In that sense, we also support our suppliers and subcontractors to ensure the mobilization of each of our chain links around sustainable development issues. To do so, we can rely on a strong regional anchoring through the entirety of this network.

As for our collaborators, we have always been particularly attentive to the health, security and well-being of our teams, but also to the diversity and inclusiveness of our recruiting processes. Our goal is to provide the best possible support to our employees to enhance their skills and increase their employability.

Community support is and has been, for more than 15 years, one of the other key-foci of our commitment. With the launching of our CSR approach, our actions in favor of community and organizations are lead in a more formal framework.

Whichever the stakeholder, the most important thing is to set up processes that enable us to tangibly evaluate our CSR commitment, but also to reinforce dialogue in order to maintain lasting trusting relationships.

I believe that we have successfully established a strong CSR culture in our group, even if we have to stay mobilized to anchor it even more. At this point, we intend on pursuing our efforts to strengthen our actions with our ecosystem.

In conclusion, this report presents the approach we've chosen to continue to improve our CSR practices. It outlines the Group's CSR strategy and progress in 2019.



# CMGP GROUP PRESENTATION

## Group strategy

CSR, a real lever of development for CMGP Group

Morocco and Africa's leader in the precision irrigation market, CMGP Group's mission has always been in line with the planet's sustainable development issues. Ever since its creation in 1995, the company innovates and develops solutions to save water resources, preserve soil health and improve agricultural efficiency. It has thus made a major contribution to the national effort in terms of water saving and has raised the awareness of thousands of farmers in that context.

This mission now takes on a new dimension, for these environmental and societal issues are currently more than ever decisive at a national and international scale. Challenges such as human rights compliance, water resources preservation or food aid cross all borders and is the responsibility of all : institutions, companies, citizens and the civilian society.



# THE GROUP'S BUSINESSES AND SUBSIDIARIES

A COMPLETE EXPERTISE AT THE SERVICE OF THE AGRICULTURAL WORLD



Three entities covering a large field of expertise



Irrigation equipment distribution, study and installation of turnkey projects

Area of expertise :

Irrigation :



Research and  
development -  
design office



Financial  
engineering



Logistics and  
supply-chain



Dedicated training  
to users and  
maintenance



Installation and  
commissioning

Turnkey projects :



Drop by drop  
irrigation  
technique



Greenhouses



Micro-sprinkler



Pivot



Infrastructure



Solar power



# THE GROUP'S BUSINESSES AND SUBSIDIARIES

A COMPLETE EXPERTISE AT THE SERVICE OF THE AGRICULTURAL WORLD



## SICDA



Production of irrigation equipment  
and pipes for sanitation and water supply



## Philea



Phytosanitary products distribution



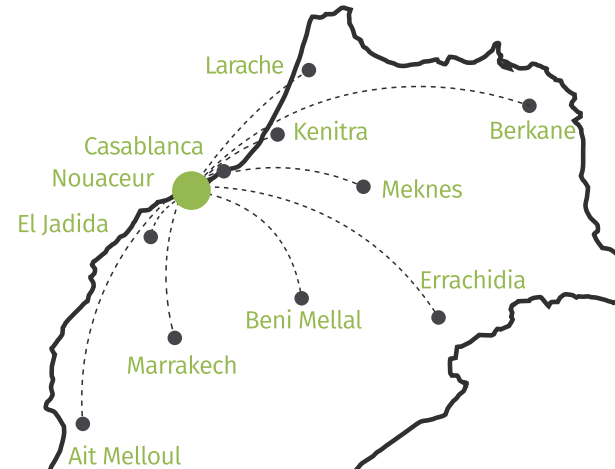
# OUR LOCATIONS

A NETWORK AS CLOSE AS POSSIBLE TO OUR CUSTOMERS

## Our locations in Morocco

Nouaceur

Casablanca	Meknes
Ait Melloul	Kenitra
Beni Mellal	Larache
Marrakech	El Jadida
Berkane	Errachidia



## Presence in Africa

Presence in Africa : subsidiary



Senegal

Distribution and projects :



Mauritania



Ivory Coast



Ghana



Niger



Mali





# CMGP GROUP PRESENTATION

## GROUP STRATEGY



For the purpose of the 2020 - 2022 vision, the group's strategic orientations are as follow :



Ensuring governances' good practices and business ethics



Strengthening our CSR commitments



Expand and retain our clients



Broaden our offer and put forward solutions and innovative products adapted to the market needs



Strengthen our network for a better client proximity



Pursue our international development



Build synergies inside our group and between regions/countries



Support our development with an efficient financial management



Support our activities' digital transition



Establish the managing systems improvement dynamic



Highlight our human capital's skills development and knowledge management



Build an efficient communication strategy

# GOVERNING BODIES



CMGP is a Limited Liability Company (LLC) incorporated in Morocco, not listed in the stock market. It is 80% subsidiary of DPI investment fund and the remaining 20% of its capital is detained by its Chairman CEO, Youssef Moamah.

## Board of Directors

The board of Directors makes strategic choices and manages all necessary aspects needed for a good the group functioning. It also controls and verifies any point or issue it considers needed to be.

Composed of five Directors representing the shareholder and three independent outside Directors, the Board of directors meets at least four times a year.

## Audit and Risks Committee

The Audit and Risks Committee assists the Board of Directors in its supervisory role. In particular, it is in charge of the following missions :

- monitoring the process of preparing financial information intended for shareholders and third parties ;
- monitoring internal audit ;
- monitoring of internal control and risk management systems as well as legal and and regulatory compliance ;
- follow-up of the external audit and statutory audit of the consolidated annual accounts and financial statements, including the follow-up of issues and recommendations made by the External Auditor ("CAC");

The Audit and Risk Committee is composed of two Directors and one independent Director and meets at least once a year.

## Nomination and Compensation Committee

The Nomination and Compensation Committee assists the Board of Directors in its supervisory role.

In particular, it is responsible for the following tasks :

- Reviewing and deciding on the appointment, hiring, compensation, benefits and dismissal of the Corporation's executive officers and managers ;
- Reviewing the major human resources programs and policies in place or being developed in relation to workforce planning, management development, succession planning, career development planning and performance evaluation, and their alignment with corporate strategy ;
- Top managers and directors remuneration system submission to the board of directors for approbation.

Composed of two Directors and one independent Director, it meets at least once a year.

## Operational Committees

In addition to the Audit and Risk and Nomination and Compensation Committees, the Board of Directors is assisted by several operational committees and bodies: the Management Committee, the HR Committee, the Commercial Review, the Commercial/Regional Meeting, the Technical Review, the Technical Meeting and the Management Review, which are held at different frequencies, at least once a year.

In addition, CMGP Group created an CSR Committee in 2019 to assist the Group in monitoring CSR issues, to conduct discussions in coordination with the various departments, to issue recommendations on CSR policies and achievements and, finally, to deal with ethical issues. It is made up of the General Management, the Director of Organization, Transformation and CSR, the Director of Human Resources and the CSR Manager. It meets once a year.

As part of the Group's CSR policy, Social Dialogue Meetings are also set up at regular intervals: The Employee Delegates Meetings, the Health and Safety at Work Committee and the Works Council.



## OUR CSR APPROACH

Aware of our role within the community and our responsibility as an economic player, we wish to contribute, at our level, to the advent of a world that is more respectful of people and the environment. Consequently, each of our CSR actions is part of a global approach integrating every aspect of our business. This is why CMGP Group has chosen to structure its CSR approach around the UN's sustainable development goals (ODD).

# INTERNATIONAL AND NATIONAL CONTEXT

A GLOBAL WAKE-UP CALL ALL AROUND THE WORLD



Today, more than ever, we - States, institutions, companies, NGOs and individuals - are all united in facing environmental and societal challenges. The many governmental and non-governmental initiatives that exist at the international level (The UN's Sustainable Development Goals, Agenda 21, etc.) must be relayed and applied at the local level so that everyone can make their contribution.

## Morocco, a regional driving force in the mobilization for sustainable development.

The effects of climate change are becoming increasingly visible around the world and, despite the signing of the Paris Accord by many countries, it is difficult to know at present whether States will be able to reverse the phenomenon and meet the challenge of reducing greenhouse gases (GES) in time.

At the end of the COP25, held in Madrid from December 2nd to December 15th, 2019, the organizers called for an "urgent action" to reduce the gap between tangible commitments and the Paris Accord targets to limit warming to +2°C or even +1.5°C. As part of the Paris Accord, the Kingdom had set itself the ambitious goal of reducing its GES emissions by 42% by 2030. This goal is based in particular on a proactive policy in terms of renewable energies and energy efficiency. Thanks to a budget of 270 billion dirhams, the Kingdom wishes to reach 24,800 MW of electricity production capacity in 2030 and increase the share of renewable energies to 52% in 2030 (43% in 2020, then 47% in 2025).

In Morocco, which is considered an arid zone, water resources are becoming scarcer, as everywhere else in the world. Thanks to the large dam's policy carried out in recent years, the country has managed to secure its water reserves and plans to carry out a new national drinking water supply program representing 115.4

billion dirhams of investment. 20 large dams are expected to be built, while the irrigation water supply component should concern 160,000 farmers and 510,000 hectares.

Due to its core business, advanced irrigation, CMGP Group is already highly aware of the various environmental issues which are priority axes of its development strategy. As a result, our Group is fully in line with the different national policies in terms of energy or water resources.

## Towards a new, more inclusive development model

In his speech of 20 August 2019, His Majesty King Mohammed VI gave the impetus for the elaboration, through a broad participatory approach, of a new and more inclusive development model for Morocco. Training and professional integration occupy an important place in the royal guidelines. As an employer, our mission is to ensure that our employees' skills and employability are enhanced, but also to help ensure equal employment opportunities through recruitment processes.

## Food security in Africa

Africa's population is expected to double by 2050 to 2.5 billion people (1.2 billion in 2017), with the continent experiencing strong population growth. In addition to the issue of water and agricultural yields, land availability and soil quality are important issues for ensuring food security for Africans.



# OUR CSR STRATEGY BY 2022

SUSTAINABLE DEVELOPMENT GOAL-ORIENTED COMMITMENTS



CMGP Group CSR approach is structured around the United Nations Sustainable Development Objectives (SDO). This approach has been designed to include all of its activities.

Our CSR policy focuses on 5 specific areas and 16 strategic commitments aiming to reinforce shared value creation throughout our different actions.

This report is enriched with indicators (KPI's) based on GRI (Global Reporting Initiative) indicators. This approach contributes to transparent communication with our stakeholders and to reporting on our extra-financial performance.

In support of this policy, the Group is working on an CSR roadmap to 2022 that defines all the actions to be taken to achieve the defined objectives.

# OUR CSR STRATEGY BY 2022

## SUSTAINABLE DEVELOPMENT GOAL-ORIENTED COMMITMENTS



### STRENGTHENING AN EXEMPLARY AND LASTING GOVERNANCE

#### OUR ISSUES AND COMMITMENTS

- Ensuring good governing practices
- Acting with integrity, loyalty and transparency
- Developing an open and close dialogue with our stakeholders Promoting human rights in our sphere of influence
- Sustainable development goals

#### SUSTAINABLE DEVELOPMENT GOALS



### DEVELOPING OUR ENVIRONMENTAL PERFORMANCES

#### OUR ISSUES AND COMMITMENTS

- Promoting eco-design in projects: listening to our customers to help them find solutions that promote sustainable agriculture.
- Adopting eco-responsible management of our activities and our sites by meeting the challenges of energy consumption, greenhouse gas emissions, waste recovery and water resource management.

#### SUSTAINABLE DEVELOPMENT GOALS

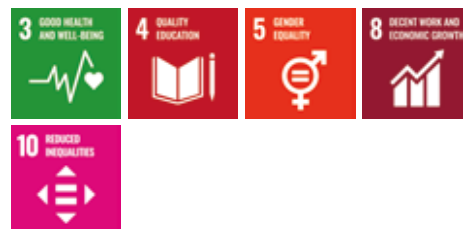


### VALORIZING OUR HUMAN CAPITAL

#### OUR ISSUES AND COMMITMENTS

- Cultivating the talents and develop the skills of our workforce.
- Guaranteeing the health and safety of our employees and ensure their well-being.
- Promoting internal mobility and gender diversity.
- Encouraging social dialogue.

#### SUSTAINABLE DEVELOPMENT GOALS



### STRENGTHENING OUR COMMITMENT TOWARDS THE COMMUNITY

#### OUR ISSUES AND COMMITMENTS

- Supporting projects that promote innovation and social and solidarity actions.
- Contributing to community development through the involvement of our employees in community work.
- Favoring job creation through investment.

#### SUSTAINABLE DEVELOPMENT GOALS



### OFFERING INNOVATIVE AND RESPONSIBLE SOLUTIONS

#### OUR ISSUES AND COMMITMENTS

- Help structure our sectors of activities.
- Propose and guarantee the national and international farmers community an accessibility to innovative solutions.
- Support our small and medium sized distribution network development.

#### SUSTAINABLE DEVELOPMENT GOALS



All these Sustainable Development Goals are put into practice in the field through the various projects that we carry out on a daily basis with all of our stakeholders.

# SHARED VALUE CREATION

MORE THAN A CONCEPT, A REALITY



CMGP Group defines itself as an African economic actor, close to its ecosystem, responsible and innovative. The concept of Shared Value Creation perfectly illustrates the notion of "win-win". For, to be viable over time, each business project must take into account not only profitability, but also the equitable distribution of wealth creation throughout the value chain. It is based on the idea that implementing a CSR approach is not only a source of cost for the company, but that it allows, on the contrary, to generate value and redistribute it to the entire ecosystem. Financial performance is thus inseparable from societal performance for the very sustainability of the Group.

Therefore, CMGP Group applies the principle of Shared Value Creation in areas where its impact is most measurable. Regarding its core business, the Group is working to develop innovative and accessible solutions for all farmers, in Morocco and abroad. Water and energy issues, which are at the heart of food security, will indeed become increasingly critical on a global scale in the coming years.

Human Capital Management is another area where Shared Value Creation makes sense. In addition to a motivating remuneration policy, our employees benefit from training and personalized development plans in order to support them in their career development and promote their employability. The Group also pays particular attention to the professional integration of young people.

Finally, more generally, environmental sustainability, Human rights and compliance are areas in which CMGP Group is concretely committed in a spirit of transparency.

Our approach of Creating Shared Value responds to three levels of requirements that guide all actions and affect all the Group's businesses :

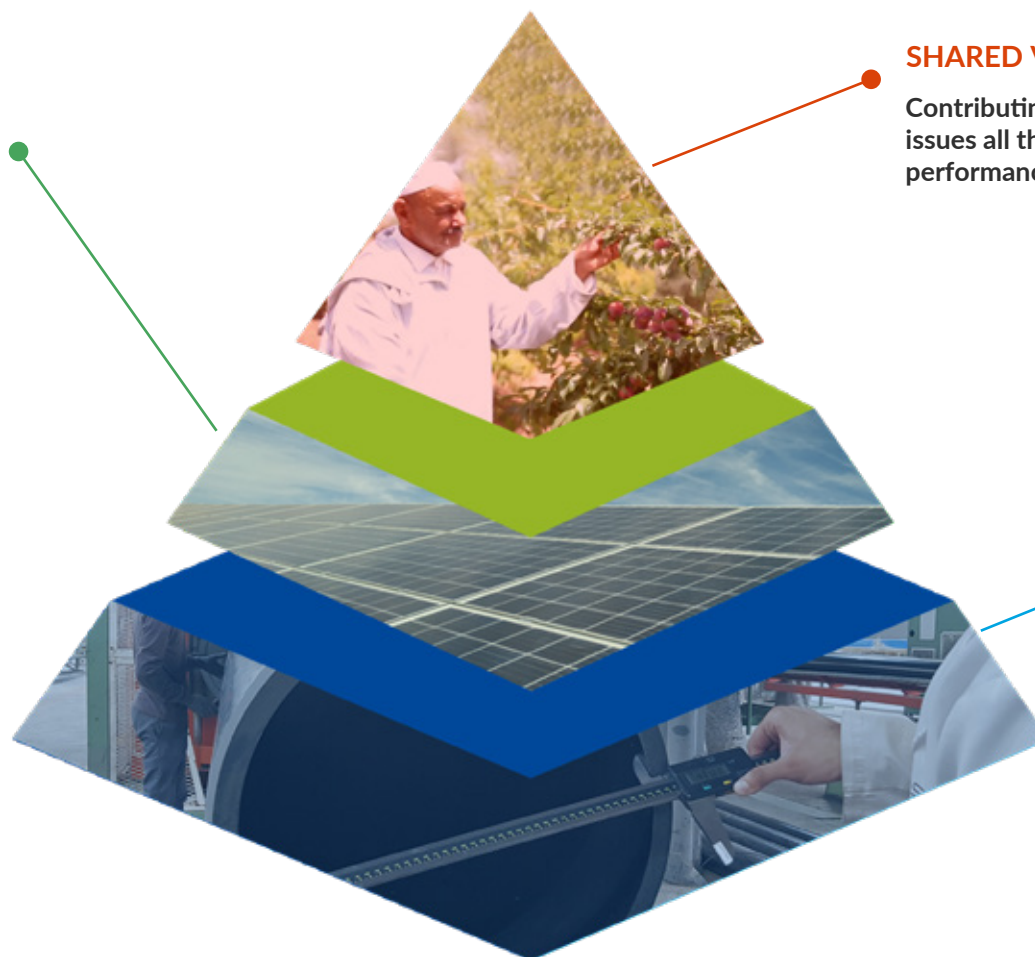
# SHARED VALUE CREATION

MORE THAN A CONCEPT, A REALITY



## SUSTAINABILITY LEVEL

Promoting eco-conception in our clients' projects and reducing our environmental and social impacts.



## SHARED VALUE CREATION LEVEL

Contributing to the solving of community issues all the while developing the Group's performances.

## CONFORMITY LEVEL

Respecting laws, Codes of conduct, charters... in accord with local legislations and internal reference documents.



# VERBATIM

HASNAA BOULAAYAD, CMGP GROUP'S DIRECTOR OF ORGANIZATION, TRANSFORMATION AND CSR



In 2016, our ambition was to institutionalize our CSR approach, which has been in place for two decades, and to put in place a framework to structure it. This is why we opted for the CGEM CSR Label, which crowned our CSR commitments in 2017.

Thanks to our information and awareness-raising campaigns,

CMGP employees have really taken ownership of our CSR approach, they have even participated in various actions in favor of the community, actions that CMGP Group has been carrying out, for a long time, in addition to internal actions for the environment.

This structuring of our CSR approach and the support of our teams led us, in 2019, to challenge our CSR approach and commitments by evaluating them according to the international standard ISO 26000. CMGP is thus the first entity in Morocco in its sector of activity to have its CSR

commitments evaluated and to obtain, from the first evaluation, a score corresponding to the third level of CAP 26000.

Indeed, CMGP obtained a score of 680 points/1000, reaching the "Conformity" level. The satisfactory result of this evaluation confirms the sincerity and the progress of our approach.






At present, one of the main projects will be to extend and harmonize this approach to all our subsidiaries for an integrated and responsible management system at the Group level. This harmonization will have to be achieved through our management system, which is, since 2017, no longer limited to quality (ISO 9001), but which includes many other standards relating to health and safety at work (ISO 45001), the environment (ISO 14001), the security of information systems (ISO 27001), and so on.

Another objective will be to structure to strengthen the dialogue with the Group's stakeholders and to define the priority roadmap to achieve our CSR objectives by 2022.

# OUR POSITIVE IMPACT

OUR GOALS – PROGRESS BY 2022



OUR COMMITMENTS		OUR GOALS BY 2022 AND INDICATORS
 <b>STRENGTHENING AN EXEMPLARY AND LASTING GOVERNANCE</b>		Appoint a woman to the Board of Directors
		Train 100% of collaborators on ethics in 2020
		Quality Certification for PHILEA
 <b>VALORIZING OUR HUMAN CAPITAL</b>		More than 80% employee satisfaction in the 2020 internal survey
		90% effectiveness rate of skills development actions
		Achieving a frequency rate of 0 occupational accidents requiring more than one week's absence from work
 <b>OFFERING INNOVATIVE AND RESPONSIBLE SOLUTIONS</b>		Achieving 90% talent retention
		Carrying out 2 initiatives per year in favor of the structuring of our business line
		Maintaining an installed surface area of 15,000 hectares in 2020
 <b>DEVELOPING OUR ENVIRONMENTAL PERFORMANCES</b>		Support 20 new VSE/SMEs in the distributors network in 2020
		Maintaining an overall customer satisfaction rate of over 90%
		Saving 30,000 m <sup>3</sup> of water through our facilities
 <b>STRENGTHENING OUR COMMITMENT TOWARDS THE COMMUNITY</b>		Reducing each year 8 000 tons of CO <sub>2</sub> emissions through our installations
		Reducing the Group's energy consumption by 5% compared to 2019
		Raise 100% of employees' awareness of eco-gestures
		Finance citizen actions through donations of 21 MDH (2020-2022)
		Generating 4 citizen initiatives for 600 beneficiaries
		Devoting 96 hours of volunteer work by employees in 2020

# GROUP CERTIFICATIONS & CSR LABELING

CERTIFICATIONS TO CONGRATULATE THE GROUP'S PERFORMANCES



## CMGP



ISO 9001v 2015 :  
quality



ISO 14001 V 2015 :  
environment



ISO 45001 V 2018 :  
employment health  
& security



Categorization



ISO 27001V 2013 :  
information systems  
security



CAP 26000



CGEM Label : CSR

## SICDA



ISO 9001 : quality



ISO 14001 :  
environment



ISO 45001: security



## FIRST FOCUS : CONSOLIDATING AN EXEMPLARY AND LASTING GOVERNANCE



**100%**

of boards of Directors with  
100% attendees

**28%**

of board members are independent



Obtaining customs  
categorization



CMGP and SICDA transition :  
ISO 45 001 (*health & security*)  
version



Installment of the Ethics  
Code

CMGP ISO 27 001 certification  
(*information systems security*)

CMGP ISO 26 000 evaluation  
(CSR)





# FIRST FOCUS : CONSOLIDATING AN EXEMPLARY AND LASTING GOVERNANCE

## OUR COMMITMENTS

### A 100% mobilization of our governing bodies

Governance is one of the five key areas of CMGP Group's CSR strategy.

This focus has been declined through four main commitments :

#### 1 - Guaranteeing good governance practices.

In order to ensure good governance practices, CMGP Group has set up various tools and processes. Several reference documents have been drawn up, in particular the internal regulations of the Board of Directors. Regulatory conformity is a priority for the group: a watch covering various subjects (QSE, legal, HR...) is permanently ensured.

In addition, the Group appoints independent Directors from among the members of the Board of Directors who also receive training in good governance practices.

In 2017, CMGP obtained the CGEM CSR label, which has enabled it to have a structured CSR charter. A follow-up audit is carried out every 18 months to assess CMGP's performance on the criteria of the CSR charter, with a view to renewing the CSR Label and obtaining ISO 26000 compliance.

In order to monitoring CSR issues, a CSR Committee have been created in 2019. Two other specialized committees have also been created to assist the Board of Directors in its decisions: the Audit and Risks Committee and the Nomination and Compensation Committee.

Other actions were also carried out during the year: the mapping of corruption risks and the drafting of the Code of Ethics.

CMGP and SICDA have also been awarded the Category A status by the Customs and Indirect Tax Administration, which attests to our group's conformity and rigor. The latter created this program in order to give certain economic operators privileged treatment based on their economic, managerial and security performance as well as in terms of transparency.

Following the entrance of the shareholder ADPII (a British investment fund) into the Group's capital, CMGP Group has reinforced its management systems through continuous compliance with the international requirements of the IFC.

#### 2 - Acting with integrity, loyalty and transparency.

CMGP Group is committed to always act with integrity, loyalty and transparency towards each of its stakeholders. This duty to set an example is the essential basis for building relationships of trust with its clients, its shareholders, its institutional partners, its suppliers, its distributors...

CMGP group accounts are certified by KPMG with zero reservation for the last four years.



# FIRST FOCUS : CONSOLIDATING AN EXEMPLARY AND LASTING GOVERNANCE

## OUR COMMITMENTS

### 3 - Developing an open and close dialogue with our stakeholders.

CMGP Group's CSR strategy for 2022 emphasizes the development of an open and close dialogue with stakeholders. Every aspect of our activity is an opportunity to get closer to each of them, to look after their interests and to encourage them, at our level, to implement good practices in order to create a dynamic that benefits everyone.

In order to anonymously collect requests and complaints from all stakeholders, an e-mail address has, for example, been set up : [ethique@cmgp.ma](mailto:ethique@cmgp.ma).

The relationship we have with our stakeholders directly influences our performance. This is why CMGP Group is continuously listening actively to its various stakeholders through a decentralized approach. Within this framework, each process allows us to identify the stakeholders involved and to define the appropriate initiatives and channels of dialogue.

Thanks to this feature, the information is systematically reported to the appropriate governance bodies to serve as a basis to define the orientations and actions to be carried out in order to strengthen our relationship with our ecosystem.

Customers, suppliers, authorities, institutions, shareholders, employees, associations... each stakeholder is thus involved from the outset in our various actions.

### CMGP Group, a driving force for the actors of the sector

CMGP group is an active member of several professional associations. Through these platforms, we have the opportunity to dialogue with decision-makers and to raise their awareness of the sector's issues. These enriching exchanges also allow us to carry out broader actions, at the sector level, in favor of sustainable development.

« The mission of the Moroccan Association of Irrigation by Sprinkler and Drip Irrigation (AMIAG) is to structure and strengthen the links between the different actors in the field of irrigation and the administrations and public authorities. The objective is to remove the obstacles that the irrigation sector may encounter in Morocco and also to work towards its upgrading. »

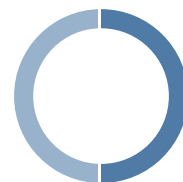
Youssef Moamah, CMGP Group's CEO and former President of AMIAG

## STAKEHOLDER'S EXPECTATIONS

## DIALOGUE MODES AND CHANNELS

### FINANCIAL PARTNERS

- Great governance
- Business ethics
- Return on investments
- Risk control
- Information transparency

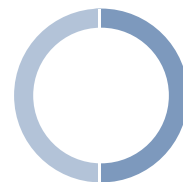


- Board of Directors
- Audit and risk committee
- Constant dialogue

CMGP GROUP

### COLLABORATORS

- Social dialogue
- Internal training and promotion
- Health, safety and well-being
- Equity, diversity
- Compensation



- Social dialogue meetings
- Internal communication
- Annual performance review
- CHST committee

CMGP GROUP

### CLIENTS

- Compliance with the requirements and standards of (Quality, Environment, price, conformity of the service, responsiveness, proximity)
- Reliability
- Supply transparency
- Innovative and diverse solutions
- Training and awareness-raising on the use of installed equipment
- After-sales service (*assistance and maintenance*)
- Product availability



- Regional agencies and African subsidiaries
- After-sales service
- Client satisfaction surveys
- Training and coaching

CMGP GROUP

### SUPPLIERS

- Balanced and sustainable relationship
- Compliance with contractual requirements and payment deadlines
- Business ethics



- Contracts
- Meetings with partners
- Supplier assessment and progress plan

CMGP GROUP

### PUBLIC AUTHORITIES

- Compliance with laws and regulations
- Quality and transparency of information
- Compliance with the requirements of each authority
- Structuring of the sector



- Meetings through associations
- Constant dialogue with authorities

CMGP GROUP

### CIVILIAN SOCIETY

- Job creation
- Economic and Societal Benefits
- Positive impact on society



- Financial contribution
- Skill-based sponsorship
- Various partnerships
- External communication through various supports

CMGP GROUP

# FIRST FOCUS : CONSOLIDATING AN EXEMPLARY AND LASTING GOVERNANCE



## 4 - Promoting human rights in our sphere of influence.

Beyond the framework of its activities, CMGP group has given itself the mission to promote human rights as soon as it has the opportunity to do so. This work of sensitization targets in particular all the actors evolving in its ecosystem.

CMGP Group carries out various actions within the framework of the promotion of Human Rights. Its support for its suppliers enables it to ensure the application of the Group's ESG (Environmental, Social and Governance) criteria, particularly with regard to the prevention of forced labor and compliance with the ILO's fundamental labor standards.



## 2020-2022 GOALS

- Appointing a woman to the Board of Directors
- Training 100% of employees in ethics every year
- Maintain international certifications and label (ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 26000 and CGEM CSR Label) and extend certifications to all the group's subsidiaries (Quality Certification for PHILEA).





# VERBATIM

GHALI FILALI, BOARD OF DIRECTORS MEMBER



The observation is that financial indicators do not, in fact, give a true picture of the company's performance, particularly in terms of environmental, social, societal or even economic acts. Financial indicators do not provide a vision on strategy, business practices or management and governance systems.

To do so, we need a multidimensional representation of performance in order to better assess the Group's long-term strategy, identify and measure risks and thus determine its sustainability. Finally, the CSR approach makes it possible to include the following performance factors in an integrated system for better governance.

As shareholders, we have great ambitions for CMGP Group. On all aspects and in particular on the CSR and governance aspect, we want it to be the "Best-in-class". We are working hand in hand with the management in order to provide it with a governance system of international standards and to set a model in this field on its market. We also want CMGP to use CSR as a driver for continuous improvement and performance, and to communicate to stakeholders about the beneficial environmental and societal impact of its activities.

Indeed, the implementation of governance systems that meet international standards requires data collection, the establishment of systems, the regular evaluation of the company's practices and their revision.



## SECOND FOCUS : VALORIZING OUR HUMAN CAPITAL



**32%**

of our collaborators are women

**30%**

of women in our Board of Trustees



**6** people with permanent  
disabilities or long-term  
diseases in our staff



**29** people have benefited  
from internal mobility



**100%**

of collaborators have  
benefited from a professional  
interview



**100%**

of the Health & Security  
Committee meetings and the  
employees' representative  
committees' meetings have  
been scheduled

# SECOND FOCUS : VALORIZING OUR HUMAN CAPITAL

## OUR COMMITMENTS



### The human capital, true wealth of the group

CMGP Group has worked to identify its values - Excellence, Integrity and Caring - which embody the foundation of the Group's culture.

The second focus of CMGP Group's CSR strategy concerns the development of Human Capital.

It is declined through four major commitments :

#### 1 - Cultivating the talents and develop the skills of our workforce

CMGP Group shows a strong commitment in favor of the improvement of the skills of its employees.

Each employee thus benefits from an annual interview based on the achievement of his objectives, the setting of future objectives, progress and skills assessment. The interviews conclude with objectives for the coming period, an assessment of results and the identification of any training needs.

The definition of the training plan is based on an engineering process based on CMGP Group's strategic orientations and investment projects, its training needs highlighted by the annual appraisal interviews and, finally, on the individual needs expressed directly by employees.

In addition, the Group has a policy of recruiting young graduates and facilitating their integration through its internal training school and a mentoring program provided by the most experienced employees.

CMGP Group also offers its employees career development plans set up within the framework of fair and transparent evaluation and development processes. Today,

100% of permanent employees benefit from an annual interview according to their socio-professional category.

The Group also refrains from using child and adolescent labor on its premises, either directly or indirectly.

In the interests of transparency and fairness, CMGP Group has established rules for the granting of bonuses and career management (development plan). The Group therefore communicates internally on these remuneration rules.

#### 2 - Guaranteeing the health and safety of our employees and looking out for their welfare

CMGP Group is a responsible and civic-minded group and fully declares all its employees to the social protection organizations (CNSS). The payment of contributions is made on a regular basis in order to guarantee the rights of the employees and ensure them an effective protection.

Beyond this legal minimum, CMGP Group offers to all its employees a health insurance and an affiliation to the complementary pension fund for all the employees of the company. This level of social protection is above the standards observed in Moroccan companies.

Within the framework of its CSR charter and its QSE policy (Quality Health Environment), CMGP Group is committed to respecting health and safety conditions for its employees and to offering them a healthy, safe and ergonomic working environment.

# SECOND FOCUS : VALORIZING OUR HUMAN CAPITAL

## OUR COMMITMENTS



### 3 - Promoting internal mobility and gender diversity

In order to meet the new recruitment needs generated by its development, CMGP Group favors the promotion of skills internally and encourages the versatility of its collaborators.

Non-discrimination and parity between men and women are deeply rooted in the values and corporate culture of CMGP Group. The processes of recruitment, promotion, evaluation, remuneration and access to training are carried out with equity and equal opportunities, without any discrimination whatsoever.

These principles are clearly stated in the CMGP Group's HR policy and applied on a daily basis by management.

In addition, as part of its Diversity policy, the group has made commitments to promote women to positions of responsibility.

The Group has also established close ties with the Moroccan Association for the Disabled (AMH), whose mission is to support People with Disabilities in their search for employment. Its mission is also to strengthen the sourcing of employers and facilitate the work of recruiters by professionalizing the job search for people with disabilities. During its collaboration with the AMH, CMGP has identified the positions admitting People with Disabilities. The association also conducted an audit to identify sites that could accommodate them and conducted training on interview techniques for the benefit of CMGP Group's recruitment team.

### 4 - Encouraging social dialogue

In order to strengthen the role of the social partners, CMGP organized a training session for the Staff Representatives on their functions and the Labor Code. The "Employee Delegate Procedure" within the CMGP Group was also set up.

According to the regulations in force, the Hygiene and Security committee meets on a regular basis in order to deal with the different aspects of daily life in the company and the improvement of working conditions.

CMGP Group also develops internal communication tools: team building, posters, memos, collaborative interfaces...

Even if it has no trade union representation until now, CMGP Group nevertheless takes care to guarantee the fundamental right of trade unionization of its employees.

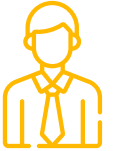
The Group encourages dialogue and listening to its employees and cultivates dialogue with their representatives and consults with them on working conditions on a regular basis (CHST meetings, CE, etc.).

In general, management cultivates an "open door" policy and encourages employees to come and directly inform it of their requests or questions without necessarily having to go through employee representatives. This listening protocol, based on trust, guarantees an excellent social climate within the Group: no collective conflicts have been observed.



# SECOND FOCUS : VALORIZING OUR HUMAN CAPITAL

## PERSPECTIVES



### 2020-2022 GOALS

- More than 80% employee satisfaction in the 2020 internal survey
- 90% effectiveness rate of skills development actions
- Achieve a frequency rate of 0 for workplace accidents requiring more than one week's absence from work
- Achieve a 90% talent retention rate

### Current projects and worksites:

- Finalization of the skills frame of references to provide employees with a transparent framework for development.
- Implementing a policy aimed at recruiting people with reduced mobility and developing the layout of the premises to facilitate their access.
- Implementation of a PDP (Professional Development Plan) enabling individualized monitoring of employees' professional projects.
- Implementation of the Ethics Charter in HR systems.





# VERBATIM

GHIZLAINE EL JAAFARI, GMPG GROUP'S HR DIRECTOR



Even before setting up its CSR approach, CMGP Group had already adopted good practices in terms of human resources management: respect of human rights, non-discrimination, improvement of working conditions and professional relations, health and safety of employees, social dialogue... The CSR approach has helped us to improve on all these points.

Our human resources policy is based on three pillars.

The first is training: our Group constantly welcomes young graduates, whom we train with the help of tutors recruited from among our most experienced employees. We have created a training school to facilitate the integration of all new collaborators.

Following annual reviews or needs spontaneously expressed by our employees, we propose adapted training plans. The themes of the training courses are very varied, whether in terms of regulatory conformity, personal development or coaching. We try to increase the skills of all our employees, and this is one of our Group's strong points.

The second pillar is our internal promotion policy. An expression perfectly illustrates this policy: "today's employees will be tomorrow's

managers". A good part of our top management is currently made up of former employees who have gradually risen through the ranks, for example from technician to manager and finally to Director. This was particularly the case for me: I first joined CMGP as an Accountant in the finance department, then I joined the HR department as a Manager before being appointed HR Director.

We always give priority to our employees when we are looking for a profile, trying to match our skills needs and the aspirations of each one.

The third pillar of our HR policy is gender diversity. This involves in particular the promotion of gender parity. When we recruit someone, we do not set any gender conditions and in some cases, we even practice positive discrimination in favor of women.

In addition, we have adopted a policy to recruit and welcome people with disabilities and we have been able to integrate a person with reduced mobility into our team. We also enabled one of our employees affected by a chronic illness to work remotely without any reduction in salary or loss of benefits. Some people on sick leave also continued to receive their full salary despite their absence.

As part of our actions to benefit the community, we encourage our employees to get involved in associations and to participate in the operations we such as organizing clothing collections, tutoring courses for underprivileged children, distribution of Ramadan baskets, etc...

# VERBATIM



## SAMIYA ZERREI, STAFF REPRESENTATIVE IN CMGP GROUP

In CMGP group, staff representatives are involved in both the CSR dynamic through the Hygiene and Security committees we organise on a regular basis with the Human Resources Department and the staff call for voluntary actions meetings we set up occasionally.



## FATIMA ZAHRA-IDMANE, CMGP GROUP ACCOUNTING DEPARTMENT

I chose to join CMGP group as it is a leading company in the irrigation field and also because it favours diversity. During their interviews, candidates are selected according to their skills, competencies and without discrimination. Being myself a person with reduced mobility, I was offered a position necessitating lots of moves by the recruitment manager during my job interview. From my very first day, I was kindly welcomed by all teams who helped me a lot and contributed to the success of my integration.

My managers try every day to make my life easier. For example, the staff transportation shuttle picks me up from home and brings me back there directly every day.

My office too has been organized to facilitate the access to the different equipment's such as printers, scanners, etc.





## THIRD FOCUS : OFFERING INNOVATIVE AND RESPONSIBLE SOLUTIONS



**15 000** ha  
of land equipped through  
mutual agreement



More than  
**150 000**  
tons of production outputs



**96%**  
satisfaction of our clients  
towards our products and  
services



Presence in **6**  
agricultural events to be even  
closer to our clients





# THIRD FOCUS : OFFERING INNOVATIVE AND RESPONSIBLE SOLUTIONS

## OUR COMMITMENTS

### Mobilized in favour of Moroccan and African agriculture

The third focus of CMGP CSR strategy places the client in the heart of our activity.

It implies 3 major commitments :

#### 1 - Contribute to structure our areas of activities

CMGP group is committed to a healthy competition respect.

The group is also committed to respect the common deontology charter of this sector's actors through its involvement in the AMIAG (Moroccan Association of Micro-sprinkler and drop by drop irrigation)

That explains why CMGP group adopted a very strict policy against and to fight corruption and forbids any kind of manoeuvre aiming to obtain businesses or any other advantage in an illegal or unethical way.

In order to sensitize and guide its staff in as far as ethical questions are concerned, CMGP Group created an ethics code listing all the best practices in this field.



Therefore, CMGP Group wishes to contribute in the emergence of an irrigation ecosystem in Morocco by emphasises on partnership, transparency and healthy competition.

#### 2 - Propose and ensure innovative solutions accessibility to all farmers, in Moroccan and abroad

Being the irrigation systems and water infrastructure leader in Morocco and Africa, CMGP Group has been designing, producing and installing irrigation and drop by drop solutions, as well as turnkey agricultural projects for the last 25 years. More recently, the Group started developing photovoltaic systems for farming businesses.

Based on a « customer centricity » approach, CMGP strategic planning aims, on one hand, to bring innovative irrigation products and solutions that meet their expectations, and on the other hand, to provide them with a close and local support.

Hence, CMGP Group research and development teams imagine, for the farmers, innovative solutions with a good environmental impact, especially in terms of water conservation and agricultural efficiency.

Once the installation is effective, clients are trained for and optimal and secured usage of the equipment's.

Thanks to its network of 10 agencies and 600 authorized resellers, CMGP Group covers most of the Moroccan territory and thus, guarantees a bigger proximity with its clients.

The group also aims to make its solutions accessible across the entire continent. CMGP Group is already present in Senegal and distributes in Mauritania, Ivory Coast, Ghana, Niger and Mali.

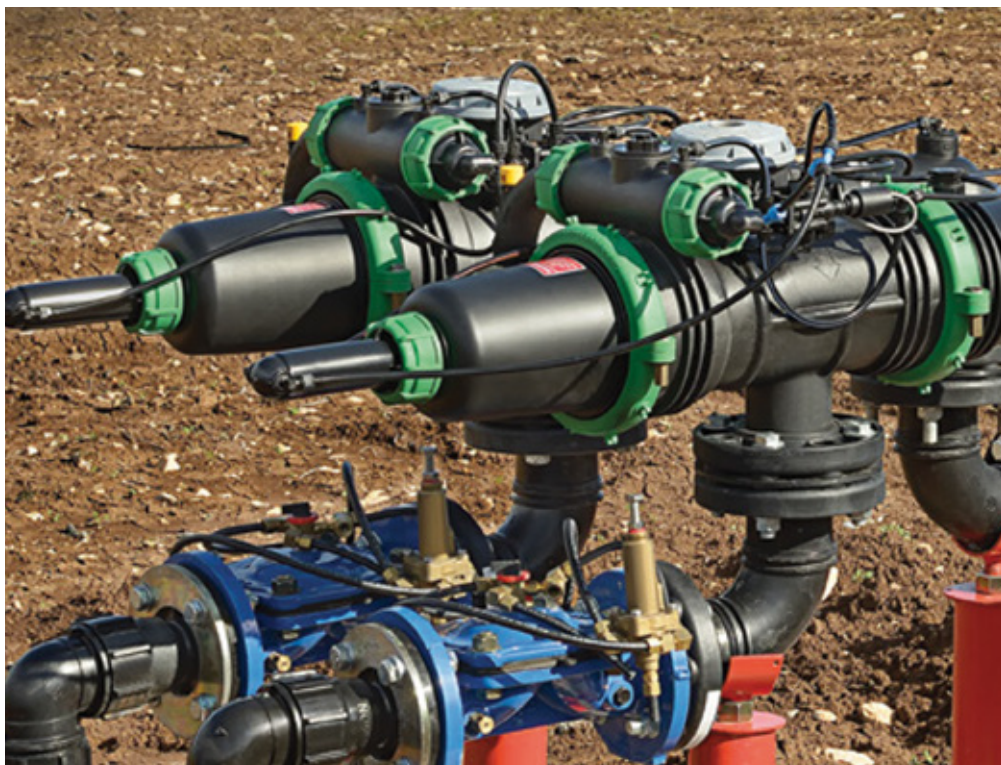
In Morocco, CMGP Group also operates in the public sector, including communities, national offices, Regional or Provincial Directorates of Agriculture...

# THIRD FOCUS : OFFERING INNOVATIVE AND RESPONSIBLE SOLUTIONS

## OUR COMMITMENTS

Within its quality management system, compliant with the current ISO 9001 standard, CMGP Group set up internal processes to ensure customer satisfaction. Furthermore, satisfaction surveys that are conducted on an annual basis, show satisfactory levels.

Another important aspect of the customer relationship is the listening principle. It actually manages the relations between CMGP and its clients and is achieved via different channels such as customer and/or technical visits, claims processing, regional “open house days”, dedicated improvement forms, etc.



### 3 - Support our distribution network (very small, small and middle companies) growth

Standing solidary with their partners, CMGP Group supports its distributors in every step of the way since the creation of the company. It proposes financing solutions and training sessions to facilitate their economic development.

CMGP aspire to build, together with its distributors, a long term model of commercial development allowing them to increase their performances and ensure a better presence of their network in the different markets and regions.

#### 2020 - 2022 OBJECTIVES

- Initiate 2 actions per year in favour of our various sectors of activities structuration
- Maintain the 15 000 hectares of equipped land in 2020
- Support 20 new (very small, small and middle sized) companies of the distributors network in 2020
- Maintain a level superior to 90% of the global customer satisfaction.

#### Projects and work in progress :

- Consolidate our solar power segment range of products
- Favour low flow and low pressure solutions in our designs
- Develop digital solutions that include irrigation control system to conserve more water
- Propose geomembrane as sealing solution to deal with soil contamination.
- Initiate and develop water treatment solutions with a suitable offer to our clients issues : sewage, brackish water, demanding crops...



# VERBATIM

MOHAMMED MAROUANE, DIRECTOR OF SAFI PUMP COMPANY



Created in 2003 in Safi, our company is mainly specialized in the sale and installation of pumps. For each irrigation project, we carry out the study and installation.

We started working with CMGP Group in 2010 and we have gradually built a relationship of trust based

on different aspects, such as product diversity and quality, after-sales service and confidentiality. According to us, CMGP Group is truly Africa's leader in irrigation.

Through CMGP Group, we have benefited from several trainings, for example on irrigation, business management, phytosanitary products, solar energy... We also benefit from support, particularly in terms of commercial development. The CMGP Group's teams guide us in certain decisions, share their experience with us and are

always at our side even in case of liquidity problems. Ties of mutual trust have developed over the years.

Overall, our direct clients are satisfied with the quality of the material provided by CMGP Group. Deliveries are always made on time. In the rare cases where there is a manufacturing defect, the after-sales service exchanges the goods quickly.





## FOURTH FOCUS : DEVELOPING OUR ENVIRONMENTAL PERFORMANCES



Electric consumption

**-18 %**



Water consumption

**-29 %**



Fuel consumption

**- 12%**



Paper consumption

**- 40 %**

**100%**

of our collaborators have been made aware of  
eco-gestures in 2019

**75%**



of the headquarters' daylight  
electric consumption and  
50% of our global  
consumption is provided by  
photovoltaic energy



**100%**

of PCs and computer park's  
servers are energy-saving



# FOURTH FOCUS : DEVELOPING OUR ENVIRONMENTAL PERFORMANCES

## OUR COMMITMENTS

### Innovation at the heart of our environmental approach

The fourth focus of CMGP Group's CSR strategy is the environment.

It is shown through three major commitments:

#### 1 - Promoting eco-design in projects: being attentive to our customers to accompany them towards solutions favoring sustainable agriculture.

As a water and energy management supplier of solutions (irrigation and solar), the environment is at the heart of CMGP Group's business. The environmental stakes are thus a priority at each stage: from the design of the solution to the installation, through the manufacturing, the transport...

CMGP Group thus provides solutions integrating systematically a positive impact in terms of water and energy saving. For each project, our teams optimize the installations in order to improve the output and the productivity of the farms.

CMGP Group also raises its customers' awareness on the issue of waste management and occasionally offers them information supports on the good practices to be implemented in this field.

#### 2 - Adopt an eco-responsible management of our activities and sites by meeting energy consumption, greenhouse gas emissions, waste recycling and water resource management challenges.

As part of its QSE policy, CMGP Group is committed to reduce its environmental footprint. In 2017, thanks to the staff commitment, to the strong top management involvement, the CMGP Group Environmental Management System (EMS) was certified according to the ISO 14001 v2015 requirements. This certification guarantees CMGP Group operates according to the legislation and concretely contributes to the environment protection. This certification also allows to reinforce the confidence and trust of its stakeholders and value all the environmental initiatives implemented.

In terms of energy performance, the Group has equipped its various sites with low-consumption equipment such as LED lamps and Energy Star-labelled computers.

In addition, CMGP Group set up a 50 KWC that covers 50% of the overall consumption and 75% of the headquarters' daytime electricity consumption. Agencies registering the highest levels of electricity consumption will also be equipped with photovoltaic power plants allowing them to make substantial energy savings.

All collaborators are committed to reducing the environmental footprint. Awareness sessions on eco-friendly actions and environmental protection are regularly organized to raise employee awareness of environmental issues.

A booklet on eco-gestures has been distributed to employees.

## PERSPECTIVES

### 2020-2022 GOALS

- Saving 30,000 m<sup>3</sup> of water through our facilities
- Reducing each year 8 000 tons of CO<sub>2</sub> emissions through our installations
- Reducing the group's energy consumption by 5% compared to 2019
- Making 100% of employees aware of Eco-gestures

### Current projects and worksites :

- Strengthening dialogues and partnerships with associations working on the environmental issues of the region, particularly for new projects with a high environmental impact.
- Improving the visibility of actions carried out internally and externally with stakeholders.



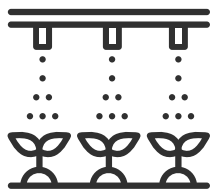


# FOURTH FOCUS : DEVELOPING OUR ENVIRONMENTAL PERFORMANCES

OUR COMMITMENTS

## OUR ACTIVITIES' IMPACT

### Impact of irrigation

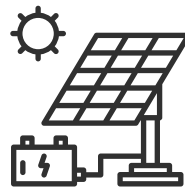


Annual installed base  
15 000 hectares

- Water savings :  
30 million m<sup>3</sup> a year
- Energy savings :  
4500 MWh a year / 3 400  
tons of CO<sub>2</sub> emissions  
avoided
- Higher agricultural  
yields : equivalent to  
150 000 tons per year



### Solar impact



6200 MWh production  
(including 900 MWh  
incoming)

- 4 626,9 tons of CO<sub>2</sub> emission  
avoided



### In total :

**8 000 TONS OF CO<sub>2</sub> EMISSIONS  
AVOIDED / YEAR**

Which are the equivalent of :

- The emissions  
of 2700 cars



- 200 000 planted  
trees



- The consumption  
of 12 000 people



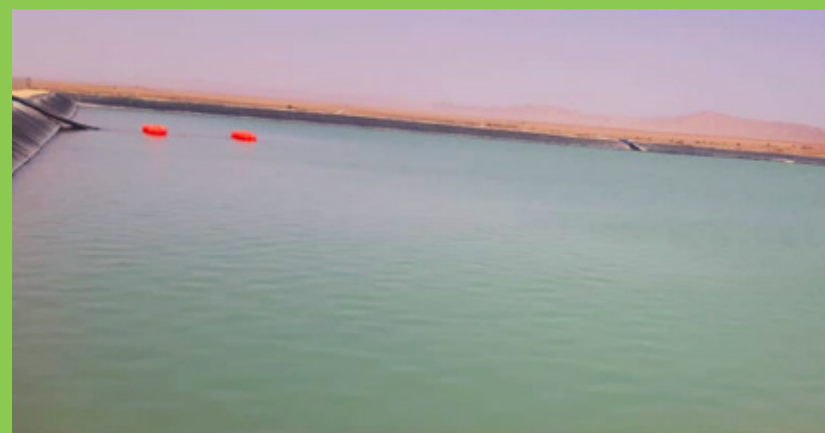
# VERBATIM

DRISS CHAREF, DESERT TIMBER DIRECTOR



Your CSR commitments take up two fundamental pillars of sustainable development, namely man and environment. This is perfectly in line with our approach. Our goal is to produce better while consuming as few natural resources as possible.

This is why we have opted for micro-irrigation and photovoltaic energy. These two solutions allow us to save water and energy. With micro-irrigation, water is brought close to the roots. The tree is therefore irrigated in the right place, at the right time with the right amount of water. Fertilizers are also delivered in a very efficient way, which results in a higher yield. Solar energy is inexhaustible, clean and does not emit greenhouse gases. This will allow us to reduce the ecological footprint of our projects.



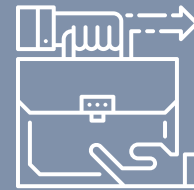




## FIFTH FOCUS : STRENGTHENING OUR COMMITMENT TOWARDS THE COMMUNITY



**7** Billion dirhams  
of donations to associations



**25** jobs  
created through our  
investments



**437**  
beneficiaries of solidarity actions

# FIFTH FOCUS : STRENGTHENING OUR COMMITMENT TOWARDS THE COMMUNITY

## OUR COMMITMENTS



### Solidarity supported by all our collaborators

The fifth focus of CMGP Group's CSR strategy concerns the community.

It is declined through three major commitments :

#### 1 - Supporting projects that promote innovative and social actions

Following the implementation of its CSR approach, CMGP Group also wished to structure its contribution and commitment to the community by creating a dedicated think tank. A sustainable action plan with a defined objective and indicators for monitoring and measuring the impact will also be put in place.

For many years, CMGP Group has been collaborating with charities committed to various causes. The Group only works with public interest charities working for human development. The Group also supports its most vulnerable employees and their families in the event of a major blow (illness, death, etc.).

The Group has thus supported many programs :

- 3 560 Kdhs of donations for the assistance of vulnerable people :
  - 1 731 Kdhs of donations for the benefit of children.
  - 1 034 Kdhs of donations for the benefit of people with disabilities.
  - 795 Kdhs of donations for the benefit of ill people.
- 1 406 Kdhs of donations to fight against school wastage and to finance quality training for the most deserving.
- 1 414 Kdhs of donations to support various solidarity projects.
- 620 Kdhs of donations to facilitate professional integration.

#### 2 - Contributing to the development of the community by involving of our collaborators in association work

CMGP Group has always valued the spirit of solidarity and citizenship within its teams and encourages its employees to participate in charitable operations.

Employees regularly volunteer to distribute basic necessities to underprivileged families or to offer school support to their children on a voluntary basis.

In this way, employees have supported numerous programs :

- Blood donations.
- Ramadan baskets distribution.
- Distribution of clothing, medicine and hygiene products for the benefit of a retirement home in Tit Mellil.
- Communication and languages workshops for vulnerable out of school children of the "Heure Joyeuse" association.

Other voluntary actions are also planned as part of the Group's commitments by 2022.

#### 3 - Fostering job creation through investments

As a reference employer in its sector, CMGP Group has shown a strong growth dynamic for several years. It regularly recruits new collaborators in order to accompany its development : 25 positions have been created in 2019.

# FIFTH FOCUS : STRENGTHENING OUR COMMITMENT TOWARDS THE COMMUNITY

## PERSPECTIVES



### 2020-2022 GOALS

- Allocate 21 MDH to citizen actions in 2020-2022
- Generating 4 citizen initiatives for 600 beneficiaries
- Devoting 96 hours of volunteer work by 10 employees in 2020

### Current projects and worksites :

- To further structure associative projects by defining axes and objectives and to ensure a follow-up of the impacts on society of each action.
- Encourage volunteering in our collaborators' ranks.





# VERBATIM

NAIMA SENHADJI, PRESIDENT OF THE RURAL GIRLS SCHOOLING COMMITTEE (CSSF)



Created in 1998, the CSSF is an association working for the right to education that contributes to the national effort for the generalization of girls' schooling in rural areas and especially their retention in the education system after obtaining a school certificate. Our objective is therefore to fight against the school wastage of young rural girls through actions that allow them to stay in school. Our flagship program, called "A

Scholarship to Succeed" ("une bourse pour réussir"), consists of setting up small hostels (with a maximum capacity of 20 people) close to villages where there are no high schools.

CMGP Group has been supporting our "une bourse pour réussir" program for the past two years. It is our main partner at the private sector level. We have signed an agreement to support three of these hostels for three years in the regions of Laararcha, Imlil and Driouch. 60 girls have already benefited from this partnership and are currently in their second year of secondary school. Their families are reassured that they can continue their studies at the secondary school in complete safety.

I would like to thank CMGP Group for its commitment and also pass on the thanks of our young beneficiaries. The role of the private sector is very important for the promotion of human rights and especially the right to education.





## CSR INDICATORS

### Scope of reporting

As part of the continuous improvement of our approach, the Group will gradually integrate all of our subsidiaries into the implementation of the CSR strategy, hence our desire to produce this first Group CSR report.

Note : some actions or indicators are only available for CMGP.

### Reporting period

This first report covers CSR achievements with a particular focus on the year 2019.

The indicators include the 2019 performance and our 2020 perspectives.



# CSR INDICATORS



## Indicators table

THEME	INDICATORS	GOAL OF THE CSR POLICY	CMGP'S 2019 RESULTS	SICDA'S 2019 RESULTS	PHILEA'S 2019 RESULTS	2020 TARGET
Governance	Widening the certifications to the entirety of the group's subsidiaries: ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 26000, Label CSR CGEM	Strengthening an exemplary and lasting governance	ISO 9001-2015 / ISO 14001 V2015 / ISO 45 001 / ISO 26 000 Certifications / Label CSR / ISO 27001	ISO 9001-2015 / ISO 14001 V2015 / ISO 45 001 Certifications		Quality certification ISO 9001 V 2015 for PHILEA
Economy	Installations surface	Offering innovative solutions favoring development	15 000 HA			15 000 HA
Economy	Clients' satisfactory rate	Offering innovative solutions favoring development	96%	100%		90%
Economy	Bettering our clients' productions yields	Offering innovative solutions favoring development	150 000 tons			More than 150 000 tons
Ethics	Number of discrimination and harassment cases declared	Consolidating an exemplary and sustainable governance	0	0	0	0
Ethics	Number of corruption cases, conflicts of interests and illegal labor declared	Consolidating an exemplary and sustainable governance	0			0
Treatment equality	Rate of women on the Board of Directors	Consolidating an exemplary and sustainable governance	0	0	0	1
Treatment equality	Number of collaborators with permanent disabilities / long term diseases	Valorizing our human capital	6	0	0	

# CSR INDICATORS



THEME	INDICATORS	GOAL OF THE CSR POLICY	CMGP'S 2019 RESULTS	SICDA'S 2019 RESULTS	PHILEA'S 2019 RESULTS	2020 TARGET
Employment	Number of jobs created through investments	Strengthening our commitment towards the community	CMGP (10) + CMGP Senegal ( 06)	8	1	
Employment	Total group staff	Valorizing our human capital	362	147	18	
Employment	Staff by types of contracts	Valorizing our human capital	362 open ended contracts / 0 Fixed Terms Contract / 12 interns / 153 seasonal workers		18 CDI	
Employment	Staff by gender (Women / Men)	Valorizing our human capital	146 women/ 216 Men (67.59%)		4F/14H ( 28,57%)	
Employment	Staff by type of job	Valorizing our human capital	66 executives / 204 employees / 92 workers	33 executives / 53 employees / 61 workers	6 executives / 9 employees / 3 workers	
Training	Total days of training	Valorizing our human capital	31	20	0	
Training	Effectiveness rate of trainings	Valorizing our human capital	90%	90%		90%
Training	Revenue rate dedicated to training	Valorizing our human capital	3,51	1,06	-	Same performance
Social dialogue	Professional interviews realization rate	Valorizing our human capital	100%	100%		80%
Social dialogue	Workers representation meetings respect rate	Valorizing our human capital	CHS=100%; CE=100%;	CHS=100%; CE=100%;	-	100%
Health & security	Medical check-ups respect rate	Valorizing our human capital	100%	100%		100%
Environment	Water saved through our installations	Developing our environmental performances	30 million m <sup>3</sup>			Same performance

# CSR INDICATORS



THEME	INDICATORS	GOAL OF THE CSR POLICY	CMGP'S 2019 RESULTS	SICDA'S 2019 RESULTS	PHILEA'S 2019 RESULTS	2020 TARGET
Environment	Tons of CO <sub>2</sub> emissions avoided / year through our installations	Developing our environmental performances	8000 tons of CO <sub>2</sub> emissions avoided			Same performance
Environment	% of water saved compared to the same period the year before – CMGP sites	Developing our environmental performances	29 % reduction			- 5%
Environment	Reducing the energetic consumption of the Group	Developing our environmental performances	19 % reduction			-5%
Environment	% of reduction of the energetic consumption of fuel	Developing our environmental performances	12 % reduction			- 10%
Environment	Rate of collaborators aware of eco-gestures	Developing our environmental performances	100%			100%
Environment	% savings of paper consumed	Developing our environmental performances	40 % reduction			- 50%
Environment	% of energy-saving PC, printers, servers	Strengthening our commitment towards the community	100%	100%	100%	100%
Societal	Amount donated to associations	Strengthening our commitment towards the community	4MDH	3MDH		7MDH
Societal	Number of citizens' initiatives recipients	Strengthening our commitment towards the community	Blood donations action (63 donations, 189 sick people saved) + clothing, medication and hygiene products distributed to a retirement home (50 beneficiaries) + 2nd edition of "Ramadan baskets" (90 baskets)	36 donations, 108 sick people saved		Generating 4 citizen initiatives for 600 beneficiaries
Societal	Number of staff volunteer hours	Strengthening our commitment towards the community	6 hours of computer and French training benefiting the association "L'heure joyeuse"			96 hours goal (8h/month) by 10 collaborators