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# Our people

# Here's to "LFLTIMES"!

You enjoyed *LFL Nou Zistwar*, and you're sure to love *LFLTimes* even more! We've decided to rename our in-house newsletter, and to give it a new editorial and visual identity making it more modern, more interactive and inclusive, in a way that matches the evolving image of our Group. *LFLTimes* will celebrate the successes of our teams in their various activities as well as reflecting the vision of a company that unites many units under a single banner.

This new edition also extends our "zistwar" to share with all our colleagues, whether they hail from Mauritius, the Seychelles, Madagascar, Rwanda, or soon, Kenya. Our "zistwar" speaks of innovation that is inextricably linked with team cohesion. Making our projects into reality has always been a joint affair – the recent installation of the new extrusion line at Riche Terre, which mobilised every one of the plant's teams, illustrates this. Without the collaboration of every employee, we wouldn't have been able to maintain order volumes and lead times in a plant undergoing a major technological transformation.

The new integrated HR information system takes a step in the same direction. The implementation of HRIS aligns our HR processes across all our entities. Eventually, all of our colleagues, whether they are in

*Our "zistwar" speaks of innovation that is inextricably linked with team cohesion.*

Mauritius or abroad, will use the same HR platform, benefitting from the same technological features. Our team spirit is also reinforced by collaborative workshops that encourage a culture of sharing knowledge and skills, helping us to improve LFL's processes to more effectively meet the challenges of the animal feed industry.

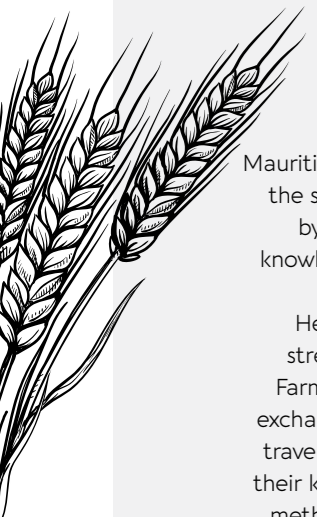
Here, as elsewhere, our teams train and learn to work together, strengthening their bonds and promoting increased unity, as the Farmshop team-building event in Madagascar demonstrated. Our exchange programme also supports cohesion; each year, colleagues travel to various business units outside their own, in order to share their knowledge and skills, learn from others, explore new operating methods, and discover the customs of their colleagues from other countries... It's a chance to get to know the company better, and to ensure that we are all aligned with our shared objectives for the performance and development of our Group.

That's also why management is keen to share LFL's vision, performance results and annual budget openly, so that everyone, irrespective of their role, knows what's going on at LFL and sees how they can contribute to the progress of "their" company. This is how we build and remain a cohesive unit, despite our differences.

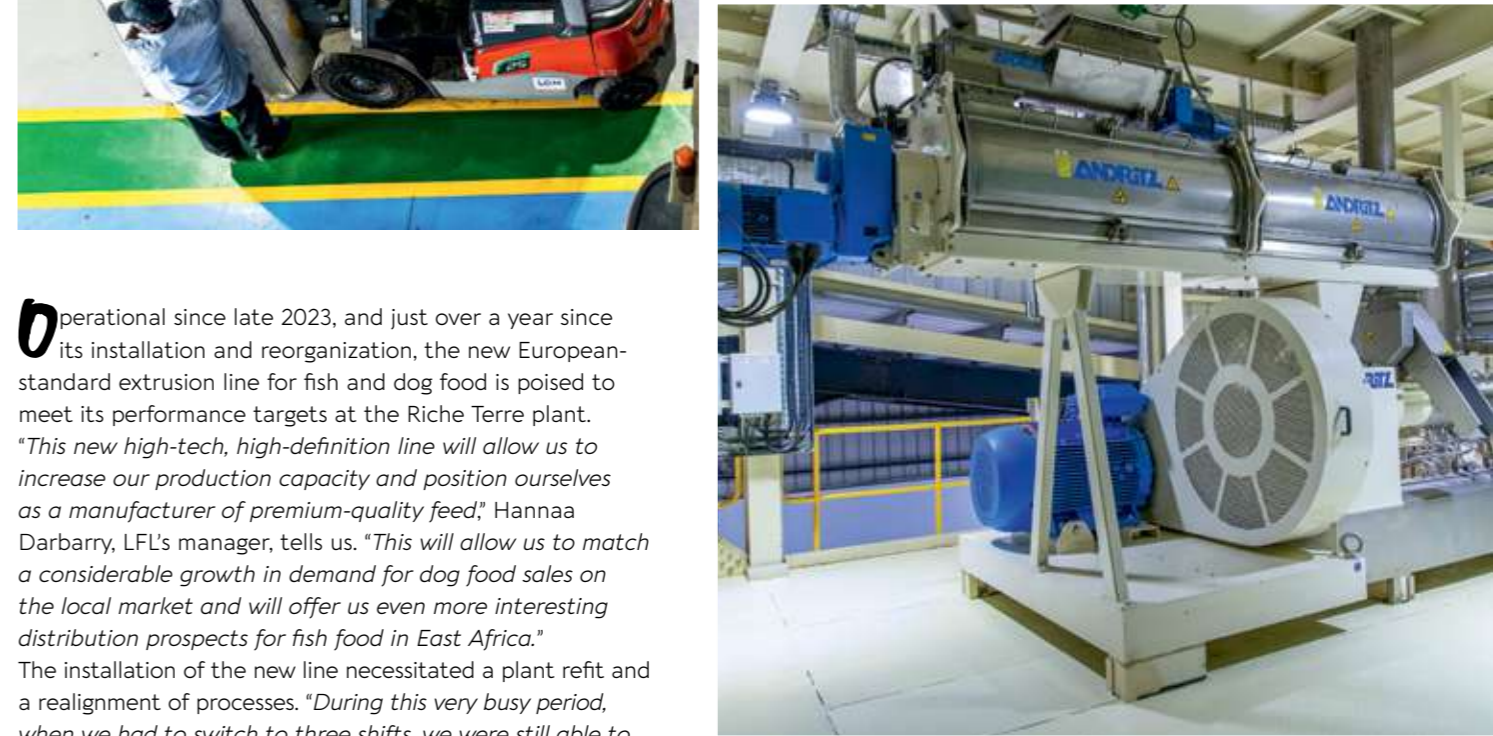
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# A new line that spells growth



Operational since late 2023, and just over a year since its installation and reorganization, the new European-standard extrusion line for fish and dog food is poised to meet its performance targets at the Riche Terre plant. "This new high-tech, high-definition line will allow us to increase our production capacity and position ourselves as a manufacturer of premium-quality feed," Hannah Darbary, LFL's manager, tells us. "This will allow us to match a considerable growth in demand for dog food sales on the local market and will offer us even more interesting distribution prospects for fish food in East Africa." The installation of the new line necessitated a plant refit and a realignment of processes. "During this very busy period, when we had to switch to three shifts, we were still able to honour the demands of our customers while setting up the line. Our teams worked hard to overcome this challenge," the manager confirms. Dhaivanaden Marday, the new line's operator, also shares his own extraordinary experience. « *Nou finn suiv montaz sa lekipman-la depi lwin, parski ti ena boukou paramet sekirite otour, sa masinn-la se enn teknolozi bien bien avanse, kouma dan Lerop ! Ver lafin montaz, noun finn kapav donn enn koud min bann ekipmantie. Mo finn suiv enn formasion bien pouse avek enn inzenier Danemark ki finn montre mwa tou se ki mo bizin kone pou oper sa masinn-la. Mo finn gagn enn bon profeser ! Avek sa nouvo lalign-la, mo responsabilite finn grandi, bizin bien suiv tou bann protokol ki an plas. Challenge-la li enorm, me mo senti mo kapab pou "compete" avek ninport ki nouvo prosess e nouvo aliman ! »*

## In Short

**MAKE WAY FOR LFL KENYA.** LFL Kenya has recently joined the company's business units abroad. LFL has been active in the market for over seven years, distributing fish feed to large farms in Kenya and Uganda. With demand on the rise and conscious of the significant potential of tilapia production in East African countries, the company decided to open a feed distribution unit to facilitate commercial transactions on the ground, beginning with fish feed before moving on to other product lines.

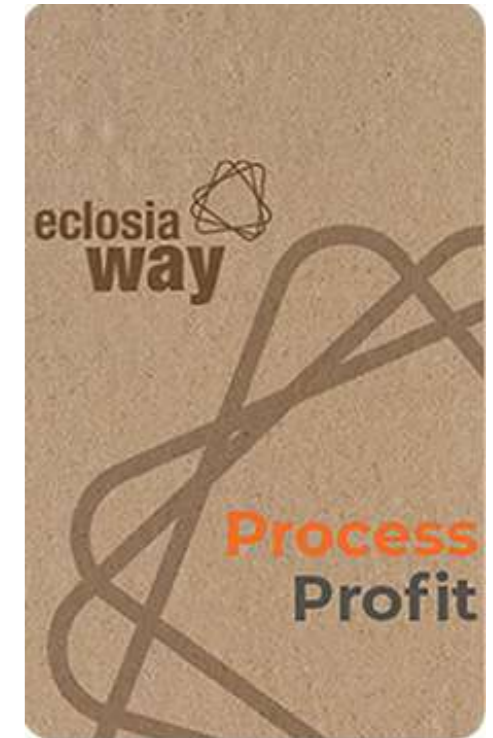


To be prepared to meet current and future challenges, LFL has implemented a new integrated HR information system designed to enable more effective management of the HR cycle through simplification and increased reliability. Initiated in 2019, HRIS launched in 2022 at LFL Mauritius, then in April 2024 in Madagascar and the Seychelles, with Rwanda on course to launch in July 2024. *"We are still in roll-out mode, as not all HR processes are necessarily aligned in all countries,"* Hannah Soobhan, Head of HR, tells us. *"This roll-out process also allows us to account for the on-the-ground situation and the readiness of each entity when it comes to implementing HR processes. Ultimately, once all our companies are on the same platform, we will be able to truly optimise the HR cycle."* HRIS is an asset for all LFL divisions, due to its many functions: tools that are better adapted to the evolving

professional environment; optimal organisation through a leaner, more refined process, a more targeted service quality and greater reliability when it comes to data about personnel; integrated modules, with information accessible wherever you are, whenever you want it... So, what's in it for employees? First and foremost, easier management of their data. With just one click, employees can access their payslips, book leave, update personal details, and so on. *"HRIS makes my job a lot easier; it saves me time, provides me with precise and relevant information, which helps me make better decisions and increases my ability to adapt when unforeseen circumstances arise,"* entrusts HR Officer Tishvick Jugoo. *"I find that it enhances the 'employee experience' by automating tasks such as recruitment, on-boarding of new recruits, the remuneration process and benefits management."*

Planet Profit Process People

**INCREASED EFFORTS TO ACHIEVE THE FOUR "P'S"**



Working on the 4P projects – People, Process, Profit, Planet – of the Eclosia Way once again proved to be a rewarding experience for the teams from LFL that participated. The company may not have won any of the four categories for 2022-2023, but preparations are already underway for the next edition. Last year, LFL's efforts focused on Enterprise 2.0 (People), the new Riche Terre extrusion line (Process), on the ROA (return on assets) concept for shared objectives (Profit), and on home collection of WEEE (waste electrical and electronic equipment), recycled plastic furniture, and bioconversion (Planet). LFL Madagascar took part in the Eclosia Way for the first time, with projects presented including the launch of Maresak LFL (People), the installation of a flowmeter (Process) and photovoltaic panels (Planet). *"The Eclosia Way offers me the chance to change the way I carry out my daily activities, by putting more emphasis on the 4Ps,"* says Benjananahary Razafimahatratra, Production department. *"The approach of the Eclosia Way is essential to improving production processes and streamlining the company's costs and expenditure, all while respecting the environment and establishing a win-win relationship between employees and the company. We need to ramp up the effort we put into making our improvement projects a reality, and win more P's at the next edition."*

**In Short**

**TRATRY NY ASARAMANITRA E at LFL MADAGASCAR.** In Madagascar, a presentation of good wishes for the year ahead is customary at the start of each new year within companies and state institutions. LFL has adopted this custom since beginning its operations in Madagascar. The personnel of LFL Madagascar sent New Year greetings in a series of speeches – kabary in Malagasy – to division managers and the Managing Director, Alexandre Malheiro. The ceremony brought together the various LFL teams, and provided an opportunity to share this moment and to celebrate 2024, a year which, at this mid-point, has already proved full of challenges and opportunities.

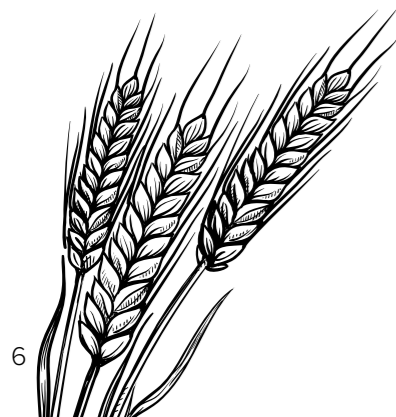
# LFL goes into 2.0 mode

It all began with the Young Talent project to rethink LFL's operations... Under the guidance of Dale Carnegie Mauritius - an international training organisation specialising in leadership and management - Young Talent workshop participants were asked to identify the company's strengths as well as any processes that needed to be reviewed or reworked to improve the company's response to the challenges of the animal feed industry. LFL 2.0 evolved from this collaborative exercise, rooted in a genuine knowledge-sharing culture. Following analysis of the various points raised and proposed solutions, the participants presented these to Senior Management with the aim of agreeing on an action plan. The Dale Carnegie team works with both LFL 2.0 participants and management to support knowledge sharing, process leadership and empowerment that will transform the company and improve its productivity and performance. "Working on the LFL 2.0 project has strengthened my sense of belonging within LFL and has allowed me to add value to the company's development," Nabeel Kurmoo, Financial Controller, confirms. "I'm happy to be able to contribute to the improvement of my working environment, and this exercise has given me more confidence in working with Senior Managers, as well as the chance to familiarise myself with the presentation methodology."



## OJT, A MUST FOR GREATER EFFICIENCY

On-the-job training (OJT) is back in force this year, enabling new recruits to acquire the knowledge, processes and skills they need to do their jobs, and allowing experienced employees to reinforce their own knowledge and skills. To this end, an OJT calendar in the fields of quality and health and safety has been drawn up, covering a number of themes over a six month period, in order to reach as many LFL employees as possible. These sessions include ongoing training in the HACCP (Hazard Analysis Critical Control Point) method, which aims to identify, assess and control food hygiene hazards; fire-fighting, to put in place the resources to fight a blaze; and the importance of health and safety for all in the workplace, particularly the need for Personal Protective Equipment (PPE). A fire-fighting exercise took place at Riche Terre in May, with Girish Mohabeer, Occupational Safety & Health Officer, on site. LFL Rwanda is also playing its part, with a recent OJT on HACCP, given by Archana Gowd, Quality Coordinator (see box opposite).



## THEY TOLD

**Pierre Nizeyimana, Factory Attendant:** "Before the HACCP training, I didn't fully grasp how much my role mattered in ensuring we get top-notch raw materials. I used to think that a few moldy particles in the maize or soya wouldn't make a big difference. But after the training, I learned just how harmful those moldy particles can be for the animals eating our feed and even for the people consuming their products. Since then, I'm very careful to only load the good stuff into our silos, making sure there are no bad bits. The training really opened my eyes. Now, I take pride in being the one who catches any problems before we start making the feed. It's important because if we don't catch those bad particles, it can lead to more non-conforming products (NCPs), affecting the quality of our feed."

**Junvens Niyitegeka, Factory Attendant:** "In my job, I weigh and add stuff to the feed, and it's essential to get it right. Before, I sometimes forgot to press a button after adding the stuff, thinking it wasn't a big deal because I assumed the system would restart itself. But after the HACCP training, I realized that not pressing the button would make the feed mix unevenly. Now, I always make sure to press the button right away. The training made me understand how my job impacts the animals eating our feed. If I make a mistake, it could make them sick or worse. So now, I'm very careful to do everything correctly. In addition, I learned that pressing the button right away helps prevent more non-conforming products (NCPs), which is better for our feed quality."

# Farmshop: Stronger Together

The Farmshop team is even more united following a team-building event at the start of the year. This event, designed to reinforce team cohesion, brought together around sixty employees for an interactive, enjoyable morning at the Za Eclasia Centre. The programme centred around fun activities focusing on teamwork, communication and unity. For example, in one activity teams were asked to build a house from three paper folders, flour and water, underlining the need for coordination and cooperation in order to enjoy success together. The blind whisper game with its obstacles highlighted the importance of active listening and effective communication when working towards a common goal. "This was my first team-building event, as I only joined the company a few months ago, and I was looking forward to it as a chance to interact more with my colleagues," said Karen Kanto, Marketing Assistant. "The event was a success in this regard, helping to bring us closer together. Now, I feel much more comfortable with my colleagues and I don't hesitate to approach them if I need to. I particularly enjoyed the blind whisper game out of the activities on offer. Racing against the clock really made this activity fun - it was very exciting to see which team would finish first."



"The event was a success in this regard, helping to bring us closer together."

# Let's meet with...

## Manveer, Malala & Alexie

"LFLTimes" is launching this column by interviewing Manveer Mahabirsingh from LFL Mauritius, Malala Rakotondrafara from LFL Madagascar and Alexie Uyisunze from LFL Rwanda. Take this opportunity to get to know these three employees better, as they share their professional and personal stories.



### Your job is...

#### Manveer Mahabirsingh:

I'm in charge of the LFL Pailles production unit. I oversee the manufacture of products, while ensuring compliance in various spheres, such as health and safety rules, guaranteeing a quality food product within the specified time, monitoring key production indicators and taking action to correct issues where necessary.

#### Malala Rakotondrafara:

I'm a senior accountant; my job is to keep the accounts, manage cash flow, keep an eye on operations to make sure things run smoothly and proper procedures are applied, and to draw up financial statements.

#### Alexie Uyisunze:

As Commercial and Veterinary Officer at LFL Rwanda, my job involves a diverse set of responsibilities that bridge the world of business and animal health while promoting animal welfare and veterinary care. My commercial responsibilities consist, among others, of developing and implementing commercial strategies to promote the sale of LFL products, of building and maintaining relationships with clients such as farmers, livestock owners and other stakeholders in the agricultural sector. As a Veterinary Officer, I provide expertise and advice on the health and wellbeing of livestock, I conduct health assessments, diagnose illness and recommend appropriate treatments. I also offer guidance on animal husbandry practices, nutrition, and disease prevention to clients.

### What drives you in your work?

#### Manveer Mahabirsingh:

The challenges! My work is far from being monotonous; every day has its own set of challenges! With my colleagues, I make sure that things keep moving forward and that our efforts bear fruit.

**Malala Rakotondrafara:** I'm passionate about numbers, so my job is my drive. Ever since my student days, being an accountant has been a source of motivation for me.

**Alexie Uyisunze:** A genuine love and concern for the wellbeing of animals. A sense of responsibility to prevent and control the spread of disease that can affect both animals and humans. Expanding market share and developing successful commercial strategies is a source of motivation for me. The opportunity to stay updated on the latest advancements in veterinary medicine, business strategies and market drives me as well.

### A motto of your own?

**Manveer Mahabirsingh:** Do your job the best you can, accepting the inevitable mistakes – Alejandro Jodorowsky, the great Franco-Chilean film director. Perfection is not accessible to humans, but excellence is. We must always strive to be excellent.

#### Malala Rakotondrafara:

Keep smiling no matter what! There are two other sayings that also speak to me: take pleasure in everything you

do, and with courage you can achieve anything! These mottos help me to overcome any difficulties I face and to always look on the bright side.

**Alexie Uyisunze:** Nothing is impossible!

### Your greatest professional satisfaction?

**Manveer Mahabirsingh:** We had a major project to swap the "heart" of the grande dame of the Pailles plant (by which I mean the mixer). That meant we had to shut down production for two weeks. The advance preparation and reorganisation of our production schedule proved challenging, especially as we still had to fulfil all the orders to ensure we satisfied our customers.

The whole team understood the stakes in this project and worked hard to maintain product quality and produce the required volumes. All of this took place under conditions that were sometimes complicated. Thanks to tireless teamwork, we rose to the challenge and the job got done.

#### Malala Rakotondrafara:

Beyond doing my job to the highest standard and earning a good salary, I've found the



most job satisfaction in taking over from my direct boss when he resigned, and ensuring that the job still got done. The responsibility taught me a lot and forced me to push my boundaries. For three months, I served in two posts at the same time; my efforts were rewarded and I was promoted to Senior Accountant.

**Alexie Uyisunze:** That my work makes a positive contribution to other people's lives.

### Your office habits?

**Manveer Mahabirsingh:** I always keep my desk clean!

**Malala Rakotondrafara:** I'm a hyper-organised person and I expect the same from others, but I also really don't like having papers lying around on my desk or documents that have been incorrectly filed.

**Alexie Uyisunze:** I'm an organized person and punctual. I like asking questions, solving problems, taking initiatives, meeting deadlines!

### What do you do with your free time?

**Manveer Mahabirsingh:** I go for walks with my wife and dog on the beach or in the countryside. I listen to podcasts by Sadhguru, a great yogi master, and I sleep!

**Malala Rakotondrafara:** Cooking, shopping and sometimes travelling. I really enjoy cooking local dishes, like ravitoto, which is made with mashed potato leaves prepared with meat, or coconut chicken.

**Alexie Uyisunze:** Learn languages, socialize, network and rest!



### A day without social media: take it or leave it?

**Manveer Mahabirsingh:** I'll take it!

**Malala Rakotondrafara:** Neither, because I really don't care! I'm definitely not addicted to being online, let alone to social networks.

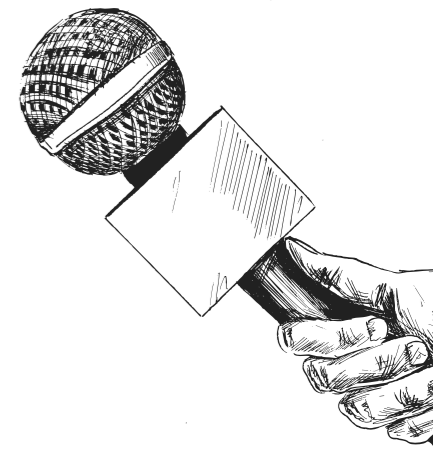
**Alexie Uyisunze:** Take it! A day without social media would reduce social media usage, hence making me feel less lonely and isolated and improve my overall wellbeing.

### Which celebrity would you most prefer to be like?

**Manveer Mahabirsingh:** The Canadian-American actor Keanu Reeves (*John Wick*). He seems to show real kindness towards others, and towards animals. Above all, he keeps a low profile and doesn't act like a stereotypical star. He's also got quite a personality!

**Malala Rakotondrafara:** Sophie Marceau - when I was young I thought she was so beautiful in *La Boum*, one of the first films I saw.

**Alexie Uyisunze:** I would love to be someone whom everyone can refer to in order to be a best performer.



### What do you enjoy eating?

**Manveer Mahabirsingh:** Pasta with all kinds of sauces, pizza and corne fish.

**Malala Rakotondrafara:** Glazed meat and vegetables, especially carrots. However, cheese puff pastry is one of my guilty pleasures - I can't resist!

**Alexie Uyisunze:** Vegetables and fruits.

### Your favourite films or series?

**Manveer Mahabirsingh:** In terms of films, I like *3 Idiots*, all the *Batman* films, *Matrix* and *John Wick*. *Money Heist* and *New Amsterdam* are two of my favourite series.

**Malala Rakotondrafara:** I have a predilection for romantic films and television series, especially *Catherine*, a comedy series from Quebec.

**Alexie Uyisunze:** I don't like films nor series. In fact, I like music.

### For you, life is...

**Manveer Mahabirsingh:** A great adventure!

**Malala Rakotondrafara:** an opportunity to continue studying and learning new things that will help me achieve my goals.

**Alexie Uyisunze:** Focusing on my goals and providing support where needed, meeting company goals and ensuring that I make a positive impact to other's lives.



## THEY TOLD

The unanimous opinion of the team from Madagascar is that the programme is top notch! Deeply enriching on both a professional and personal level, the team spirit, solidarity and the diversity of cultures in Mauritius stood out to all the visitors. The chance to share their experience with Mauritian colleagues also provided an opportunity to add value of their own. They return from this exchange programme with new tools and plans of action that will improve their own processes and assist in realising their projects. In particular, the visiting team report that they have developed a real working synergy, with more free-flowing, friendly communication, and closer collaboration, bolstered by technological support from MS Teams. Bismarck Ranaivosolohery and Haingo Randrianjoanimanana are in agreement that their team has become more autonomous, which enables them to be more effective contributors to the evolution of LFL Madagascar.

# Inter-LFL exchanges with a positive impact

Exchanges with other business units, comparing operating procedures, experiencing different work environments, discovering one another's customs and traditions... LFL's internal exchange programme has it all covered! Championed both by management and by employees themselves, this programme contributes to the creation of a real synergy between the Group's various companies. Once every year, employees from all departments – Purchasing, Finance, Production, Quality and Formulation – visit another entity for a week, sometimes more, of operational immersion. The most recent exchange took place in April of last year, when Gny Lam, Director of Operations at LFL Madagascar spent time at LFL Rwanda. Working with the Rwandan team on processes requiring improvement, he also shared his own knowledge of what works best in Madagascar. In late 2022 to early 2023, Bismarck

Ranaivosolohery, Benjananahary Razafimahatratra, Sylvia Volonirina, Mariana Ramarason, Tahiana Rasamoelina, Haingo Randrianjoanimanana and Elizah Ratsimihaba from LFL Madagascar visited Mauritius as part of the programme, while Yogen Ankiah, Stock Controller in Mauritius and Steven Edouard, Operations Manager in Rwanda, headed off to Madagascar. The Madagascan team participated in training sessions, attended knowledge and skills sharing workshops, and accompanied experts from LFL partner MiXscience, who happened also to be visiting, on technical visits to farms, among other experiences. Despite this busy program, the Madagascans were still able to sample Mauritian traditions, particularly at LFL's end-of-year celebrations, which they enjoyed with their local counterparts, as well as a day off at the seaside, a shopping excursion, and a cultural tour of the capital.



# Towards a more robust ESG policy

The Eclasia Group recently launched an environmental, social and governance (ESG) policy, setting up a materiality matrix (see box below) that will provide better structure in the approach to sustainability within its companies. With this goal in mind, LFL asked interested parties, both internal and external – employees, customers, suppliers, recyclers, etc. – to assess what they see as the most important ESG challenges for the company. Each of the areas identified – energy transition and low carbon, waste recycling, employee development, diversity, equity and inclusion (DEI), the prioritisation of healthy and responsible products, animal welfare, health, safety and well-being, and

last but not least, ethics and secure management – became the subject of a workshop in which teams discussed the issues, shared ideas, and developed an action plan that will take LFL's ESG policy from theory to practice. "We created groups of employees for each area of importance identified in the matrix, and trained some of the participants to be group leaders," explains Amélie Koenig, Sustainability Assistant. "We also involved a number of stakeholders to provide us with a broader perspective, and all these ideas contributed to the creation of our action plan. This plan will expand rapidly, as it will form the basis of our 2025 environmental/ ESG plan."

## FIND OUT MORE

Used to identify and assess the challenges facing a company in terms of sustainability and social responsibility, a materiality matrix is a tool designed to determine the most pertinent and important issues for the company, its stakeholders, and its operating environment. The matrix generally classifies issues according to two main criteria: their impact on the company, particularly the significance of the issue to its operational, financial and strategic performance, but also an issue's importance for the company's various stakeholders; its employees, customers, investors, the local communities, and more.



We created groups of employees for each area of importance identified in the matrix, and trained some of the participants to be group leaders.



## CLIMATE FRESK: A TOOL FOR RAISING AWARENESS

100% of employees are aware of climate change... This is LFL's new objective, which has led to the training of eight Climate Fresk facilitators from multiple departments over the past year. Originating in France, Climate Fresk – or Fresque du Climat – is an interactive educational workshop that is designed to familiarise LFL employees with the consequences of climate change, helping them to develop a better understanding of what is at stake. "It's a powerful awareness-raising tool that uses both scientific facts and emotions to help participants to understand how the climate functions, the causes and repercussions of climate change, and to find appropriate solutions; it's an approach that makes a double impact," explains Sustainability Manager, Tania Berthelot. "Each meeting concludes with a joint reflection, during which employees are invited to share an environmental initiative that impacts them directly or aims to support LFL's continuous improvement." At the end of each three-hour workshop, employees have the opportunity to commit to taking sustainable actions on a personal level or can suggest initiatives at the company level. "Change starts with you and your actions, no matter how small," says Tania Berthelot. "That's why every suggestion, and indeed every commitment, made by every employee has been incorporated into LFL's environmental plan." Beyond the Climate Fresk initiative, the Sustainability department also organises further activities and sustainable events aimed at raising awareness.



## REDUCING LFL CARBON FOOTPRINT

Alongside other Eclasia companies, last February LFL set up the Carbon Act project with the goal of achieving a significant reduction in its operations' CO2 emissions. As a first step, the company carried out a carbon assessment before drawing up a risk mitigation plan to help meet the SBTi (Science Based-Target Initiative) objective: a global temperature rise of less than 1.5°C. LFL has calculated its carbon footprint based on three scopes: those CO2 emissions linked directly to production activities, emissions linked to waste, and those related to the company's activities pre- and post-production, such as raw materials logistics. "We have already achieved a positive carbon footprint in scopes 1 and 2, but there's more work to do on further reducing our emissions linked to our inputs," says Tania Berthelot, Sustainability Manager. "Like the other companies in the Group, we are currently putting together an action plan, which includes more careful procurement, more efficient logistics and energy efficiency."

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Everything that makes Mauritius a unique place in the world!



## BADMINTON PLAYERS HIT THEIR STRIDE

LFL badminton players Hansley Ramanah and Fabien Chung Tsien, from the IT and Procurement departments respectively, smashed their way to second place in the Eclasia intercompany badminton tournament, held at the Badminton Centre in Rose-Hill in April. Their colleague Amélie Koenig (Sustainability department) was not too far behind, gaining a very creditable fourth place among the twelve companies competing.



## SHINING A SPOTLIGHT ON HISTORIC HERITAGE

This year, LFL celebrated Independence day in a special way, inviting Géraldine Darpoux - a consultant on heritage preservation and national identity development with the Eclasia Group - to its traditional flag-raising ceremony. Her speech called on LFL employees to do their utmost to encourage all Mauritians to show greater respect for, among other things, nature, communities, the nation's heritage, creativity, entrepreneurship and traditions - in short, "Everything that makes Mauritius a unique place in the world!"

As well as the get-together that followed the ceremony, staff were treated to an exhibition of photos that traced Mauritius' history, on loan to the company from the Musée de la Photographie. This exhibit was greatly appreciated by the Pailles employees, judging by the interest it attracted. The flag was also raised at Riche Terre, where staff listened attentively to a message from Unit Manager Hannaa Darbarry.



## THE RICHE TERRE TEAM TRIUMPHS IN CARROM AND DOMINOES

What could be more enjoyable than a really relaxing and enjoyable break at work? At the start of the year, LFL organised three-day tournaments for carrom and dominoes at both Riche Terre and Pailles, offering employees the chance to take part in a fun activity and socialise with their colleagues. Around twenty players participated in each activity, competing in a relaxed atmosphere full of camaraderie, good humour and team spirit. In the end, the Riche Terre teams came out on top as winners in both tournaments: Garry Robertson and Jean Michel Jacquette from the Production department took the honours in carrom, while Dhaivanaden Marday and Thierry Bellerose from the Production and Administration dominated the dominoes.

## PÉTANQUE: ROOM FOR IMPROVEMENT

Around twenty of the company's pétanque players participated in a friendly competition in March, in advance of the ACS Pétanque Tournament, organised this year by LFL. At the conclusion of some spirited games, Ashdeve Boodhoo, Dhaneswar Lothay, Ritesh Chamroo and Louisa McGregor stood out from their fellow pétanque players. This team represented the company at the ACS tournament, held in April at Sparc in Cascavelle, but proved no match for their more experienced opponents.

