



Corporate Social Responsibility 2017






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Board of Directors



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KEITH DE FREITAS



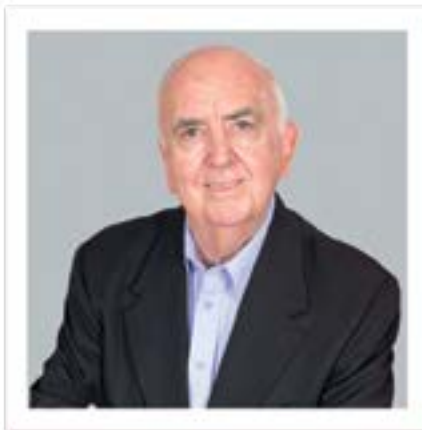
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GASTON AGUILERA
Chairman



HUGH HENDERSON



DAVID O'BRIEN



GREGORY SLOANE-SEALE



SANDRA WELCH-FARRELL

Year in Review



Boys to Men Program
Director, Ian Jeffers,
with some participants

2016-17: A Lesson in Applying Massy's Values

In a period charged with economic challenges, the Massy Group maintained its support for the countries, communities, and citizens across its areas of operation. The Group's companies strove to adhere to their core values of: Love & Care, Growth & Continuous Improvement, Collaboration, Honesty & Integrity, and Responsibility.

Love & Care

Throughout the region, Massy companies and employees gave of their time, talent, and treasure to the most vulnerable in their communities. At no time was the call for love and care more swiftly answered than in the aftermath of Hurricanes Irma and Maria. Creating "climate refugees" where thriving towns and villages had existed mere hours before, both of these hurricanes decimated the islands in their path.

Massy Stores in **Saint Lucia, St. Vincent** and **Trinidad** were instrumental in both donating groceries and non-food products, as well as in engaging the public in drives that allowed them to donate points, items or funds to the affected islands. In St. Vincent, toiletries were provided to All Saints University for distribution to the 400 students from Dominica who were relocated to St. Vincent following these hurricanes.

Massy Distribution in **Trinidad** also coordinated a public campaign where items could be purchased directly from their warehouse at a discounted price and loaded on to containers that were shipped to the countries in need.

Several of Massy's **Trinidad** companies, along with the Foundation, were also instrumental in responding to the devastation in Haiti following Hurricane Matthew in October 2016.

Growth & Continuous Improvement

There is a heightened awareness among Caribbean citizens of the need for more diversified economies. As a result, there was an almost unprecedented rise in the number of requests for assistance with entrepreneurial projects across the region. Having burgeoned from humble entrepreneurial beginnings itself, Massy is uniquely and adequately poised to support and encourage this form of economic diversification.

In **Barbados**, Massy United Insurance Ltd. supported the Barbados Entrepreneurship Foundation's \$20 Challenge – an annual competition open to all Fourth and Fifth Form students

in the country. One of the goals of this Challenge is to bring its young participants to the realization that intelligence comes in many forms, such as smart decision-making, critical thinking, and understanding your audience.

In **Trinidad and Tobago**, the Massy Foundation partnered with other sponsors to fund a National Secondary Schools Entrepreneurship Competition (NSSEC). This initiative saw students from 63 schools from across the country utilize technology to gain invaluable hands-on experience in developing, owning, and running a business.

Collaboration

Guyana's Massy Industries and Massy Services have been working alongside the Guyana International Volunteer Effort (GIVE) to clean up the Sea Wall area. Given its name by the 280-mile seawall that protects much of Guyana's coast, (including all of Georgetown's coastline), Sea Wall has become a major recreational site for talking walks, working out, listening to music, grabbing a bite to eat, or dancing the night away. This ongoing employee initiative was therefore designed as a way of giving back to both the environment and the community, by maintaining a clean and safe area for the general public to enjoy.

Honesty & Integrity

These values are key in the execution of Corporate Social Responsibility projects as they ensure accountability both on the part of the participating Massy company as well as the beneficiary organization.

One huge opportunity to demonstrate honesty and integrity lies in the post mortem process that Massy's **Trinidad and Tobago** companies undergo annually after the United Way National Day of Caring. It is at this point that the participating companies review the outcomes that they anticipated and determine whether they were achieved, where they fell short, and where they met or surpassed their expectations.

These values have also been key to the success of Massy Stores (**SLU**) Ltd.'s Registered Farmers' program. Each year, the company has a meeting with its farmers and other agricultural stakeholders and has an open discussion about the agricultural industry in Saint Lucia: its existing successes, failures, strengths and weaknesses, as well as any future threats and opportunities that seem to be on the horizon.

Responsibility

In **Colombia**, Massy companies took the time to conduct a detailed examination of their CSR processes and recipients, as a way of ensuring better linkages between the companies and the communities they serve.

Massy Motors Cali undertook a review of different foundations across Colombia assessing their structure, work plans, and needs, to determine which foundation would allow for the best partnership. Ultimately, the decision was taken to start work with the Fundación Líderes Builders of Peace – an organization that supports 52 children and adolescents who have been the victims of child exploitation.

In Cali, Medellín and Bogotá, we therefore look forward to reaping the results of their Corporate Social Responsibility planning in 2018.

Arts & Culture



Massy Trinidad All Stars
Steel Orchestra

The Massy Group believes that culture both defines and uplifts. As an extension of this, the arts are a vital form of both cultural and creative expression. The Group was therefore honored to be a proponent of the following projects in 2016-17:

The Creator's Prize -

National Independence Festival of Creative Arts (NIFCA)

The Massy Foundation (**Barbados**) has made a 2-year commitment to supporting the creative talent of producers through the sponsorship of the NIFCA Massy Foundation Creator's Prize. Prizes are offered within 3 Performing Arts disciplines: Music, Dance, and Theatre, and recognize the creator who best demonstrates originality in: scriptwriting, musical composition, choreography, and/or artistic direction of an award-winning entry during the annual NIFCA showcase.

This year's recipients were: Olivia Hall – Choreography; Kenneth 'Jack' Lewis – Theatre; and Marlon Legall – Musical Composition. Each NIFCA Massy Foundation Creator's Prize supports the recipient's development through formal and/or practical training as well as the purchase of supporting equipment.

Kiddicrew Theatre Company's -

Papa Diable, The Devil at Christmas

Massy Stores (**St. Lucia**) views culture as a necessary part of youth development, and was therefore proud to partner with the Kiddicrew Theatre Company – a nonprofit creative arts organization. Kiddicrew is devoted to keeping the arts alive in Saint Lucia and is known for bringing traditional dance to the attention of youngsters with an appreciation for drama. From its beginnings as a television show, Kiddicrew has branched out into school workshops as well as theatre productions that pay homage to noted Saint Lucian playwrights. In fact, a number of their productions are centered around the plays and poems of Nobel Laureate, Derek Walcott, and his playwright brother, Roderick Walcott.

Massy Stores (St. Lucia) was happy to invest in Kiddicrew's Christmas Production of "Papa Diable, the Devil at Christmas", one of Roddy Walcott's works. Secondary school students from Gros Islet, Augier, Jon Odum, Ciceron, St. Joseph's, St. Mary's, Castries Comprehensive, Micoud and Leon Hess Comprehensive Secondary all worked together to bring the very well-received show to life.

2017 National Schools Calypso Competition

Massy Stores Mega (**St. Lucia**) donated musical instruments as prizes for the Ministry of Education's Curriculum and Materials Development Unit (CADMU)'s annual National Schools Calypso Competition. This initiative which first began in 1987, seeks to ensure the sustainability of calypso as a cultural art form in Saint Lucia by incorporating it into the school system.

Mr. Jason Joseph, the Ministry's curriculum specialist for Music, ensured that participating students were provided with sound training in the lead up to their performances. He was especially impressed with the excitement and dedication demonstrated by these young and upcoming calypsonians and underscored the importance of school calypso in sustaining this art form for the future.

Cuba - Trinidad and Tobago Cultural Exchange

This project began in 2015, when the Massy Foundation (**Trinidad and Tobago**) sponsored an educational and cultural exchange that allowed select students of the Success Laventille Secondary School's steel orchestra: Success Stars Pan Sounds, to participate in a visit to Cuba at the invitation of the Cuban Institute of Music and the Government of Cuba. As part of this cultural exchange, the Trinbagonian students attended workshops on Cuban arts and culture, performed at many venues, and provided mentorship to pan students in Cuba. Stemming from this, 2 Success students were offered scholarships to study music in Cuba.

In 2016, the Success Stars once again approached the Massy Foundation (Trinidad and Tobago), this time for assistance in bringing a Cuban contingent to T&T. The visitors were members of the National Folkloric Group of Cuba – an organization that was founded in 1962 and that has a repertoire of over 70 pieces dedicated to Cuban dance and music, as well as new acting and choreography trends. The agenda for this exchange included the National Folkloric Group hosting workshops for secondary school students and teachers in the arts, tertiary students, percussionists, and community performing arts groups. Workshops and performances were held across both Trinidad and Tobago, culminating in a Forum called: Arts in Education – the Cuban model. One of the key objectives of this ongoing exchange has been to increase the understanding of the 2 cultures and people and to encourage and enhance relations between both countries.

First Peoples Public Holiday

In October 2016, the Government of **Trinidad and Tobago** committed to a one-off holiday commemorating the recognition of the First Peoples' contribution to the development of Trinidad and Tobago. Once the date for this holiday (October 13, 2017) was put in place, the Santa Rosa First Peoples Community received assistance from the Massy Foundation (Trinidad and Tobago) to make this their biggest and best year of celebrations yet.

After months of preparation and build-up, the First Peoples hosted a week of activities which included: the reenactment of the ancestral journey to Moruga; a water ritual; a school children's rally; a smoke ceremony; walks through the cities of Port of Spain and Arima; and the unveiling of the building plan for the First Peoples' Heritage Village at the proposed site.

Youth & Education



Agricultural Entrepreneurship
students in Barbados get
in-field training

The Boys To Men: Rites of Passage Program (BTM)

The Boys To Men: Rites of Passage Program (BTM), continues to blaze a trail of youth empowerment and leadership development across Trinidad and Tobago, thanks to its long-standing partnership with the Massy Foundation.

207 young men graduated from this youth engagement and empowerment initiative in the 2016-17 financial year with 7 programs having taken place throughout the year in: Port of Spain, South-Central, Mayaro, Curepe-Mt. D'Or, Tobago (x 2), and the Youth Training Centre (YTC).

The BTM Leaders also came together to host their first ever talent extravaganza in September 2017: *The Journey*. This event was conceptualized, produced, and directed by BTM leaders, and provided a platform for the audience to learn more about the BTM Program, while allowing participants to showcase their talent. Representatives of community organizations and groups, schools, and corporate Trinidad, as well as potential participants from across Trinidad and Tobago, all shared in this evening of camaraderie and social education.

Trinidad

Port of Spain (POS)

From October 2016 to February 2017, 20-25 young men participated in the POS program with 23 ultimately graduating. This program has been in ever-increasing demand since its inception, with several groups, including the Massy Trinidad All Stars Youth Orchestra and a number of secondary schools, requesting spaces for their members this year. Challenges resulted in a delayed start to the program but also provided the second tier leaders with tremendous lessons in how to resolve unanticipated issues.

The POS cell has the most experienced leaders, most of whom are involved in their various communities as mentors and school liaisons for both past and present participants. Traditionally, the attendees have come from Belmont, Laventille, POS, Carenage, Diego Martin and even as far as Maloney. Several of the participants who were mandated to take part in the program while living in state institutions, were permitted to return to their homes and made the decision to remain in the program. It speaks to the program's caliber and impact that these young men continued to take part of their own volition.

A new challenge that has emerged from this program is the growing number of young men in the POS catchment area who have experienced homelessness. Close attention will be paid to this in future editions of the program.

South-Central

This year's South-Central leaders paid special attention to the development of their second tier of leadership giving them the opportunity to coordinate recruitment and outreach in the lead-up to the program.

Sessions ran from November 2016 to February 2017 with 30 young men graduating. Throughout the course of the program, it became evident that young men in the South-Central catchment area are faced with: a high incidence of gang activity; physical and verbal conflicts; and bullying. Special attention was therefore given to the theme of conflict resolution.

Participants were selected from Chaguanas, Penal, La Brea and Gasparillo, with sessions being held at Penal Secondary School, Brighton Sports Club and Gasparillo Secondary School. Several graduates from the 2015-16 program took part in the first 3 sessions before going on to enroll in trade courses which were also conducted on Saturday mornings. This is noteworthy because many of these participants were sent to the program having been deemed uninterested in personal and career development.

Mayaro

BTM has become an established program in Mayaro and is viewed by the community as an initiative which not only supports young men but also provides a resource for the area's schools, families and community organizations. The BTM leaders in the community have therefore been able to develop a positive youth communication network which has been vital in addressing the recent spate of youth suicide and attempted suicide in Mayaro.

This program which ran from November 2016 to February 2017 was requested by parents and teachers who wanted to see a continuation of positive interventions for at-risk youth in the community. In addition to providing an outlet for discussions on suicide, this program was also used to develop the second tier leadership team from Mayaro and environs. Much like

in South-Central, the participants of the prior program were brought in to conduct outreach to potential participants in their schools and community. Thanks to the hard work and engagement of these young men, schools in Mayaro and the surrounding areas have been clamoring for more sessions to be conducted.

Curepe-Mt. D'Or

The introduction of the BTM experience to this community was the result of a request from Rev. Shelley Tenia of the Holy Savior Rectory, Curepe. Mt. D'Or has been feeling the effects of gang violence and other forms of social unrest and has been designated as one of the 'hot spots' in Trinidad and Tobago. Rev. Shelley, whose parish includes the Mt. D'Or community, viewed a BTM program as a way to meet the social and developmental needs of the parish's young men, as well as others outside of the Anglican church.

Due to a shooting in the vicinity of the allocated venue, the Mt. D'Or Community Centre, one week prior to the anticipated start date, the program was postponed. In addition to ensuring the safety of the participants, this delay also sent as a clear message to the community that violence would not be tolerated by the BTM leaders. This prompted 2 separate meetings with the Chairman of the Village Council and the unofficial leader of the Mt. D'Or community, both of whom gave the assurance that there would be no negative treatment of BTM participants or leaders.

35 young men ultimately graduated from this program which ran from April to June 2017.

Youth Training Centre (YTC)

This vacation program ran from July to August 2017, and emerged as a way of encouraging greater participation from the YTC population by not conflicting with the school term or curfew times. The 25 young men selected to attend reflected a cross-section of the YTC population including some who had previously attended a BTM program, several who had been recently sent to YTC and others who were serving long-term sentences for serious crimes.

Because the attendees were a very diverse and streetwise group, a highly experienced BTM leadership team was brought together to conduct this program. The opportunity was also seized to train one of the younger BTM leaders in the delivery

of the program to this group as it offered experience in dealing with difficult cases.

This program allowed for the unique experience of conducting 2 sessions in 1 week, made possible because it was the only program during this period.

Tobago

The growth of the BTM initiative in Signal Hill Secondary School is indicative of the increasing degree of trust being demonstrated in the program. When BTM first began in Tobago in the Buccoo community, it took months of interaction and liaising with community leaders before the program was able to gain any traction. Signal Hill, however, has been reaping the benefits of a BTM leader who is not only Tobago born and bred, but also a past pupil of the school. The principal immediately noted and was impressed by the change that she saw in this young man following his participation in the Buccoo program, and decided to allow sessions to take place in the school.

This year's Tobago edition of the BTM program was initially carded for Bishop's High School following a request to conduct sessions there after the success of the first program at Signal Hill. Feedback from Signal Hill, however, revealed that the young men who had been through the first program still needed to reconcile their feelings and attitudes toward women. The students who were raised by single mothers in particular seemed to demonstrate strong anger and condescension toward women in general, emotions that were being directed toward their female peers.

This second Signal Hill program also continued to address the topics of conflict management and resolution. This was based on input from the teachers and principal, and this approach of partnering with the school to identify issues of concern to them was very well-received by both faculty and the parents.

This program ran from November 2016 to February 2017 and afforded the newly minted BTM leaders from Tobago the opportunity to assume a higher profile in the delivery of the program.

Academic Scholarships for Employees' Children

Since 1980, the Massy Foundation (Trinidad and Tobago) has taken on the responsibility of awarding merit-based

scholarships to employees' children annually. In 2017, there were 7 scholarship recipients covering a wide range of studies such as actuarial science, communication, spanish, medical sciences, chemistry and information technology.

There are 2 types of Massy Foundation scholarships: academic, which provide \$18,000 toward tertiary education costs per year, and technical/vocational/additional scholarships covering \$10,000. A number of the 2017 recipients are enrolled at the University of the West Indies, St. Augustine campus, with others living and studying abroad.

The 2017 recipients are:

Celeste Alexander

Leshawn Gopee

Danae Byer

Mark Mohammed

Victor Fermin

Luke Raghoonanan

Sabrina Mitchell

Massy Stores (**SVG**) Ltd. also manages a scholarship program which offers financial support to the highest performing of their employees' children as well as to the children of customers.

Massy Stores (**SLU**) Ltd. recognized employees' children transitioning from primary to secondary school. The Massy Stores Scholarship and Grants Program targets 8 employees' children who excel in the Common Entrance Examinations and provides them with financial support, uniforms, text books, and other supplies for a period of 5 years. The children who receive these scholarships also participate in company-led workshops that prepare them for secondary school.

A Nation of Readers

The Massy Foundation (**Barbados**) supported the Barbados Association of Reading's ongoing quest to build a nation of readers by sponsoring the Association's Teaching Reading Made Simple courses. This family and community literacy initiative is an 8-week program that provides instruction on the key components of teaching reading and comprehension.

Taught in a way that appeals to all educational levels, this year there were 2 Teaching Reading Made Simple courses which attracted a combined total of 70 participants including school and liturgical teachers, parents, grandparents, youth leaders and community group members.

School Repairs and Maintenance

The Vieux Fort Primary School's Library Resource room was refurbished thanks to Massy Stores **St. Lucia**. Under the banner of the Unity in Community Programme, the existing library was completely upgraded thanks to the construction and installation of new book shelves, complete repainting of the entire space, ceiling repairs, and the donation of new furniture from Massy Stores Home.

Massy Stores volunteers collaborated with a local church group to achieve the successful completion of the project. The goal of this renovation is to encourage a culture of literacy at the school as many of the current student lack the basic skills to function effectively in their academic lives.

The Dunottar School was also a beneficiary of Massy Stores' Unity in Community Programme, getting a much-needed facelift in 2017. This institution is one of **Saint Lucia's** main educational centers for people with learning and developmental disabilities and provides a wide range of services for both children and young adults. This beautification exercise included roof cleaning, power washing, and painting.

In **Guyana**, Massy Gas undertook the refurbishment of the Eccles Primary School. This project included repairing the school's gate, washing the building, weeding the lawn and community parapet, clearing garbage, and painting all of the speed bumps, parking signs, bridges and road edges in the vicinity of the school.

National Secondary School Entrepreneurship Competition (NSSEC)

As the owners of More Vino and More Sushi, the Stone Brothers were able to review the Trinidadian entrepreneurial landscape from both a practical and theoretical level, and noted that while funding was available, there was a gap in the stage before project execution which meant that many entrepreneurs began their businesses already at a disadvantage. This gap involved the provision of the skills, tools, and experience that would allow someone to evolve from a student of entrepreneurship to an actual practitioner.

The NSSEC - conceptualized and spearheaded by the Stone Brothers - therefore crafted a space for young business students and teachers from secondary schools across **Trinidad and Tobago** to learn about creating, developing, and running businesses from start to finish. In facilitating this

gap-reducing program, the Stone Brothers partnered with the Arthur Lok Jack School of Business, Shell, First Citizens Bank, PwC, and of course, the Massy Foundation (Trinidad and Tobago).

Embracing the use of technology, the NSSEC took the form of a business simulation training and competition via software called: Innovative Learning Solutions' Marketplace Live (ILS). Teams were evaluated and ranked based on the balanced scorecard approach, which targeted financial performance, investment in the future, human resource management, marketing effectiveness, manufacturing efficiencies, market performance, wealth, asset management, financial risk, and total performance.

63 schools competed in the inaugural NSSEC with a total of 315 students working in their school teams to create viable simulated businesses. Geographically, this was an all-inclusive initiative, with the participating schools spanning all of Trinidad and Tobago.

Adding value to the student experience was the opportunity for the top teams to access 5 full and 10 partial scholarships to the newly developed Lok Jack Undergraduate business program.

Helping Students in Need

Massy Stores (**SVG**) Ltd. maintained a year-long commitment to 50 needy students of St. Joseph's Convent Secondary School in Marriquia, providing them with groceries each month to help them and their families get much-needed nourishment.

Massy Distribution (**St. Lucia**) Ltd. responded to the needs of their community by supplying products as well as cash to assist 1000 students in being properly groomed throughout the school year. They also contributed groceries and other items to be used in several schools for both fundraising initiatives and the schools' feeding programs, as well as partnering with the Darren Sammy Foundation to create Christmas hampers for 10 under-privileged student athletes.

Agri-Business Training in School

The Massy Foundation (**Barbados**) and the Barbados Entrepreneurship Foundation combined forces to provide 17 students with the opportunity to immerse themselves in the field of Agricultural Entrepreneurship. This 1 year program sought to stimulate youth interest in agriculture by promoting it as a viable industry for both business ownership and employment.

Taking the form of a National Vocational Qualification pilot program, this secondary-school-focused project encouraged participants to be innovative, improve agricultural sustainability and integrate technology into the agricultural sector.

Having been exposed to both theoretical and experiential training, the participants have now moved on to the practical business component where they will create a start-up business plan, conduct market research, make pitches for seed funding,

Community



Gathering items to be used
in the Meals On Wheels
programme in Barbados

A Continuum of Care

As a long-standing supporter of the St. Dominic's Children's Home in Belmont, the Massy Foundation (**Trinidad and Tobago**) continues to be honored to finance the Home's development of a plan for its transition process from a traditional orphanage system to a Continuum of Care Framework.

This move to a Continuum of Care seeks to provide a range of alternative care options for vulnerable children separated from parental care. Research and experience have underscored the importance of family care, while still acknowledging the role that temporary residential care and small group homes play in the real world. The aim of a "continuum" of approaches is therefore to prevent unnecessary separation while at the same time strengthening family care options and reducing the strain on state resources through placement in orphanages.

Under the continuum system, long-term child care options are broadened to include: reunification with the child's birth family, care by a relative or member of the extended family, foster care, and adoption. This model therefore requires engagement with the birth and extended families, as well as support from community networks.

Meals on Wheels

The **Barbados** Red Cross Society's Meals on Wheels program received some much-needed support from the Massy Foundation in the form of a monthly supply of groceries throughout 2017. Meals on Wheels is a critical community support program, feeding an average of 150 persons including shut-ins, the elderly, persons with disabilities, and indigents, every weekday.

Christina Johnson, a Director of the Massy Foundation (**Barbados**), noted that it was an easy decision to support this established feeding program because of its ongoing success in providing care to some of the most vulnerable and disadvantaged persons in the country.

Grooming Young People for Success

For the fourth consecutive year, Massy Stores (**SLU**) Ltd. has been partnering with a young barber and his wife to teach grooming etiquette to youth in marginalized and underprivileged areas. This project, which promotes hair grooming, good personal hygiene practices, self-awareness,

and confidence, is provided free of charge to students who are identified by teachers and school management.

Each year, Massy Stores donates grooming supplies such as shampoo, conditioner, deodorant, rubbing alcohol and toilet paper. In addition to learning about the importance of hygiene and personal appearance, the participants are also treated for common ailments of the scalp.

To date, over 2,000 students from 33 schools have benefited from this initiative.

Palms Geriatric Home

In **Guyana**, Massy Technologies made life a bit easier for the elderly residents of the Palms Geriatric Home. This facility is one of the country's longest-serving public institutions and has hosted thousands of elderly residents since its inception in 1874.

Massy's involvement with the Home has included employee volunteerism, as well as repainting the institution, planting shrubs and flowers to beautify the surrounding grounds, and donating and distributing personal care items. Massy Stores (**Guyana**) also made a contribution to an event hosted by the Palms.

Therapy for Autistic Youths

The L.I.F.E. Centre is a non-profit organization that dispenses special education to persons on the Autism Spectrum and those with other communication-related disorders. In addition to a student-specific educational program, the Centre also offers activities and therapies including: horseback riding, behavioral therapy, swimming, dance, occupational therapy and music therapy, as a means of alleviating its students' anxiety and providing them with physical and creative outlets for expression.

In November 2016, the Massy Foundation (**Trinidad and Tobago**) partnered with the L.I.F.E. Centre to offset some of the costs associated with providing therapy for students with severe autism.

Jubilee Gardens

In existence since 1888, and named after Queen Victoria's Golden Jubilee, these Gardens are located within **Barbados'** Historic Bridgetown UNESCO World Heritage Site. This green

space offers its visitors a place to relax, unwind and enjoy nature amidst Bridgetown's hustle and bustle.

Massy United Insurance (Barbados) is honored to be an ongoing patron of this site, providing support through the maintenance and improvement of the Gardens. Most recently, the company installed table benches, trash receptacles, and signage around the grounds as part of a redevelopment project on the site.

Sustainable Agriculture Partnerships

Massy Stores (SLU) Ltd. has reaffirmed its commitment to sustainable agriculture in St. Lucia through solid partnerships with its farmers. In 2017, the supermarket chain hosted over 100 farmers and key agricultural stakeholders at its annual Registered Farmers Meeting – one of its major engagement sessions with their farmers. As St. Lucia's largest supermarket operator and the largest buyer of agricultural products, the company is very mindful of the challenges its farmers face including: post-harvest damage, supply issues, and access to lab services.

At this meeting, the farmers were updated by company officials on the successes and challenges of Massy's Registered Farmer' program over the last financial year, as well as local produce sales, customer buying patterns, market trends, and plans for the future.

According to Mr. Brent Theophile, National Technical Specialist at the Inter-American Institute for Cooperation on Agriculture, Massy's Registered Farmers program is viewed as a model to emulate by other countries in the region.

The Power Within

On January 26, 2017, the International Women's Resource Network (IWRN) hosted an empowerment conference in conjunction with the Massy Foundation (Trinidad and Tobago) and several other sponsors. The theme of this event, "The Power Within – Love Your Body, Love You", sought to target individuals who have been labelled as different: a spectrum which includes the terminally ill, those with learning challenges or disabilities, person with physical differences, and people from abusive homes, among others.

The keynote speaker, Harnaam Kaur, has gained international recognition as a motivational speaker, following her induction into the Guinness Book of Records as the youngest bearded female in the world.

IWRN seeks to create an environment where these individuals feel included, respected, and understood. This conference was therefore a vehicle for introducing this discussion, in a targeted way, to the national and regional arena.

Sport



Judges conduct their
March Past inspection at the
Rotary District Games

Special Olympics St. Lucia

Special Olympics **Saint Lucia** is the recognized national body for the provision of year-round Olympic-type sports training and competition for children and adults with physical and intellectual challenges. Massy Stores (SLU) Ltd. was therefore pleased to be one of the sponsors who made it possible for the St. Lucia Special Olympics Team to attend the World Winter Games after a 20-year hiatus.

In addition to financial assistance, a team of Massy Stores' representatives was on hand to wish the Olympians safe travels and to provide them with a multitude of snacks for the long plane ride to the site of the Games - Graz, Austria.

Blind and Visually Impaired Cricket Association

Trinidad and Tobago's traditional cricket team may lack consistency, but the country's Blind and Visually Impaired Cricket Association has had a meteoric rise to the top of the Caribbean league over the past few years. With the Caribbean Cup on the horizon, and 4 of the team's players being selected to represent the West Indies in the Blind Cricket World Cup in India in January, 2017, the Association approached the Massy Foundation for additional financial support of their training sessions.

Having provided sponsorship to the team in prior years, the Foundation is well aware of their caliber of performance and gladly provided funding to the team.

Barbados Derby Race Day

As the flagship sponsor of this annual event, Massy United Insurance (**Barbados**) Ltd. continues to contribute to the development of local and regional horse breeding and racing. In the most recent edition, 2 horses from Trinidad and Tobago competed as part of United's thrust to transform the Derby into a regional experience. There have also been strides in turning this into a family affair rather than an adults-only event.

Rotary Club of Port of Spain's Annual District Games

This event continues to be one of the largest and most eagerly contested on the primary school athletic calendar in Trinidad and Tobago. Each year, the Massy Foundation is amazed at the passion, drive, and performance displayed by the 800 or so young athletes who participate.

With 2017 marking the 29th edition of these Games, there was an almost seamless flow of events with supporters from each of the 80 participating schools cheering on their representatives. With some of the most successful athletes from these games going on to represent T&T on both the World and Olympic stages (Jehue Gordon, Fana Ashby, Michelle-Lee Ahye, and Cleavon Dillon, to name a few), it seems almost certain that the Annual District Games are here to stay.

Employee Engagement



The Massy Foundation
(Trinidad and Tobago),
gold sponsor, Green Circle's
Coastal Clean Up, Scotland Bay

L.I.F.E. and L.I.M.E. Programs

The Lessons In Female Empowerment (L.I.F.E.) Program, an ongoing collaboration between the Massy Foundation (**Trinidad and Tobago**) and Massy Stores (Trinidad), continues to provide an avenue for the personal and professional growth of at-risk female Massy Stores employees. In 2017, a second program targeting male Massy Stores employees was introduced – Lessons in Male Empowerment or L.I.M.E.

Both programs focus on teaching their participants key life skills including: healthy body image and self-esteem, dealing with trauma and/or domestic violence, developing interpersonal relationships, self-awareness, conflict resolution and management, health, stress management, spirituality, conquering substance abuse, career building, family planning and parenting, financial management, communication, and legal aid opportunities.

Employee Assistance

In the face of the impact of natural disasters, healthcare emergencies and other unanticipated situations on several Massy employees, the Massy Foundation (**Trinidad and Tobago**) remains ready and willing to lend a helping hand. From house repairs to reconstruction, special school fees to medical attention, the Foundation gladly offered support to the Group's human resource when called upon to do so.

International Coastal Clean-Up Day (ICCD)

Massy's **Trinidad and Tobago** companies once again participated in the annual International Coastal Clean-Up Day. Held on September 16, 2017, Massy employees came out in their numbers to clean beaches and shorelines around the country.

The Massy Foundation (Trinidad and Tobago), once again partnered with the Green Circle to clean up Scotland Bay. The Foundation views International Coastal Clean-Up Day as an especially important initiative in the Caribbean where our coastlines provide borders, livelihoods and recreation. The Foundation views participating in the ICCD as a way of living Massy's purpose of being "A Force For Good" by helping the environment, encouraging volunteerism among employees, and being fun.

Reconnect!

April 24, 2017, marked the fourth edition of Reconnect, the Massy Group (Trinidad)'s, way of celebrating all retirees of Massy and T. Geddes Grant. Nearly 1,000 past employees were on hand to participate in this event which not only gave them a chance to meet up with old friends and coworkers, but also provided invaluable information on retirement in an unfriendly economy.

The Massy Foundation provided the Grand Prize for this event – an all-expenses stay for 2 at the Magdalena Grand Beach & Golf Resort Tobago.

Health & Wellness



Massy employees at
Scotiabank's Women
Against Breast Cancer 5K

Massy Rainbow Cup Triathlon 2017

This Triathlon, held annually in **Tobago**, continues to be a mainstay on the international athletic calendar. Now in its 13th year, the Massy Rainbow Cup Triathlon brings in participants from across the region, North, South and Central America, and Europe.

Events once again included the Olympic Distance, Sprint Distance, Team Relay, Youth and Try-a-Tri Triathlons, 1500m and 3000m Open Water Swims and a 5K, with participants ranging from serious athletes to those who were serious about fun. There was also participation at all levels by a growing number of the Group's employees.

Raising Awareness in St. Vincent and the Grenadines

Massy Stores (**SVG**) Ltd. participated in the St. Vincent and the Grenadines Medical Association's Tug O' War competition in September 2017. In honor of Prostate Awareness Month, approximately 20 teams participated in this "last man standing" competition aimed at educating the public about prostate cancer.

Massy Stores also took part in the Ministry of Health and Wellness' Nutrition Awareness Week. Team Massy learned more about healthy eating and the importance of an active lifestyle thanks to their participation in the Health In Motion Activity Course and Fun Day. Stemming from this, employees have been paying more attention to their eating and exercise habits.

Road Races

Massy Stores (**SVG**) Ltd. became a supporter of Islandwide Fitness' Color Run through the donation of diabetic strips for use at the race. Upon crossing the finish line, participants were invited to undergo free testing for diabetes as part of the organizers' wellness approach.

In **Trinidad and Tobago**, over 200 Massy employees participated in Scotiabank's annual Women Against Breast Cancer 5K. Representatives from Massy Ltd., Massy United Insurance, Massy Finance GFC, Massy Remittances, Massy Stores, Massy Technologies, Massy Distribution, and Massy Motors all took the streets to raise funding toward the treatment and eradication of the disease.

Financial highlights



Massy Stores (SLU)
volunteers work on the
Dunnator School
Beautification Project

Massy Foundation (Trinidad and Tobago)	Audited 2015	Audited 2016	Unaudited 2017
Contributions Received:	6,129,929	7,567,049	6,026,838
Contribution - Other	363	(1,953)	154,810
Interest Income	797,169	1,409,370	1,432,269
Total Income	6,927,461	8,974,466	7,613,917
Donations	5,520,362	4,769,162	5,036,734
Scholarships	495,300	442,500	456,000
Other Expenses	202,708	(68,953)	498,894
Total Administration Charges		291,980	324,000
Total Outflow	6,218,370	5,434,689	6,315,627
Surplus/ (Deficit)	709,091	3,539,777	1,298,289
Accumulated Fund at Year End	24,159,453	27,699,230	28,997,519

