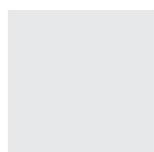
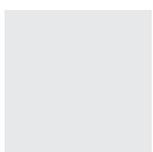
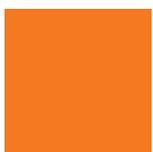
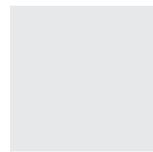
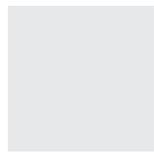
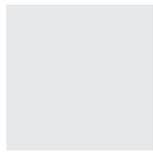
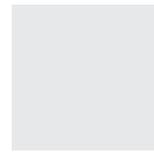
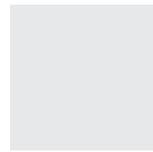
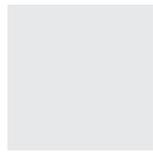
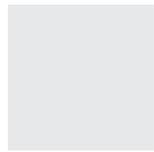
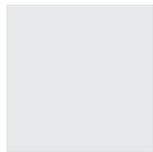
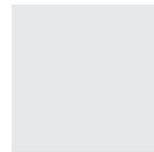


# 2016 Corporate Social Responsibility



# Contents

<b>Board of Directors</b>	<b>3</b>
<b>Year in Review</b>	<b>5</b>
<b>Arts &amp; Culture</b>	<b>8</b>
<b>Youth &amp; Education</b>	<b>10</b>
<b>Community</b>	<b>15</b>
<b>Environment</b>	<b>19</b>
<b>Employee Engagement</b>	<b>21</b>
<b>Health &amp; Wellness</b>	<b>23</b>
<b>Financials</b>	<b>25</b>



# Board of Directors

Massy staff and volunteer doctors spend time with patients and their parents at Operation Smile, Colombia

# The Board of Directors



**Gaston Aguilera**  
Chairman



**Keith De Freitas**



**Angela Hamel-Smith**



**Philip Hamel-Smith**



**Hugh Henderson**



**David O'Brien**



**Gregory Sloane-Seale**



**Sandra Welch-Farrell**



# Year in Review

Massy Energy Colombia S.A.S. staff sharing a light-hearted moment with a Formemos resident

# Year in Review

In 2015 and 2016, the **Massy Group** continued to honour its commitment to being a Force for Good throughout the region. Unified under the Massy identity, the Group remains steadfast in its support of new and ongoing projects and investments designed to elevate the quality of life in the communities and countries in which it operates.

As of June 2015, **Barbados** is reaping the benefits of a renewed **Massy Foundation (Barbados)**. Having operated in various permutations since 1981, it was relaunched with a firm commitment to worthy causes such as Education and Skills Development, Health, Humanitarian Causes, Environmental Issues and Heritage, Arts and Culture.

In **Colombia**, **Massy DeLima Grupo Automotriz S.A.S.** created a support committee to target the core needs of its surrounding communities. Comprised of 27 members, this committee has worked alongside Aldeas Infantiles – a Foundation for abandoned children – to host collection drives for toys, clothing and gifts throughout the financial year. In September 2016, Massy DeLima also spearheaded a neighbourhood committee designed to improve the level of safety and security for all who work and live within the Cali community. This initiative is being executed in conjunction with the police and residents and strives to be a tangible source of hope for those in this area.

**Massy (Guyana) Ltd.** rewarded the worthy efforts of select schools, hospitals and charitable organisations with financial assistance, hampers and gift certificates. The recipient institutions all demonstrated remarkable commitment and dedication to helping the less fortunate in their country and as such, Massy was pleased to highlight and encourage their good work.

In **Jamaica**, Massy's C.A.R.E. Programme continues to thrive thanks to employees who remain steadfast in their mission as Champions for Aid, Restoration and Empowerment. With a special focus on youth, the elderly and the environment, the Jamaican arm of the Massy family remains a significant and meaningful contributor to the nation's social development.

**St. Lucia's** Consolidated Foods Limited (CFL) and its Super J IGA, Mega J and GL Foodmarket were officially rebranded as **Massy Stores (SLU) Ltd.** on August 4, 2016. This new corporate identity offers a seamless pairing with the company's existing Corporate

Social Responsibility (CSR) policy: they consider the potential impact of projects, initiatives and activities before lending support to these ventures. Paying special attention to securing a bright future for agriculture in St. Lucia, Massy is focused on providing key support structures that will assist farmers in generating a consistent supply of high-quality, nutritious produce.

The **Massy Foundation (Trinidad and Tobago)** brought additional expertise and experience to its Board, welcoming Gregory Sloane-Seale and Earl Boodasingh as Directors over the past two years.

Gregory, who assumed his position on April 17, 2015, has worked with and on behalf of "at risk" youth for over 26 years. He has held a number of senior positions at the Trinidad and Tobago YMCA including: Youth and Community Outreach Director, YMCA General Secretary and UN Child Rights Representative for the World Alliance of YMCAs, and has also worked throughout the Caribbean region partnering with UNICEF's Xchange Project, which focused on reducing youth-related crime and violence. Since 2006, Gregory has coordinated the Citizen Security Programme in the Ministry of National Security, which has as one of its main objectives the reduction of crime and violence in specific "high needs" communities in Trinidad and Tobago.

Earl became a member of the Massy Foundation on July 19, 2016 following a 37-year career with the Massy Group. No stranger to the work of the Foundation, Earl continues to give of his time and talent in coaching and developing young men who have participated in the Foundation's flagship CSR Project, the Boys to Men Programme.

Earl, who is deeply passionate about mentoring young people and helping them realise their full potential, states that, "I believe in finding ways of encouraging and motivating young people to contribute to their communities. I am a big believer in the concept of 'it takes a village to raise a child' but in reality, the village is now virtual and technology has, in many instances, replaced human contact, connection and community. The village is vital and we have to find ways to strike a balance so that we don't lose community spirit."

Now in its 37th year of operation, the Massy Foundation is honoured to have such character and commitment on board as it continues its work in Trinidad and Tobago.

# Year in Review



Representatives of Massy Technologies InfoCom (Jamaica) Limited visit the Maxfield Park Children's Home

Giving Colombia's Fundacion Formemos a facelift



A LIFE graduate receiving her certificate at the Massy Stores (Trinidad) Head Office



Representing a cross-section of BTM's first leadership tier



Teachers from East Port of Spain schools participating in the Life-Skills Training Forum



Representing a cross-section of BTM's first leadership tier



Scouting for Food - an excellent day's haul

Scouting for Food - an excellent day's haul



Massy Energy Colombia volunteers and beneficiaries are all smiles at Operation Smile



Long-standing Massy Stores (SLU) Ltd.'s Vegetable Farmer, Jack Justin, delivers to stores weekly



Massy Stores (SLU) Ltd. Managing Director, Martin Dorville, tours the newly remodelled and rebranded Massy Stores with St. Lucian Prime Minister, The Honourable Allan Chastanet



# Arts & Culture

Massy (Barbados) Ltd. representatives discussing the Hometown monument

# Arts & Culture

The **Massy Group** is an ardent advocate of the arts and was therefore delighted to accept the call to support the following projects in 2015-16:

## **Pan Pun de Sand**

Massy Pan Pun de Sand was the perfect event to kickstart the celebrations in honour of Barbados' 50th Anniversary of Independence. Held on July 10, 2016, it showcased some of the island's finest artistes under the theme: "Pantabulous, Celebrating Fifty Years ..."

Pan Pun de Sand is a staple on the island's Crop Over calendar and **Massy (Barbados) Ltd.** is proud to have been the title sponsor of this free event for 12 of its 13 years. Like Massy, this signature pan event embraces regional unity with steel bands from across the Caribbean being encouraged to participate.

## **Miss Massy Stores**

**Massy Stores (SLU) Ltd.** continues to be viewed as a major contributor toward the preservation of St. Lucian art, culture and heritage, supporting institutions as well as activities that promote the nation's cultural life. For over a decade now, the company has sponsored a St. Lucia Carnival Queen contestant annually.

2015's Miss Super J IGA, Ayana Alexander, was first runner-up in the competition and became an Ambassador for the brand's CSR activities, particularly those relating to youth development. 2016's Miss Massy Stores, Shartoya In Baptiste, another first runner-up in the competition, has been collaborating with Massy Stores and the Commonwealth Youth Peace Ambassadors Network to promote healthy living through exercise, dance, and nutrition at secondary schools across St. Lucia.

## **Massy Supports Worldskills Barbados**

Sponsored by **Massy (Barbados) Ltd.**, the third edition of the Worldskills Barbados Competition saw Tinisha Ifill, a student of the Barbados Vocational Training Board (BVTB), emerge victorious in its 2016 Culinary Arts Segment – an event which challenges participants in a variety of international cuisines.

This biennial competition affords young people between the ages of 16 – 21 the opportunity to compete and demonstrate their skills, while also creating an awareness of the contribution that their high standards of competence can make in the achievement of economic success and individual fulfillment.

## **Massy Trinidad All Stars**

**Massy Ltd.** has proudly sponsored the Trinidad All Stars for the past three decades. In October 2016, this much-lauded steel band hit all the right notes in their commitment to the Port of Spain community through the production of Constellations I – a star-studded fundraising concert benefiting the Holy Rosary RC Church and featuring a number of musical guests. Thanks to the success of this initiative they were soon back by popular demand with Constellations II on November 19, 2016, alongside numerous stars of sound and stage.

## **Holetown Monument Restoration**

To commemorate Barbados' 50th Anniversary of Independence, **Massy Distribution (Barbados) Ltd**, **Massy United Insurance Ltd.**, **Massy Stores (Barbados) Ltd.** and **Massy (Barbados) Ltd.** undertook extensive refurbishment of the Holetown monument. The project included the restoration of the obelisk and its three adjacent cannons, the construction of steps and a ramp leading to the monument and the installation of railings and lighting around it. The surrounding sidewalks and gardens were also revamped, ensuring that this historical site remains one that can be enjoyed by all for years to come.

WOOD GROUP



# Youth & Education

A section of the Massy Energy Team at the "I Am A Hero" Launch

# Youth & Education

The Boys To Men: Rites of Passage Programme (BTM), now in its 11th year of operation, remains a source of great pride for the **Massy Foundation (Trinidad and Tobago)** thanks to the positive impact that it continues to have on individuals, communities and the nation.

159 young men successfully completed this youth engagement and empowerment initiative in the 2015-16 financial year with some of the graduates enthusing, "following this experience I really want to give back to the nation so I'm looking to get into the Army or Police Service" and, "I'm not sure [what I want to do with my life] as yet, but BTM made me realise that I can do anything I set my mind to."

The BTM catchment area now includes Tobago following the completion of three programmes within Buccoo and environs in the past two years. Signal Hill has become the most recent community to come on board with sessions taking place on Thursdays in Signal Hill Secondary School.

Graduates from BTM's first decade have gone on to become the leaders for programmes across the country under the guidance of lead facilitator, Ian Jeffers. These leaders are now responsible for a significant portion of the programme's administration and thanks to this evolution a Leadership Development component has been incorporated for succession planning. The 30 leaders who have taken part in this initiative's pilot have undergone comprehensive training to enhance their leadership skills including Financial Planning, Inter- and Intra- Personal Communication, Planning & Strategy and Project Management.

## **TRINIDAD**

### **Port of Spain**

From November 2015 to February 2016, the Port of Spain programme hosted 22 participants ranging from 13 to 16 years. One of the key topics discussed at both the individual and group level was the relationship between men and women and the role of the man in the family.

### **South-Central**

This programme emerged from the unification of previous programmes held separately in Chaguanas and San Fernando and now encompasses these two areas as well as Penal,

Fyzabad, Couva, La Brea and Gasparillo. Due to the high demand and large catchment area, there were two South-Central programmes this year, with a total of 48 graduates. In addition to the traditional BTM topics, the young men raised and discussed the challenges surrounding relationships and their role as men in their families.

### **Brazil/Youth Training Centre/Arima**

With 29 graduates and a condensed time frame, this was one of the year's most impactful programmes. Attendees, facilitators and parents/guardians explained its relevance by saying "when YTC participants tell their 'stories' it's a wake-up call for everyone. They get to admit where they went wrong and the other boys start to understand the consequences of their choices. There should be boys from YTC in every single programme."

With the goal of helping the YTC youths put their lives in perspective after their incarceration, several sessions focused on personal and career development, resisting gang pressure, goal setting, self-esteem and conflict resolution.

### **Mayaro**

Secondary schools across Guayaguayare, Mayaro, Rio Claro, and Sangre Grande were once again invited to recommend young men to participate in this programme, which ran from April to July 2016. Ultimately, 24 boys graduated, with glowing testimonials from participants as well as their parents and teachers.

## **TOBAGO**

Upon extending its reach to Tobago, BTM was so well-received that a second programme was requested and conducted almost immediately after the first was concluded. Most of the participants were school-aged and came from the Buccoo community, but there were also several older ones who had either just joined the workforce or were still seeking jobs. Among the youngest participants were three 11-year-olds who had been recommended to the programme by the Yahweh Foundation, a registered non-profit NGO in Tobago with deep roots in the village of Buccoo.

Since most of the attendees had never been exposed to a programme with this approach before, there were several

# Youth & Education

areas that required special attention. The first iteration therefore targeted goal setting, careers, conflict, and interpersonal relationships with the second programme then focusing on leadership development.

Having completed its second full year of existence the Tobago programme continues to grow, and was established in Signal Hill as of November 2016. With participants coming from the school, village and beyond, interest in (and results from) the programme is increasing by leaps and bounds.

Special thanks goes out to the Buccoo Community Center and Signal Hill Secondary School for affording the use of the space for these programmes. The Yahweh Foundation and **Massy Motors (Tobago) Ltd.** must also be recognised for their ongoing support.

## **Academic Scholarships for Employees' Children**

The **Massy Foundation (Trinidad and Tobago)** continued to embrace its long-standing honour of awarding merit-based scholarships to employees' children on an annual basis. In 2016, five academic and five technical/vocational/additional scholarships were granted, with the recipients pursuing a wide range of studies including agriculture, graphic design, environmental and natural resource management, science and technology, medical sciences, mathematics, law, and business.

Academic scholarships cover \$18,000 in tertiary education costs per year with the technical/vocational/additional scholarships covering \$10,000. 2016's awardees are currently enrolled at University of the West Indies campuses across the Caribbean region, with one recipient attending Waterloo University in Canada.

The 2016 recipients are:

### **Technical/Vocational/Additional**

Anastasia Thomas

Azaria Rickson

Chanice Dowrich

Christine Alexander

Satyavi Mohip

## **Academic**

Andiesa West

Gabrielle Chan Attong

Justin Phillips

Nicholas Stephen

Sherisse De Freitas

As part of its scholarship award programme with the University of the West Indies, Cave Hill Campus, **Massy (Barbados) Ltd.** once again awarded scholarships to two young Barbadian undergraduate students. This year's recipients were Diandra Hurley (double major in Economics and Accounting), and Alisha Small (double major in Accounting and Finance). These one-year scholarships include a six-week work attachment with a Massy (Barbados) company and are given annually to two undergraduate Barbadian students majoring in Computer/Social Science disciplines. They are awarded on the bases of academic merit and extracurricular involvement, with consideration given to financial need.

**Massy Gas Products (Jamaica) Limited** has also carried on the tradition of providing scholarships to high academic achievers, focusing on students who excelled at the Grade Six Achievement Test (GSAT). In 2016, six new students were added to the previous eight recipients who have all maintained the required minimum of a B+ average and will therefore continue to benefit from the scholarship.

**Massy (Guyana) Ltd.** also presented bursaries to 21 children of employees who were successful at the 2016 National Grade Six Assessment (NGSA). This monetary award is renewed every year until the children graduate from high school.

## **I Am A Hero**

On December 6, 2016, the **Massy Energy & Industrial Gases Business Unit (Trinidad)** hosted the launch of the "I Am A Hero" Project, in conjunction with the HEROES Foundation and the ARROW Foundation. This initiative seeks to strengthen the academic and social performances of Standard 3 and 4 students in the Couva South Government Primary School over the next three years. The feature speaker at this launch was none other than His Excellency Anthony Carmona, ORTT, SC - President of the Republic of Trinidad and Tobago and Patron

# Youth & Education

of HEROES. His address conveyed the underlying definition of heroes as people who are respectful, kind, helpful, diplomatic, positive and hard-working.

**Yallahs Basic School and Maxfield Park Children's Home**  
**Massy Technologies InfoCom (Jamaica) Limited** is an ongoing sponsor of the Yallahs Basic School: home to 130 pre-schoolers and 10 members of staff who are appointed by the Ministry of Education. In this role, MTIC subsidises salaries, covers the staff's health insurance and is afforded a say in strategic decisions about the children's welfare, ensuring that the students' best interests are met.

The company's most recent CSR initiative involves the Maxfield Park Children's Home - the largest and oldest children's Home in Jamaica. Recognising that this institution serves as a place of safety for children who have been abandoned or made homeless, MTIC staff have invested their time and talent at the Home, volunteering on an ongoing basis as well as collecting clothing and gifts that are donated throughout the year.

**Life-Skills Training for Secondary School Teachers**  
In November 2016, the Discovery-Learning Forum took 25 of Trinidad's teachers on an exciting journey into multi-dimensional teaching. Under the tutelage and experience of Mrs. Barbara Bridgewater and with full financial support from the **Massy Foundation (Trinidad and Tobago)**, participants learned how to teach more effectively by applying life-skills approaches to their curriculum delivery.

A life-skills based curriculum encourages socio-emotional learning and is designed to develop students holistically, igniting their motivation to learn. It also empowers teachers to deliver the curriculum in a student-centred manner, which in turn produces a more fulfilled student.

The participating teachers were trained in active listening, goal setting, conflict resolution, values impartation, self-esteem building, effective communication and drugs education. This pilot programme, which is carded to be rolled out across the nation by the Ministry of Education, targeted Success Laventille Secondary, South East Port of Spain Secondary, Malick Secondary, Morvant Laventille Secondary and Russell Latapy High School.

## **The Adult Literacy Tutors Association of Trinidad and Tobago (ALTA)**

With 25 years of excellent service under its belt, ALTA remains dedicated to improving the nation's literacy rate through the provision of free literacy classes to anyone over the age of 16.

The **Massy Foundation (Trinidad and Tobago)** once again provided \$45,000 in funding for ALTA sessions held in the International School, POS, from September 2015 - July 2016. This covers the training and guidance of volunteer tutors, subsidized ALTA books for students and tutors, venue costs, stationery and monitoring.

## **Excellence in the Teaching Profession**

In 2015, the Ministry of Education presented **Massy Technologies InfoCom (Jamaica) Limited** with a "Certificate of Appreciation" in recognition of its support for 'Excellence in the Teaching Profession'.

Massy remains committed to Jamaica's education sector, providing innovative technologies like the Interactive Whiteboard, as well as efficient and cost effective reproduction technologies such as the Risograph and Sharp copiers. Furthermore, Massy works very closely with schools to facilitate special purchase programmes, which address their constrained budgets. Massy also provides significant support to fundraisers and special activities based on requests from the school population and even participates in seminars and events arranged by the Ministry of Education and other recognised bodies.

## **Dyslexia Association of Trinidad and Tobago**

Dyslexia is a learning disability that affects roughly 15% of children across all strata of society and intellectual ability. Research has shown that dyslexics learn differently and specialised teaching is needed, which is why every July, the Dyslexia Association runs a three-week Teachers' Training Course in Specific Methods for Teaching Dyslexics, which provides techniques and methods that can be applied to dyslexic students of any age.

Annually, the **Massy Foundation (Trinidad and Tobago)** has undertaken the cost of participation for at least two teachers to attend this training course over the past few years, with the

# Youth & Education

ultimate aim of ensuring that no student is left behind because they learn differently.

## **SERVOL – Fr. Gerry Pantin Life Centre**

For more than 45 years, SERVOL (Service Volunteered for All) has been providing educational and technical skills training to young persons across the nation. The **Massy Foundation (Trinidad and Tobago)** was therefore proud to partner with them in the establishment of The Fr. Gerry Pantin Life Centre, which was officially opened on June 23, 2016.

Father Gerry, as he was lovingly known, was committed to assisting people as they sought to overcome various social and economic problems. This facility aims to be “a constant reminder of his life and legacy in the service of Trinidad and Tobago and the Caribbean” and houses a Daycare Centre, Early Childhood Centre, Junior Life Centre, Adolescent Development Programme and Skills Training Centre.

## **Moulton Hall Methodist School’s Music Programme**

This small primary school located in Port of Spain is firmly dedicated to holistic education. As a result, special attention is given to a number of extracurricular activities, with the school’s music programme being a great source of pride due to its consistently high performance standard. Sharing this vision of all-round development in spite of significant financial constraints, the **Massy Foundation (Trinidad and Tobago)** made a contribution to this excellent programme.

## **Massy Energy Engineered Solutions’ School Partnership Programme**

San Fernando West Secondary School has been the recipient of much love, care and collaboration from **Massy Energy Engineered Solutions Ltd. (Trinidad)**. The company continues to partner with the school for the United Way National Day of Caring (DOC), and has ongoing interactions throughout the entire year.

In 2016, both before and after the DOC, Massy sponsored sensitisation sessions for the school that were hosted by the Family Planning Association. These sessions sought to address one of the school’s major social issues: teenage pregnancy. Students from forms 1-4 also covered the topics of Bullying, Drug Abuse, Beliefs, and Value Clarification.

On October 6, 2016, **Massy Ltd.** also sponsored a Serpentarium and Petting Zoo as part of the school’s Annual Science Fair. These booths targeted the Agri-Science component of the Fair and promoted the use of science in everyday life. Students from St. Paul’s Anglican, San Fernando Boys’ RC and San Fernando Central Secondary also visited the Fair.

## **Promoting Music Education**

The music programmes at four St. Lucian schools started the year on a high note thanks to Massy Stores Mega’s contribution of a full drum set and guitars for their music programmes. This donation was the result of a collaboration between Massy Stores Mega and MAGNETICS USA, their designated supplier for high-quality electronics.

Committed to youth development, **Massy Stores (SLU) Ltd.** views music not only as a source of entertainment, but as a subject that can enrich both the academic and non-academic educational experience for young students. The Ministry of Education’s Curriculum Development Unit assisted in selecting the schools which needed the support. A representative of the Unit further noted, “we rely on the private sector for support and would like to assure Massy Stores that these gifts will go a long way in supporting and developing these individual music programmes.”



# Community

Scout receiving a Scouting for Food donation from a resident of Woodbrook, Trinidad

# Community

## The Run for Food

On April 9, 2016, thousands from across **Trinidad and Tobago** participated in **Massy Stores (Trinidad)**' inaugural Run for Food. This event, along with hundreds of others globally, mirrors the FAO initiative, the Zero Hunger Run – which has three main objectives:

- Increasing awareness that hundreds of millions of people worldwide live in hunger
- Raising funds to help hunger-affected communities in developing countries gain more food security
- Building links between people in the participating countries and United Nations food agencies

Massy Stores' introduction of this race to its event calendar was a response to the Prime Minister's call to increase the consumption of local goods. It also underscores the company's desire to sensitise the citizens of Trinidad and Tobago on the importance of food security, reduce our dependence on foreign food, and ultimately lower the national demand for foreign exchange.

## The Bocas Lit Fest

Since 2011 the Bocas Lit Fest has positively and significantly contributed to changes in the cultural landscape of Trinidad and Tobago and the wider Caribbean, elevating the region's literary output to new heights. The 6th Annual NGC Bocas Lit Fest (April 27 – May 1, 2016), was the most successful to date in terms of impact, participation and appreciation with over 6,500 recorded attendees. Contributing significantly to this increase were the National Poetry Slam and the livestreaming of the Festival.

The 5-day adult programme has become a rich medley of workshops, debates, film screenings, readings, panel discussions, extempo, music, performances, poetry, storytelling, Open Mic and three literary award ceremonies. In 2015 and 2016, the Festival incorporated foreign languages, including a translation slam and a Spanish open-mic. An exhibition of literary Nobel Laureates was also a new addition.

Running adjacent to the adult sessions was a children's festival, which targeted 6-12 year olds and consisted of a month-long, nationwide children's storytelling caravan that included visits to three children's homes and culminated in a four-day event for children at the National Library in Port of Spain.

As a strong supporter of literacy initiatives for children and adults, the **Massy Foundation (Trinidad and Tobago)** considers its ongoing contributions to the Bocas Lit Fest an excellent investment into the nation's literary future, encouraging a more informed, intellectually-curious and creative society.

## The United Way National Day of Caring

The **Trinidad and Tobago** arm of the United Way's global initiative, National Day of Caring, took place on May 22, 2016, with 3500 volunteers extending outreach to dozens of NGOs, organisations and individuals and completing 63 projects across the nation. United Way T&T is a non-profit organisation which raises charitable donations and channels these funds to NGOs which deliver critical social services to citizens in need.

Massy's President and Group CEO, Gervase Warner, is also the Chairman of the United Way National Day of Caring Steering Committee. He views the UWNDOC as "a movement that aims to make this country a better place. Thousands of volunteers have given of their time, energy, talent and finances in ways that were far beyond what was scripted and planned ... Together we are going to continue to make Trinidad and Tobago a better place. A place filled with good vibrations of love, peace, kindness and sharing."

This year's theme was food sustainability and Massy's volunteers rose to the challenge. At the All In One School located on the Beetham, representatives of the **Massy Technologies** companies (**InfoCom, Communications and Applied Imaging**), students, parents and staff were educated on sustainable food practices via lectures, field trips and demonstrations on the use of grow boxes.

In the Mayaro/Guayaguayare community, **Massy Wood Group Ltd.** encouraged residents to "Bring Back Barter". This was done through the distribution of food baskets, vegetable seeds and plant pots to approximately 100 less fortunate families and small-scale farmers within the community. The produce used to fill the food baskets was purchased from small-scale farmers, as well as schools in the area that grow and manage small gardens. Participants grew their own gardens, determined what volume of the items that they grew would meet the needs of their households, and then bartered the excess with neighbours for other goods or services.

# Community

Members of **Massy Motors Ltd. (Morvant)**, **Massy Motors Best Auto Ltd.**, **Massy Ltd.**, **Massy Properties (Trinidad) Ltd.**, **Massy United Insurance Ltd.**, **Massy Trinidad All Stars** and the **Boys To Men: Rites of Passage Programme** upcycled shipping barrels and converted them into grow boxes at the Eastern Boys', Eastern Girls' and St. Philip's Government Primary Schools in the East Port of Spain area. They also did a massive clean-up and face lift at each of the schools, with St. Philip's also benefiting from an upgraded library facility along with intensive repairs.

The various branches of **Massy Stores** each have their own selected charities with which they work throughout the year, but for the DOC special attention was given to the Cascade School for the Deaf, Rainbow Rescue, and House of Grace. Food sustainability was addressed in many forms across each of these institutions, including the clearing of land for agricultural use, the installation of food beds and herb gardens and a food collection drive. The Stores teams also raised funds to purchase new desks for Rainbow Rescue and did repairs as well as repainting at the project sites.

Grow box projects were also undertaken by: **Massy Energy Production Resources Ltd.** at Penal Rock RC Primary School; **Massy Machinery Ltd.** at Jerningham Government Primary School; and **Massy Pres-T-Con Ltd.** and **Massy Automotive Components Ltd.** at St. Dominic's Brazil RC School.

Taking a slightly different approach to demonstrating caring, **Massy Motors (Tobago) Ltd.** conducted a clean-up at Rockley Beach - one of Tobago's most important Leatherback turtle nesting sites. **Massy Energy Engineered Solutions Ltd.** and **Massy Motors Ltd. (South)**, on the other hand, conducted an anti-bullying awareness campaign at the San Fernando West Secondary School to increase participants' knowledge on how this growing problem can manifest itself. Self-esteem sessions were also incorporated into the activities to help combat the effects of bullying and promote a healthy self-image.

Continuing the journey they began in 2014, employees of **Massy Gas Products (Trinidad) Ltd.** maintained their partnership with the Couva South Government Primary School. The volunteers continue to use the DOC as a stimulus for increased engagement from Massy employees as well as teachers and

parents. Their long-term goals include: increasing SEA passes to 7-year schools by 200% within 4 years and increasing the membership and attendance of the PTA by 50%. This was a foreshadowing of the work that they will be doing in conjunction with the HEROES and ARROW Foundations.

**ScoutsTT** also used the Day of Caring as a launch pad for its newest initiative "Scouting for Food". This national food drive was sponsored by the **Massy Foundation** and supported by **Massy Stores** as part of the World Organisation of the Scout Movement's mission to assist in eradicating extreme hunger and poverty.

The aim of this inaugural project was to provide 100 days' worth of food to 100 families in need and it was a definite success, with over 300 hampers being distributed. The Scouts took real pride in being part of the solution to issues of hunger and poverty, with participants functioning as ambassadors to raise awareness and collect donations from their peers and communities. The public response was also quite effusive, as people embraced this easy way for them to give back to those in need.

## **Bustamante Hospital for Children**

In 2015, upon learning about the dire condition of the patient and staff restrooms at the physiotherapy outpatient department of the Bustamante Hospital for Children, **Massy Gas Products (Jamaica) Limited** immediately undertook their renovation.

"This is a hospital for children and when we think about the health risks involved and the need for patients and staff to operate in a comfortable environment, we felt compelled to help make a difference in the lives of our nation's children," stated MGPL CEO, Kailashnath Maharaj.

Thanks to MGPL's JD\$3 million contribution and the countless manpower hours donated by Massy staff, the three bathroom areas were completely upgraded.

## **Haitian Relief – Hurricane Matthew**

On October 4, 2016 Hurricane Matthew decimated Haiti's Southern coast, destroying infrastructure, claiming more than 600 lives and leaving a reconstruction bill worth US\$1.89 billion – a significant percentage of the country's annual GDP.

# Community

In responding to the country's request for basic necessities, **Massy Ltd. (Trinidad)** recognised the need for a team of workers on the ground in Haiti to ensure that the items that were sent would reach their intended recipients. A partnership was therefore formed with **Is There Not A Cause (ITNAC)** – a Trinidadian non-profit organisation that has been working to improve the quality of life for children in Haiti since 2002.

With direct donations from **Massy Distribution (Trinidad) Ltd.**, **Massy Energy (Trinidad) Ltd.**, **Massy Motors Ltd.**, **Massy Stores (Trinidad)**, **Massy Technologies (InfoCom) Trinidad Ltd.** and the **Massy Foundation**, a 20-foot container filled with non-perishable foods and water was safely shipped to Haiti and the items distributed to people in need. Not to be outdone, Massy staff from across Trinidad and Tobago participated in a donation drive and collected disposable diapers and other baby items, toiletries, first aid materials, blankets and clothing by the truckload. **Massy Properties (Trinidad) Ltd.** then delivered the items from this drive to ITNAC's collection site in St. James.

## **National Community Foundation Partnership**

**Massy Stores (SLU) Ltd.** is proud to be one of the longest serving partners of St. Lucia's National Community Foundation. Established in 2002, the NCF is a philanthropic, non-profit, community-based NGO that awards grants and supports a broad range of social endeavours. It focuses on the development of education, culture, social services, health, sanitation and community cohesion.

At Massy Stores' presentation of its annual contribution to the NCF, Managing Director, Martin Dorville declared that, "we are of the view that by supporting the work of the NCF everybody wins – donors, sponsors, those in need and our communities overall." He then went on to request the continued support of existing donors as well as interest and investment from new sources.

## **Harbour View Primary School**

The **Massy Gas Products (Jamaica) Limited** team visited the Harbour View Primary School in May 2016, making much-needed repairs throughout the institution. Volunteers painted, recasted cement structures (including collapsed steps in the cafeteria), and even retrofitted a broken concrete sink with new double concrete and faucets.

In September, the team returned to Harbour View and painted the rather extensive exterior wall that runs alongside the school's playing field. A sense of community was felt as the school's principal and vice-principal came out to assist and neighbours also got involved, providing equipment such as shovels and allowing access to their water outlets.

## **National Vocational Qualification Agriculture Entrepreneurship**

The **Massy Foundation (Barbados)** has invested in this one-year programme, which seeks to boost young people's interest in agriculture and has engaged 30 students from 6 secondary schools across the country. Participants have been exposed to the rudiments of agriculture as well as new technologies and entrepreneurial approaches. This three-phased pilot project began with a vacation camp component and includes a school-to-work-programme and a business proposal pitch.

According to the Chairman of the Barbados Foundation, Everton Browne, "this programme, with all its attendant benefits, could be the starting point for what is needed to advance employment generation, sustainability within the sector, food security, and as a major contributor to economic growth for the country."



# Environment

Massy (Barbados) volunteers participate in the International Coastal Clean-Up Day

# Environment

## **Clean-Up Barbados**

With International Coastal Clean-Up Day falling on the third Saturday in September annually, Massy companies throughout Barbados unite each year to take part in this national environmental drive.

In 2015, a team of about 60 Massy employees and their families and friends cleared more than 10,000 pounds of Sargassum seaweed from Bath Beach under the Clean-Up Barbados Initiative. Thanks to their herculean performance at this event organised by the Future Centre Trust, the Massy Team received a Certificate of Recognition for having the most innovative collection method for handling the seaweed.

In 2016, 50-something members of staff descended on Barclay's Park from 6am and within two hours had collected 933 pounds of garbage, from which they sorted out 293 pounds of recyclables.

In support of the wider national movement, **Massy (Barbados) Ltd.** funds the waste removal efforts at clean-up sites across the island, with **Massy Distribution (Barbados) Ltd.** donating the garbage bags that are used in these exercises.

## **Recycling Support**

In May 2010, the Government of Trinidad and Tobago launched the Plastikeep Recovery Programme, with the aim of generating public participation in recycling. In September 2016, the existence of this Programme was injected with new life thanks to financial support from the **Massy Group**.

The Programme, created "to address Trinidad's mounting problem of plastic waste as well as the lack of consciousness in the general population around proper plastic disposal," allows the general public to dispose of its plastic waste in a manner that protects and conserves the environment. It also provides the opportunity to convert that would-be waste into a useful resource.

With a number of Massy Stores' branches nationwide having already been Plastikeep collection centres, Massy's contribution allowed collection bins to be returned to all of the sites across the country so that recyclable waste could be collected regularly.

Derek Winford, CEO of **Massy Stores (Trinidad)** affirmed that, "the entire Massy Group is behind this initiative, not just Massy Stores, because we understand that our contribution today is an investment in a cleaner, more sustainable country for our children. Our support is meant to maintain regular collection of the waste, which is a core activity to keep the practice of recycling alive and growing in Trinidad and Tobago,"



# Employee Engagement

Massy Ltd.'s Employee Benefits Department celebrates past employees at Reconnect

# Employee Engagement

## **Lessons in Female Empowerment (L.I.F.E.) Programme**

The seventh installment of the L.I.F.E. Programme, a collaboration between the **Massy Foundation (Trinidad and Tobago)** and **Massy Stores (Trinidad)**, ran from May to September 2016. This programme commits to ensuring a healthy balance of personal and professional growth for at-risk female employees within the Massy Stores family.

This year's topics addressed matters that were both real and pertinent for the 25 participants, including: managing and dealing with trauma, building interpersonal relationships, self-reflection and conflict management, body image, self-esteem, domestic violence, stress management, women's health issues, spirituality, conquering substance abuse, career building, family planning and parenting, financial management, communication, and legal aid opportunities.

Participants emerged from this programme with a keener understanding of themselves and their worth, which enabled them to develop stronger relationships with those around them and better respond to life's challenges.

## **Fundacion Formemos**

Within the past few years, **Massy Energy Colombia S.A.S.** has become an avid supporter of Fundacion Formemos. Formemos caters to displaced children (aged 6-18) from vulnerable populations in Colombia and offers an inclusive boarding, agricultural and technical school. It has achieved a high level of self-sustainability through the production of coffee, eggs and commercialised pork, as well as the establishment of a restaurant and thrift shop.

Massy Energy now purchases all of its coffee from Formemos and there is even a programme where the youngsters go to the company's main office in Bogota and teach employees about the coffee growing process. Stemming from this, a number of employees have set up monthly payroll deductions in support of the Foundation. Some also volunteer at Formemos and thus far, have painted the living quarters, poultry production area and classrooms.

Massy Energy has committed to improving the HSE awareness and culture at Formemos and has begun training and instituting best practices to create a safer environment. A website was also created for Massy Energy staff to purchase Formemos products for their personal use via the Intranet.

## **Operation Smile**

The Operation Smile Foundation was established in Colombia in 1988 with the aim of providing free corrective surgeries, speech therapy and various consultation services for underprivileged children who suffer with cleft lips or cleft palates. **Massy Energy Colombia S.A.S.**, alongside Chevron – one of their clients – began partnering with Operation Smile in 2012 and has since provided funding for the surgeries of more than 1000 children.

Massy's staff is given the opportunity to volunteer with Operation Smile in several ways including administratively, or through the provision and serving of meals for the children and/or their parents during medical consultations and surgeries. In 2016, two Massy employees installed air conditioners, purchased by Chevron, in the operating rooms at the Guajiran hospital where the surgeries are performed.

## **Meeting Employees' Needs**

The **Massy Foundation (Trinidad and Tobago)** continues to support **Massy Group** employees both through exceedingly difficult times, as well as in achieving their goals. From lending a hand in the education of special needs children to assisting with unanticipated medical challenges, the Massy Foundation remains dedicated to the Group's most valuable resource – its people.

## **Reconnecting with our Retirees**

On February 23, 2015, the **Massy Group (Trinidad)**, engaged its past employees in a special way, hosting the third edition of Reconnect, a full day celebration for all retirees of Massy and T. Geddes Grant. For most former Neal & Massy employees, this was their first formal exposure to Massy in the capacity of past employees, and Gervase Warner, Massy's President and Group CEO, was sure to make note of their contribution to the Group's success. Warner also revealed the vision behind the Massy rebranding, information that imbued the attendees with a palpable sense of realignment and a greater awareness of their importance to the Massy brand.

With 800 past employees in attendance, there was an undeniable air of excitement as people reconnected not just with the Massy brand, but also with former coworkers, friends and even former senior executives.



# Health & Wellness

Annual Massy Rainbow Cup Triathlon,  
held at Turtle Beach, Tobago

# Health & Wellness

## **Massy Rainbow Cup Triathlon 2016**

On June 11, 2016, **Massy Ltd.** was once again the title sponsor of the Rainbow Cup Triathlon held annually in Tobago. Celebrating 12 years of top-class athletic performance, the Triathlon drew participants from across the Caribbean, South and Central America, the US, the UK, France, Spain, Germany, Egypt and Canada.

With options for both the seriously and slightly fit, events included the Olympic Distance, Sprint Distance, Team Relay, Youth and Try-a-Tri Triathlons, 1500m and 3000m Open Water Swims and a 5K. Massy companies continued their trend of strong employee participation, with **Massy Motors Ltd.** once again coordinating running, cycling and swimming training sessions in Macqueripe and on Chancellor Hill in the lead-up to the event.

## **Rotary Club of Port of Spain's Annual District Games**

2016 heralded the 28th anniversary of the Rotary Club of Port of Spain's Annual District Games for Primary Schools. With over 800 athletes representing 79 primary schools from eight zones in Port of Spain and environs, the **Massy Foundation (Trinidad and Tobago)** made a contribution in recognition of this living testament to good sportsmanship, camaraderie and physical achievement.

The significance of this event to the development of the nation's sporting community is reflected in the sheer number of athletes who won titles at previous editions of these Games before going on to represent the country at several regional and international athletic events, including the Pan American Games and the Olympics. This list includes Jehue Gordon, Marc Burns, Fana Ashby, Michelle-Lee Ahye, Pilar McShine, Edwin Hill, Simon Pierre, Kareem Taylor, Honory McDonald, Cleavon Dillon, Renee Clarke, Zwede Hewitt, Jovon Toppin, Kervin Morgan, Kernesha Spann and Dion Rodriguez.

The Massy Family extends special congratulations to all who participated in this keenly contested athletic competition.

## **Road Races**

**Massy (Guyana) Ltd.** hosted its seventh consecutive National 10K Road Race and Fitness Walk on Sunday September 4, 2016. The event, held in conjunction with the Athletics Association of Guyana (AAG), continues to highlight the importance of health and wellness on a national scale, with this edition attracting close to 200 participants. The 10K Road Race continues to be a highlight on the national calendar for professional athletes.

In Barbados, over 300 Massy employees became "Champions in Pink" at the Barbados Cancer Society's 2016 Walk for the Cure, which includes a 10K run, 5K run and 5K walk. **Massy Properties (Barbados) Ltd., Massycard (Barbados) Limited, Massy United Insurance Ltd. and Massy Stores (Barbados) Ltd.** came together as a unified platinum sponsor for this event, which attracted more than 18,000 registrants.

## **Supporting the Fight Against Cancer and Disease in St. Lucia**

2016 marked the 9th anniversary of the **Massy Stores (SLU) Ltd.** and Yoplait Cancer Campaign. The initiative includes an annual Walk for Cancer as well as an in-store Yoplait Save Lids to Save Lives promotion with proceeds from both being donated to the National Community Foundation and Faces of Cancer – a cancer support and advocacy group. The funds assist impoverished women in accessing chemotherapy and other breast cancer-related treatments and the campaign has become one of St. Lucia's largest fundraisers for women with breast cancer. In 2016, EC\$62,000 was raised and donated to the fight against cancer. Keeping health and wellness close to home, Massy Stores (SLU) Ltd. also hosts an annual health fair for employees which includes biometric screenings for blood pressure, blood sugar and BMI. HIV testing, pap smears and breast exams are conducted by a team of nurses and medical students, with informative sessions on healthy eating also being offered.

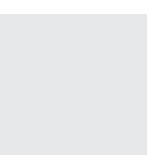
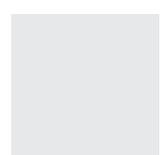
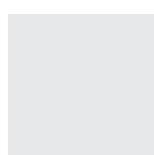
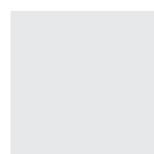
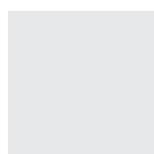
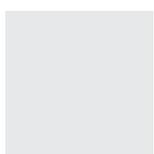
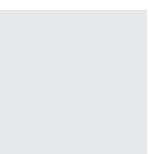
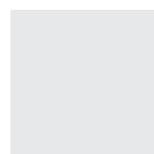
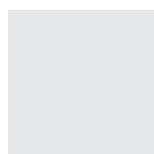
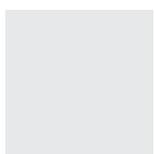
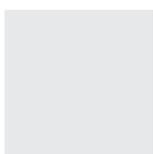
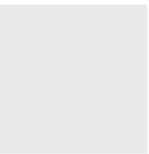
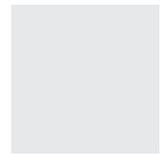
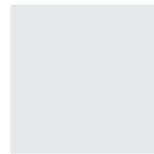
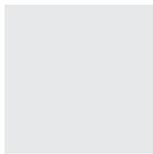
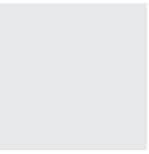
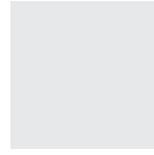
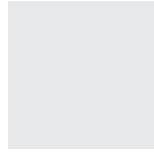


# Financials

Several Boys to Men Programme Leaders  
from across Trinidad & Tobago

# Financial Highlights

	<b>Audited 2014</b>	<b>Audited 2015</b>	<b>Unaudited 2016</b>
Contributions Received:	2,790,157	6,129,929	<b>7,567,049</b>
Contribution - Other	2,175	363	<b>(1,953)</b>
Interest Income	1,055,405	797,169	<b>1,409,370</b>
<b>Total Income</b>	<b>3,847,737</b>	<b>6,927,461</b>	<b>8,974,466</b>
Donations	4,692,079	5,520,362	<b>4,769,162</b>
Scholarships	398,000	495,300	<b>442,500</b>
Other Expenses	232,771	202,708	<b>(68,953)</b>
<b>Total Outflow</b>	<b>5,322,850</b>	<b>6,218,370</b>	<b>5,142,709</b>
<b>Surplus/ (Deficit)</b>	<b>(1,475,113)</b>	<b>709,091</b>	<b>3,831,757</b>
<b>Accumulated Fund at Year End</b>	<b>23,450,362</b>	<b>24,159,453</b>	<b>27,991,210</b>



[www.massygroup.com](http://www.massygroup.com)

