

MONTHLY NEWSLETTER

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Portuguese Version



Building a Resilient Workforce: The Role of Group Life Insurance in Attracting and Retaining Exceptional Talent

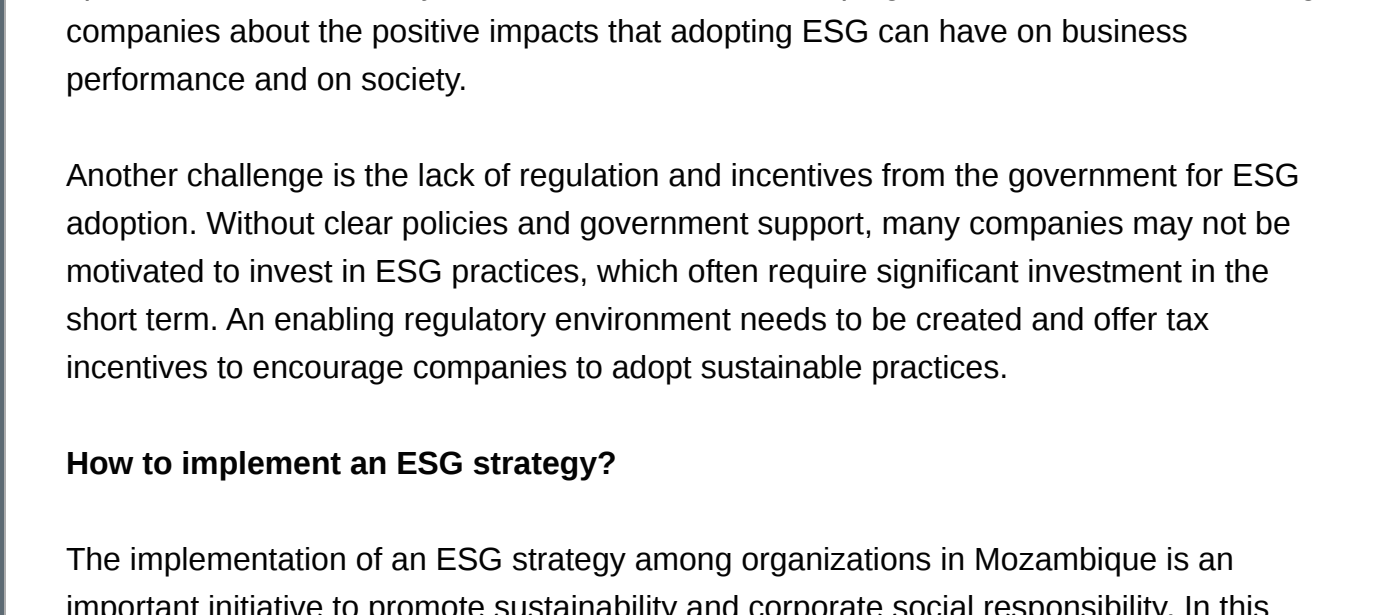
Offering group life insurance as part of the employee benefits package can be a significant draw for potential employees. In today's competitive job market, candidates often consider the benefits offered by a company when making career decisions. Including group life insurance shows that your company values the financial security of its employees and their families, making it an attractive and desirable workplace.

Group life insurance offers significant benefits to both companies and employees. It helps attract and retain top talent, enhances employee satisfaction and morale, provides financial security to employees and their families. By including group life insurance as part of the employee benefits package, companies demonstrate their commitment to employee well-being and create a positive work environment. This investment in the financial security of employees ultimately contributes to the success and stability of the company as a whole.

If you're interested in implementing group life insurance coverage in your company, we are here to help. Our experienced team can guide you through the process and tailor a plan that suits your company's needs. Don't hesitate to get in touch with us today to discuss how we can assist you in providing this valuable employee benefit. Your employees' financial security is our priority, and we look forward to partnering with you to ensure their well-being.

With love,

Carlyle Partners



The Challenges of ESG in Mozambique

By Paulo Lopes*

The ESG (Environmental, Social and Governance) concept is increasingly on the agenda of companies around the world. In Mozambique, however, there is still a long way to go for companies to effectively incorporate these principles into their management practices.

One of the biggest challenges for ESG implementation in Mozambique is the lack of awareness and knowledge on the subject. Many companies have not yet understood the importance of incorporating environmental, social and governance aspects into their operations. It is necessary to invest in educational campaigns to build awareness among companies about the positive impacts that adopting ESG can have on business performance and on society.

Another challenge is the lack of regulation and incentives from the government for ESG adoption. Without clear policies and government support, many companies may not be motivated to invest in ESG practices, which often require significant investment in the short term. An enabling regulatory environment needs to be created and offer tax incentives to encourage companies to adopt sustainable practices.

How to implement an ESG strategy?

The implementation of an ESG strategy among organizations in Mozambique is an important initiative to promote sustainability and corporate social responsibility. In this sense, we present some suggestions to help companies implement a successful ESG strategy.

First, companies need to understand the concept of ESG and its importance to business and society at large. The ESG strategy should be incorporated into the company's strategic planning and be seen as a critical component for long-term success.

Second, it is important that companies assess their activities and operations against ESG requirements. This assessment should include an analysis of the environmental and social impacts of the company's activities, as well as an evaluation of the company's corporate governance performance.

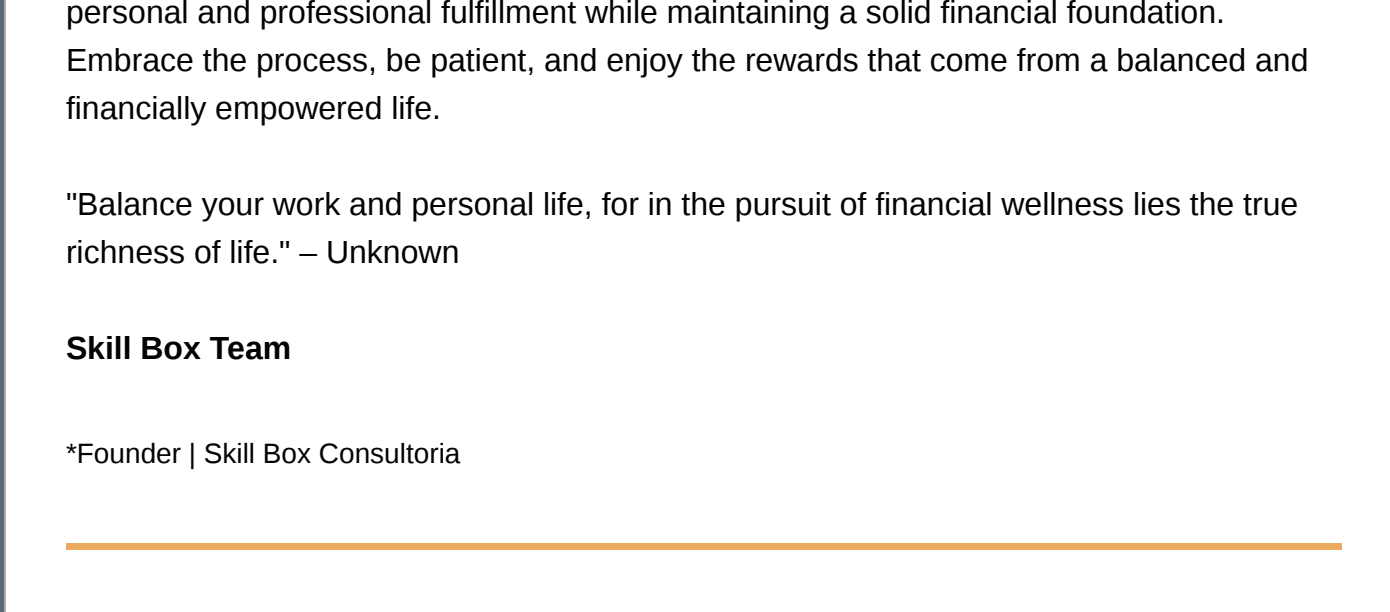
Once risk and opportunity areas have been identified, companies must develop an action plan that includes ESG best practices tailored to the Mozambican context. It is important that the ESG strategy be embedded in the company's daily operations and that there is a commitment from top management to implement the necessary actions to achieve the defined objectives.

In order to ensure successful implementation of the ESG strategy, open and transparent engagement with everyone, including employees, customers, suppliers, shareholders and local communities is crucial. It is important that the company is willing to listen and consider the opinions and concerns of all stakeholders.

Finally, the company should regularly monitor its performance against its ESG strategy, evaluating results and adjusting as needed. It is important that the company is transparent in disclosing its ESG information, ensuring that stakeholders can assess the company's performance and its contribution to sustainability and corporate social responsibility.

In summary, implementing an ESG strategy in companies in Mozambique requires a clear commitment from top management, a comprehensive assessment of company activities and operations against ESG criteria, a well-defined action plan, open and transparent dialogue with all stakeholders, and continuous monitoring of company performance against ESG objectives.

*Managing Partner | RSM Mozambique



Finding Financial Wellness: Achieving Work-Life Balance and Financial Harmony

By Sonia Mahendra*

Achieving a harmonious balance between work and personal life is crucial for overall well-being. This balance becomes even more important when managing your finances effectively. In this article, we'll explore practical strategies to achieve work-life balance while fostering financial wellness, ensuring that your personal and financial goals align for a fulfilling life.

Prioritize Your Values and Goals:

Identify your core values and financial objectives. Set clear goals that align with your values and create a roadmap to achieve them. Example: Create an emergency fund, save for children's education, or invest for retirement.

Create a Realistic Budget:

Develop a detailed budget that reflects your income, expenses, and savings goals. Use budgeting apps or spreadsheets to simplify the process and gain better visibility into your finances. Example: Utilize a budgeting app to allocate a portion of your income to savings and investments.

Embrace Effective Time Management:

Set boundaries between work and personal life. Prioritize self-care, family time, and leisure activities alongside professional responsibilities. Example: Schedule dedicated time for self-care, family activities, and hobbies.

Set Financial Boundaries:

Establish clear financial boundaries to avoid overspending. Distinguish between needs and wants, avoid unnecessary debt, and be mindful of your financial limits.

Seek Professional Guidance:

Consider consulting with a financial advisor to create a comprehensive financial plan, evaluate investments, and receive personalized strategies.

Practice Mindful Spending:

Adopt a mindful approach to spending. Evaluate purchases based on value and alignment with your goals. Avoid impulsive buying decisions. Example: Research and compare prices, prioritize quality over quantity, and make conscious spending choices.

Automate Your Finances:

Simplify financial management by automating routine tasks. Set up automatic bill payments, savings transfers, and investment contributions. Example: Automate bill payments, savings transfers, and contributions to ensure consistency and ease.

Regularly Assess and Adjust:

Periodically review your financial progress and reassess your goals. Plan as needed to stay aligned with your evolving needs and aspirations.

Celebrate Milestones and Achievements:

Acknowledge and celebrate your financial milestones and achievements along the way. Rewarding yourself reinforces positive habits and motivates continued success.

Remember, achieving work-life balance and financial wellness is an ongoing journey that requires intention, discipline, and periodic adjustments. By aligning your values, setting clear goals, and practicing mindful financial habits, you can create a harmonious blend of personal and professional fulfillment while maintaining a solid financial foundation. Embrace the process, be patient, and enjoy the rewards that come from a balanced and financially empowered life.

"Balance your work and personal life, for in the pursuit of financial wellness lies the true richness of life." – Unknown

Skill Box Team

*Founder | Skill Box Consultoria



Fidelidade Impar Registered a Net Growth of Over 583 Million Meticals in 2022

Source: Diário Económico

Fidelidade Impar Mozambique registered a net growth of more than 583 million meticals in 2022, according to the insurer, this represents the company's commitment with the market and the trust between business partners and clients.

The economic and financial information reported in the 2022 Annual Report, reveals that the insurer presents a sign of stability and solidity on the market and, in particular, for clients ensuring a solvency ratio of 746%.

"Fidelidade Impar has been operating on a market with an unpredictable global, regional and national economies, and geopolitical and economic tensions that contributed to the increase in global inflation levels. Even so, it has benefited from the pandemic relief that, from a positive perspective, and recovered the economies with the free movement of people and goods."

For the company's CEO, Manuel Camilo, the results highlight the prospects for growth and sustainability, backed by the knowledge and experience in the sector, a modern infrastructure, as well as a diversified offer of products and services more convenient for society.

According to the source "The insurer relies on experience that gives a catalytic role of the sector in Mozambique. We seek to confer greater dynamism and inclusion of the population."

Carlos Leitão, stressed that the "excellent economic and financial results come from the recognition acquired in Mozambique and the world. There is confidence in a greater future considering the growth sustained by the new commercial evolution that privileges greater proximity to clients and business partners."

With a portfolio of innovative products and services backed by highly qualified teams, Fidelidade Impar traces a path for affirmation, growth, prestige and sustainability.

According to information from the insurance institute of Mozambique (ISSM) Fidelidade Impar is of the largest insurers in the country with a market share of 13.2% at the end of 2022, which is equal to a growth of 4.1% from January to December 2022.

Fidelidade Mozambique is the only insurer in the country with a strong financial international rating, awarded by the rating agency AM Best.

INVEST IN YOUR FUTURE AND ENSURE A SECURE AND COMFORTABLE RETIREMENT

PENSION FUNDS

Contact us: +258 85 225 2332 corporate@carlylepartners.lc Carlyle Partners Health - Life - Pensions

Our Values

SPEED FREEDOM TRUST EMPATHY INNOVATION & RESPONSIBILITY

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