



G A R D I N I E R

Ethical Charter

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Thierry, Stéphane and Laurent Gardinier

GARDINIER, A FAMILY ADVENTURE

Founded by the Gardinier brothers, this collection of one-of-a-kind Maisons holds a central place in the French hospitality sector.

« Promoting the living heritage of our homes, gastronomy, wine and hospitality ;
and keeping them in step with the times »



GARDINIER

FOUNDED IN 1927, THIS FAMILY-OWNED GROUP WAS CREATED BY SEVERAL GENERATIONS OF ENTREPRENEURS WHO ESTABLISHED THEMSELVES IN EUROPE AND NORTH AMERICA.

1927

Lucien Gardinier founds his own company to process and distribute agricultural fertilizers.

Early 1950s

Creation of the « Domaine de Commetreuil » Champagne by Lucien Gardinier.

1950 - 1970

The fertilizer company has grown from a medium-sized business to a multinational with operations in Europe and the United States.

1970s

François and Xavier Gardinier acquire Champagne Lanson and Champagne Pommery (sold in the 1980s) as well as the first Relais & Châteaux in the United States.

1980s

Xavier Gardinier creates **Domaine Les Crayères** in Champagne and acquires Château Phélan Ségur in the Bordeaux region (sold in 2018).

2011

Maisons Taillevent joins Gardinier.

2013

Les Caves de Taillevent boutiques open their doors in Beirut (Lebanon).

2015

Le Comptoir du Caviar joins the Group. Les 110 de Taillevent opens a new address in London's Marylebone district.

2018

Drouant restaurant joins Gardinier. Les Caves de Taillevent opens a new boutique in Tokyo.

2020

Les Expériences de Taillevent are created.

2022

The second boutique of **Les Caves de Taillevent** Victor Hugo is opened in the 16th arrondissement of Paris.

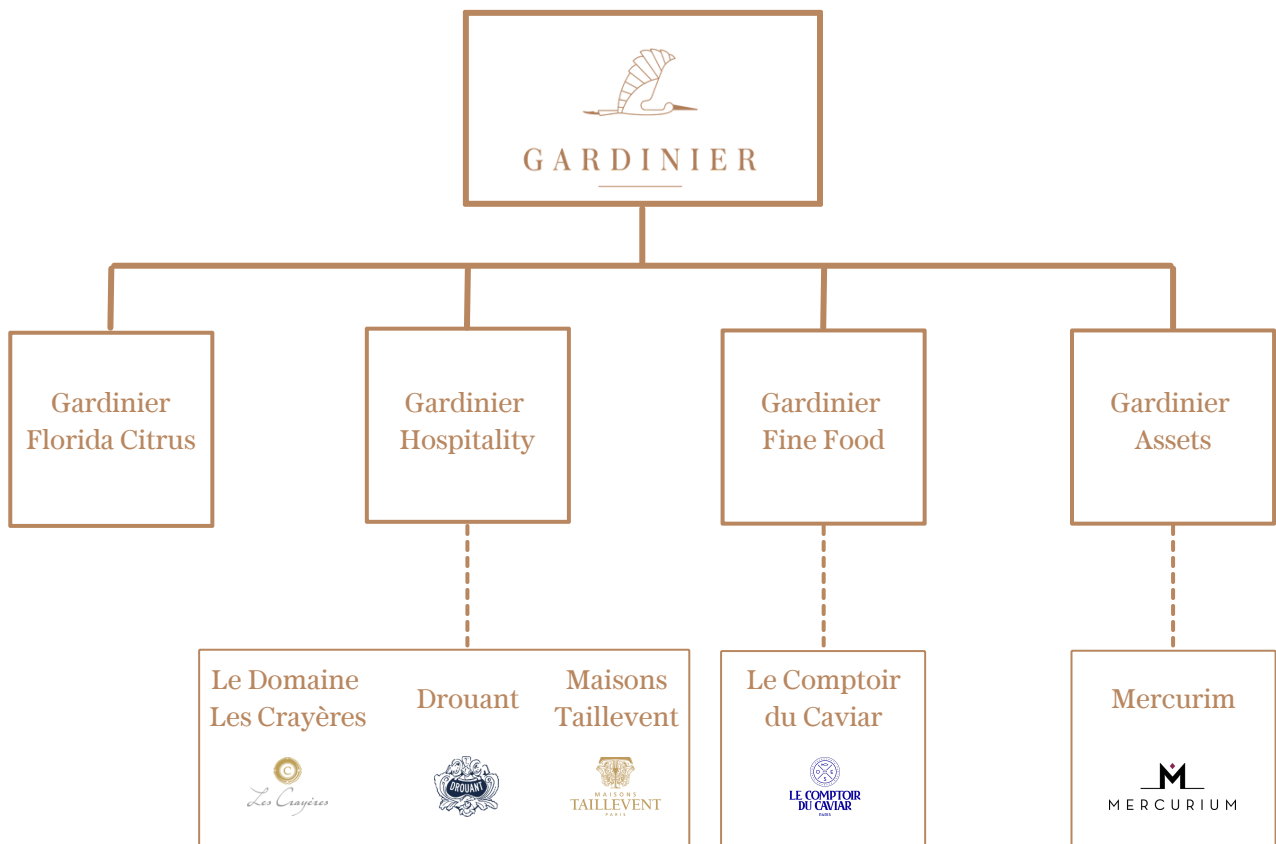
2023

Drouant, Maisons Taillevent and **Domaine Les Crayères** are reaching maturity.

2024

The Gardinier brothers call on the services of a luxury developer for international territories that are considered ripe for the Group's brands.









Maisons Taillevent

Restaurants

Le Taillevent  
Les 110 de Taillevent Paris - Londres

Boutiques

Les Caves de Taillevent
Paris 8th - Paris 16th districts
Beirut - Tokyo - Yokohama

Services

Les Expériences de Taillevent




Domaine Les Crayères



Restaurants

Le Parc 
Le Jardin 

Hôtel *****

Le Château 



Drouant

Restaurant

Drouant
Location of the Goncourt and Renaudot
literary awards



Le Comptoir du Caviar

Online boutique

Le Comptoir du Caviar

Production workshop

Le Comptoir du Caviar - Mulcent, FR



OUR COMPANY IS DEDICATED TO
THE FOLLOWING COMMITMENTS:

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• Respect for individuals	P 11
• Health and safety – combating discrimination and harassment – disability inclusion	P 12
• Relations with customers, suppliers, and other business partners	P 14
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THE GROUP'S ETHICAL FOUNDATIONS

The Gardinier family, through its family and professional background, as well as its activities related to the land and the arts, is by nature deeply attached to cultural, human and natural heritage, to the preservation of resources, and to the future of our planet.

This attachment lies at the heart of the values that guide all of its actions:

Respect — for people, for heritage, and for the planet;

Perseverance — in sustaining long-term commitments and the ability to adapt sustainably;

Sensitivity — enriched by curiosity, creativity, and emotion.

This conduct is considered both natural and instinctive, reflecting the Group's deeply rooted values. It is therefore logical to formalize these commitments by drawing up an 'Ethical Charter'.

In line with our entrepreneurial and commercial mission, the Ethical Charter defines the principles and values to which the Gardinier Group and all its affiliates and licensees are committed.

These parties must respect the framework set out in this Charter.

However, adaptations may be considered, particularly for those subject to legislation that differs from that of France, subject to the express approval of the Gardinier Group Management.



Integrity, ethics, social responsibility, loyalty, respect for the individual, the fight against corruption and unfair competition are fundamental values of the Gardinier Group.

These values require compliance with the law and behavior guided by clear and sound ethical principles.

This Ethical Charter applies to all employees of the Gardinier Group (officers, directors, managers, employees, etc.) and, by extension, to all stakeholders within the Gardinier Group, including B2B customers, suppliers, advisors, auditors, consultants, subcontractors, agents and other intermediaries acting on behalf of the Gardinier Group.

All employees, whatever their hierarchical level, are required to apply the following rules within the framework of their duties and responsibilities. These rules are part of the loyal and good-faith execution of their employment contract or corporate mandate.

Each employee is also responsible for ensuring that these principles are upheld within their team or by individuals under their supervision.

Employees who fail to comply with applicable laws, regulations or the principles of this Charter may be subject to disciplinary action in accordance with internal rules and/or legal requirements.

Any financial or in-kind contribution to political parties, politicians, lobbying organizations or advocacy groups must be publicly disclosed and subject to prior approval by Gardinier Group management.



REGULATORY COMPLIANCE

The Gardinier Group is committed to remaining in full compliance with the laws, rules and regulations of the countries in which at least one of its brands operates.

Compliance with the law is a core value and, where applicable, takes precedence over the Ethical Charter.

All employees are required to stay informed about the rules and provisions in force within the company relating to their area of responsibility, to comply with them, and to contact the relevant departments for further information in case of doubt or for any additional information.



RESPECT FOR INDIVIDUALS

Human resources management, team leadership and relations between employees are based on the principles of trust and mutual respect, and the dignified treatment of everyone.

The Group is committed to an equitable HR policy in full compliance with the law. It also prohibits all forms of discrimination.

Any pressure, intimidation, or harassment, whether moral or sexual in nature, is strictly prohibited.

All employees benefit from having their privacy respected, particularly by applying the rules on personal data.

The Gardinier Group is permanently concerned to ensure the safety of its employees in the performance of their duties.



HEALTH AND SAFETY - COMBATING DISCRIMINATION AND HARASSMENT - DISABILITY

The health, safety, and well-being of all employees are central to the Gardinier Group's commitments.

Human relationships across the Group are guided by the core values of respect, attentive listening, mutual trust, and proximity.

Managers are expected to actively embody and promote these values, in line with the Group's "Management Principles", which play a key role in shaping all Gardinier establishments' identity and long-term success.

The Gardinier Group is committed to fostering a safe, inclusive, and respectful working environment for everyone.

Discrimination of any kind—based on gender, sexual orientation, ethnic origin, religion, age, disability, political opinions, or trade union involvement—is strictly prohibited.

All forms of harassment are banned and subject to disciplinary action, in accordance with applicable local legislation.

The Group upholds equal opportunities at every stage of the employee experience and ensures that all individuals are treated fairly and respectfully.

In compliance with international labor conventions, the Gardinier Group strictly opposes forced labour and prohibits the employment of children under the age of 15.

Additionally, the Group maintains a strong focus on gender equality in the workplace, which is overseen jointly by Human Resources and all levels of management.



GARDINIER

The Gardinier Group provides its employees **with training opportunities tailored to their area of expertise** and the specific requirements of their roles.

With over 30 nationalities represented across its establishments, the Group actively fosters multiculturalism and is committed to creating an inclusive environment for all.

The Gardinier Group promotes a disability inclusion policy, encouraging **the hiring and integration of people with disabilities**, while providing guidance and support to employees concerned throughout their career paths.

Finally, **the Gardinier Group ensures that these commitments** are upheld across all licensed establishments.



RELATIONS WITH CUSTOMERS, SUPPLIERS AND OTHER BUSINESS PARTNERS

The Gardinier Group partners with suppliers who share its values and regularly reviews its sourcing practices.

Each product is selected with the aim of offering a sustainable approach while promoting a healthy, balanced diet.

The Group supports integrated farming and values certification labels such as HVE, AOP, and AOC, to ensure the use of high-quality ingredients. Full traceability is guaranteed across all products used in its restaurants.

In line with its sustainability principles, the Group also prioritises seafood sourced from sustainable fisheries or responsible aquaculture.

Customer satisfaction and quality of service are central to the Group's approach.

Clients are treated with the same level of care and respect as employees, in line with the values outlined in the preamble. Complaints are handled promptly and constructively.

The Gardinier Group is committed to taking all necessary measures to ensure the quality and safety of the food it serves, in compliance with health standards and regulations.

All employees are expected to be fully aware of, comply with, and uphold procedures related to food storage, handling, preparation, hygiene, safety, and service across all establishments within the Gardinier Group.

The Group remains committed to continuously monitoring and improving its practices and quality standards to meet the highest expectations.



**The Gardinier Group conducts its commercial activities,
both in France and abroad, in full compliance with local regulations,
which every employee is expected to know and observe.**

Any payments made by or on behalf of the Gardinier Group
or one of its subsidiaries
to foreign agents or public officials must relate strictly to services actually provided
and be proportionate to the nature of those services.

Under no circumstances may a partner make unlawful payments
to government representatives or seek to influence them
in establishing business relations with the Group.

Partners must comply with all applicable local
and international laws governing customs and trade.

**The Gardinier Group is committed to honest
and transparent disclosure of business transactions to authorities.**

Any information provided by a partner to customs officials
or to agents acting on behalf of the Group must be accurate and truthful.

Under no circumstances may partners attempt to influence
a business decision through bribes, improper incentives, or any other form of gratuity
that is illicit or contrary to the Gardinier Group's ethical standards.

The Group and its representatives deal with suppliers, service providers,
and subcontractors with honesty and fairness.
They respect the terms of contracts, general purchasing conditions, and partnership agreements,
and are committed to building long-term relationships with key suppliers.



The Gardinier Group strictly prohibits any form of kickback,
including bribes or gifts, in relation to contracts,
payments, or indirect payment agreements.

The Group expects its suppliers to share the same commitment to ethical conduct,
including respect for human rights, fair labor conditions, honest business practices,
protection of confidential information and intellectual property, anti-corruption efforts,
and broader principles of business integrity.

**Suppliers, service providers and subcontractors are also expected to adhere to the Gardinier
Group's Supplier Code of Ethics.**

They must ensure that their personnel assigned to Group sites act professionally,
discreetly, and respectfully towards both staff and customers
during the course of their work.



FAIR COMPETITION

Fair competition laws aim to promote free and dynamic competition.

Fair competition laws are designed to promote healthy competition within a free market.

The Gardinier Group fully supports and encourages
open and fair competition.

Compliance with competition laws is of the utmost importance to the Group.
The following principles must be respected by all partners when acting on behalf of any of the
Group's entities or brands:

Do not enter into any
agreements with competitors or
customers regarding pricing,
production volumes, or market
allocation.

Always present the Group's
products and services in a way that
reflects our core values.



FIGHT AGAINST CORRUPTION

The Gardinier Group is committed to fighting corruption, bribery, embezzlement of public funds, favoritism and any other form of unethical conduct in all countries where it operates.

No employee is permitted to offer or accept a gift or service if it creates a sense of obligation, compromises professional judgment, or could reasonably be perceived as undue influence.

To determine whether a gift is appropriate, employees should consider its value and ask themselves whether its disclosure could cause embarrassment to themselves, the company they represent, or the entity on whose behalf they are acting.

Cash gifts are strictly prohibited and must always be refused.

The exchange of anything of value with other companies, including shops and restaurants, is strictly prohibited.



**Exceptions may be allowed
—subject to declaration and prior approval by a hierarchical superior—
when such gestures are directly related to the development of the brand,
its commercial activities or international business operations.**

For example, a promotional or commercial prospecting trip with a licensee or a potential licensee in a specific market.

In this context, a business meal, hotel accommodation, or airfare may be accepted, subject to prior approval from Management.

No employee may request or accept gifts, meals or entertainment from anyone who currently has, or is seeking to establish, a business relationship with the Gardinier Group.

Offering or accepting such benefits may be perceived as an attempt to exert improper influence over the business relationship.

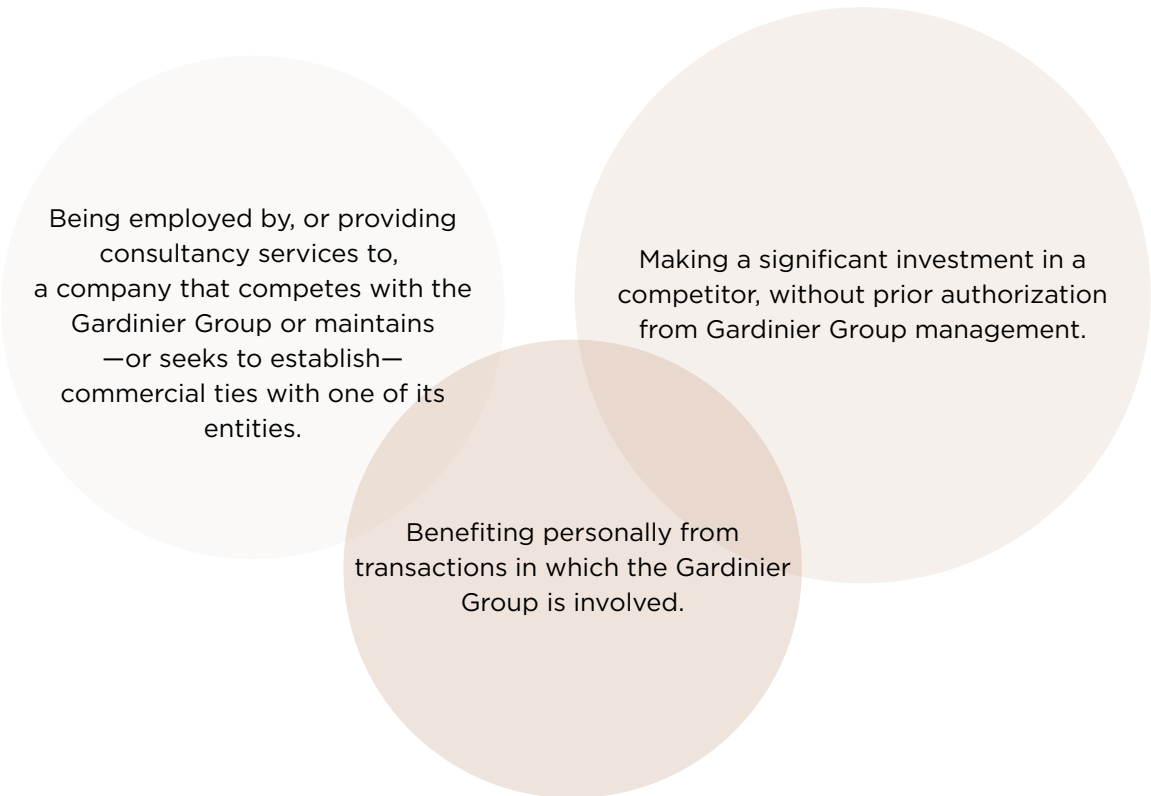


CONFLICT OF INTEREST

A conflict of interest arises when an employee is able to influence a Group decision in a way that could provide a personal benefit or advantage a relative or close acquaintance.

All business decisions within the Gardinier Group and its subsidiaries must be taken objectively, without any personal consideration. The Group prohibits any activity or mission undertaken by employees or members of its governing bodies (Supervisory Board, Management Committee, Intra-Group Committee, Codev, etc.) that would be contrary to the Group's interests.

A conflict of interest may take various forms, including:



Being employed by, or providing consultancy services to, a company that competes with the Gardinier Group or maintains —or seeks to establish— commercial ties with one of its entities.

Making a significant investment in a competitor, without prior authorization from Gardinier Group management.

Benefiting personally from transactions in which the Gardinier Group is involved.



ACCURACY OF ACCOUNTING AND FINANCIAL INFORMATION

The Gardinier Group is committed to providing clear, transparent and timely information.

The Group and its employees are required to produce accurate and consistent financial statements that reflect the true financial situation, operational performance, transactions, assets and liabilities of the company.

All financial records must be prepared in accordance with applicable accounting standards and supported by appropriate documentation issued in good faith. Records must be retained in line with current legislation and Group policy.

All fund transfers require particular care, especially with regard to verifying the recipient's identity and the justification for the payment.

In the event of an inspection or request from an official or regulatory authority, the Group's policy is to cooperate in a fair and honest manner and to comply with all valid administrative procedures.

Partners must be honest and transparent in their dealings with public authorities and must never instruct or encourage anyone to provide false or misleading information.

It is strictly forbidden to destroy or conceal any material relevant to an ongoing investigation.



COMMUNICATION WITH THIRD PARTIES: MEDIA, SOCIAL NETWORKS, INVESTORS AND AUTHORITIES

**The Gardinier Group communicates primarily on the quality of its products and services
in all sales initiatives and advertising campaigns.**

Any communication intended for external audiences must be accurate and comply with all
applicable legal and regulatory obligations.

**The Gardinier Group and its subsidiaries promote the excellence of their operations
without ever disparaging competitors.**

To ensure consistent, reliable, and legally compliant communication,
only employees expressly authorized by the Gardinier Group's General Management may speak
publicly or respond to inquiries from the media, investors or regulatory authorities.

It is strictly prohibited for employees to create online pages or accounts in the company's name,
use its logos, or speak publicly on behalf of the Group
without prior written authorization from General Management



CONFIDENTIALITY

In the course of their work for the Gardinier Group, employees may have access to non-public information that is the exclusive property of the company. The Group relies on its employees to protect the confidentiality of this sensitive information.

Confidential information includes, but is not limited to:
supplier data, technologies under development, financial results,
economic data, pricing information, commercial or marketing plans,
internal communications, and information relating to current or future products.

Such information must be used solely for professional purposes within the Group and must not be disclosed to third parties. Even internally, access must be restricted to those who genuinely need it to perform their duties.

When an employee leaves the Gardinier Group, all materials, documents, and copies belonging to the company must be returned.

Confidential documents must be: stored securely and out of sight;
marked “confidential” whenever possible; not sent to unattended printers or fax machines;
and never discussed in an unsecured or public manner.
The Gardinier Group is committed to handling confidential information with integrity, fairness, and discretion.



INTELLECTUAL PROPERTY

Anything created during employment with the Gardinier Group or one of its subsidiaries—including inventions, discoveries, ideas, improvements, software programs, artistic works, books, manufacturing processes, decorative styles, and more—is the property of the Group or the relevant subsidiary.

Any work developed during an employee's duties or using company resources or information belongs to the Group.

For collaborations involving external consultants,
an appropriate written agreement or release must be signed before
the work begins to ensure the Group's rights are fully secured.

The brands of the Gardinier Group—including Gardinier, Taillevent, Drouant, Domaine Les Crayères, Le Comptoir du Caviar, Les Expériences de Taillevent, Les Caves de Taillevent, and all affiliated trademarks—are vital to the Group's success.

They are valuable assets and must be protected from misuse and handled with care.
The graphic charter of each Gardinier Group subsidiary should be consulted
for the correct use of trademarks.

When using third-party content—such as artistic works or music—the Group must also comply with relevant legal requirements.

This includes using only licensed software and respecting the terms of each licence.
Written and musical works are often protected by copyright and may only be reproduced when permitted by law.



The Gardinier Group's information management procedure stipulates that partners must manage information in such a way as to meet the company's needs while guaranteeing its effectiveness, security and compliance with legal and regulatory obligations.

This procedure applies to all documents kept in any form within the Gardinier Group and its affiliates, whether written or electronic.

Partners must comply with the General Data Protection Regulation (GDPR) when handling the data of EU residents and ensure compliance with any applicable local data protection laws.

These rules apply mind and the collection, use, storage, modification, disclosure, and destruction of such data.

Documents must always be prepared with accuracy and reliability in mind, and stored in accordance with appropriate standards.

They must reflect faithfully and accurately all transactions and events recorded in the Gardinier Group's accounting and information systems.

It is strictly forbidden to maintain any funds, assets, or accounts "off the books" that are not properly recorded, regardless of the reason.

The three points mentioned above are the usual responsibility of the Administration and Finance Department.



ENVIRONMENTAL PROTECTION - SOCIAL RESPONSIBILITY

As a responsible company,
the Gardinier Group is committed to developing its activities in a way that preserves natural and energy resources, reduces waste, and minimizes environmental impact.
This commitment implies strict compliance with current environmental regulations.

The development of any new packaging is based on an optimization of quality,
brand image and ecological impact,
with the goal of preserving resources as effectively as possible.

The Group's packaging strategy is built around several long-term principles:
the use of certified materials, the recyclability of the selected packaging, and the possibility of reuse.

As part of its ongoing waste reduction policy, the Gardinier Group has deployed five-stream waste sorting solutions across all the establishments it operates in France, along with bio-waste sorting in the kitchens of its restaurants, in accordance with the applicable environmental regulations.

The Group applies a responsible approach to the development of its sites.
Energy efficiency, the choice of materials and equipment,
and the integration of appropriate electrical solutions are systematically considered
at every stage of the design process to limit environmental impact.

The Gardinier Group strictly prohibits food waste.



In the spirit of applying the Gardinier Group's Ethical Charter,
the General Management has decided to extend to the entire Group the principles of the Partnership Manifesto signed between UNESCO and the Relais & Châteaux Association, of which several of the Group's establishments are members.

This initiative aims to promote the sustainable development of activities related to gastronomy, health and the environment.

This manifesto, which outlines 12 key commitments, is included as an annex to the present Gardinier Group Ethical Charter.



ENTRY INTO FORCE OF THE CHARTER

The guidelines set out in this Ethical Charter do not cover all applicable standards and procedures within the Gardinier Group. Nor do they represent a complete explanation of the laws that may apply to the Group, its subsidiaries or its employees in each country.

It is the responsibility of all teams within the Group to stay informed about the laws applicable to their professional activities—whether in a subsidiary or at headquarters—as well as all relevant Group procedures.

Any breach of these standards or any other Group procedure or of the law may result in disciplinary action, up to and including dismissal, in respect of employees, and appropriate sanctions for any subsidiary, franchisee or licensee of the Group.

The standards and procedures described in this Ethical Charter may be updated, in line with changes in applicable laws and regulations.

In the event of a substantial breach of this Ethical Charter by a licensee, the relevant contract may be terminated at their fault, in accordance with the terms of the licence agreement.

Each member of the Gardinier Group represents the Group and the brand(s) under which they operate, as well as its (or their) codes, values, and ethics.



INFORMATION CONTACTS

**The Ethical Charter of the Gardinier Group,
its subsidiaries and its commercial brands provides guidance and resources to support
responsible and ethical business practices.**

If an employee encounters a compliance, legal or ethical issue, they can contact
Pauline CRESTOR (pauline.crestor@gardinier.com),
Group Project Manager and CSR Advisor.
They can also inform their line manager and the Human Resources department.

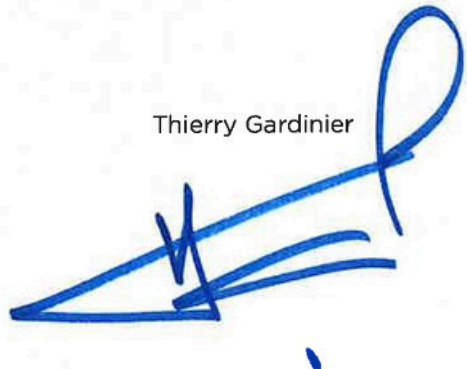
This Ethical Charter also forms an integral part of the license or franchise agreements signed with
both current and future partners of the Gardinier Group.

This Charter was updated and approved
by the Gardinier Group General Management on June 10, 2025.

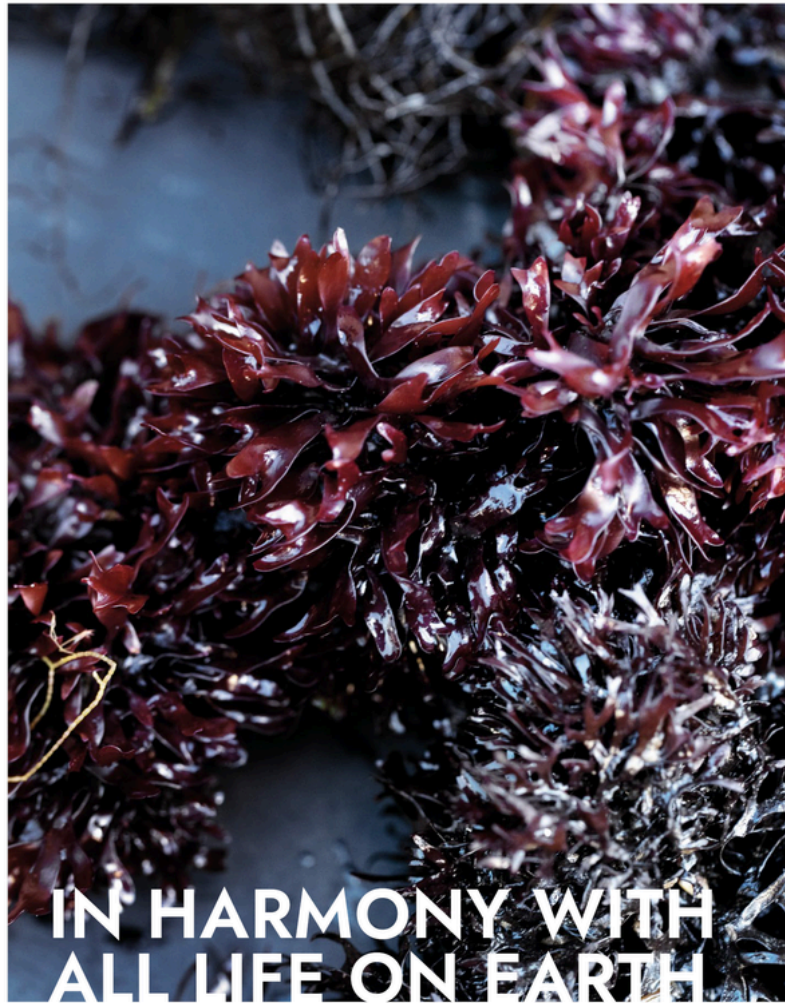
Laurent Gardinier



Thierry Gardinier



APPENDICES



OUR 12 COMMITMENTS
TO SUSTAINABILITY



GARDINIER

Foreword

The times in which we live are ones of intensifying climate change, deteriorating ocean health, and collapsing biodiversity. According to the report by the IPBES – the biodiversity-focused equivalent of the IPCC – presented to UNESCO in April 2019, never in history has nature experienced such dramatic decline. One million species – out of the eight million identified to date – are facing the threat of extinction.

Such loss of diversity, including genetic diversity, puts global food security at risk by weakening the resilience of many agricultural systems.

This is the context in which a partnership was established between UNESCO and the Relais & Châteaux Association. The Association's commitments clearly underline the importance of the interconnection between food, health, and the environment.

The partnership is part of UNESCO's worldwide efforts in the realms of education, science, and culture and the Organization's search for new, more effective coalitions between international bodies and civil society.

It is our collective responsibility to change course: We can restore balance between humans and the environment by working together, and everyone has a role to play.

In our quest for solutions, we can draw upon the knowledge and experience of more than a thousand UNESCO-designated Natural World Heritage sites, Biosphere Reserves, and Global Geoparks.

The ancestral culinary knowledge and practices that our Organization preserves through its Lists of Intangible Cultural Heritage also constitute precious ideas and inspiration for developing sustainable food systems, that are both healthy and respectful of natural resources.

With one voice, UNESCO and the Relais & Châteaux Association are calling for us all to change our perspectives and practices regarding food, to better build the world of tomorrow. The pages that follow can guide us on this path.

Audrey Azoulay

UNESCO Director General



GARDINIER



Established in 1954, the Relais & Châteaux Association unites an exceptional collection of hotels and restaurants throughout the world, operated by independent owners. Embodied by men and women – most often families – they are deeply committed to sharing their local culture as well as their passion for what is good and beautiful.

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Our members, in their day-to-day devotion to cuisine and hospitality, are in constant contact with persons of every origin, from all kinds of communities, as well as with nature in its infinite richness and variety.

This singular – perhaps even unique – position has made our members ever-mindful of the way in which the world evolves, and conscious of their responsibility concerning such changes.

In 2014, we drafted a Vision affirming our commitments for “*a better world through cuisine and hospitality*”. Since that time, although our members have been working hard to these ends, it is clear that the world is struggling in the face of mounting challenges: increasing effects of global climate change, alarmingly rapid biodiversity loss, social crises throughout the world.

What actions can we take to address these? How do we embrace our responsibility – individually and as an Association – in this changing world and contribute meaningfully – each of us where we live – to the creation of a new harmony between humans and nature? How can we play our individual parts, making the most of our differences? To succeed, we firmly believe that we must continue to adapt the models of our properties, in order to achieve environmental, social, and economic objectives with equal rigor and dedication.



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We cannot invent these new hotel and restaurant models in an isolated manner. We must do it together, within the network, because each Relais & Châteaux property is a source of creativity, ingenuity and solutions that can be beneficial to all the others. The cooperation required to achieve this must include all the stakeholders in our ecosystem – our suppliers and producers, our teams, our guests – particularly the younger generations – non-governmental organizations and local and international public authorities.

We know that these intentions must become tangible, clear, and measurable actions, and we hereby express these actions in the form of 12 commitments, designed to pursue three major missions:



PRESERVE
THE WORLD'S
HOSPITALITY
& CULINARY
TRADITIONS



CONTRIBUTE
TO THE PROTECTION
AND DEVELOPMENT
OF BIODIVERSITY



TAKE DAILY ACTION
FOR A MORE
HUMANE WORLD



These commitments reflect a profound desire to contribute – through the art of hospitality and cuisine and driven by a shared passion for what is good and beautiful – to building a more respectful, united, sustainable world, in harmony with all life on earth.



GARDINIER





- Promote the richness of the many different hospitality cultures around the world, through the uniqueness of each Relais & Châteaux property and its local character. Preserve local cultural heritage, emblematic local architecture – from the most traditional to the most contemporary –, the decorative arts, as well as landscape and garden design.
- Favor interactions with local communities, producers, and suppliers in order to co-create shared value, and assist them in developing their activities and preserving the diversity of their heritage.
- Serve a cuisine that, by virtue of a chef's creativity, is a statement and an expression of the uniqueness of a place and its biodiversity, a natural and cultural environment, local history, or farming and fishing traditions.
- Work with all stakeholders in our ecosystem to enable as many people as possible to discern and appreciate the essential roles that the environment, food, and cuisine play in our health, to promote quality food products, and the joy of sharing an exceptional meal.

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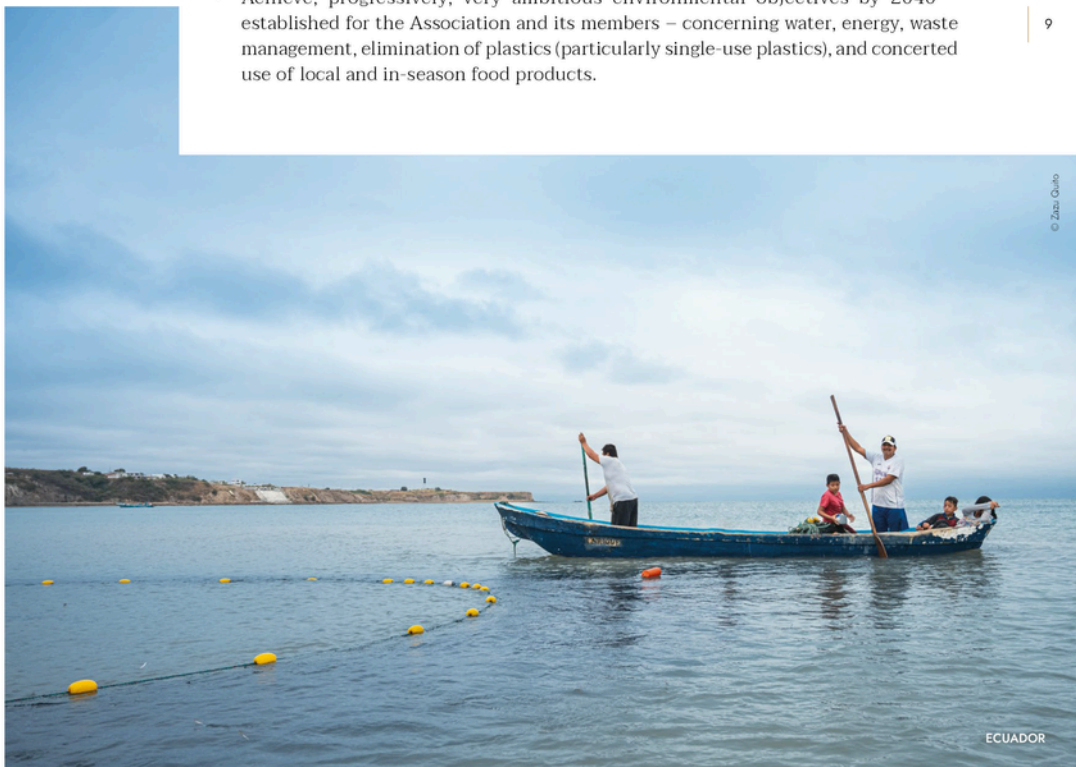


GARDINIER



- Contribute to the regeneration and development of terrestrial and marine ecosystems in partnership with local public authorities, non-governmental organizations, scientists, and all other parties committed to preserving biodiversity.
- Capitalize on the influence of the Relais & Châteaux chefs and their sourcing choices to foster the development of regenerative agriculture, promote breeding conditions respectful of animal welfare, and help preserve the planet's oceans by supporting small-scale fishing employing sustainable techniques.
- Contribute, on a worldwide scale – for the Association as well as its members –, to combating global warming by 2040, through the implementation of new day-to-day management practices enabling our members to measure and drive the progressive decarbonization of their activities.
- Achieve, progressively, very ambitious environmental objectives by 2040 – established for the Association and its members – concerning water, energy, waste management, elimination of plastics (particularly single-use plastics), and concerted use of local and in-season food products.

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- Support local communities in their efforts to preserve and develop their cultural and craft heritage. Work with them to develop education wherever needed and strive together to reduce inequalities. Offer the possibility, for those who wish, to participate and progress socially and economically in the hospitality and culinary professions, within an environment committed to excellence.
- Guarantee our teams, through our collective commitments, truly meaningful positions and responsibilities, as well as exemplary work conditions and management methods, respecting their differences and allowing each team member to enjoy a fulfilling personal and family life.
- Work with our entire ecosystem to pass on our expertise and our passion for what is good and beautiful. Share these treasures each day and promote our commitments to all our stakeholders.
- Ensure each property is a place where the quality of human relations is paramount, a place of respect and harmony, for our guests, our teams, and the communities around us.

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Digital version of the Commitments

