

Responsible Procurement Charter

(formerly "Procurement Charter 21")



ACCOR

PROCUREMENT DEPARTEMENT' MESSAGE	3
WHO DOES THIS CHARTER APPLY TO?	4
WHAT ARE THE SANCTIONS FOR NON-COMPLIANCE WITH THIS CHARTER?	4

1

Accor's values and commitments

ACCOR'S VALUES	6
ACCOR'S COMMITMENTS	7

2

Our suppliers as responsible companies

COMPLIANCE WITH REGULATIONS	10
COMPLIANCE WITH COMMERCIAL RULES AND ETHICS	10
RESPECT FOR PROPERTY AND DATA	13

3

Our suppliers as responsible employers

RESPECT FOR WORKING CONDITIONS	15
PROMOTING AND RESPECTING DIVERSITY AND INCLUSION	16
RESPECT FOR PEOPLE	16
PROMOTION OF BASIC LABOUR RIGHTS	17

4

Our suppliers as companies committed to civil society and the planet

RESPECT FOR THE ENVIRONMENT	19
RESPECT FOR LOCAL COMMUNITIES	21

Procurement Department's Message

For many years, Accor has been a committed group, establishing itself as a pioneering and innovative hospitality company and assuming its social, societal and environmental responsibility.

Accor is further strengthening its commitment to pushing the boundaries by launching its new sustainable development strategy and setting ambitious targets for the coming years. For example, the elimination of all single use products in plastic from its 26 brands throughout 115 countries, and its commitment to becoming fully carbon neutral by 2050.

Accor Procurement plays a major role in the Group's sustainable development strategy and contributes positively to Accor's performance.

The involvement and performance of all the Group's suppliers is therefore essential.

For example, the transition to a low-carbon economy can only be achieved through measures put in place across the whole value chain to decarbonise products, services and operations.

This Charter therefore reflects to Accor's intention to share its principles and commitments with all of its suppliers. It also formalises Accor's expectations of all the companies with which the Group has direct or indirect business relationships throughout the value chain (suppliers, service providers, subcontractors, etc.).

Accor and its employees are also committed to respecting and ensuring respect for these principles. The Charter is therefore the cornerstone of sustainable commercial relationships and is intended to be systematically associated with purchasing or listing contracts.

Caroline Tissot
Group Chief Procurement Officer

WHO DOES THIS CHARTER APPLY TO ?

Along with all of its partners, Accor shares a major responsibility to address the hospitality industry's challenges relating to sustainable development.

Accor asks all of its suppliers, service providers and subcontractors involved in its value chain (the "Suppliers") to comply with the principles of the Responsible Procurement Charter (the "Charter"), regardless of their location, the volume of business they generate with Accor and the type of solutions they provide (all products, services, operations, etc.). It formalises the commitments expected by Accor from its suppliers, service providers and subcontractors in terms of ethics, respect for human rights, protection of employees' rights, respect for the environment and compliance with applicable laws and regulations.

The Supplier undertakes to only select companies (subcontractors, service providers, suppliers, etc.) that meet the same high standards as Accor in terms of respect for ethics, human rights and basic freedoms, personal health and safety and the environment in all of the countries where they operate.

This approach, which creates value for all, requires a continuous commitment from Accor and its commercial partners. It will strengthen the relationships of trust established between Accor and its partners, in particular its suppliers and hotels.

Therefore, Accor asks its Suppliers to sign this Charter, by which they pledge to:

- Respect the principles of the Charter;
- Ensure that their own suppliers, service providers and subcontractors respect the principles of the Charter. If a major non-compliance is reported, Accor reserves the right to check whether the Charter is being respected by its Suppliers' suppliers, service providers and subcontractors.
- Provide Accor with an exhaustive list of their own suppliers, service providers and subcontractors, working directly or indirectly for Accor.
- Participate in assessments and audits carried out by third-party organisations commissioned by Accor to measure their level of performance and ensure that the principles of the Charter are being properly respected
- Implement any action plans that may be required under the conditions set out.

This Charter is an appendix to any purchase or listing contract and is therefore a contractual obligation.

WHAT ARE THE SANCTIONS FOR NON-COMPLIANCE WITH THIS CHARTER?

Suppliers acknowledge that respecting the principles set out in this Charter is an essential element of the commercial relationship. In the event that a Supplier is not or is no longer able to respect some of these provisions, it must inform Accor immediately so that the corrective measures to be implemented can be agreed on together. Failure by the Supplier to respect any of these principles may constitute grounds for termination of the commercial relationship.



1

ACCOR commitments



6 values at the heart of our Ethics & CSR Charter

Our values are our common "language".

Embodied in and rolled out through our Heartist programme, which is a symbol of our identity and our culture, these values are the glue of our attachment to the Group.

They uphold and promote - beyond professions, people, countries and cultures - the sense of hospitality and service that is the Group's strength and contributes to its success around the world.

GUEST PASSION

We obsess over our customers. Our guests are the driver of our decisions and our actions. We put them first, we care for them.

We go the extra mile for them. We enjoy doing it.

SUSTAINABLE PERFORMANCE

We believe that hospitality has the power to unlock a better tomorrow. We act for good to support & empower the communities in which we live and protect the planet that you visit.

RESPECT

We are connected with the world, and to others. We enjoy the mix of cultures. We are proud of our differences. We put you first and we value you, whoever you are. We care for the planet.

SPIRIT OF CONQUEST

Our guests are globetrotters, and so are we. We want to be where they want to be. We explore, we initiate, and we develop. We are ambitious for our guests. We make the impossible possible, we have fun doing it.

INNOVATION

We dare to challenge the status quo. We embrace innovation and challenge ourselves to do things better and faster. We take risks, dream the impossible and make it possible...

TRUST

Hospitality is a team sport, and we're stronger when we trust and support each other. We believe in natural kindness, respect our differences and value all voices. We work as one team, to say what we do, and do what we say.



Accor commitment

Our ambition? To open up new avenues for positive hospitality wherever we are.

- *Always refer to applicable regulations, and implement and share an ethical approach with its suppliers.*
- *Seal a sustainable relationship with our partners, who share our commitments and work alongside us to develop innovative solutions with a positive impact.*
- *Working with local communities, because our commitment does not stop at the door of Accor-branded hotels and venues.*
- *Be an inclusive company and ensure the well-being of those we employ.*
- *Engage customers of Accor-branded hotels and venues to reinforce the positive effects of our actions.*
- *Finally, because environmental pressure is getting stronger and these are development priorities for the Group, we have chosen to pay particular attention to specific issues:*
 - *Healthy and sustainable food, banning food waste*
 - *The elimination of single-use plastic products*
 - *Buildings that fit in with a carbon-neutral path*



Our suppliers as responsible companies

[The Group's Ethics & CSR Charter](#) reaffirms the Group's values and its commitment to conducting its business with the highest ethical standards. Each Accor Supplier undertakes to respect these standards by adhering to the Accor Responsible Procurement Charter.

Accor has developed "Accor Integrity Line", a tool that the group uses to uphold its values and bring them to life on a daily basis. As a trusted partner of Accor, the line is open to report any illegal or unethical behaviour that a supplier witnesses in its business activities with Accor.

If a supplier witnesses any inappropriate behaviour that should be brought to Accor's attention, it must report this to Accor's management so that it can be addressed and remedied. The "Accor Integrity Line" is a secure and confidential way of reporting behaviour. This system, which is accessible to all, guarantees not only the confidentiality of the reporting party's identity, but also the confidentiality of the identity of the persons concerned by the alert and of the information gathered in this context.

The alert system is available at the following address:

www.accor-integrity.com

CONTACT

Any person in contact with Accor, and in particular with Suppliers, may have concerns or questions about certain practices and may need help or advice. In this case, it is advisable to contact an Accor Compliance Officer: **compliance.team@accor.com**

2.1 COMPLIANCE WITH REGULATIONS

Accor is committed to always referring to applicable regulations and, furthermore, to implementing and sharing an ethical approach with its Suppliers.

Suppliers pledge to:

- Comply with international or national regulations relevant to their activities;
- Implement commercial practices that comply with applicable export and import laws and regulations
- Provide all information relating to the goods and services supplied, including that required to obtain export or import licences or agreements, where applicable.

2.1.1 ETHICAL ALERTS (“WHISTLEBLOWING”)

Accor encourages Suppliers to establish a clear process for employees, suppliers, contractors, subcontractors and others to raise concerns or questions, including ethical concerns, without prejudice to the person raising the concern.

2.1.2 SAFETY AND HYGIENE

Safety is one of the fundamental principles of the hotel business, regardless of the hotel, brand, location or country. In addition to this principle, the Group respects local regulations, supplemented by Accor's rules, and maintains transparent and honest relations with the public authorities responsible for ensuring compliance with food safety and hygiene rules.

Suppliers pledge to comply with local regulations, supplemented by Accor's rules, to ensure compliance with food safety and hygiene rules.

2.2 COMPLIANCE WITH COMMERCIAL RULES AND ETHICS

2.2.1 COMBATting CORRUPTION AND INFLUENCE PEDDLING

Corruption and influence peddling, in all their forms, are criminal offences, with heavy penalties for both a company and an individual participating in any form of corruption, even indirect.

In accordance with the various laws applicable to the prevention of corruption and influence peddling, and in particular the French Sapin 2 law¹, the UK Bribery Act and the US FCPA², Accor has put in place measures to detect and be alerted to the committing of acts of corruption or influence peddling, both in France and abroad.

Such criminal acts are subject to zero tolerance within the Group and shall leave their perpetrators open to disciplinary measures that may lead to the dismissal for misconduct of the employee(s) concerned and to legal proceedings before the civil and criminal courts.

The Group has drawn up a **"Corruption Prevention Policy"**, which includes various obligations that all Accor employees or partners must comply with.

¹ Law no. 2016-1691 of 9 December 2016 on transparency, combatting corruption and the modernisation of economic life (known as the "Sapin II Law")

² FCPA: Foreign Corrupt Practices Act

Suppliers pledge to:

- Conduct their activities in accordance with the principles of honesty and fairness, as well as applicable anti-bribery laws and regulations, and reject all forms of corruption in conducting their activities.
- Take all measures necessary to avoid any infringement in the context of their activities and ensure in particular that the negotiation and fulfilment of contracts do not give rise to behaviour or actions that could be classified as corruption, influence peddling, or related, similar or equivalent infringements under the applicable regulations.
- Ensure that no remuneration, facilitation payment (a facilitation payment refers to improperly remunerating, directly or indirectly, a public official for carrying out administrative formalities or actions that fall within the scope of their duties) or any other benefit is paid or given, directly or indirectly, to a public official or an elected representative.

For any definitions, Suppliers are invited to consult the [Ethical and CSR Charter](#)

2.2.2 GIFTS AND INVITATIONS

Accor is committed to combatting corruption, influence peddling and conflicts of interest by refusing improper gifts, **benefits or invitations. The principle is that an employee must neither receive nor offer a gift or personal benefit in the context of a business relationship. As an exception, gifts or invitations may be offered or accepted provided that they comply with Accor's Gifts and Invitations Policy or any other more restrictive applicable policy or regulation.**

Suppliers pledge to refuse, not request or offer any improper gifts, benefits or invitations and to read and comply with Accor's Gifts and Invitations Policy.

2.2.3 COMBATTING MONEY LAUNDERING AND TERRORIST FINANCING

Money laundering is the criminal offence of holding or using money derived from fraudulent activities: acts of corruption, tax fraud, various forms of trafficking, etc.

Terrorist financing is the criminal offence of providing or collecting sums of money intended for the committing of terrorist acts.

Accor undertakes to exercise vigilance with regard to financial flows that may have a criminal or illegal origin or destination.

Suppliers pledge to exercise vigilance with regard to financial flows that may have a criminal or illegal origin or destination.

2.2.4 COMPLIANCE WITH COMPETITION RULES

Competition rules ban anti-competitive practices in two ways, by prohibiting:

- Any agreement and exchange of sensitive information between competitors, in particular on price fixing or customer allocation;
- Any abuse of a dominant position which impedes the maintenance of fair and healthy competition.

The Group also considers that the smaller the number of competitors, the greater the risks and that it is in the Group's interests to operate in markets with genuine and healthy competition.

Accor undertakes to:

- Comply with applicable law, apply Accor's Policy on Combatting Anti-Competitive Practices and complete competition law training;
- Comply with competition law in its business relationships with its suppliers, customers and competitors;
- Refrain from sharing commercially sensitive information with its suppliers and competitors.

Suppliers pledge to:

- Conduct their activities in compliance with applicable competition laws and regulations in all countries where they operate
- Promote and maintain healthy and effective competition within their environment
- Not to request or transmit any information whose disclosure would constitute an infringement of competition law.

2.2.5 CONFLICTS OF INTEREST

Situations that could present an actual or perceived risk of interference between the personal interests of an employee or their family and friends (financial, professional, family or other relationships) and the interests of the Group should be avoided. The mere perception of a conflict of interest is harmful.

A conflict of interest arises when the personal or private interests of the employee may influence, or merely appear to influence, a decision taken by the employee in carrying out their duties.

Suppliers pledge to disclose any situation involving an actual or potential conflict of interest with the Group's employees or their family and friends as soon as they become aware of it, so that the circumstances can be analysed on a case-by-case basis.

2.2.6 SUSTAINABLE BUSINESS RELATIONSHIPS

Accor is committed to promoting responsible and sustainable relationships with its suppliers and to reserving a portion of its contracts for small and medium-sized companies.

Suppliers pledge to:

- Ensure that the quality of relationships with their suppliers is maintained and take into account the specific features of small and medium-sized companies;
- Be aware that commitments made to suppliers made up of small and medium-sized companies contribute to the development and preservation of local jobs.

2.3 RESPECT FOR PROPERTY AND DATA

2.3.1 FRAUD

Fraud is generally characterised by an intentional act or omission. It may in particular take the form of presenting false, inaccurate, misleading or incomplete statements or documents, with the aim of improperly securing the collection, return or retention of funds or securing information

Suppliers pledge to :

- Strictly comply with the applicable laws and standards in each country, particularly in terms of accounting, taxation and customs;
- Comply with the obligations incumbent on it by virtue of its headquarters and the market on which its securities are listed being located in France;
- Take the necessary steps so that all commercial and financial operations are properly and truthfully reflected in their financial statements, and maintained so as to enable their auditing within the framework set out by law

2.3.2 PROTECTION OF PERSONAL DATA AND INFORMATION

Personal data protection aims to protect all information relating to directly or indirectly-identifiable individuals and to define the conditions under which such data may be collected and processed. This information is protected by several laws.

Accor is committed to ensuring personal data protection and the confidentiality of non-public data communicated in the course of business relationships, as well as the intellectual property rights of its suppliers.

Suppliers pledge to use the information that they process responsibly and reasonably and to ensure the proper processing of sensitive information, including confidential, proprietary and personal data. The information may not be used for purposes other than those for which it was provided.

Suppliers must protect all confidential information, including personal data, from unauthorised access, destruction, misuse, alteration and disclosure, using appropriate physical and electronic security procedures. In the event of a cyber attack, Suppliers must notify Accor immediately and are required to comply with applicable data protection and privacy legislation.

3

*Our suppliers as responsible
employers*

Respect for working conditions
Promoting and respecting diversity and inclusion



3.1 RESPECT FOR WORKING CONDITIONS

All employees have the right to a safe working environment. Maintaining a healthy workplace is primarily the responsibility of managers who manage risks, record and respond to incidents and implement appropriate action plans where necessary.

Analyses must be carried out in advance to anticipate and reduce the short and long-term risks associated with each job or activity.

Physical strain must be avoided and appropriate training must be provided wherever possible.

WORKING CONDITIONS

Suppliers pledge to:

- Reject demeaning practices in the workplace, such as corporal punishment, moral and sexual harassment, or working under duress or threat.
- Take the necessary steps to ensure that every employee is treated with consideration and dignity.
- Ask each of their managers to alert the human resources department to put a stop to any situation of moral and/or sexual harassment of which they are aware.
- Exercise vigilant checks over any of their suppliers and subcontractors who may be using any form of forced labour under threat or duress. If they discover such a situation with one of their service providers, suppliers must immediately cease any relationship with it.

WORKING TIME AND WAGES

Suppliers pledge to :

- Comply with local legislation on working time, including overtime. In the absence of national laws, ILO standards must be applied.
- Comply with local legislation on minimum wages, state benefits and overtime pay.
- Pay employees their wages on a regular basis and inform them clearly about their pay conditions.

SOCIAL DIALOGUE

Suppliers pledge to respect the rights of workers to freedom of association and collective bargaining. In particular, workers are free to join or not join any association of their choice.

HEALTH AND SAFETY

Suppliers pledge to :

- Provide legal health and safety conditions in the workplace by regularly checking the compliance of its facilities.
- Ensure that their activities do not harm the health and safety of their staff, subcontractors, other parties involved in the operation, neighbouring populations and users of its products.

RELATIONSHIPS WITH SERVICE PROVIDERS OR SUBCONTRACTORS

Suppliers pledge to :

- Respect workers' rights in general and ensure that their service providers and suppliers do not violate these rights;
- In addition, more specifically, not to make use of the supply of labour by third-party companies outside the cases permitted by law.
- Communicate to Accor the list of their subcontractors

3.2 PROMOTING AND RESPECTING DIVERSITY AND INCLUSION

Diversity, applied at company level, refers to the variety of personal profiles that may exist within it (country, region or district of origin, surname, culture, age, gender, physical appearance, disability, sexual orientation, qualifications, etc. ; this list is not exhaustive).

Its application at management level leads to an inclusive approach to recognising and valuing individual differences as real assets for the performance of the company.

In organisational terms, diversity influences all company procedures and processes for implementing equal treatment and preventing discrimination.

The existence of a formalised and active diversity and inclusion policy will be a positive element in the supplier selection process.

Suppliers pledge to implement Accor's commitments to diversity and inclusion and to combat all forms of discrimination (whether related to ethnic, social or cultural origin, gender, age, physical characteristics or disability, as well as to religious beliefs, sexual orientation, family situation, trade union activities or any other criterion prohibited by law).

3.3 RESPECT FOR PEOPLE

Numerous laws aim to protect the company's direct partners (customers, employees, suppliers) and in some cases, those in an indirect relationship with it (subcontractors).

Suppliers pledge to comply with these laws with care and attention, in particular by ensuring that the practices of their suppliers and service providers also meet the Group's commitment to respect for people

3.4 PROMOTION OF BASIC LABOUR RIGHTS

FORCED LABOUR

Forced labour is defined as work performed under duress or threat.

Suppliers pledge to:

- Never use labour that is forced via threats or intimidation
- Carry out vigilant checks on any of its suppliers and subcontractors who may be using any form of forced labour under threat or duress.

UNDECLARED WORK

Undeclared work consists of not officially declaring a person working in the company to the relevant authorities, thus depriving them of their social rights and depriving the community of the social contributions associated with their work.

Suppliers pledge to never use illegal, undocumented or any other form of undeclared labour in any host country and will ensure that guidelines are issued to this effect.

CHILD LABOUR

Child labour includes any form of economic activity carried out by children, depriving them of their dignity and damaging their normal, physical and psychological development.

Suppliers pledge to :

- Strictly comply with the age limit set out in the legislation of each country where they operate and never employ a child under the age of 14 in any country whatsoever;
- Be extremely vigilant in their choice of suppliers and service providers;
- Refuse to work or immediately stop working with those who employ children under the legal age limit or who are under the age of 14.

Our suppliers as companies committed to society and the planet

4

*Our suppliers as companies
committed to civil society and the
planet*

Respect for the environment
Respect for local communities



4.1 RESPECT FOR THE ENVIRONMENT

As a responsible company, Accor develops its activities with respect for the planet, by reducing its impact. Its global presence provides an opportunity to drive its business sectors towards more sustainable and environmentally-friendly solutions.

4.1.1 ENVIRONMENTAL MANAGEMENT

The Group's environmental policy is based on a Group-wide environmental study. It is based on a management system that aims to overcome the major environmental issues facing Accor, both during the construction of hotels and during their operation.

Suppliers pledge to :

- Implement an environmental policy to measure and reduce their impact on the environment (reduction of greenhouse gas emissions, protection of the environment and biodiversity, fight against deforestation, pollution, energy waste, development of renewable energy, etc.);
- Carry out a documentary study to enable the Group to measure its environmental impact;
- Implement processes to monitor environmental management.

4.1.2 PRESERVATION OF NATURAL RESOURCES

ENERGY AND CARBON FOOTPRINT

As a leader in the hotel sector, Accor has reaffirmed its commitment to carbon neutrality by signing several initiatives (e.g. SBTi, UNTWO). These initiatives aim to redefine its carbon trajectory to align it with the targets on limiting global warming set by the Paris Agreement.

These initiatives reinforce the commitments already made. In particular, an ambitious emission reduction target based on scientific data. By 2030:

- Scope 1 and 2 carbon emissions: -46% of absolute emissions compared to the 2019 base year (including direct hotel emissions and off-site energy emissions).
- Scope 3 carbon emissions: -28% of absolute emissions compared to the 2019 base year (including products and services, franchised hotels, upstream energy emissions).

Accor has also joined the "Business Ambition for 1.5°C" programme, making Accor the first international hotel group to make a long-term commitment to achieving net-zero emissions by 2050.

Suppliers pledge to :

- Develop and implement an action plan aimed at radically reducing carbon emissions:
 - Measure and publish an annual carbon footprint analysis in accordance with an established standard such as the GHG Protocol Corporate Standard.
 - Make a significant commitment to reduce carbon emissions, in accordance with an established standard such as the UNFCCC Paris Agreement or the Science Based Target initiative
- Respond to the annual reporting programme from CDP, Ecovadis or any other service provider commissioned by Accor and share the results of the questionnaire with Accor.
- Control energy consumption through regular monitoring of energy performance and the implementation of action plans to reduce consumption.

SUSTAINABLE MATERIALS AND PRODUCTS

Accor is committed to its Procurement practices, particularly in the choice of "sustainable" materials and products (such as eco-designed products, wooden products from sustainably-managed forests, etc.).

Suppliers pledge to:

- Offer a wider range of sustainable, certified and eco-designed product materials or services
- Source wood, cardboard and paper fibres that are not from deforestation (PEFC or FSC label).

WATER

The Group's direct water consumption is significant and may occur within water-stressed areas. To this end, the preservation of water resources is a major concern for Accor. This concern is all the greater if we take into account the indirect consumption of water generated upstream by the needs of agricultural production.

Suppliers pledge to :

- Preserve water resources through regular monitoring of its consumption and the adaptation of actions and equipment that consumes less, especially within water-stressed areas;
- Promote agroecology and support farmers directly to adapt production techniques that are more respectful of water resources.

POLLUTION AND WASTE

Accor's activities are likely to generate direct or indirect pollution. The quality of groundwater or air can be affected by organic matter, particles or chemical substances discharged via hotel waste. The running of our operations may result in certain nuisances (noise, visual, smell).

Suppliers pledge to :

- Control the impact of its wastewater discharges by:
 - Ensuring that it is systematically processed for all of its hotels;
 - Favouring the use of eco-labelled products (cleaning, maintenance, gardening, etc.) which limit the content of chemical substances present in the waste;
 - Favouring environmentally-friendly suppliers, especially for laundry.
- Implement environmentally-friendly practices, in particular by limiting any nuisances (noise, visual, smell) or air pollution

BIODIVERSITY

Accor aims to limit its impact on biodiversity, both at the group level and at the level of its partners.

Suppliers pledge to:

- Ensure the integration of their establishment(s) (industrial, tertiary, etc.) into their ecosystem by taking into account the preservation of biodiversity from the moment the buildings are built;
- Take into account and reduce the impacts of their products, or those they use, in their overall life cycle, from design and production to use and end of life
- Apply best practices in environmental protection, in particular to protect nature, maintain biodiversity and ecosystems, combat the depletion of natural resources and ensure the sound management of waste and toxic substances.
- Promote these biodiversity protection actions within their facility(ies), in their ecosystem and throughout their supply chain.

WASTE, FOOD WASTE AND RECYCLING

The waste produced by our hotels during their operations comes from the inputs required to run them (food products, welcome products, etc.) and from customers' activities. Waste generated during construction or renovation operations also represents significant volumes.

Suppliers pledge to :

- Reduce the waste generated by limiting packaging and other disposable products by favouring reusable, recycled and/or recyclable materials. Packaging must be drastically limited during transport and for overpackaging
- Eliminate single-use plastics
- Ensure that the waste produced is properly processed in appropriate streams, duly approved by the local authorities, especially when it is hazardous waste
- Combat food waste through the deployment of appropriate solutions
- Increase the proportion of waste that is sorted and recycled by implementing processing streams for the main waste generated by their activities: selective collection, reuse, recycling or composting of bio-waste.

ELIMINATING PLASTIC

Accor is committed to eliminate all single-use plastic products from its hotels.

Suppliers pledge to :

- Not offer Accor single-use plastic products;
- Offer alternative solutions to plastic;
- Promote products made from reusable and sustainable materials;
- Promote recycled and/or recyclable products.

4.2 RESPECT FOR LOCAL COMMUNITIES

4.2.1 HEALTH AND NUTRITION

Food is a major issue for Accor, as nutrition is today at the heart of public health policies to reduce, in particular, the risks of cancers, cardiovascular diseases, diabetes and obesity. In addition, some diets can have very high environmental impacts (in particular, high meat consumption).

Nine commitments have been defined through the Healthy and Sustainable Food Charter:

1. Reducing food waste
2. Favouring local and seasonal procurement
3. Expanding the range of organic products and supporting agroecology
4. Encouraging the use of channels which incorporate animal welfare criteria
5. Banning endangered fish species and promoting responsible fishing
6. Eliminating disposable plastics
7. Eliminating contentious additives and limiting fats and sugars;
8. Offering responsible coffee or tea
9. Meeting different food needs

Food Suppliers pledge to:

- Offer Accor responsible food products: balanced, organic, certified, seasonal and/or local and respecting animal welfare criteria;
- Banning endangered fish species and promoting responsible fishing;

Our suppliers as companies committed to society and the planet

- Eliminate contentious additives and limit fats and sugars.

4.22 LOCAL DEVELOPMENT

Rooted in local communities, Accor contributes directly to a shared economic dynamic through direct and indirect employment. It protects what is most precious and fragile: in particular, children and the cultural richness of populations.

Suppliers pledge to:

- Offer Accor products and services that take into account the impacts on local communities;
- Promote local products.

WHO TO CONTACT IF YOU HAVE ANY QUESTIONS ABOUT THIS
CHARTER?

For any questions, please send an email to Astore.Sustainability.Corporate@accor.com

