



RESPONSIBLE SOURCING CHARTER



eliorGroup



RESPONSIBLE SOURCING CHARTER

PREAMBLE

WE BELIEVE OUR GUESTS SHOULD FEEL GOOD ABOUT THE FOOD THEY EAT. THROUGH RESPONSIBLE, ETHICAL SOURCING AND PRODUCTION METHODS THAT ARE KIND TO THE ENVIRONMENT, ELIOR GROUP CONTINUOUSLY INCREASES THE SUSTAINABILITY AND QUALITY OF OUR INGREDIENTS.

Aware of its economic, social and environmental responsibility, Elior Group works with vendors who meet the following Responsible Sourcing commitments:

- Engaging in business integrity
- Improving our socio-economic and environmental footprint, and
- Emphasizing mutually beneficial supplier engagements.

From sourcing ingredients all the way to the plate, Elior Group is committed to continuously evolving its practices and processes to better meet the needs of our clients, our guests and our planet.

The objective of the Responsible Sourcing Charter is to share Elior Group's commitments with its suppliers and to encourage their participation in this process.

Elior Group requires our suppliers to commit to collaborating with Elior Group to achieve our evolving, responsible sourcing initiatives.



ELIOR GROUP COMMITMENTS






RESPONSIBLE SOURCING CHARTER

BUSINESS INTEGRITY

ELIOR GROUP IS COMMITTED TO ETHICAL AND HONEST BUSINESS RELATIONSHIPS THAT ARE RESPECTFUL TO ALL HUMAN RIGHTS AND ENVIRONMENTAL CONCERNS, INCLUDING:

- Conducting business in compliance with applicable business integrity and anti-corruption laws and regulations in the countries where Elior Group operates including, without limitation, the French Sapin II law, the UK Bribery Act, the US Foreign Corrupt Practices Act, as may be amended;
- Adhering to the **United Nations Global Compact** since 2004; 
- Publishing on our website: <https://integrity.eliorgroup.net/> Elior Group’s fundamental business integrity principles and commitments including, without limitation, policies and restrictions designed to prevent corruption, unlawful influence, improper trade, and breach of competition rules;
- Providing our employees and external stakeholders with a dedicated hotline for raising alerts;
- Training Elior Group employees in compliance with anti-corruption policies and procedures and competition rules;
- Selecting suppliers according to an impartial procurement process, and according to predefined and documented criteria and objectives;
- Working to carry out assessments prior to entering into a business relationship with suppliers according to the level of associated risks.



RESPONSIBLE SOURCING CHARTER

IMPROVING OUR SOCIO-ECONOMIC AND ENVIRONMENTAL FOOTPRINT

ELIOR GROUP HAS DEVELOPED THE POSITIVE FOOTPRINT PLAN, WHICH AIMS TO IMPROVE THE SOCIO-ECONOMIC AND ENVIRONMENTAL IMPACT OF ELIOR GROUP AND, MORE SPECIFICALLY, ITS SOURCING:

- By offering and featuring sustainable ingredients such as organic and labelled products, seasonal and local products;
- By working to continuously improve our sustainable packaging options by leveraging a collective approach of internal/external stakeholders;
- By committing to reduce our controlled carbon footprint by: informing, offering and encouraging our clients to select adapted menus that favor vegetarian meals and lower carbon-intensive proteins; reducing energy consumption and favoring green energy supply.



RESPONSIBLE SOURCING CHARTER

EMPHASIZING MUTUALLY BENEFICIAL SUPPLIER ENGAGEMENTS

ELIOR GROUP IS COMMITTED TO DEVELOPING SUSTAINABLE PRACTICES WITH OUR SUPPLIERS AND RELATIONSHIPS THAT IMPROVE THE SOCIO-ECONOMIC AND ENVIRONMENTAL IMPACT:

- By striving to select suppliers who align with Elior Group’s standards, particularly in relation to health and safety, quality, human rights, and the environment;
- By working to understand if suppliers’ activities, products, or services pose a risk to Elior Group and, if so, requiring such suppliers to conduct/allow and commit to adhering and completing corrective action plans to mitigate and resolve such risks;
- By avoiding situations of dependency;
- Where business appropriate, by offering greater visibility and market opportunities for local suppliers to help them develop and become entrenched in local communities we serve;
- By setting up, where appropriate, a continuous improvement process with contracted suppliers aimed at improving socio-economic and environmental performance.



SUPPLIER COMMITMENTS





RESPONSIBLE SOURCING CHARTER

SUPPLIER COMMITMENTS

ELIOR GROUP ENCOURAGES ITS SUPPLIERS TO DEVELOP AND MAINTAIN ETHICAL RELATIONSHIPS AND IMPROVE THEIR SOCIO-ECONOMIC AND ENVIRONMENTAL FOOTPRINT:

- By conducting their business in strict compliance with applicable business integrity and anti-corruption laws and regulations;
- By aligning their company, employees, and stakeholders in accordance with Elior Group's ethical principles and the United Nations Global Compact;
- By developing sustainable relationships with their suppliers;
- By adopting programs to improve the socio-economic and environmental footprint;
- By sharing with Elior Group their commitments and progress;
- By supporting audits as applicable to verify their adhesion to the Charter commitments.



RESPONSIBLE SOURCING CHARTER

APPENDIX – LAWS AND REGULATIONS

UNITED NATIONS GLOBAL COMPACT

The United Nations Global Compact (UNGC) is “a call to companies to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal objectives.”

In 2004, Elior Group committed to respect and promote the 10 principles of UN Global Compact described below:

HUMAN RIGHTS

Principle 1: businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: make sure that they are not complicit in human rights abuses.

LABOR

Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labor;
Principle 5: the effective abolition of child labor; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7: businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.

<https://www.unglobalcompact.org/what-is-gc/>

INTERNATIONAL LABOR RIGHTS CONVENTIONS

1. Forced labor convention (n°29/1930)
2. Freedom of association and protection of the right to organize convention (n°87/1948)
3. Right to organize and collective bargaining convention (n°98/1949)
4. Abolition of forced labor convention (n°105/1957)
5. Equal remuneration convention (n°100/1951)
6. Discrimination (employment and occupation) convention (n°111/1958)
7. Minimum aged convention (n°138/1973)
8. Worst forms of child labor convention (n°182/1999)

INTEGRITY AND ANTI-CORRUPTION LAWS AND REGULATIONS

- **French law « SAPIN II »** Law n°2016-1691 - 2016, December 9th
- **UK Bribery Act** - 2010, April 8th
- **US Foreign Corrupt Practices Act** - 1977