



IMPACT REPORT

2023





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Since its inauguration in 1898, the Ritz Paris has positioned itself as a true pioneer in luxury hospitality. Established by César Ritz in the heart of Paris at 15 Place Vendôme, the hotel redefined the art of hospitality and introduced innovations that have significantly influenced the history of the hotel industry. A genuine symbol of Parisian elegance, it has become, under the stewardship of Marie-Louise Ritz and chef Auguste Escoffier, an essential destination for the international elite. Today, the Ritz Paris stands as an emblem of luxury, where history seamlessly intertwines with innovation and meticulous attention to detail.

The hotel's ambitious renovation, finalised in 2016, has maintained its timeless essence while incorporating modern technologies and contemporary designs, thereby satisfying the expectations of the most discerning travelers. Every area, from the iconic suites to the historic lounges, embodies a relentless pursuit of excellence.

Today, the Ritz Paris upholds the legacy of César Ritz with an unwavering commitment to excellence and innovation. Just as the establishment transformed the hotel industry in 1898, it remains actively engaged in shaping the future of the sector, particularly through its dedication to sustainable development. Rather than merely adhering to basic compliance, the CSR strategy embodies a profound ambition: to redefine hotel excellence by incorporating ethical and sustainable principles.

This impact report demonstrates the Ritz's dedication to combining a tradition of excellence with a forward-looking vision.

LAURENT HERSCHBACH

GENERAL MANAGER OF THE RITZ PARIS HOTEL

« **A**s the General Manager of the Ritz Paris, I am delighted to present our first sustainability report for the year 2023. This report marks a significant milestone in our commitment to more responsible management of our esteemed establishment.

From the outset, our foremost objective has been to provide an extraordinary luxury experience, and over the past five years, we have introduced a new dimension to our commitment: sustainability. Each initiative outlined in this report exemplifies not only our determination to reduce our ecological footprint, preserve our resources, and support local communities, but also our desire to inspire and raise awareness regarding these crucial issues.

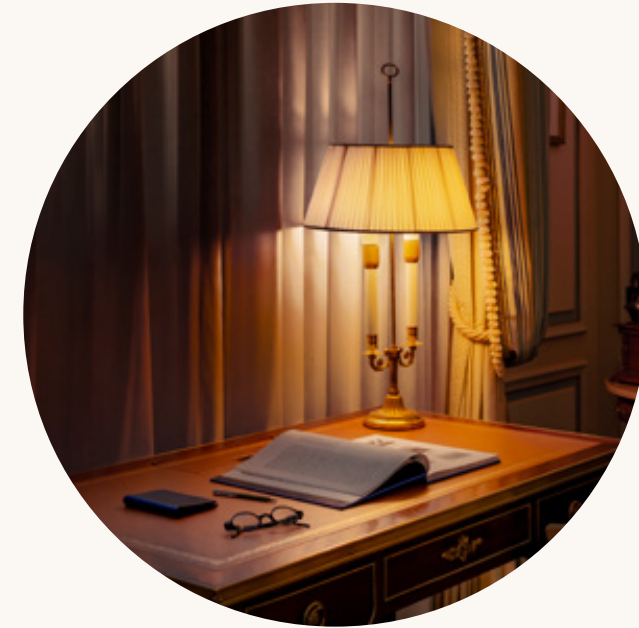
As a team, we take pride in the progress achieved and recognise the importance of collective commitment to this matter, which has emerged as a critical issue. Our environmental, social and economic results demonstrate the effectiveness of our integrated approach to sustainability. These accomplishments serve not merely as indicators of success but as tangible evidence that our dedication to sustainability is both attainable and beneficial across all dimensions. They also emphasise the necessity of persistently advancing with determination, continually striving to improve our practices and motivate others to embark on this journey. »





OBJECTIVE

This report marks a significant achievement for the RitzParis, with the publication of its first impact report. As an iconic establishment, the Ritz Paris is dedicated to transparency by offering a comprehensive overview of its sustainability initiatives and performance. The objective of this report is to effectively communicate progress, evaluate the efficacy of actions undertaken, and pinpoint opportunities for improvement. This document reflects Ritz Paris' desire to highlight its efforts, to engage in constructive dialogue about its CSR commitments, and to continue refining its practices for a more responsible future.



METHODOLOGY

This report was crafted utilising a methodology influenced by the Global Sustainable Tourism Council report, meticulously formulated by the Ritz Paris team. This approach guarantees adherence to the highest international sustainability standards. The report was composed through a comprehensive analysis of the hotel's practices, consultations with both internal and external stakeholders, and benchmarking. To monitor performance and progress, specific key performance indicators were established, aligned with the GSTC criteria. These indicators enable us to assess our sustainability efforts, identify areas for improvement and set ambitious targets for the future.

The Ritz Paris organises its CSR commitments around three essential pillars: Governance, Environment, and Social responsibility. The hotel seeks to minimise its ecological footprint, strengthen its community, and involve its stakeholders in a transparent and responsible way.

OUR PILLARS OF COMMITMENT

GOVERNANCE	ENVIRONMENT	SOCIAL
Engage stakeholders effectively	Mitigate the impact	Valuing the community

OUR AREAS OF FOCUS

INTEGRATION OF CSR INTO THE GLOBAL STRATEGY	CLIMATE CHANGE MITIGATION	TALENT DEVELOPMENT
STAKEHOLDER INVOLVEMENT	RESOURCE MANAGEMENT	QUALITY OF LIFE AND WORKING CONDITIONS
TRANSPARENT COMMUNICATION	PRESERVING BIODIVERSITY	IMPACT ON COMMUNITIES



A.
GOVERNANCE

INVOLVEMENT OF STAKEHOLDERS



CÉSAR RITZ
1850 - 1918

I.

INTEGRATION OF CSR INTO THE GLOBAL STRATEGY

Since 2020, the Ritz Paris has established a sustainable development department, reporting directly to general management, to accelerate its sustainability initiatives. As a leader in the luxury hospitality industry, it was only natural for the Ritz Paris to take this direction.

Audrey Peguret, appointed as the director of sustainable development, collaborates with her team to transform the hotel into a model of environmental and social excellence, adhering to legal standards while staying true to the spirit of the Ritz Paris.

AUDREY PEGURET

DIRECTOR OF SUSTAINABLE DEVELOPMENT
AT THE RITZ PARIS

« The Ritz Paris has always been a pioneer in luxury hospitality. Establishing a department dedicated to sustainable development was therefore a natural evolution. Since 2020, we have intensified our initiatives, not only to adhere to regulations but also to enhance awareness among our teams and guests regarding the significance of sustainability. This endeavor transcends the mere implementation of eco-friendly practices; it aims to foster a genuine culture of environmental and social responsibility. We are striving to incorporate sustainable initiatives into every facet of our operations, ranging from minor daily actions to significant strategic projects. I take pride in leading this mission and collaborating with a team dedicated to cultivating a more responsible future within our industry. »



DECISION-MAKING FRAMEWORK



The CSR decision-making framework at The Ritz Paris is supported by the executive management and its management committee.

Each entity plays a crucial role in defining, implementing, and monitoring sustainability initiatives. This allocation of responsibilities guarantees a cohesive and efficient approach.

CSR COMMITTEE

The Ritz Paris has structured its approach to Corporate Social Responsibility and innovation through a dedicated committee. The CSR Committee, made up of representatives from each department, is tasked with executing and coordinating sustainable development initiatives across the organization. This committee guarantees the effective implementation of CSR actions, ensuring that every department actively contributes to shared objectives.

15

SESSIONS CONDUCTED
IN 2023

II.

INVOLVEMENT OF STAKEHOLDERS

The Ritz Paris places sustainability at the heart of its strategy by actively engaging its stakeholders in its initiatives. By identifying and mapping key players who can support its efforts, the hotel builds a strong network of partners and advocates. Through regular meetings, held via videoconference and followed by detailed reports, the Ritz Paris shares progress on its projects and enhances the transparency of its actions. This ongoing commitment to sustainability, positions the Ritz Paris as a pioneer in responsible hospitality and strengthens its reputation among guests and partners.



CHARTERS AND COMPLIANCE

ETHICS AND CSR CHARTER

1 Driven by its commitment to sustainable development, the Ritz Paris has established an Ethics and CSR Charter to guide behaviors and interactions. This charter raises awareness and engages all employees and partners in respecting human rights, protecting the environment and ensuring the responsible use of information systems, while also implementing a whistleblowing mechanism.

RESPONSIBLE PROCUREMENT CHARTER

2 The Ritz Paris has implemented a Supplier Relations and Responsible Procurement Charter, reflecting its dedication to sustainable and ethical practices. This charter requires Ritz Paris partners to comply with the standards set by the International Labour Organisation's Convention, the Universal Declaration of Human Rights, the United Nations Global Compact and the OECD Guidelines in areas such as labor rights, social responsibility, environmental protection and the protection of whistleblowers.

It encompasses the provision of information essential for audits, reports, and inspections, particularly regarding regulatory extra-financial reporting.

RISK MANAGEMENT AND COMPLIANCE

Risk management at the Ritz Paris is meticulously structured to ensure the safety of employees and the protection of the environment. It upholds legal and ethical compliance by adhering to relevant laws and standards across legal, ethical, and environmental domains. The hotel collaborates with various associations, engages in sponsorship partnerships, and actively participates in events.

The Ritz Paris offers a round-the-clock security service staffed by agents trained in rescue and evacuation procedures, and it enforces comprehensive evacuation plans and security protocols. Risk management also encompasses threat mitigation and collaboration with authorities to guarantee safety.

Commercial communication is rigorously regulated to uphold image rights and privacy, requiring appropriate authorisations for the use of photographs and videos captured within the establishment.

III.

TRANSPARENT COMMUNICATION

INTERNAL COMMUNICATION

Internally, numerous campaigns are conducted, particularly through two screens in the staff dining room, mass emails, and the CSR Newsletter. These channels disseminate content year-round regarding events, projects, and initiatives related to sustainability, in addition to national and international UN observance days. The CSR Newsletter, issued quarterly, communicates on sustainable development initiatives and actions, promoting best practices and providing information on future projects with validated qualitative and quantitative data. The Ritz Paris also offers internal conferences with guest speakers on sustainability topics to further raise awareness among its teams.

EXTERNAL COMMUNICATION

In collaboration with the marketing and communications department, the team advocates for the institution's initiatives to external stakeholders and enhances brand image. A website redesign introduced a dedicated page for sustainable development and key initiatives. The communication plan encompasses the creation of publications, press releases, and social media posts to amplify the impact of sustainable development efforts. Additionally, conferences are organised to foster public awareness. The director of sustainable development attends trade fairs and schools to promote and disseminate best practices in corporate social responsibility as well as the institution's initiatives.

**GSTC CERTIFICATION**

The Ritz Paris became the first hotel in France to receive the GSTC certification in 2022. This distinction recognises the hotel's deep commitment to sustainable and responsible practices across all aspects of its operations. Through this certification, the Ritz Paris is dedicated to continuously improving its sustainability performance.

GSTC

The Global Sustainable Tourism Council (GSTC) certification is an internationally acknowledged standard designed to promote and certify sustainable tourism practices. This certification assesses tourism establishments, including hotels and destinations, based on their dedication to environmentally sustainable, socially responsible, and economically viable practices. The criteria for GSTC certification encompass the sustainable management of natural resources, the respect for the rights of workers and local communities, and the reduction of adverse effects on the environment and culture.

By implementing these stringent criteria, the Ritz Paris successfully secured this certification, thereby reaffirming its dedication to sustainable development and responsible practices.



ÉCOTABLE CERTIFICATION



The gourmet restaurant L'Espadon has been awarded 3 Écutable macarons, a distinction that highlights its dedication to sustainable and responsible culinary practices.

Chef Eugénie Béziat is committed to sourcing local ingredients that adhere to sustainable standards.

Her culinary philosophy is centered around environmental respect and the enhancement of natural resources which allows L'Espadon to offer an exceptional gastronomic experience while staying true to ethical and ecological principles.

ÉCOTABLE

Écutable is a sustainability label dedicated to the restaurant industry, certifying establishments committed to an eco-friendly and responsible approach.

This label evaluates restaurants based on criteria such as sourcing local and organic products, waste management, carbon footprint reduction, and the use of sustainable resources.

In addition to certification, Écutable supports restaurants in their transition toward more sustainable practices, providing guidance and tools to help them improve their environmental impact.



B .

ENVIRONMENT

REDUCE THE ENVIRONMENTAL IMPACT



I.

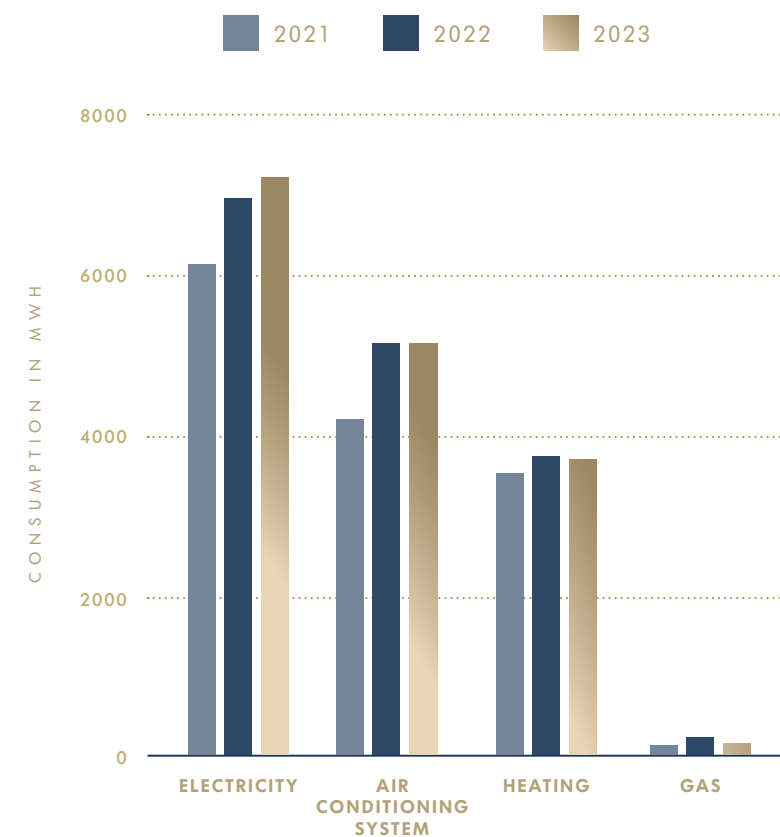
CLIMATE CHANGE MITIGATION

The Ritz Paris utilises energy sources including electricity, heating, air conditioning, and gas to meet its operational requirements, all without a boiler, due to the implementation of automated substations. An energy performance contract has been established to reduce consumption and building management systems monitor all equipment to enhance efficiency. Each year, technical improvement projects are planned to optimise energy consumption and minimise losses.



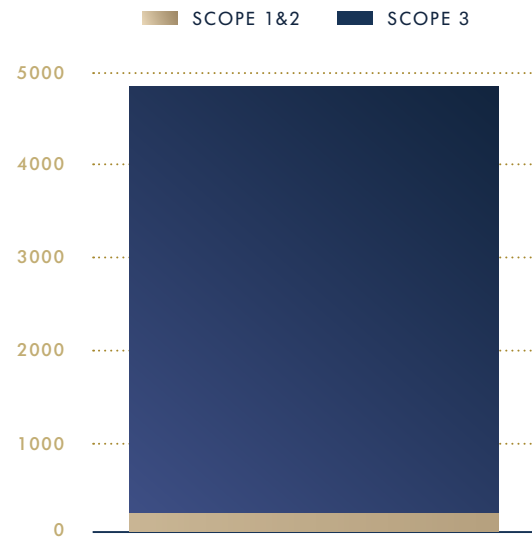
In 2023, the Ritz Paris continued its efforts to reduce its energy impact and enhance efficiency. Despite a slight increase in electricity and air conditioning consumption, significant progress was made in reducing gas and heating consumption. Gas consumption decreased by 76 MWh and heating consumption by 26 MWh compared to 2022. These efforts reflect our ongoing commitment to improving energy efficiency and reducing our environmental footprint, even as challenges remain in certain areas. Our proactive approach focuses on identifying and implementing sustainable solutions for more efficient energy management.

RESOURCE CONSUMPTION AT THE RITZ PARIS



CARBON FOOTPRINT

48 526
TONS OF CO₂e



DISTRIBUTION OF 2023 EMISSIONS FROM THE RITZ PARIS BY CATEGORY

The Ritz Paris is dedicated to minimising its carbon footprint by measuring its emissions across three distinct scopes: scopes 1, 2, and 3. Scopes 1 and 2 encompass direct emissions, including the on-site use of fossil fuels, as well as indirect emissions associated with electricity consumption. Collectively, these two categories account for 1,942 tonnes of CO₂e.

In contrast, Scope 3, encompassing indirect emissions across the value chain (including suppliers, transportation, waste, purchasing, etc.), totals 46,576 tonnes of CO₂e, representing the majority of our carbon impact. These figures underscore the significant challenge of mitigating not only direct emissions but also those produced both upstream and downstream of our operations, necessitating collaboration with our partners and suppliers to implement more sustainable practices.

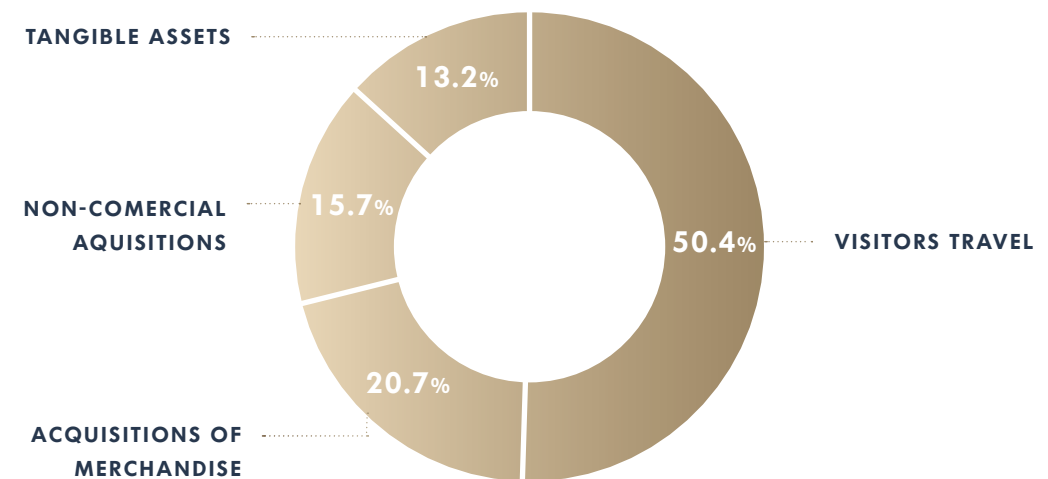
SCOPE 3

The Ritz Paris has identified its three primary sources of carbon emissions within scope 3.

First, guest travel, especially by plane and train, accounts for nearly half of total emissions. The hotel’s clientele is predominantly international, leading to significant reliance on these modes of transportation. On average, guests travel approximately 10,000 km round-trip for their stay, often due to intercontinental journeys.

In second place, the procurement of goods, including food and manufactured goods essential to hotel operations, represent 20.7% of emissions. This category is particularly sensitive as it relies on agricultural products, which are frequently associated with methane emissions, significant water consumption, and extensive supply chains.

Finally, the procurement of services, encompassing all services essential for the establishment's operation, account for 15.7% of the overall balance sheet.



DISTRIBUTION OF 2023 EMISSIONS FROM THE RITZ PARIS WITHIN SCOPE 3

II.

RESOURCE MANAGEMENT

DECREASE IN CONSUMPTION

**ECONOMYENERGY EFFICIENCY**

The Ritz Paris has been fully equipped with LED lighting since 2016.

**ENERGY INNOVATION**

The Ritz Paris utilises water from the Seine to cool its systems and employs heat derived from Parisian waste to warm the hotel.

**WATER EFFICIENCY**

The Ritz Paris uses water-saving aerators and low-flow toilets to conserve water. Additionally, 200m³ of rainwater has been collected for garden irrigation.

RESPONSIBLE PROCUREMENT

**POLICY**

The Purchasing Department of The Ritz Paris is dedicated to collaborating with reliable and local suppliers. Evaluations are conducted to ensure adherence to commitments.

**HOUSEHOLD PRODUCTS**

The rooms at the Ritz Paris are primarily cleaned with certified non-polluting products.

**PLASTIC BOTTLE ELIMINATION**

The Ritz Paris has removed all plastic water bottles.

CIRCULAR ECONOMY



ENERGY RECOVERY

The swimming pool at The Ritz Club & SPA is heated through heat recovery from the refrigeration system.



RECYCLING

The Ritz Paris partners with specialised companies to recycle and optimize the recovery of its waste.



FIGHTING FOOD WAST

Leftover food from the staff restaurant is weighed to minimise waste, using automatic scales to raise employee awareness and adjust prepared quantities accordingly.



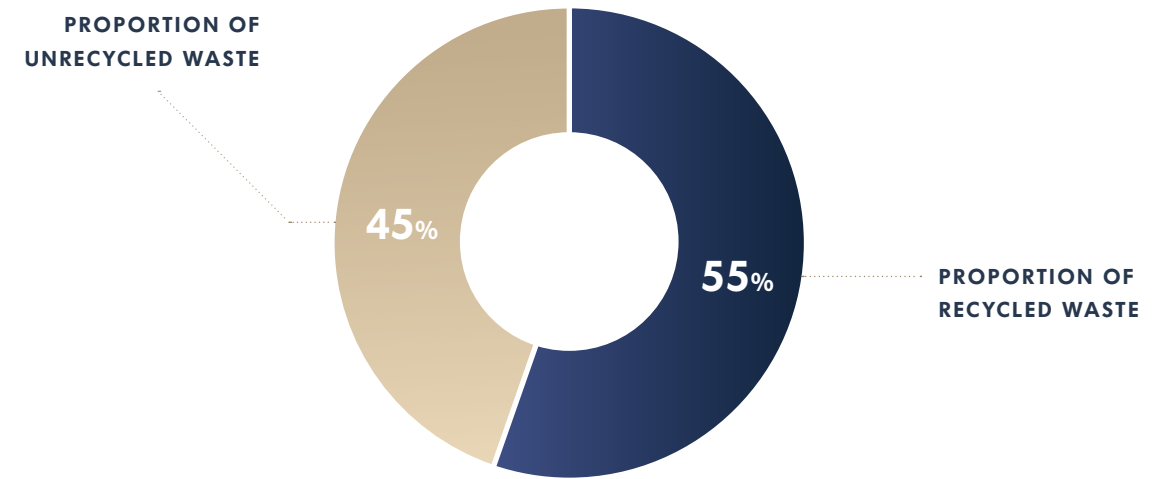
WASTE MANAGEMENT

The waste management plan of the Ritz Paris consists of two main objectives: reducing the overall volume of waste and increasing the proportion of recycled waste. The establishment is committed to limiting the use of single-use products, prioritising recyclable items, and promoting reuse, repurposing and donation to extend the lifecycle of its products. In 2022, an action plan was implemented to completely eliminate single-use plastic from guest rooms and suites.

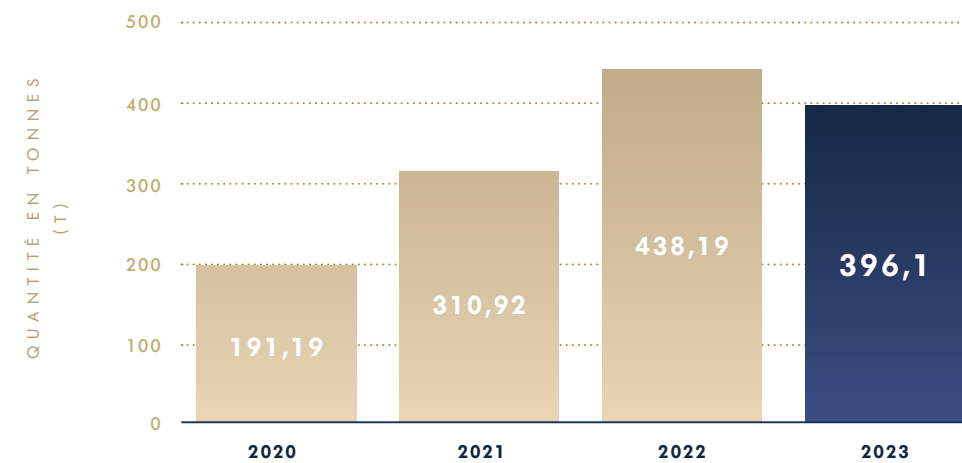
It is important to note that the COVID-19 period led to a significant decline in activity, resulting in a temporary reduction in the volume of waste to be managed.

WASTE TYPE

Food waste	Organic waste	Cardboard and paper products	PET ALU
Glass	CIW	Huiles usagées alimentaires	WEEE
Toners	Batteries	Bouchons de liège	Textile



TYPE SHARE OF RECYCLED OR RECOVERED WASTE IN 2023



TOTAL ANNUAL WASTE QUANTITY (TONNES)

ELIMINATION OF SINGLE-USE PLASTICS

TIMELINE

- 2022 ● Elimination of excessive plastic packaging.
 Collaboration with food suppliers for deliveries utilising reusable containers.
 Water fountains in common indoor spaces and distribution of water bottles to teams.
- 2023 ● Initiation of the Zero single-use plastic initiative in guest rooms.
 Elimination of plastic bottles in guest rooms.
- 2024 ● 50% progress on the Zero Single-Use Plastic in guest rooms.
- 2025 ● 100% recycled single-use plastic.
 Implementation of the Zero single-use plastic initiative in the Accommodation and Food & Beverage services when an alternative is available.
- 2026 ○ Elimination of single-use plastics in all services at the Ritz Paris where alternatives are available.

The Ritz Paris has implemented a strategy to eliminate single-use plastics in guest rooms and throughout the entire hotel. In collaboration with department heads, the establishment has developed service-specific strategies based on a three-pronged approach: negotiating and collaborating with suppliers, reusing and recycling, and reducing and innovating to find alternatives.

NEGOTIATE AND COLLABORATE WITH SUPPLIERS

- Request alternatives to plastic packaging and prioritise bulkformats.
- Choose paper or fabric packaging and reusable glass bottles.

REUSE AND RECYCLE

- Request suppliers to substitute plastic packaging with paper or fabric.
- Remove individual formats.

REDUCE AND INNOVATE TO DISCOVER ALTERNATIVES

- Remove plastic from the design of new products.
- Creating plastic-free packaging.

III.

PRESERVING BIODIVERSITY

GARDENS VEGETABLE & HERB

The Ritz Paris has maintained a vegetable garden in Saint-Nom-la-Bretèche, located less than 45 minutes from Paris, since 2021. This space cultivates a diverse array of fresh, seasonal fruits and vegetables, supplying the kitchens with premium local produce. Furthermore, an aromatic garden on the hotel's rooftop elevates the culinary offerings of the restaurants.

6

TONNES

of fruits and vegetables
were collected in 2023.

150

KILOGRAMMES

150 kilograms of fresh herbs
were harvested in 2023.

ANNUAL AUDIT OF THE RITZ PARIS
GARDENS

Each year, an ecologist conducts a study of the Ritz Paris garden to optimise vegetation and foster the harmonious coexistence of the species present. Subsequently, an action plan is presented and executed. Between 2021 and 2023, ten measures were adopted, including the reduction of light pollution throughout the site, the preservation of mature trees, the installation of ten nesting boxes, and the creation of wildlife corridors.



C .
SOCIAL

VALUING THE COMMUNITY



1. TALENT DEVELOPMENT

To uphold its commitments to social responsibility, the Ritz Paris invests in enhancing its employees' skills related to sustainability.



4 TRAINING PROGRAMS dedicated to ESG25 issues.



RITZY DAYS

Upon arrival, each new employee participates in the "Ritzy Days" to explore the services offered by the Ritz Paris, which includes presentation of the environmental and social initiatives by the CSR department.



AWARENESS

In 2023, employees at Ritz Paris had the opportunity to engage in immersive workshops, including the biodiversity fresk and the climate fresk. These educational sessions helped raise awareness and actively engage our teams in current environmental challenges. Awareness workshops on disability and everyday sexism are also implemented to address social issues.



TRAINING

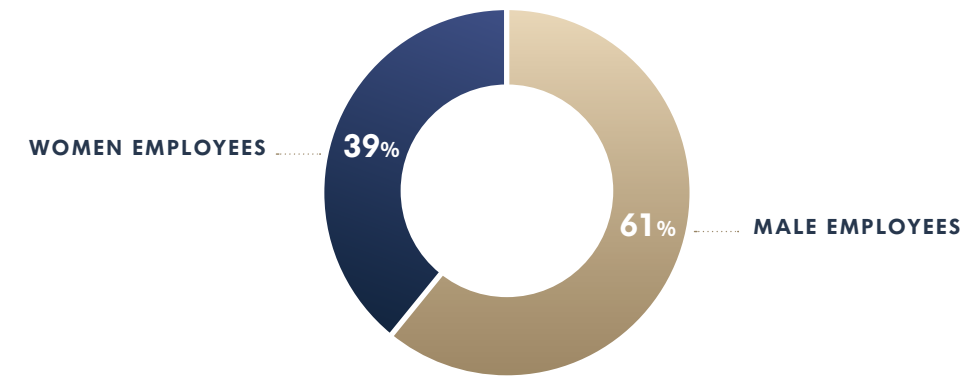
The Ritz Paris offers sustainability training to all its employees, including awareness on sustainable cooking, eco-friendly practices, and responsible digital use, to enhance their skills.

DIVERSITY & INCLUSION

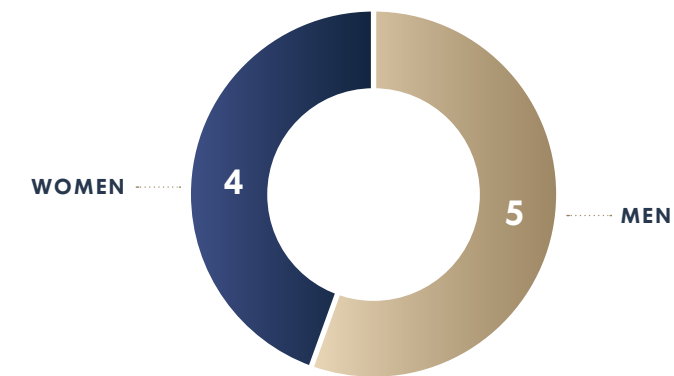
The Ritz Paris values diversity and fights against discrimination by ensuring an inclusive and respectful work environment. Through its Supplier Relations and Responsible Purchasing Charter, the establishment promotes ethical practices. In 2023, its gender equality index was 87%. The governance structure included 4 women and 5 men, with 39% women and 61% men in the workforce. The Ritz Paris is committed to reducing the gender pay gap through empowerment programs, awareness initiatives, and ongoing training. The hotel regularly organises events and training on gender equality and disability, and collaborates with integration organisations. The establishment guarantees equal pay and the inclusion of people with disabilities, while promoting internal career advancement. Furthermore, the Ritz Paris Ethics Charter for Employees strengthens these commitments by defining principles of conduct and mutual respect, ensuring a harmonious and fair work environment for all employees.

87%

GENDER EQUALITY INDEX



DISTRIBUTION OF EMPLOYEES BY GENDER AS OF DECEMBER 31, 2023⁶



GENDER REPRESENTATION IN GOVERNANCE BODIES

II.

QUALITY OF LIFE AND WORKING CONDITIONS

HEALTHCARE PROFESSIONALS

The Ritz Paris provides its employees with access to sessions featuring health and alternative medicine professionals, including a podiatrist, an osteopath and a midwife, to mitigate various health issues.

ENGAGED RACES

In collaboration with the employee representative committee, the Ritz Paris annually supports the organisation Tout Le Monde Contre Le Cancer by participating in the 10km star race.

EMPLOYEE HOUSING

The Ritz Paris provides its employees with a shared house, giving them the necessary time to find suitable accommodation.

SPORTS TOURNAMENTS

The Ritz Paris' Employee Representative Committee participates in sports tournaments between hotels in Paris and internationally.

QUALITY OF LIFE AND WORKING CONDITIONS WEEK

In 2023, the Quality of Life and Working Conditions (QVCT) Week at the Ritz Paris featured 10 workshops and 72 sessions, enabling 280 employees to engage in 15 hours of activities.

Centered around the theme «Focusing on Yourself,» the initiative aimed to enhance workplace well-being by encouraging individuals to attune to their mental and physical needs.



III.

IMPACT ON COMMUNITIES

Just as the Ritz Paris fosters excellence to uphold its prestige, the establishment aims to channel its creativity to support vulnerable communities, thereby sharing a glimpse of the distinctive experience that defines it. This initiative also provides employees the opportunity to engage, should they choose, in charitable endeavors, thereby promoting a spirit of generosity that is vital for collective advancement.

Partnerships formed with various associations are regulated by sponsorship agreements, facilitating voluntary services and donations. The Ritz Paris offers these charitable organisations its human, financial, and material resources. For instance, the establishment engages in workshops and events organised by these associations. Such partnerships present exceptional opportunities to showcase its expertise, culture, and passion for its professions.





TOUT LE MONDE CONTRE LE CANCER

PRÉSENTATION

Tout Le Monde Contre Le Cancer is a French organisation committed to enhancing the quality of life for individuals impacted by cancer, especially children and their families. The Ritz Paris has supported the association *Tout Le Monde Contre Le Cancer* since 2018, organising various initiatives to raise funds for cancer research and treatment.

RITZ PARIS X TLMC

The chefs at the Ritz Paris are engaging in the «Toque en Truck» initiative at Garches Hospital, converting the facility into a guinguette for a day, and providing healthcare personnel and families with a culinary experience designed to enhance their daily lives. The Ritz Escoffier School demonstrates its dedication to the association by providing three culinary workshops annually, enabling children to explore the culinary arts. The Ritz Club & SPA offers a special day for mothers and daughters to indulge in a remarkable spa experience together.



ADDITIONAL ASSOCIATIVE ACTIONS



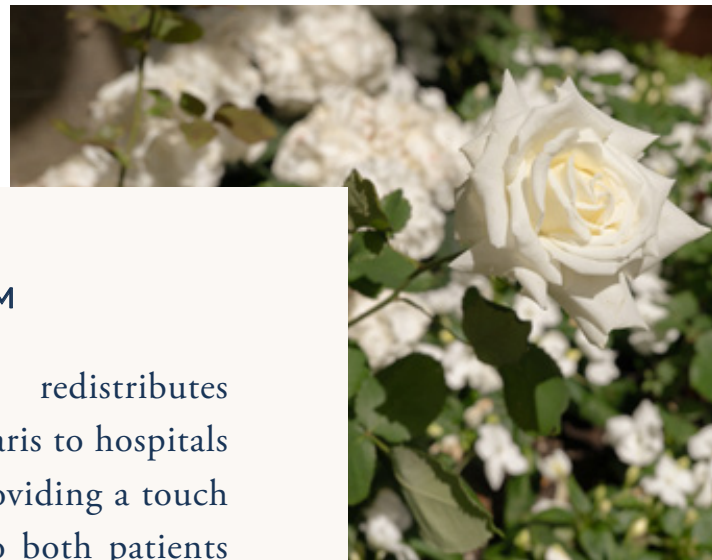
REFETTORIO

The chefs at the Ritz Paris prepare meals each month for the Refettorio charity restaurant, enabling individuals in vulnerable circumstances to savor haute cuisine.



FRANCE CANCER

The Ritz Paris donates its cork stoppers to the France Cancer association to support cancer research.



TANDEM

Each week, Tandem redistributes flowers from the Ritz Paris to hospitals throughout the city, providing a touch of beauty and solace to both patients and healthcare personnel.

349h

OF SKILL-BASED VOLUNTEERING

50 jrs

OF VOLUNTEERING

63

VOLUNTEERS



ACTIONS SCHEDULED FOR 2024

CERTIFICATIONS AND ACCREDITATIONS

The Ritz Paris aims to collaborate with the Écotable label to strengthen its sustainability commitments in the kitchen while continuing its progress towards the GSTC (Global Sustainable Tourism Council) certification.



LOW-CARBON TRAJECTORY

The Ritz Paris is committed to implementing a low-carbon trajectory, aiming to reduce its environmental footprint and adopt more sustainable practices to contribute to the fight against climate change.

INVESTIGATION OF THE HOTEL'S FLORA AND FAUNA FOR BIODIVERSITY PRESERVATION

The Ritz Paris aims to establish a partnership with an institution dedicated to biodiversity conservation, working with ecologists to enhance its initiatives for the hotel's gardens, thereby reinforcing its commitment to the protection of ecosystems and local biodiversity.





DEVELOPMENT OF CORPORATE SOCIAL RESPONSIBILITY TRAINING WITHIN TEAMS

The goal is to strengthen the development of CSR training within the teams, with a particular focus on the kitchen staff, in order to raise awareness of sustainability issues and promote a more responsible and environmentally respectful approach to culinary practices.

ESTABLISHING A PARTNERSHIP WITH AN ORGANISATION ADVOCATING FOR WOMEN'S RIGHTS

The Ritz Paris aims to establish a partnership with an organisation committed to defending women's rights, in order to actively support its initiatives and promote gender equality within the company.



DEVELOPMENT OF INTERNAL AND EXTERNAL COMMUNICATION

The Ritz Paris intends to enhance both internal and external communications to promote its initiatives, thereby supporting and facilitating exchanges while incorporating a strategic approach to communications within the organisation and with its partners.

APPENDICES

ENGAGEMENTS

GOVERNANCE

8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



AREAS OF ACTION

PROGRESS IN 2023

INTEGRATION OF
CORPORATE SOCIAL RESPONSIBILITY
INTO THE GLOBAL STRATEGY

Increase in the budget allocated to the Sustainable Development Department.
Development of the CSR committee.
Integration of ESG criteria into total compensation and profit-sharing (1).

STAKEHOLDER ENGAGEMENT

Implementation of meetings by the CSR Committee.
Increase in content created to encourage stakeholders to support the sustainability policy (5).
Increase in participation in external events addressing ESG issues (8).

RESPONSIBLE COMMUNICATION

Implementation of a comprehensive communication strategy, both internal and external, to convey information regarding CSR initiatives.

ENGAGEMENTS

ENVIRONMENT

2 ZERO HUNGER



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



AREAS OF ACTION

PROGRESS IN 2023

CLIMATE CHANGE MITIGATION

Calculation of greenhouse gas emissions across the 3 scopes.
6% reduction in energy consumption.

RESOURCE MANAGEMENT

Implementation of a strategy for emissions reduction through a comprehensive analysis of food purchases.

BIODIVERSITY PRESERVATION

Continuation of strategies for the rational management of gardens and terraces.
Mitigating light pollution.

ENGAGEMENTS

SOCIAL

3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11 SUSTAINABLE CITIES
AND COMMUNITIES



AREAS OF ACTION

PROGRESS IN 2023

TALENT CULTIVATION

Increase in the number of women within the governance structure (4).
Increase in measures taken to support the inclusion of people with disabilities (3).
Development of a training strategy including advanced CSR training.

QUALITY OF LIFE AND WORKPLACE
WELL-BEING

Increase in weeks and days dedicated to Sustainable Development (4).
Establishment of a shared house for new recruits.
Increase in the number of wellness sessions offered to employees.

IMPACT ON COMMUNITIES

Establishment of new sponsorship partnerships.
Increase in the number of solidarity initiatives with local communities (17).
Increase in the number of awareness-raising and training initiatives for local populations (10).



IMPACT REPORT

2023