



# RESPONSIBLE SOURCING CHARTER



eliorGroup



## RESPONSIBLE SOURCING CHARTER

### PREAMBLE

**AS A LEADING OPERATOR IN CONTRACT CATERING, ELIOR GROUP IS COMMITTED TO ENSURING THAT EVERY MEAL SERVED IS GOOD FOR YOUR HEALTH, GOOD FOR THE PLANET, AND AN ENJOYABLE AND AFFORDABLE MOMENT FOR EVERYONE.**

Aware of its economic, social and environmental responsibility, Elixir Group places:

- business integrity,
- its socio-economic and environmental footprint,
- supplier support,

at the heart of its value chain and all of the Group's areas of business.

In a sustainable, circular economy, this responsible and committed approach that guides the actions of Group employees day after day covers all of our stakeholders as well.

From sourcing ingredients all the way to the plate, Elixir Group guarantees its practices and processes are sustainable and virtuous for people and the environment.

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

Elixir Group wishes suppliers to sign up to these principles and to collaborate with the Group in implementing compliance with this Charter and, if necessary, to take any appropriate corrective actions as part of a continuous improvement process.



# **ELIOR GROUP COMMITMENTS**





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### BUSINESS INTEGRITY

**ELIOR GROUP IS FULLY COMMITTED TO ETHICAL AND HONEST BUSINESS RELATIONSHIPS WITH ITS SUPPLIERS, RESPECTFUL OF HUMAN RIGHTS AND THE ENVIRONMENT, INCLUDING:**

- Conducting business in compliance with applicable business integrity and anti-corruption laws and regulations in the countries where Elior Group operates, including the French Sapin II law, the UK Bribery Act, the US Foreign Corrupt Practices Act;
- Adhering to the **United Nations Global Compact** since 2004; 
- Publishing the Group’s fundamental principles and commitments in terms of business integrity and anti-corruption policies, influence peddling, and breaches of competition rules on the website: <https://integrity.eliorgroup.net/>;
- 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;
- Carrying out assessments prior to entering into a business relationship with suppliers according to the level of associated risks.



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# 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 favouring sustainable ingredients such as organic and labelled products, encouraging the sourcing of seasonal and local products;
- By working to build a sustainable value chain on packaging in the contract catering sector. To that end, Elixir Group pursues a strategy of continuous improvement of its packaging impact through a collective approach that involves our entire internal and external ecosystem;
- By contributing significantly to reducing our carbon footprint by adapting menus that give preference to vegetarian meals and substituting the most carbon-intensive proteins with less carbon-intensive ones; reducing energy consumption and favouring green energy supply.

THE ELIOR GROUP  
**POSITIVE  
FOODPRINT  
PLAN™**

by Elixir Group



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### SUPPORTING SUPPLIERS

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

- By selecting suppliers who comply with Elior Group’s standards, particularly in relation to health and safety, quality, human rights, and the environment;
- For suppliers whose activities, products, or services may pose a risk to Elior Group, by carrying out specific checks or audits in those areas, and by helping them to put in place plans to address the identified risks;
- By avoiding situations of dependency;
- By helping local suppliers to develop and become more firmly anchored in local communities while offering greater visibility and market opportunities to local producers;
- By setting up, where appropriate, a continuous improvement process with contracted suppliers aimed at improving socio-economic and environmental performance.



## **SUPPLIER COMMITMENTS**





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### SUPPLIER COMMITMENTS

**ELIOR GROUP ASKS ITS SUPPLIERS IN THE VALUE CHAIN TO DEVELOP ETHICAL RELATIONSHIPS AND IMPROVE ITS SOCIO-ECONOMIC AND ENVIRONMENTAL FOOTPRINT:**

- By conducting their business in strict compliance with applicable business integrity and anti-corruption laws and regulations;
- By mobilising its company, its employees, and its stakeholders in accordance with ethical principles and the United Nations Global Compact;
- By adopting programs to improve the socio-economic and environmental footprint;
- By sharing with Elior Group its commitments and progress;
- By supporting audits to verify compliance with 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, Elixir Group committed to respect and promote the 10 principles of a 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 LABOUR RIGHTS CONVENTIONS

1. Forced labour 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 labour 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 labour convention (n°182/1999)

### INTEGRITY AND ANTI-CORRUPTION LAWS AND REGULATIONS

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



## RESPONSIBLE SOURCING CHARTER

I, the undersigned, \_\_\_\_\_

Legal representative of

\_\_\_\_\_

Hereby confirm that I have taken full cognisance of Elior Group's Responsible Sourcing Charter. Non-compliance with it may be deemed a breach of contract and, depending on the seriousness of the breach, may lead to the termination of the contract.

Company name: \_\_\_\_\_

Name and job title of the legal representative:

\_\_\_\_\_

\_\_\_\_\_

Signed in:

Signature:

Date: \_\_\_ / \_\_\_ / \_\_\_\_\_