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<http://http://sustainability.clubmed/>

CLUB MED'S INDIVIDUAL COMMITMENTS IN *act4nature*

Club Med is the world leader in premium all-inclusive holidays, with French know-how, for families and couples. Present in some 30 countries on 5 continents, Club Med operates nearly 70 Villages in some of the most beautiful sites in the world, employing more than 25,000 GOs and GEs of 105 different nationalities.

Because access to a preserved natural environment lies at the Club's very origins, it has always striven to protect the marvellous sites that are home to its Villages. Since 2005, through its sustainable development programme, it has been committed to the goal of continuing to lead the way to a more sustainable – and therefore more desirable – tourism. Club Med is committed at group level to maintaining the actions already carried out in favour of biodiversity and to integrating it even more closely into its strategy and business model, in keeping with the growing challenges.

When building Resorts, Club Med undertakes to:

- 1** Continue to reduce the impact of the Resorts on biodiversity by following the recommendations of Club Med's Eco-standards for construction, including preserving existing vegetation in worksites, designing green spaces with respect for habitats and fauna, and giving priority to local species and endemic trees.
- 2** Eco-certify the construction of all new projects as of 2018 and integrate the requirements of biodiversity certification into: the assessment of ecological impacts, the reparation of possible disruption to vegetation and habitats, and the differentiated management of green spaces, keeping a significant proportion of spaces in their natural state.
- 3** Systematically consider plant filtration for Club Med wastewater treatment plants (already in place in 3 Resorts) or for pool water filtration (already in place in 2 Resorts).

When operating Resorts, Club Med undertakes to:

- 1** Obtain Green Globe certification for the operation of all Club Med Resorts by 2020 (in 2018, 77% already have it), satisfying the criteria for the protection of biodiversity and ecosystems. The requirements relate to: responsible interaction with local wildlife, the absence of animals in captivity; limited noise and light pollution; organic or eco-labelled procurement; developing responsible catering and maintaining purchases in accordance with our sustainable fishing charter, and encouraging partnerships to conserve biodiversity.
- 2** Develop partnerships with associations and organisations working locally to protect biodiversity (target of 50% of Resorts by 2021).
The aim is to support them financially in their mission, but also to make customers aware of the fragility of ecosystems, or to train staff in the preservation of endangered species. To date, a third of Club Med Resorts have established a local partnership, for example with the Vanoise and Écrins National Parks in France, the French League for the Protection of Birds, the Marrakech Palm Grove Observatory in Morocco, MOm (protection of the monk seal) in Greece, the Mauritius Wildlife Foundation, and the Turtle Sanctuary in Malaysia.
- 3** Continue to engage with expert stakeholders and build relationships to address specific issues such as the responsible approach to free-swimming cetaceans with the World Cetacean Alliance, auditing elephant camps with ABTA, combating beach erosion and developing coastal areas in an ecosystem-friendly way.
- 4** Promote the development of agro-ecology through our partnership with Agrisud near 6 new Resorts by 2021. This partnership, set up in 2008, aims to identify local producers, taking them out of a position of economic insecurity, making them able to supply Club Med Resorts, and guiding them towards a more sustainable and profitable use of their land, based on agro-ecological principles. In 2017, 470 Very Small Enterprises were supported in four countries.

5 Eliminate disposable plastic by 2021 with the "bye-bye plastic" programme. As a partner of Expédition MED, which fights plastic pollution in the sea, since its inception, Club Med has been eliminating balloons for several years and is now working to gradually eliminate and replace all plastic consumables (straws, cutlery, bags, cups, etc.).

6 Continue to combat food waste by building on its detailed experience of buffet catering, on team training, on customer awareness, and on food waste monitoring tools such as Winnow.

7 Continue to raise awareness among our staff and guests. Our employees are sensitised as part of the general training on Green Globe certification, which is aimed at 100% of our Resorts, but also more specifically thanks to training in precise topics such as the preservation of marine turtles, how to control the mosquito population without damaging biodiversity, and safeguarding animal welfare in tourist activities involving animals.

Club Med considers that it also has a duty to educate its customers. It meets this responsibility through its "Happy to Care" eco-behaviour programme, by providing information on the exceptional fauna and flora to be found at our Resorts, and by offering nature activities and fun awareness activities.

8 Track indicators and continue to publish them in the CSR report, such as: the percentage of built area (7%), the average share of surface area left in the natural state (58%) or the percentage of Resorts that do not use outdoor pesticides (61%).

