

Club Med’s individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
5	Continue reducing resorts’ impact on biodiversity by following Club Med’s Eco-construction standards, such as preserving vegetation during construction, designing green spaces with respect to habitats and fauna, and prioritizing local and endemic species	World	N/A	N/A	2019	In progress	Club Med strives to implement Eco-construction standards	Self-assessment
1 4	Eco-certify all new projects from 2018 onwards, integrating biodiversity requirements such as assessing ecological impacts, restoring disturbed vegetation/habitats, and managing green spaces to maintain natural zones	World	N/A	Ecocertify 100% of new resorts and major renovations	2020	In progress	Since 2018, following a commitment made in 2017, 52% of major construction and renovation projects have been certified <i>[all certifications included]</i> , and 15% are in the process of certification <i>[as of the end of 2023]</i> Today, 25% of the total estate is certified in construction or design <i>[28% including resorts undergoing certification]</i>	External audit
7	Systematically consider plant filtration for wastewater treatment stations <i>[already in 4 resorts]</i> or pool water <i>[already in 2 resorts]</i>	World on new projects	N/A	N/A	Permanent	Closed	Plant-based filtration is considered for each project, particularly through Eco-construction standards, but its feasibility depends on the availability of local expertise for building and maintaining these systems	Self-assessment
1 4	Certify all Club Med Resorts with Green Globe by 2020 <i>[77% already certified in 2018]</i> , meeting biodiversity protection standards, such as responsible interaction with wildlife, avoiding captivity, reducing light/sound pollution, sustainable sourcing <i>[including sustainable fishing]</i> , and promoting biodiversity conservation partnerships	World on eligible resorts <i>[from 1 year after opening to 2 years before closing]</i>	N/A	100% of eligible resorts by 2020	2020	In progress	In 2023, the Green Globe certification process, started in 2010 and having reached 100% certification of eligible resorts in 2021, continued In 2023, out of six new eligible villages, four were newly Green Globe certified : Kiroro Peak <i>[Japan]</i> , Tignes <i>[France]</i> , Seychelles, and Magna Marbella <i>[Spain]</i> As of the end of 2023, 86% of eligible resorts are certified <i>[down from 100% in 2021]</i> . Sixteen resorts certified for over 10 years are now “Platinum”, and thirteen, certified for over 5 years, are “Gold”	External audit
2 8 9	Develop partnerships with associations and organizations that work locally to protect biodiversity <i>[target: 50% of resorts by 2021]</i> . The aim is to provide them with financial support for their work, but also to raise customer awareness of the fragility of ecosystems and train staff in the preservation of endangered species. To date, one-third of Club Med Resorts have formed local partnerships, for example with the Vanoise National Park, the Écrins National Park, the Palmeraie de Marrakech Observatory, the League for the Protection of Birds, MOM <i>[Monk Seal Protection in Greece]</i> , the Mauritius Wildlife Foundation, and the Turtle Sanctuary in Malaysia	World	N/A	50% of villages have a biodiversity partnership by 2020	2021	Closed	Club Med aims for 100% of its resorts to have a biodiversity partnership by 2030 and wants to strengthen biodiversity protection efforts. In 2023, 44 partnerships covering 31 villages were recorded	Self-assessment
2 4 8 9	Continue stakeholder dialogue to address specific issues, such as responsible whale watching with the World Cetacean Alliance, auditing elephant camps with ABTA, and coastal erosion with ecosystem-respectful solutions	World / EAF	N/A	N/A	Permanent	In progress	In addition to the 44 biodiversity partnerships, other environmental and solidarity initiatives are carried out locally but are not all recorded Examples include partnerships with LPO <i>[Bird Protection League]</i> in France, MOM in Greece for the protection of Mediterranean monk seals, Mauritius Wildlife Foundation, Turtle Sanctuary in Malaysia, Vanoise National Park <i>[for 8 nearby villages]</i> , Écrins National Park <i>[for 2 villages]</i> , Fondo Peregrino in the Dominican Republic, SEMARNAT in Mexico <i>[Cancun and Ixtapa]</i> , Un rêve d’abeilles <i>[Grand Massif Samoens]</i> , and Villages Propres pour l’Environnement	Self-assessment
1 4 5 8 9	Pollution Eliminate single-use plastic by 2021 with the “byebye plastic” program. As a partner of Expedition MED since its inception, Club Med eliminated balloons several years ago and is now working to phase out and replace all plastic consumables <i>[straws, cutlery, bags, cups, etc.]</i>	N/A	N/A	N/A	2021	Closed	The commitment to eliminating plastic was renewed in 2021 and will be included in future commitments, both to maintain the effort and to add new reduction targets	External audit
5 8	Continue fighting food waste through buffet expertise, team training, customer education, and monitoring tools like Winnow	World	N/A	Deployment of Winnow <i>[or equivalent]</i> in villages	Permanent	In progress	In 2023, 5 pilot resorts in Asia-Pacific and the Caribbean implemented automated food waste monitoring processes In 2025, 15 food waste monitoring scales and 11 organic waste tracking scales will be deployed, covering 40% of the resorts	Self-assessment
8	Continue educating staff and customers Our employees are made aware of these issues through general training courses related to Green Globe certification, which covers 100% of our Resorts, but also through more specific training on topics such as sea turtle conservation, mosquito population control with respect for biodiversity, and animal welfare in tourist activities involving animals Club Med also considers that it has a responsibility to raise awareness among its customers. It fulfills this responsibility through its “Happy to Care” eco-friendly program, by providing information on the exceptional flora and fauna found in our Resorts, and by offering nature activities and fun awareness-raising activities	World	N/A	N/A	Permanent	In progress	In 2023, training on water-saving cleaning methods continued at all resorts in France. GM® guests are educated as part of the Green Globe approach — for example, over 18,000 posters were placed in rooms in 2022 with the message “ <i>Ensemble, prenons soin de notre environnement</i> ” <i>[Let’s take care of our environment together]</i> In 2024, a participatory workshop “ <i>Happy To Fresque</i> ” <i>[inspired by Climate Fresk]</i> has been gradually rolled out to all employees to train them in CSR issues and Club Med’s actions through the “ <i>Happy to Care</i> ” program. The entire Paris and Lyon teams were invited for the launch, and within 3.5 months, nearly 70% of the staff in this scope — i.e. 638 people — were “ <i>trained</i> ”. The workshop is being deployed in other business units, including village and office staff	Self-assessment
1 2 3 10	Changes in land and sea use Starting in 2022, 100% of new projects <i>[except documented exceptions]</i> undergo an EIA, even where not legally required Projects must protect sensitive areas identified in the EIA, limit degradation, and restore flora/fauna. A designated person is assigned from the project design phase	World	% of new projects having undergone an EIA	100% by 2022	Permanent	In progress	From 2020 to 2024, 73% of eligible new projects underwent an <i>Environmental Impact Assessment (EIA)</i>	Self-assessment
5	Changes in land and sea use The rate of built-up land <i>[building footprint]</i> will be kept to less than 10% on average. A system for monitoring artificialization <i>[as defined by the EU]</i> is currently being set up. Among the levers for limiting artificialization are: large areas for resorts, reallocation of already artificialized spaces, relative densification of buildings <i>[while preserving landscape integration]</i>	N/A	% footprint % built-up land	Target: 8% of built-up land	Permanent	In progress	Within the resorts, natural and landscaped areas are favored, with built areas occupying only 7% of total site space	Self-assessment
2 4 8 10	Pollution Gradual phase-out of single-use disposable plastic in food service and guest rooms by the end of 2021 <i>[according to the “Byebye Plastics” program]</i>	World	Phase out the use of disposable plastics in all our villages	N/A	2024	In progress	Since the end of 2022, individual packaging for shower gels and shampoos has been eliminated from all resorts Since the end of 2022, 88% of resorts <i>[100% excluding North America]</i> have eliminated single-use plastic accessories for festive events <i>[balloons, glow sticks, bracelets, flags]</i> Since 2023, single-use plastic items in rooms have been replaced with items made primarily from alternative materials By the end of 2023 <i>[excluding managed villages]</i> , bottle consumption per Hotel Day was reduced by 30% compared to 2019 <i>[exceeding the 25% target for 2023]</i>	External audit

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.