

## Club Med's individual commitments to act4nature international

With 63% of the surface area of Club Med villages located in or bordering a protected area, this proximity is in equal measure a potential risk of endangerment and an opportunity to preserve and raise awareness.

Preserving biodiversity requires taking steps during the development and operation phases of sites to protect ecosystems and endemic species, control the risks of pollution, avoid overexploiting natural resources through our supply chains, and to fight against global heating. Therefore, Club Med has decided that, across the board, the construction and operation of its Villages must be certified to ensure compliance with these objectives.

In addition, since Club Med welcomes its employees and customers to natural sites that are often exceptional, we consider that we have a responsibility to raise awareness of both their beauty and fragility, and of the various environmental issues associated with these ecosystems, in line with UNWTO recommendations.

All the various aspects of biodiversity are taken into consideration and managed at all levels, including at General Management Committee level, through the monitoring of appropriate indicators. This covers the entire value chain: from construction standards, operations and service providers to marketing, customer communication, and so on.



Theme	Club Med Commitments 2021	KPI end 2019 (year of reference)
Prevent RISKS by addressing the 5 causes of biodiversity loss	<b>Change of use of land and sea areas</b> <ul style="list-style-type: none"> <li>From 2022 onwards, for 100% of new projects launched (apart from certain documented exceptions) an EIA will be carried out, even in countries where it is not required by regulations; the projects will then ensure that sensitive points identified in the EIA are protected, degradation is kept to a minimum, and any disruption to vegetation and wildlife caused by the building process is made good. A person will be assigned to be responsible for this at the project design phase.</li> <li>The percentage of ground covered by construction (building footprint) will be maintained at less than 10% on average. The monitoring of artificialization (in the European sense) measures is currently being implemented. Levers to limit artificialization include large overall surfaces for resorts, reuse of previously artificialized spaces, and a relative densification of buildings (while continuing to blend in with the landscape).</li> <li>The two primary forests of Rio das Pedras (Brazil) and Cherating (Malaysia) respectively covering 1,000 and 60 ha are and will continue to be unexploited and only used in the context of awareness visits by small groups.</li> </ul>	% built-up areas: 8%
	<b>Invasive alien species</b> <p>Club Med is committed to maintaining a strict policy to control invasive species:</p> <ul style="list-style-type: none"> <li>Plants are chosen from non-invasive and local varieties; endemic species are systematically preserved and often re-implanted.</li> <li>Extreme care is given to the choice of species to avoid the spread of diseases (e.g.: proliferation of red weevil, or deadly olive tree bacteria). In 2025, 100% of projects will call on independent external expertise (such as ecologists) to approve planting plans, in addition to our existing internal expertise.</li> </ul>	100% of planting in the Mediterranean basin is of local origin
	<b>Over-exploitation of resources in the supply chain</b> <ul style="list-style-type: none"> <li><b>Agroecology:</b> by 2025, an average of 1 new Green Farmer program per year to be set up to support producers in situations of vulnerability to use their lands more sustainably and adopt agroecological practices (so that they can supply Club Med).</li> <li><b>Overfishing:</b> 0% purchase of overfished species in accordance with the Seafood Purchasing Charter (regularly updated based on recommendations from scientists and NGOs).</li> <li><b>Food waste:</b> by 2030, level up all Club Meds in line with the level of waste at our best-performing sites (i.e., around 100 gr / meal). From 2025, 50% of resorts will have a proactive approach to measuring and reducing waste (<a href="#">Winnow-type approach</a>, audit, training and support) (100% in 2030).</li> </ul>	8 programs in 10 years (2010-2019)  0.5% overfishing
	<b>Pollution</b> <ul style="list-style-type: none"> <li>In 2025, 80% of maintenance service contracts for new or renewal of green spaces will involve the elimination of synthetic phytosanitary products (100% in 2030).</li> <li>In 2025, 100% of designs to feature differentiated management of green spaces with a view to keeping maintenance to a minimum.</li> <li>Phasing out of single-use disposable plastic in restaurants and bedrooms by the end of 2021 (in line with the bye-bye plastics program).</li> </ul>	85% in Europe and Africa
	<b>Climate change</b> <ul style="list-style-type: none"> <li>Reduction of Scope 1 + 2 GHG / hotel capacity rate by at least 20% by 2025 vs 2019.</li> <li>Transport: reduction of average distance / length of stay by at least 10% by 2025 vs 2019.</li> <li>Reduction in weight of meat / hotel days of at least 10% by 2025 vs 2019.</li> </ul>	10.6 kg eCO <sub>2</sub> / bed capacity  538 Km / length of stay  0.422 kg / HN
	<b>Transversal 5-risk commitments</b> <ul style="list-style-type: none"> <li>In 2025, all new constructions and significant extensions to be Bream eco-certified with at least one biodiversity criterion of the label validated.</li> <li>In 2021, 100% of eligible resorts will be <a href="#">Green Globe</a> certified and meet the label's mandatory criteria for the protection of biodiversity and ecosystems. Monitoring will be implemented to ensure this target is maintained in future years.</li> </ul>	75% éco-certifiés à la construction en 2019  85% Green Globe
OPPORTUNITIES	<b>Raising awareness</b> <ul style="list-style-type: none"> <li>In 2025, 50% of resorts to offer «green activities» to educate customers and employees (100% in 2030).</li> <li>Respect for animal welfare in activities involving animals: in 2021, Club Med will: <ul style="list-style-type: none"> <li>- only offer elephant observation activities and no longer those involving interaction with the animals,</li> <li>- only offer cetacean observation activities in the wild (all activities involving cetaceans in captivity are banned); excursion providers involving animals will be audited on the basis of an ABTA-validated charter.</li> </ul> </li> </ul>	18% (2018) organize «green activities»
	<b>Protection</b> <ul style="list-style-type: none"> <li>In 2022, 50% of resorts to have an active partnership (financial and / or for raising awareness in our GO@-GE and GM@ stakeholders) with local non-profits and organizations working on biodiversity (100% in 2030).</li> <li>At least three specialized NGOs to be consulted annually to improve our biodiversity-related procedures (the same several years in a row and / or new ones).</li> </ul>	33% in partnership  ABTA WCA Open Wing Alliance

All indicators reflect the commitments made in the annual declaration of extra-financial performance.