



SUSTAINABLE PURCHASING CHARTER

Updated 2018

CLUB MED PURCHASING AND LOGISTIC CSR POLICY

Club Med's approach to responsible purchasing focuses on three pillars of sustainable development: environmental, social and societal.

Certification is awarded (by independent third-party audit) when the mandatory requirements are met.



Key points of our purchasing policy are described below:

Commitment to local development: local players in the region are given priority at equivalent quality/price:

- for the production and supply of products (food, equipment, etc.);
- for services (maintenance, security, cleaning, transfers, excursions, etc.);
- for the creation of cultural events and shows in Club Med villages.

Social commitment:

- The excursions and tours offered by subcontractors at Espace Découverte follow the principles of responsible tourism and eco-tours included in the program, insofar as there is a local offer;
- Preference is given to fair trade products;
- Preference is given to solidarity products (ESAT, EA).

Environnemental commitment :

- Application of the Wood Charter to combat deforestation;
- Application of the Seafood Charter and CITES Convention to combat overfishing and preserve species;
- Respect for animal welfare through the purchase of eggs and free-cage poultry;
- Preference is given to eco-labelled products (food, wood, printed matter, textiles, cleaning products, gardening, spa, shop) and biodegradable products;
- Preference is given to products from organic farming;
- Options with minimal packaging and reusability are required from suppliers and ideally without plastic or polystyrene;
- Bulk purchasing is preferred to reduce transportation and packaging requirements;
- Employees and suppliers are encouraged to optimize orders and delivery schedules to reduce fuel consumption and carbon emissions;
- Electronic payment methods are a priority to reduce paper consumption and promote electronic transfers*;
- Catalogues and electronic price lists are preferred.

In order to materialize the commitments of our suppliers and service providers, the Purchasing and Logistics Department systematically requests the contractual signature of the clause below.

SUSTAINABLE DEVELOPMENT PROVISION FOR SUPPLIERS

SUPPLIERS AND SERVICE PROVIDERS HAVE TO RESPECT THESE ENVIRONMENTAL AND SOCIAL COMMITMENTS

The SERVICE PROVIDER/SUPPLIER undertakes to respect the CUSTOMER's values as presented in its ethics charter or on its supplier website, www.suppliers.clubmed.com, as well as the commitments listed below, which it will pass on to any potential intermediaries, subcontractors or suppliers it may engage in the performance of this Agreement.

1 Labour legislation

The SERVICE PROVIDER/SUPPLIER undertakes:

- to ensure the absence, in the company, or affiliated entities, of demeaning practices such as moral and sexual harassment;
- to ensure that there is no recourse to child labour (defined as any person under fourteen years of age or over fourteen years of age but who has not completed compulsory schooling);
- to ensure that there is no discrimination, particularly on grounds of origin, sex, sexual orientation, age, religious affiliation, physical appearance, health or disability, trade union membership or religious affiliation;
- to ensure the absence of forced or compulsory labour and that no work or service shall be performed as forced or compulsory labour as defined by the ILO;
- if there is no legal minimum wage, to ensure that its employees have a level of pay that allows them to enjoy decent living conditions, taking into account the cost of living in the place where they live;
- to respect the principles of the Universal Declaration of Human Rights, including in particular freedom of association and trade union activity, in accordance with the relevant legal provisions and the ILO fundamental conventions, the OCDE Guidelines for Multinational Enterprises and those of the UN on companies and human rights.

2 In the field of sustainable development

THE SERVICE PROVIDER/SUPPLIER undertakes to:

- comply with the applicable environmental protection regulations, particularly by prohibiting certain products and processes and by using or offering eco-labelled products where possible;
- use its best efforts to control and limit the environmental impact related to its activity, particularly by reducing its energy and water consumption, its greenhouse gas emissions, by reducing and recycling its waste, by preserving biodiversity, by using environmentally friendly technologies, particularly in the management of toxic products and waste water.

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3 In the field of Prevention of the corruption

The SERVICE PROVIDER/SUPPLIER undertakes to:

- comply with French regulations and OCDE guidelines on the fight against bribery and influence peddling and, more generally, any applicable legislation in this field (the US Foreign Corrupt Practices Act and the UK Bribery Act) and pass this commitment on to any potential intermediaries, subcontractors or suppliers it may engage in the performance of this Agreement;
- prevent practices of passive or active bribery and influence peddling, by effective measures such as raising awareness, training, disciplinary or commercial sanctions) among its shareholders, directors, officers, corporate officers, employees, affiliates, subcontractors and their respective representatives intervening directly or indirectly in any way whatsoever within the context of this Agreement.

4 Assessment and monitoring of compliance with obligations

In order to enable CLUB MED to (i) ensure that the SERVICE PROVIDER/SUPPLIER (and/or any subcontractors, intermediaries or suppliers) complies with the undertakings referred above and (ii) to meet its own legal and ethical obligations, the SERVICE PROVIDER/SUPPLIER undertakes:

- to communicate transparently to CLUB MED, on simple request, the contact details of its subcontractors or entities manufacturing the product or materials that it uses in the performance of this Agreement, except where there is due justification for not being able to do so;
- to authorise, in the absence of legitimate grounds for refusal, audits of its offices or manufacturing plants/production sites commissioned by CLUB MED and carried out by specialised and/or approved bodies, unless it is able to present the results of equivalent audits carried out by approved bodies or bodies with recognised confidence and reliability;
- to implement any progress plans proposed as required as soon as possible following said audits;
- to reply to any questionnaire designed to assess its compliance with the above-mentioned obligations;
- more generally to authorise CLUB MED to take all reasonable measures to monitor strict compliance by the SERVICE PROVIDER/SUPPLIER with the obligations stipulated in above;

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Failure to comply with the above undertakings may result in termination of the Contract, without notice or compensation and without prejudice to any damages to which CLUB MED may claim / under the conditions set out in Article of the Contract "termination for default".

The SERVICE PROVIDER/SUPPLIER undertakes to inform CLUB MED, without delay, of any matter brought to its attention which might constitute a breach of the obligations referred to above obligations and of the corrective measures implemented to remedy it.

For the SUPPLIER :

Name :
Position :
Place :
Date :
Signature :