



TOGETHER FOR TOMORROW

ETHICAL CHARTER

SUPPLIERS' ETHICAL AND ENVIRONMENTAL CHARTER

Through each of its addresses, Maisons Pariente outlines its vision of warm and unique luxury hospitality, in line with contemporary aspirations.

Corporate Social Responsibility (CSR) is therefore naturally part of its DNA, that of an independent family business deeply committed to human and ecological values. For this reason, the General Management, CSR Management, and Purchasing Management want their partners, suppliers, and service providers to be part of this vision by signing this charter.

Our ethical and CSR charter aims to help our stakeholders, employees, suppliers, partners, and customers better understand the group's actions and ambitions at the local, national, and international levels. It sets fundamental values and principles that must be understood and applied daily at all levels of the company.

These principles are not merely limited to compliance with applicable laws and standards in the territories where we operate; they must also promote exemplary and integral professional behavior in all circumstances.

The objectives and fundamental principles set by our ethical and CSR Charter will only be achieved with the unequivocal commitment of all stakeholders.

Ethics is everyone's business. The reputation and image of Maisons Pariente, as well as the trust of our employees, clients, suppliers, and local communities, lie in our ability to be consistent and act concretely.

The indications and principles outlined in this ethical and CSR Charter are not optional. They must be respected and applied by all. Together, let us be proud to be pioneers of sustainable luxury.

Thank you for your support and trust.

By signing this document, your company commits to:

1. Comply with all the criteria mentioned below;
2. Be able to provide Maisons Pariente with all documents proving compliance with current legislation.
3. Conduct its activities with the greatest possible respect for the environment and others.

Criteria of Requirement:

NB: These criteria apply to the signing supplier as well as to all its possible subcontractors.

1. General foundations:

- Respect eco-gestures and good CSR practices in the daily exercise of its activities and during interventions in the establishments of our collection.
- The supplier is required to respect the laws, principles, standards, and regulations in force in the countries where it operates, and to ensure that its own suppliers and subcontractors also comply with these commitments.
- Maisons Pariente strongly condemns corruption in all its forms, regardless of the situation, place, or context. We require our suppliers to demonstrate a similar commitment and to demand the same from their own suppliers and subcontractors.
- The supplier commits to notify Maisons Pariente of any situation where a conflict of interest (real or potential) could arise with the employees of the collection or their relatives, so that each case can be individually examined.
- The supplier promises total transparency to Maisons Pariente. It specifically commits to avoiding any falsification of documents, false statements, or any concealment.
- Any information from exchanges or related to the commercial relationship between the supplier and the Maisons Pariente collection, or any of its entities, is to be considered confidential. It cannot be disclosed to third parties without prior written consent from Maisons Pariente.

2. Human Rights, Inclusivity, and Well-being:

- The supplier declares to prohibit any form of illegal, forced, or compulsory labor.
- It declares not to employ any person not of legal working age and strongly condemns child exploitation.
- It commits not to practice discrimination based on gender, religion, sexual orientation, political opinion, national ancestry, or social origin, in a way that compromises equal opportunities or treatment in employment or profession.
- It ensures compliance with legal and regulatory provisions regarding working hours, rest days, and minimum wage.
- It ensures that its activity does not harm the health of its teams, partners, or its environment.
- It respects the right to assemble, gather, and/or negotiate with the employer within the framework of collective actions.

3. Respect for Nature and Biodiversity

- The supplier commits to responsible water use and to treating all its wastewater before it is discharged.
- It works daily to reduce the quantity of waste generated by its activity and conscientiously recycles/sorts it.
- The supplier commits to respecting all current laws and regulations relating to environmental protection.
- The supplier commits to manage all non-renewable natural resources efficiently, by banning the use of raw materials from protected animal or plant species, as well as those obtained illegally.

Maisons Pariente reserves the right to conduct occasional visits to the facilities and/or production sites to check that the signatories of this charter comply with the various points. Any violation of one or more of the elements listed above may result in exclusion from any tender participation, or even immediate suspension of commercial relations between Maisons Pariente and the supplier concerned.

The Supplier

Company name:

Address:

Represented by:

Acting in the capacity of:

Date of signature:

In:



Crillon Le Brave
Provence



Lou Pinet
Saint-Tropez



Le Grand Mazarin
Paris



Le Coucou
Méribel