



EVOK

**AMBITIONS
FOR A BETTER
FUTURE**



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To support the group's development, I wanted to implement a continuous improvement approach in terms of social and environmental responsibility (SER), reflected in our "Ambitions for a better future" program. True to our principles, this approach looks to be concrete, effective and unmistakably human in one.

We must continually seek to improve the collective well-being of our ecosystem, living well together in our work community, sharing our corporate culture and strengthening the feeling of belonging by uniting people around our values.

The actions put in place and detailed in this report have been chosen to foster the EVOK spirit that I hold dear. These schemes are in line with the group's values and contribute to our mission: **creating, welcoming, sharing, delighting.**

It is our individual and collective responsibility to increase the number of positive actions and minimize the negative impacts on life in society and the environment. As part of a continuous improvement approach to sustainability, we are incorporating the United Nations' ten principles into our choices, actions and commitments. We are thus joining the Global Compact in its environmental commitment (see appendix page 37 and 39).

We must understand and anticipate our customers' requirements, invent a new, more responsible and sustainable way of traveling, while maintaining the well-being and safety of all. It is up to us to be proactive in putting forward ideas to drive this dynamic and bring all those involved in the hospitality sector with us.

This sustainable development policy in which EVOK is now engaged is to be shared with all those around us: members of staff, customers, and suppliers. Hence the appointment of a steering committee tasked with monitoring and developing the commitments made and those to come.

EMMANUEL SAUVAGE,
CO-FOUNDER AND GENERAL MANAGER
OF EVOK COLLECTION

Create Welcome



Share Delight



VALUES

1

Welcome: inclusion and team spirit

EVOK's professions are designed thanks to those who work for the group. Everyone should be able to flourish, grow, and feel that they have a stake in this collective adventure. Everyone is welcomed with their differences but also with the energy and team spirit that drive them and overflow in the group's addresses, which are spaces for living and meeting.

4

Perform: economic stability and plans

EVOK looks to create value that is lasting, measurable and sustainable over time, while encouraging ambitious growth designed to reassure all its contributors. Creativity, dynamism and a drive for excellence propel the group's added value in its desire to dare, advance and innovate.

2

Think differently: creativity and innovation

EVOK is developing a vision of the hotel sector that ventures off the beaten track. The group looks to take a creative approach to its recruitment and business model, in the development of its concepts and customer services, as well as in its desire to highlight culture in all its forms. The group's positive energy is put to the service of everything that brings people together, delights and rekindles their enthusiasm, both by innovating and passing down a vocation of service.

5

Engage: social and environmental footprint, both local and sustainable

With the ambition of being a responsible actor in civil society, EVOK is looking to implement a proactive social and environmental initiative in line with its entire ecosystem. EVOK wants to go beyond sustainable development standards with simple steps as well as state-of-the-art technologies. All while encouraging its partners to follow the logic of this collective effort.

3

Stand tall: ethics and courage

The values of integrity are part of EVOK's DNA. They are a sign of trust between members of staff, suppliers, partners, and customers. Courage, truthfulness and fairness must be perceived on a daily basis, in good times as well as in more difficult periods.

FIELDS OF ACTION



1

A TAKE CARE OF MEN AND WOMEN



Since its creation, EVOK has included every man and woman with their singularity and distinctive characteristics. The group wants to support and allow every person that makes up its teams to grow, pass on hard and soft skills, and encourage an energetic and positive view of the future. For EVOK, this is a way of sharing success as well as uniting and bonding staff and creating loyalty based on a corporate project.



PROMOTE DIVERSITY AND GUARANTEE INCLUSION

The group's energy and creativity are the result of an alchemy between the people who make up the teams. There are multiple profiles, different career paths and diverse cultures, but the expertise is always very solid.

Taking a proactive approach to inclusion, EVOK allows everyone to give the best of themselves for the good of individuals, teams, customers and the company. To make this possible, EVOK is concerned with the well-being of its members of staff in a work environment that is at once safe, reassuring and respectful of everyone.

Today, EVOK is committed to making this diversity an asset for the group and championing its ambition of more inclusive growth.

Social equity as a field of application of Human Rights.

Human Rights define the fundamental rights of each person regardless of where they live, their nationality, color, religion, or any other status. EVOK adds social equity to this. The group wants a professional career to be synonymous with a better life and social progress while providing an income, training, inclusion and stability.

A professional experience at EVOK must be seen as a springboard or even a chance. The chance to be accepted whatever your baggage. The chance to train and gain self-confidence and make social progress. Because equal opportunity also plays out in the company.

To extend its action beyond its hotels and restaurants, EVOK partners the organizations Les Déterminés and NQT. Discover our actions on page 19



Generational mix: youth and expertise

Everyone is respected in their expertise and need for training. EVOK is a multigenerational company that encourages knowledge to be passed on between established talent and the youngest recruits.

Disability: another illustration of the richness of difference

EVOK is committed to facilitating access to employment for people with a disability in its teams. The group also prioritizes initiatives and other partnerships with socially active organizations.

To extend its action beyond its addresses, EVOK notably supports Les Joyeux Recycleurs. Discover our actions on page 33



Liberty, Equality, Fraternity

What the customers at EVOK addresses and the group's teams have in common is diversity. Geographical, social or even cultural diversity. Everyone is free to be who they want to be: in terms of their gender, personality and references, while respecting the differences of those around them. The openness of mind desired by the group is a differentiating trait dedicated to creating memories and happiness for all stakeholders. Each person's positive energy makes it possible to unite, reunite and delight.



GUARANTEE TEAMS' DEVELOPMENT AND WELL-BEING

EVOK looks to go beyond the minimums required by the Labor Code. While the health and safety of employees are our social and societal responsibility, our success as an employer is to allow everyone to «be themselves,” as well as offering opportunities for individual and collective success.



Encourage job satisfaction

The group is asserting its desire to instill kindness and exemplary behavior into team management on a daily basis. An employee must feel recognized and respected every day in order to be able to contribute through their work to EVOK's mission. Namely: creating, welcoming, sharing, delighting. By creating unique living spaces and encouraging a sense of team spirit while being a disruptive actor in its sectors of activity, EVOK wishes to inspire a feeling of pride and belonging, in which everyone sees themselves as playing an active role in this collective adventure.

Take care: prevent and protect

EVOK also wishes to go beyond the minimum required by the legal framework in the areas of health, well-being and safety.

In terms of health, for example, the health of employees and their family is a priority. Proactive and demanding with its health partners, the group regularly puts out calls for tender to offer the best possible coverage to employees. This is reflected in enhanced dental care reimbursement, coverage of expenses related to mental health, as well as osteopathy fees. During the health crisis, weekly PCR test sessions were also offered in each of the group's addresses to protect everyone's health.

Another example: with regard to accommodation, EVOK facilitates access to rent-controlled housing.

Last but not least, EVOK ensures that employees are able to return home late at night in complete safety. The group thus covers private driver company expenses.

Grow individually but together

The future is now. EVOK's success makes it possible to offer jobs at all qualification levels. The group's outlook for growth, combined with an in-depth knowledge of employees' skills and wishes, means opportunities for advancement for everyone. EVOK encourages equal opportunity. The group also fosters the desire to learn and move forward.



2. BE AN ACTOR IN CIVIL SOCIETY



Currently established in France (with six addresses) and shortly in two European countries (with three forthcoming addresses), EVOK employs 600 people. The group thus wants to contribute to the development of the regions where it has a presence, through support for employment and its commitment to cultural vibrancy along with access to education. EVOK looks to maximize the positive impact of its actions across its entire ecosystem.

WORK TO PROMOTE EMPLOYMENT AND EDUCATION

Sensitive to inclusion and equal opportunity, EVOK partners several organizations. Their common feature is that they are all working to eradicate inequality among young people with regard to access to employment, culture and education.



2016

“Les étoiles du Sport”

Les Étoiles du Sport is a unique support program in which today's champions sponsor tomorrow's young hopefuls. Every year for the past 19 years, Les Étoiles du Sport has been bringing together the finest athletes from French high-level sport based on the strong conviction that sporting expertise should be shared and passed on. Several times a year through different events, top athletes meet together with Les Étoiles du Sport to:

- Promote the values of sport
- Share their experiences
- Hold out a helping hand to France's most promising young sportspeople

2021

“Nos Quartiers ont du Talent”, NQT (2021)

This organization allows young graduates (with at least a 3-year degree) under 30 from a priority neighborhood and a modest background to find a job that matches their skills. An equal opportunity scheme in which every EVOK executive is involved as a young person's mentor.

2022

“Bibliothèques sans frontières”

Bibliothèques sans Frontières is an NGO facilitating access to education, culture and information for precarious populations. In France and in more than 30 countries, the association creates innovative cultural and educational spaces that allow people affected by crises and insecurity to learn, enjoy, engage with others and improve their future. Evok financially supports one of the programs developed by BSF.



2017

“La Tablée des chefs”

EVOK is involved in the organization's “Education” branch, which sets up introductory cooking programs led by chefs for young people in difficulty, allowing them to both obtain an apprenticeship and learn how to eat healthily. In 2021, chef Philip Chronopoulos (Restaurant du Palais Royal) thus guided an eighth-grade class from Collège Georges Politzer in Bagnolet, as part of the “Brigades Culinaires” program. This partnership is also illustrated by the EVOK group's chefs' participation in occasional workshops and a Gala prize.



2022

“Les Déterminés”

The association created by Mouss Camara encourages entrepreneurship in the suburbs and, in a second program, develops employability in order to allow people excluded from employment to quickly reenter the workforce. In this context, Evok will train young people in the hotel and catering trade and offer an opportunity towards a permanent job at the end of this training.

SUPPORT THE WORLD OF CULTURE

Since EVOK was founded, the group's addresses have showcased culture in every form: music, literature, painting and sculpture. Jazz Thursdays at the Palais Royal, the EVOK Literary Award, 800 works on the walls of Sinner, where all the rooms come with a turntable and a selection of records. Along with live music at Nolinski and DJ sets every evening at Brach, etc. In 2021, this commitment has been taken even further, producing the music of singer-songwriter Samuel M.

Exhibition venues

Nolinski and Sinner regularly lend their walls to exhibitions. Artists such as Stéphanie Renoma, Cédric Roulliat, Andrea Ravo Mattoni, Emmanuelle Rybojad and Michel Giniès have already shown their work.



EVOK Literary Award

Each year, the EVOK award honors the book that makes the best summer read. It goes without saying that this work has literary qualities, but it also fits that very special state of mind that goes with the summer season. For its first year in 2020, the EVOK award was attributed by a jury of leading figures to Anne-Sophie Stefanini for her book "Cette Inconnue," published by Editions Gallimard. In 2021, the jury awarded the prize to Constance Joly for her book "Over the Rainbow" published by Éditions Flammarion.

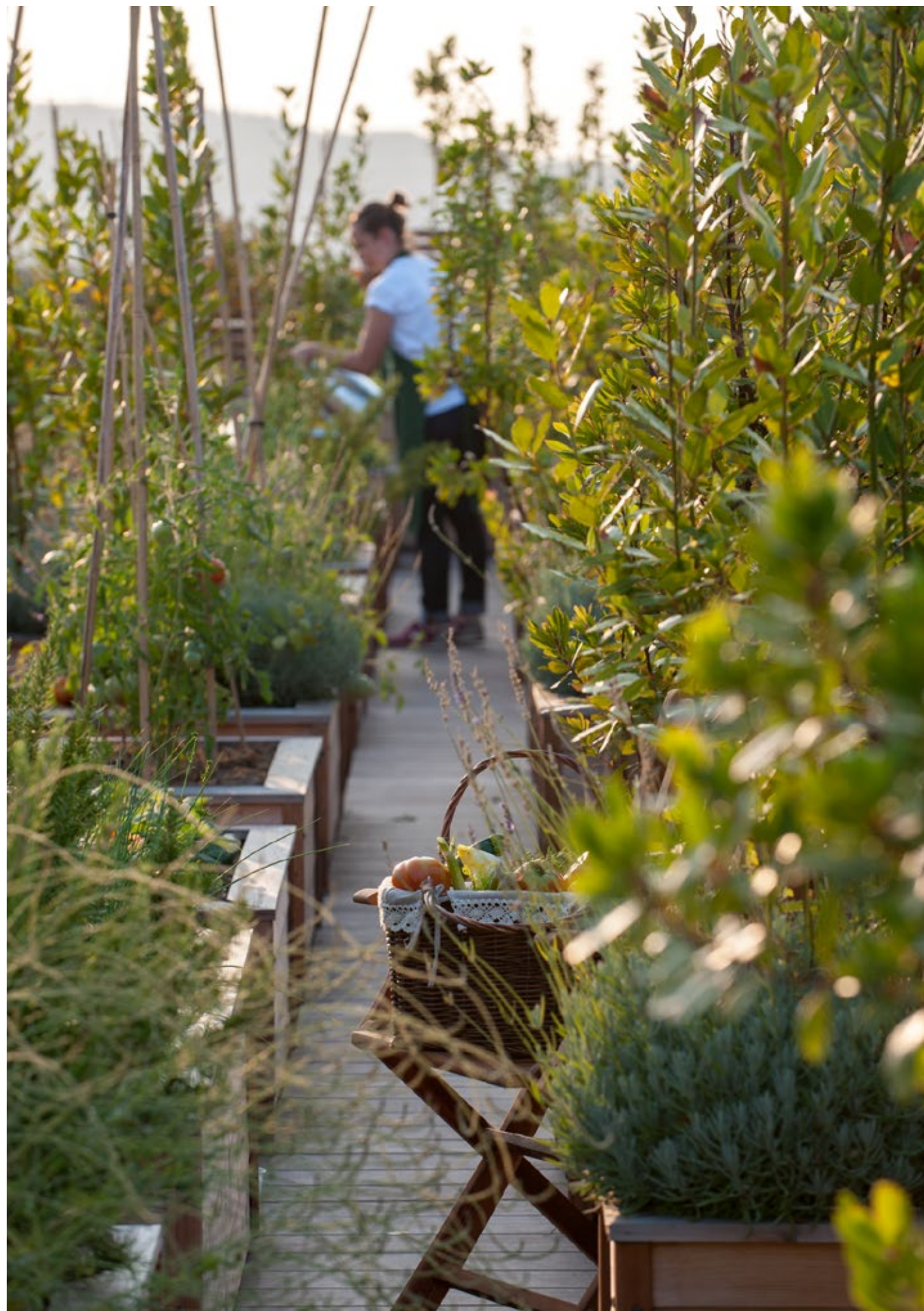
Samuel M's Producer

In 2021, Nolinski signed a production contract with Samuel M, a performer who is already well known to diners at the Nolinski Restaurant. Nolinski has supported Samuel M during the pandemic, including when the Restaurant was closed, by offering him several Instagram lives. This experience helped him establish a rhythm to his week and escape isolation.

This year, this ongoing support from Nolinski and EVOK is taking on a new dimension with the decision to support Samuel M, helping him grow and standing by him in his career as a singer-songwriter and performer. This is a first for a hotel group: becoming a music producer.

The plan is to offer him comprehensive day-to-day support, and to start by recording three songs at Quai Son studios, which are owned by one of Evok's co-founders, Pierre Bastid. Discover Samuel M's tracks.





3.

PROTECT ENVIRONMENTAL RESOURCES



EVOK carried out Nolinski and Brach's Carbon Audits for 2019. Drawing on these elements, the group has taken initiatives to minimize its carbon footprint.

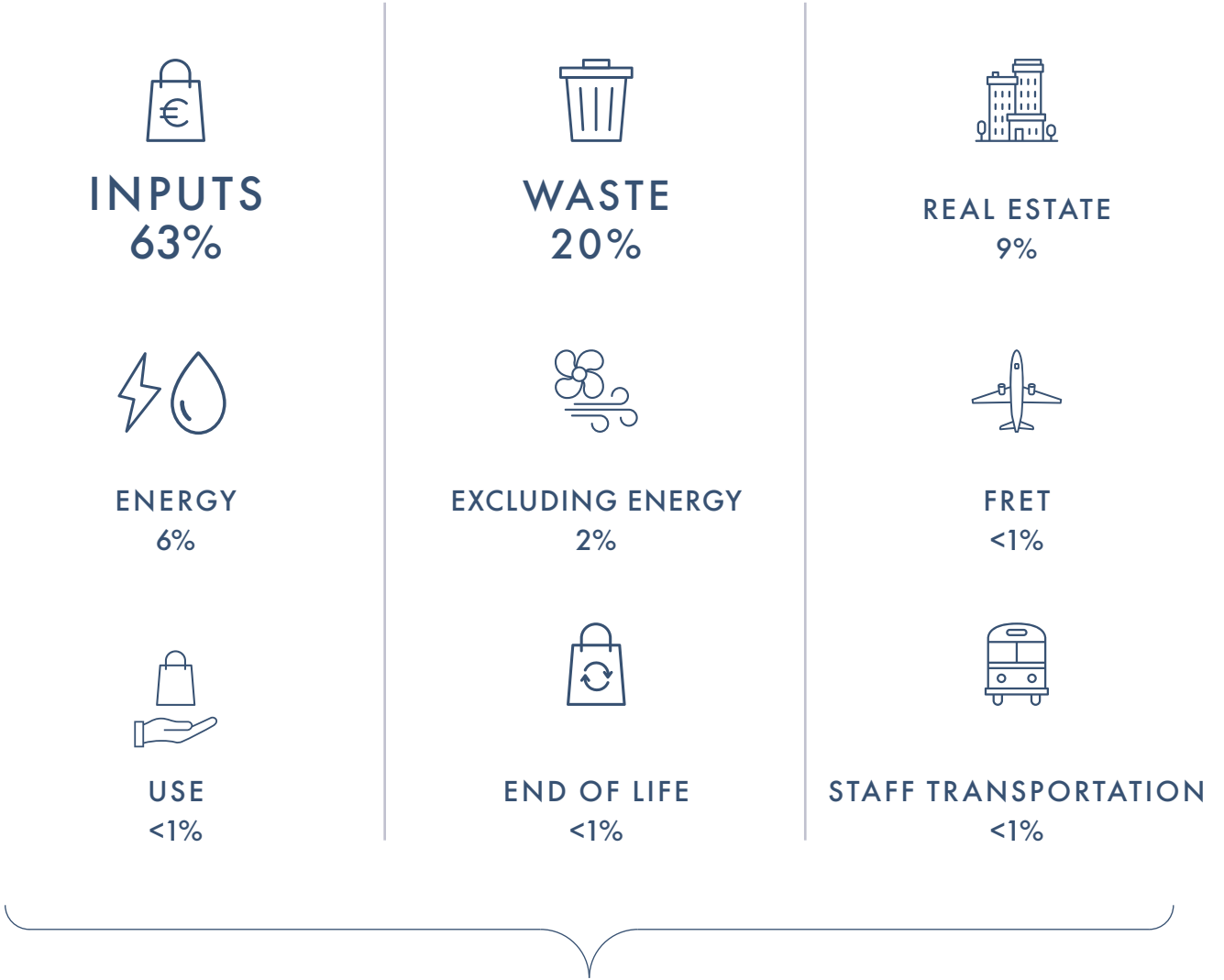


BECOME AWARE OF OUR CARBON FOOTPRINT

This indicator measures the impact of our activity on the environment and more specifically greenhouse gas emissions. The interest of this indicator lies in becoming aware of our own impact and identifying levers for action in order to subsequently reduce it as much as possible in a continuous improvement approach. The study highlights the biggest budget expenditure items so that our actions are targeted and optimal.

CARBON FOOTPRINT OBSERVATIONS

The most “polluting” items are Inputs (product purchasing & outsourced services), waste, real estate, energy, freight, product use and end of life. We have decided to focus on these items, allowing us to have a more significant analysis of greenhouse gas emissions at both hotels.



1,100 tCO2eq is the same as...



Insofar as possible, we can act on these items to reduce the impact of emissions (whereas the movements of our guests are not subject to our control).



2,500 tCO2eq is the same as...



BRACH

2019

CONSUMPTION

When we gathered information to carry out the carbon audit analysis, we noted the annual consumption of certain food products. This also provided us with a point of comparison to plan for consumption based on previous figures.

MEAT

Lamb	2.8 tons
Veal	2.42 tons
Beef	3.86 tons
Poultry	8.13 tons

FISH

Cod	2.6 tons
Label salmon	2.74 tons
Gilthead bream	3.68 tons
Octopus	3.02 tons

DIARY

Butter	5.74 tons
Cow's milk	8,230 liters
Organic whole eggs in shell	29,000 units
Whole liquid eggs	1,612 liters
Whole liquid egg whites	4,815 liters
Cow's cheese	1.65 tons
Liquid cream	3,564 liters

GROCERY

Flour	14.15 tons
Sugar	2.51 tons
Salt	1.38 tons
Coffee	1.39 tons
Olive oil	4,404 liters
Chocolate	3.39 tons

VEGETABLES

Avocados	18,321 pcs
Market cabbages	13,360 pcs
Eggplant	8.51 tons
Sweet potato	1.42 tons

FRUITS

Juicing oranges	12.5 tons
Raspberries	1.59 tons
Strawberries	1.42 tons
Mangoes	1.24 tons
Bananas	2 tons



ACTION PLAN TO REDUCE OUR CARBON FOOTPRINT & PROTECT NATURAL RESOURCES



The results of the carbon audit of our Brach and Nolinski hotels allowed us to identify levers for action to reduce greenhouse gases. These improvement areas must be feasible and permit a significant reduction in emissions. For us, it's essential to establish concrete and accessible levers in our industry.

Our ultimate ambition is that all our hotels will be part of a single environmentally sustainable approach. Raising awareness and empowering stakeholders (guests, partners, suppliers, staff) is also a primary focus for us.



Since 2019

Collecting biowaste:

We have called upon the Moulinot firm to collect and recycle biowaste from our hotels. The company encourages the employment of people who are re-entering the job market and allows numerous interns to benefit from the training provider to learn the professions of the future: biowaste management and ensuring eco-friendly recycling. Collection occurs on a weekly basis to optimize recycling.

Eliminating disposable products

Plastic straws have been replaced by reusable metal straws (around 120,000 plastic straws compared to 5,000 metal straws on average)

Water management & energy saving

Water flow regulators have been installed to increase pressure without increasing water use.
The Brach kitchen garden is responsibly watered using a timer. Energy meter reports are updated on a monthly basis so that a month-by-month annual comparison can be made.
The hotels have a centralized energy management system, with a general cut-off system available for the hotel rooms.
75% of the light bulbs at the sites are energy efficiency class A, A+ or A++

Since 2020

With each new product or restock, we consider a product's life cycle as a whole. This enriches the specifications for each of our calls for tender: raw materials, production, delivery, use, and recycling are studied.

We have carried out an inventory of all our stocked products that have non-essential packaging, to prevent "excess packaging" when restocking

All our suppliers have been requested to provide larger-volume packaging in order to avoid individual packaging.

Since the act concerning the fight against waste and the circular economy, we have decided to eliminate and/or find an alternative solution to these products:

- Cotton packaging/eco-friendly cotton swabs offered loose to customers in bathrooms
- Plastic tray mats are gradually being replaced by fabric tray mats
- Plastic trash can bottoms have been replaced by reusable cork bottoms
- Room cards and plastic gift cards are gradually being replaced by wood and paper

Remaining inventory is examined before deciding to change a product

Since 2021

Les Hôtels Solidaires

This not-for-profit organization collects, sorts, and distributes certain products from our establishments to partner organizations. This commitment also makes it possible to run the Atelier des Solidaires, an inclusive workshop that helps people in a precarious position to reintegrate into society and the world of work. We also support the upcycling workshop and consequently a circular economy approach.

- Partially used soaps and bottles in our establishments are collected at least once a week. Each year, this represents some 6,000 soaps, 5,000 shower gels and shampoos and 7,000 conditioners and body creams
- Food that is still fit for consumption (minibar products, pastries, etc.) along with the unused products in our establishments are regularly donated.
- Slippers and flip-flops not taken home by our guests are also collected. Each year, this represents around 6,000 pairs of slippers and 2,000 flip-flops

Les Joyeux Recycleurs

This organization in the Paris region supports social integration through work. Most of its employees have gone through a professional integration program and, for each kilo of waste recycled, the organization donates 5 centimes to the integration organization Ares Atelier. No fewer than 75,000 euros have already been raised.

At four of our collection points (EVOK, Brach, Nolinski, and Sinner), the organization recovers all the paper waste from the offices, which is collected every two weeks. This waste is then recycled in France according to a detailed, certified process in line with legal obligations.

Our cartridges and IT consumables are also collected and go through a certified recycling channel provided for this purpose.



Since 2021

Going paperless

Investments have been made or are underway to reduce EVOK's carbon footprint by going paperless.

- Making payslips paperless and securing them in a personal virtual safe
- Implementing DocuSign for the signature of contracts and important documents
- Introducing new accounting software to store accounting documents online and implement an online internal approval process.
- Making customer invoices and the satisfaction questionnaire paperless, which — thanks to the implementation of CRM — will reduce collateral elements in our establishments
- Making the day-end closing on all our sites paperless

Deliveries in reusable containers

We have been working with Pandobac, a company that offers delivery in traceable reusable trays and avoids the use of cardboard boxes, crates, and other polystyrene boxes. We have connected our seafood suppliers with Pandobac to implement this effective solution. The management cycle for this solution is being developed and will be operational in early 2022.

Global Compact

In December 2021, we signed the United Nations Global Compact. It was important to us to emphasize our social and environmental commitment. This is why we have signed the ten principles regarding human rights and international standards for labor, the environment, and fighting corruption.

The improvement areas we are focusing on parallel the UN's 17 SDGs (sustainable development goals). (see appendic page 39)

EVOK ethical charter

Developing an ethical charter for partners and suppliers and having our service providers sign it. (see appendic page 41)

2022 Goals

Eliminating disposable products

The coasters in our restaurants and hotels will be made of reusable silicone. We are studying introducing reusable cotton towels in public spaces to avoid disposable non-woven towels (2021 group volume around 200,000 non-woven towels)

Deliveries in reusable containers

We have connected Pandobac with our supplier of early seasonal produce and fresh produce. Insofar as possible, we would like at least 80% of fresh produce deliveries to be made in reusable containers and/or by limiting the number of cardboard boxes.

Water management & energy saving

Improvement areas are currently being studied, especially in terms of supplying fresh air to unoccupied areas.

Partnerships committed to biodiversity

Working with partners and raising our teams' awareness about biodiversity. We are collaborating with two organizations that are in harmony with EVOK's DNA. These collaborations should go into effect during 2022.

We have chosen to work alongside organizations in order to participate in the shared effort to conserve natural resources.

Ethic Ocean

Training & awareness-raising regarding the sustainable procurement of seafood products for our chefs and sous-chefs. This will allow them to meet the challenges of the ocean and marine resources. They will also be trained and informed about sustainability criteria and a sustainable procurement policy will be implemented with suppliers. We will try to follow recommended advice for seasonal restocking. Yet we are aware that considering the annual volumes of certain species, we may potentially be limited in certain actions.

NOE

This is a non-profit public interest organization whose mission is to preserve biodiversity. We have chosen to operate within the national division and thus to be present in at least one of the five possible action areas: environmental management of green spaces, pollinators and open environments, the agroecology transition, biodiversity watchdogs, and nocturnal biodiversity. This partnership should go into effect in several areas during 2022.

APPENDIX

10 PRINCIPLES OF GLOBAL COMPACT

THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT



HUMAN RIGHTS

- 1 Promoting and respecting international human rights
- 2 Making sure you are not complicit in any human rights violations laws



INTERNATIONAL LABOR STANDARDS

- 3 Respecting freedom of association and recognizing the right to collective bargaining
- 4 Contributing to eliminating all forms of forced or compulsory labor
- 5 Contributing to effectively abolishing child labor
- 6 Contributing to eliminating any kind of job discrimination



ENVIRONMENT

- 7 Applying a cautious approach to environmental problems
- 8 Taking initiatives to promote greater environmental responsibility
- 9 Promoting the development and adoption of technologies that are respectful of the environment



FIGHTING AGAINST CORRUPTION

- 10 Fighting against corruption in all forms, including extortion and bribery

The Ten Principles of the UN Global Compact are derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

APPENDIX

UNITED NATIONS

17 SUSTAINABLE

DEVELOPMENT GOALS



The sustainable development goals set a path for us to follow to create a better future that is more sustainable for everyone. They respond to the global challenges we are facing, especially in terms of poverty, inequality, the climate, environmental damage, prosperity, peace, and justice.

APPENDIX

SUPPLIER ETHICAL CHARTER

1) ETHICS AND SOCIAL RESPONSIBILITIES

EVOK does not tolerate any discrimination, particularly with regard to race, sex, age, religion, disability, sexual orientation, or political opinion. The prohibition of any discrimination is an integral part of our values and we conduct all business practices accordingly. Our partners must demonstrate exemplary behavior in terms of social responsibility and irreproachable ethics.

EVOK has adopted an ethical approach determined by fundamental principles, and international agreements and standards.

- The Universal Declaration of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its follow-up, which covers freedom of association, and the elimination of forced labor, child labor and discrimination
- The Global Compact inviting companies to adopt and support ten fundamental values in the following domains: human rights, labor standards, the environment, and anti-corruption
 - **Prohibition of child and adolescent labor:** labor by children under the age of 16 years old is strictly prohibited. Termination of the partnership shall be envisaged if one of our partners employs such practices
 - **Prohibition of slavery:** any worker has the right to accept or leave a job freely. The use of forced labor, withholding identity papers or using any other constraints is strictly forbidden. Illegal, clandestine and undeclared work will not be tolerated. The supplier must comply with all regulations in force.
 - **Prohibition of harassment and any discrimination:** we expect our suppliers to treat their employees with respect and dignity. No abuse or psychological, physical or sexual harassment will be tolerated.
 - **Health and safety:** we expect our suppliers to provide a safe and healthy working environment. They must comply with all applicable regulations, local and international laws. The working conditions of our suppliers' employees must be continuously improving to contribute to collective well-being.
 - **Integrity of the person:** our suppliers must pay a regular minimum wage. In the event that there is no legal minimum wage in the country concerned, the supplier must ensure that salaries are at least equal to the average minimum in the sector of activity. The number of hours of work carried out must comply with the provisions of national laws and collective agreements.

2) PROFESSIONAL INTEGRITY

EVOK requires its partners to demonstrate exemplary behavior in terms of professional and relational integrity in the conduct of their activities. They must act entirely in compliance with local, national and international legislation, which must be applied in the conduct of their enterprise. We have zero tolerance for corruption. Impartiality, fair treatment and transparency are an integral part of our business relations. No relationship with partners who do not comply with our ethical criteria shall be undertaken and/or maintained.

• **Gifts and benefits:** they may represent acceptable expressions of courtesy within the context of established business relations and if their scope and value are limited. However, it is unacceptable, on the part of a supplier employee, to:

- Receive or give a gift or an invitation with the aim of influencing either party
- Receive or give a gift or an invitation that could influence the decision, if commercial negotiations are underway
- Receive or give in return for a decision being made

• **Anti-corruption, fraud, security and customs authority:**

We expect our suppliers to comply with all the applicable laws in terms of corruption and fighting fraud.

- No payment, donation in kind, expense, reduction, benefit or promise that may influence the course of commercial decisions shall be accepted.
- We require our partners to comply with applicable customs legislation.

• **Confidentiality:** our partners must take all the necessary measures to guarantee the confidentiality of professional secrets within the framework of relations with EVOK. The partnership and the mention thereof must be approved beforehand by EVOK's management before any publication on communication tools.

• **GDPR data protection:** we require our partners to fully comply with the applicable laws and regulations in terms of personal data protection, especially that of our clients.

3) ENVIRONMENTAL PROTECTION

EVOK complies with local environmental norms and regulations. We expect our suppliers to share and apply this same approach. We strongly encourage our partners to take all initiatives to reduce the environmental impact of their activities.

• **The environment:**

- The supplier shall endeavor to ensure that the use of natural resources is fair, sustainable and environmentally friendly.
- They shall endeavor to protect resources by choosing the most effective waste management, reducing production, and upcycling if possible.
- They shall act to minimize the harmful effects on the environment during production.
- Environmental legislation is monitored and they undertake to amend their standard in line with changes in norms.
- They ensure that their members of staff and suppliers are aware of the environmental impacts through information communicated. They raise stakeholders' awareness about protecting biodiversity and ecosystems

• **The supply chain:**

Our partners' suppliers must:

- Have an environmental policy tailored to the nature of their activities, thus making it possible to anticipate lasting negative effects on the environment.
- Comply with local norms and laws in terms of environmental protection.
- Guarantee that the purchases and sources used have been obtained in a sustainable, environmentally friendly way.
- Provide the material, health and safety characteristics of the products that they use.
- Guarantee that the minerals used do not come from conflict areas.

• **Animal well-being:**

- The fragrance and cosmetics supplier ensures that the products have not been tested on animals.
- Ensure that they comply with the food standards decreed by the European Commission concerning the food chain and animal health
- Raise awareness about ecosystems and the balance of fauna and flora in supplies

CONTROL AND AUDIT

- We reserve the right to check that these principles are being followed and to carry out compliance audits on our partners' premises.
- Suppliers should therefore undertake to improve or correct any deficiency detected.



EVOK

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