



GOALS FOR A BETTER FUTURE

JANUARY 2023

GOALS FOR A BETTER FUTURE



I wanted to support the development of the group and its properties - the Palais Royal Restaurant, Nolinski, Brach, Sinner and Cour des Vosges - by implementing a forward-looking approach to continuous improvement and Corporate Social and Environmental Responsibility (CSR), as reflected in our “Goals for a Better Future” programme. Our objective is to contribute to a more responsible hotel sector through a whole series of measures and to play a truly active role in civil society within our social and economic environment.

We subscribe to the ten principles of the United Nations Global Compact on human rights and international standards regarding labour, the environment and anti-corruption. The organisation's 17 Sustainable Development Goals have enabled us to orchestrate the implementation of our various CSR measures throughout the group, paying particular attention to actions of a social and societal nature.

Our thinking is also fuelled by my involvement in various French and international think tanks and professional bodies, where political action and the anticipation, evaluation and devising of solutions all facilitate work for the common good.

In 2023, we are focusing in particular on inclusivity as regards people with a disability. To sustain its stability, activities and economic model, the group is expanding, in particular with several new European openings planned by 2025: Venice in 2023, Madrid in 2024 and then Rome. The group will have doubled in size within 5 years.

We want to understand and anticipate our guests' expectations and invent a new, more responsible and sustainable way of travelling, whilst protecting the well-being and safety of all. It is up to us to be proactive in driving this process and in bringing the players in the hospitality sector as a whole along with us. This sustainable development policy on which Evok has now embarked is designed to be shared with our entire environment, including staff, guests and suppliers.

EMMANUEL SAUVAGE,
Co-Founder & CEO Evok Collection



The making of Evok





Goals



Be welcoming: inclusivity and team spirit

Evok occupations are perceived and developed solely through the people working there. Every individual must be able to thrive and grow in order to feel they are stakeholders in this collective adventure. Every individual is welcomed in all their diversity, provided they are driven by an energy and team spirit that are reflected at the meeting points which the group's properties represent.



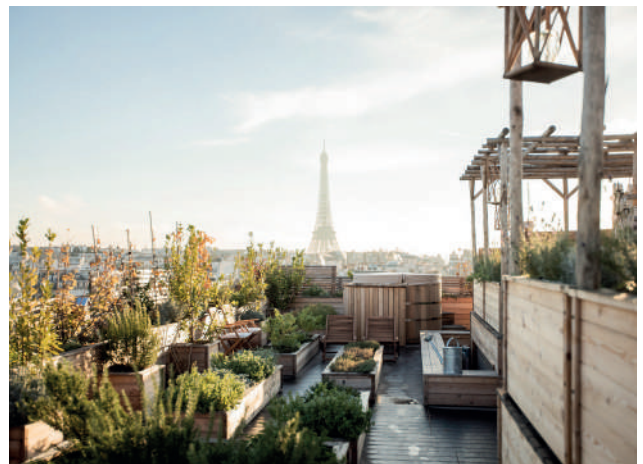
Be upright: ethics and courage

The values of integrity are part of Evok's DNA. They are a mark of trust between staff members, suppliers, partners and guests. Courage, candour and correctness must be evident in daily life as well as during tough times.



Think differently: creativity and innovation

Evok is thinking outside the box as it develops its vision of the hotel industry: creative in its recruitment and business model, in the development of its concepts and guest services, and in its determination to turn the spotlight on culture of all kinds. The group's positive energy is put to innovative use in everything we do to bring people together and delight them whilst spreading our mission to serve.



Choose a local and sustainable social and environmental footprint

Evok's goal of being a responsible player in civil society makes us extremely keen to pursue a proactive 360 social and environmental approach in conjunction with our ecosystem. Evok is determined to outperform the highest environmental standards through simple actions and the use of advanced technology, and to encourage its partners in this joint effort.

Perform well: economic stability and plans

Evok's goal is to create lasting value that is measurable and sustainable over time and to encourage ambitious, carefully considered growth to provide security for all its contributors. Creativity, dynamism and a commitment to excellence are the group's value-added drivers in a forward-looking approach to continuous improvement.

TAKING ACTION TO ENHANCE TEAM VALUE AND WELL-BEING

Evok wants to go beyond the statutory minimum requirements as regards health, well-being and safety.





Fulfilment in everyday life

The group is determined in its desire to instil consideration and exemplariness in the everyday management of its teams. Employees must feel recognised and respected every day for them to be able to contribute to Evok's mission through their work.



Vegetables for all!

The group has introduced a fortnightly donation of 6 kilos of seasonal fruits and vegetables for every member of staff. The aim is to encourage a healthy diet with a high vitamin content and to support staff members during periods of high inflation.



Housing

Evok facilitates access to residential property at a low rent through a partnership.



Health cover

The group regularly submits its health partners to a competitive tendering process to offer our employees the best possible cover. This includes higher reimbursement for dental care and cover for mental health costs and osteopathic treatment.



Early or late: with a chauffeur

Our employees benefit from free use of private chauffeurs when travelling early in the morning or late at night, for their greater safety and comfort.



Springboard

The group offers jobs for every level of qualification. The group's growth prospects, together with in-depth knowledge of employees' skills and wishes mean development plans can be drawn up for each individual. Everyone is respected regardless of their level of expertise and training requirements. EVOK is a multi-generational business that encourages the handing on of knowledge between experienced high-performers and our youngest new recruits.



« Human of Evok »

Evok occupations are perceived and developed solely through the people working there. A recurring digital communication campaign highlights the diversity of jobs and candidate profiles. Every smile captured in a picture emphasizes each individual's beauty, in tune with team members' infectious energy.



Co-option

As part of our participative recruitment strategy, we encourage all our staff members to recommend potential future candidates for consideration.



Career structure

A unit made up of experts in the group's various occupations has been set up in view of the international openings. It fosters the training and integration of new staff members. These specialists hand on their expertise and help set up procedures to facilitate progress in each department. The aim is to optimise each person's working time.



Disability, a wealth of diversity

EVOK is committed to facilitating access to employment within its teams for people with disabilities. The group also promotes initiatives and other partnerships with associations committed to this cause.

PLAYING AN ACTIVE ROLE IN CIVIL SOCIETY

The group contributes to the development of the regions where it is based through its support for employment and commitment to cultural outreach and access to education.



COMMITMENT TO EMPLOYMENT AND EDUCATION

EVOK is aware of the importance of inclusivity and equal opportunity so has partnerships with several relevant associations. Their common denominator is that they work to eradicate the inequalities faced by young people in accessing employment, culture and education.



“NQT” (Nos Quartiers ont des Talents) [Our Neighbourhood’s Got Talent] is an organisation working to promote equal opportunity for young people seeking employment. Every EVOK manager acts as a young person’s sponsor.



Evok is a partner of **“Étoiles du sport”** [Sports Stars], the unique support programme where the champions of today sponsor the promising ones of tomorrow.



Our chefs, Philip Chronopoulos and Adam Bentalha are active in the “Education” wing of the organisation **“La Tablée des Chefs”** [Chefs Table]. They run cookery workshops in educational establishments for young people in need. The aim of these sessions is to facilitate access to apprenticeship and raise their awareness about the importance of a healthy diet.



The **“Équipe de France de la Gastronomie et des Maîtres du Service”** [a French trade association for top chefs and Maître D’s] promotes know-how of quintessentially French service abroad. Profits from the demonstrations given by the teams are donated to charitable organisations, primarily children’s charities.

SUPPORTING THE WORLD OF CULTURE

Ever since its inception, the EVOK group's properties have promoted culture of all kinds, including music, literature, painting, photography and sculpture.





Producer...

of an all-round artiste, singer-songwriter and composer: the group provides him with daily support in his career, notably in the recording of his first three numbers at the Quai Son studios. Discover more about Samuel M.'s work (view QR code).



Evok literary prize:

This prize is awarded to the book that fits best with summer, with the winner being decided by a panel of figures from the world of the arts, media and business. 2020: "Cette Inconnue", by Anne-Sophie Stefanini, Éditions Gallimard. 2021: "Over the Rainbow", by Constance Joly, Éditions Flammarion. 2022: "La Fille Parfaite", by Nathalie Azoulai, Éditions P.O.L.



Exhibition venues:

Nolinski and Sinner regularly lend their walls to exhibitions. Artists such as Stéphanie Renoma, Cédric Roulliat, Andrea Ravo Mattoni, Emmanuelle Rybojad, Julien Benhamou, Michel Giniès and Renée Jacobs have already exhibited their works....

CONTINUOUS ENVIRONMENTAL IMPROVEMENT

All our properties have the same determination to act better and are activating tangible drivers of environmental progress that bring all stakeholders on board (guests, partners, suppliers and staff).





Managing our carbon footprint

One of our first actions was to carry out an **assessment of our carbon footprint** (excluding travel by guests) in 2019. That year, Brach represented 1,100 tonnes of CO₂, or 0.0002% of France's total carbon footprint. Nolinski Paris represented 2,500 tonnes or 0.0006%. This action injected added impetus into the group's CSR process. We realised the environmental impact we were having and introduced measures aimed at reducing our greenhouse gas emissions. Long-term investments and actions with an environmental focus have been introduced with a view to reducing the group's carbon footprint.



"Energy Sobriety" Plan

As part of the French government initiative known as the "Energy Sobriety" plan, announced in June 2022 and aimed at cutting energy consumption, EVOK has stated its goal of being proactive in its actions and in its goal for continuous improvement.

- **Responsible management of lighting.** We make sure all non-essential lighting is turned off, such as office IT equipment outside working hours and lighting on hotel façades. The establishments have a central energy management system, with the guest rooms, in particular, benefiting from a master cut-off system. 75% of bulbs used on our sites have an A, A+ or A++ energy rating.

- **Optimised room temperature management.** We have introduced more precise regulating of heating and air conditioning in unoccupied spaces. The usual heating standard has been lowered by one degree in all occupied spaces and towel heaters are turned off during the summer period.

- **Water management.** The temperature of all pools, steam rooms and saunas has been lowered by two degrees. In addition, water flow regulators have been installed when building our establishments so as to maintain optimum water pressure without increasing consumption. For all our establishments, we have invested in **a machine for turning water into ozonated water**. This process allows us to wash fabrics in an eco-friendlier way, using less detergent, thus requiring fewer rinse cycles.



Combating waste

We have taken the decision to reduce or even eliminate single-use items and pointless plastic by finding alternative solutions.

- In the coming months, we will continue the rollout of **large format versions of our complimentary cosmetics and toiletries**. These will be replaced with products that are in line with our environmental specifications, taking into account proposals from our suppliers, whom we are encouraging in this regard. Innovations will ensure an equivalent or higher level of service and safety.

- **All single-use plastic will be gradually phased out in guest rooms.** We now offer cotton balls and buds in bulk to avoid single-use packaging. Plastic water bottles will be replaced with returnable glass bottles. Paper bags will be gradually replaced with fabric tote bags. The group has set up a steering committee tasked with expanding the Research & Development of new eco-friendly alternatives.
- Evok feeds the soul of Cour des Vosges, Nolinski Venezia and Brach Rome with its antique hunting, giving a new lease of life to objects from the past. Materials for projects are noble, going beyond fashion to ensure sustainability and lasting appeal.
- We have chosen not to provide individual coffee machines that use capsules as these seem to us to go against our forward-looking approach to continuous improvement. We will always be delighted to serve a coffee with the service spirit that drives our teams. With this same objective in mind, we have replaced capsule coffee machines with **ground coffee machines** for the events division.
- The group is a partner of the **“Hôtels Solidaires”** [Socially Responsible Hotels] association, which collects certain products from our establishments, sorts them and distributes them to partner organisations. The association makes a weekly collection of used slippers, flip-flops and cosmetic items to redistribute them.



Waste management

The group is aware of the importance of managing the waste associated with our business activity and several waste reduction and recycling measures have been implemented.

- EVOK is a partner of **“Joyeux Recycleurs”** [Happy Recyclers]. This organisation collects waste paper from our offices then recycles it in France, using employees on a programme aimed at providing an introduction to the world of work.
- Several of our fresh produce suppliers deliver to us in **reusable crates** to offset the use of cardboard and polystyrene. This has resulted in a considerable reduction in the volume of waste generated by our group
- In collaboration with our partners, we strive to offer a large proportion of our beverages and food products in returnable glass bottles and containers.

- We use the services of the **“Moulinot”** company to ensure better management of our establishments' organic waste. Collections take place on a weekly basis to facilitate better waste recovery.
- We are developing a partnership with the **“Unisoap”** organisation for the **collection and reprocessing of used cosmetic soap products**. The recycled soap is then redistributed to partner organisations for people in financial difficulties.
- We have deployed an **eco-friendly cleaning solution with Vapodil** to reduce and eliminate the use of chemical products as much as possible in our spaces. We aim to have this new technology in all our properties by 2023.



Environmental awareness in the marine environment

The **“Ethic Ocean”** organisation has run a session with our Chefs and Sous-chefs to raise awareness of sustainable seafood supplies.

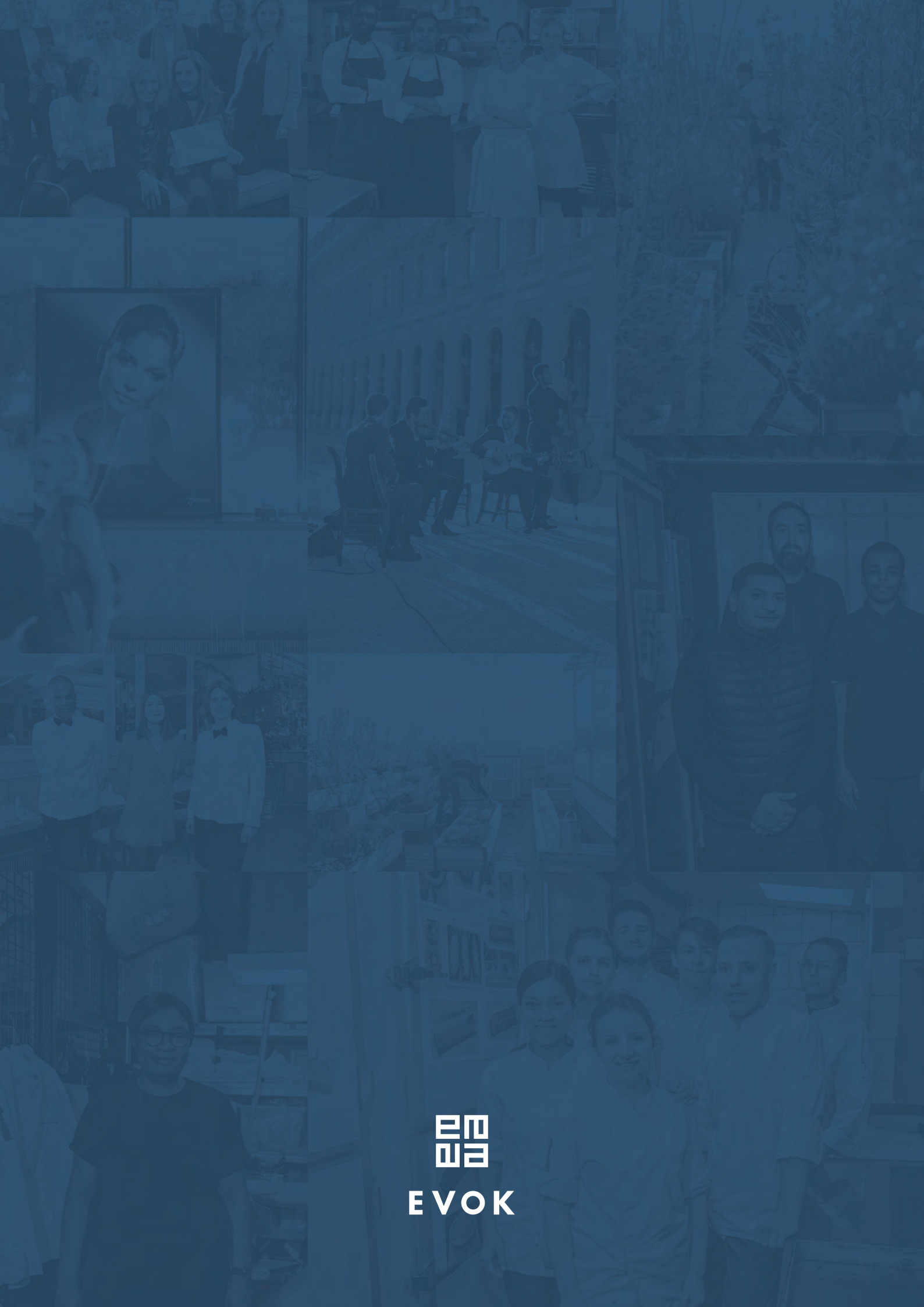


EVOK Code of Ethics

We also involve partners and suppliers, to ensure they comply with our social and environmental commitments by signing up to our Code of Ethics. We do not agree to any collaboration without this acceptance.

We hope you will be supportive of our approaches to continuous improvement and that you will bear witness to our commitment. We are aware of the impact of these changes and would appreciate your understanding.

You can find our CSR programme, "Goals for a Better Future" on our website evokcollection.com



EVOK

APPENDIX

CARBON AUDITS

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.



NOLINSKI
PARIS



INPUTS
63%



WASTE
20%



REAL ESTATE
9%



ENERGY
6%



EXCLUDING ENERGY
2%



FRET
<1%



USE
<1%



END OF LIFE
<1%



STAFF TRANSPORTATION
<1%

1,100 tCO₂eq is the same as...



106 trips around
the Earth by car



0,0002 % of France's
carbon footprint



The annual emissions of **90**
people living in France



349 Paris-New York
round trips by plane

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).

BRACH

UN STYLE DE VIE



INPUTS
73%



ENERGY
4%



USE
<1%



WASTE
14%



EXCLUDING ENERGY
<1%



END OF LIFE
<1%



REAL ESTATE
8%



FRET
<1%



STAFF TRANSPORTATION
<1%

2,500 tCO₂eq is the same as...



250 trips around
the Earth by car



0,0006 % of France's
carbon footprint



The annual emissions of **212**
people living in France



825 Paris-New York
round trips by plane

EVOK 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	8.5 tons
Veal	2.6 tons
Beef	3.5 tons
Poultry	12 tons

FISH	
Cod	2.9 tons
Label salmon	6.8 tons
Gilthead bream	3.9 tons
Octopus	3.2 tons

DIARY	
Butter	5.7 tons
Cow's milk	14,222 liters
Organic whole eggs in shell	38,890 units
Whole liquid eggs	5,850 liters
Whole liquid egg whites	1,280 liters
Liquid cream	4,602 liters

GROCERY	
Floor	16.8 tons
Sugar	2 tons
Salt	1.5 tons
Coffee	2.1 tons
Olive oil	4,404 liters
Chocolate	3.7 tons

VEGETABLES	
Avocados	42,000 pcs
Market cabbages	9,108 pcs
Eggplant	2.7 tons
Sweet potato	8.5 tons

FRUITS	
Juicing oranges	23 tons
Lemon	4.3 tons
Lime	5 tons
Bananas	2.8 tons
Raspberry	2.2 tons



APPENDIX
SUPPLIER ETHICAL
CHARTER

Dear Partners,

In this profoundly changing world in which everyone must become aware of their responsibilities and adapt how they work, Evok is taking its good conduct approach even further.

For me, global performance is closely linked to the performance of our partners, suppliers and subcontractors. Ethics must be at the heart of our everyday conduct. It is a question of complete trust in the development of our shared business activities.

I strongly confirm our commitments to respect human rights, both in terms of our members of staff and all those who work alongside us and closely contribute to the group's creation of added value.

I hope that you will join us in our efforts and, together, be part of a dynamic and positive synergy for change.

EMMANUEL SAUVAGE
CO-FONDATEUR OF EVOK.



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.

