

# PARIS SOCIETY

## CODE OF ETHICS





# CONTENTS

01	Introductory remarks
02	Preamble - Our business
03	Paris Society Code of Ethics
04	Our commitments
05	Information links



## INTRODUCTORY REMARKS

*"Founded in 2008, groupe Paris Society's ambition was clear: to reinvent the art of french-style entertaining, to surprise, delight, make memorable the moment of the encounter and create the event. No place is too surprising, no view too exceptional, no lunch too refined, no evening too crazy, no getaway too precious".*

At the heart of Paris Society's philosophy lies a profound conviction: treat the customer like a king. This vision is not only a noble aspiration, but a fundamental necessity. Every time a guest walks through our doors, everything must be meticulously designed to enhance their experience.

Paris Society's staff and service providers are guardians of this principle, charged with the noble duty of maintaining the highest level of service to our customers at all times.

As such, the Paris Society code of ethics is first and foremost the compass

That guides our daily actions as a leader in hospitality. We also expect our partners, service providers and suppliers to follow these same principles.

It is everyone's responsibility to ensure that we all follow the Paris Society code of ethics and live our values without compromise. We are all responsible for our actions!

*Laurent de Gourcuff -*

P R E S I D E N T

*Sébastien Pacault*

G E N E R A L M A N A G E R



## PREAMBLE - OUR BUSINESS



### TABLES

Paris Society practices the art of catering with the conviction that nothing in this business should be left to chance or taken for granted. But also that this art can be reinvented by surrounding ourselves with the finest professionals. By making each restaurant a place of life, from morning till night, distilling atmospheres found nowhere else. By offering generous, sincere chef's cuisine and attentive, personalized service to the highest degree.



### HOTELS

Reinventing the hotel business, nothing less. That's the ambition behind Paris Society's new playground for the art of french hospitality. In the heart of meticulously selected sites steeped in history, nestled in breathtaking natural surroundings, all our expertise is called upon to transform your everyday escapades into unforgettable interludes.

### CLUBS

Nightlife is Paris Society's historic activity, and for us, the art of entertaining is also the art of partying. Rasputin, chez castel, les planches... All temples to parisian nightlife. Venues that owe their success to a subtle equation: strong identities, supported by genuine artistic direction. Teams of professionals, directors, mixologists, waiters and djs, all with the ambition of providing unforgettable moments every evening.



### EVENTS

Paris Society has built up an exceptional portfolio of prestigious venues for all types of private or corporate events. From iconic and exclusive spaces, to breathtaking rooftops and châteaux in the bois de boulogne, iconic clubs and exceptional spaces in the heart of a parisian museum, Paris Society reinvents events by anticipating your wildest desires. We make room for art, surprise and daring, with the sole aim of making the moment memorable.





## ETHICAL CHARTER PARIS SOCIETY MAY 2024

This charter applies to all employees of the Paris Society group worldwide, i.e. all permanent and occasional employees.

It also applies to all recurring and occasional employees of establishments operating under the Paris Society banners.

It is impossible to list all the possible scenarios we could face. The ethics charter describes the guiding principles that must guide us in the conduct of our day-to-day activities in order to ensure the highest level of trust on the part of our employees, customers, suppliers and partners.

Paris Society expects everyone to set an example in the application of these principles.

Failure to comply with the principles set out in this document may result in various sanctions.

*If you have any questions about the application of the ethics charter, please do not hesitate to contact your manager or the legal department.*



## OUR COMMITMENTS

### CHOICE OF SERVICE PROVIDERS AND SUPPLIERS

Paris Society chooses to work with third parties who guarantee the quality of the products and services they provide and act in accordance with ethical standards and integrity. In the interest of Paris Society, each employee must always strive to select the service provider or supplier who offers the best deal. The final choice is based on a comparison of several quotations. Although price is essential, it is not the only factor to be taken into account. Quality, service, reliability, compliance with social, environmental and ethical standards are all aspects that must influence the final decision.

### DEVELOPING UNIQUE PARTNERSHIPS

The development of innovative partnerships in line with our activities is at the heart of our concerns.

We strive to select partners who reflect our values and share our concerns. As such, each partnership request is subject to a detailed examination on both financial and legal aspects.



## OUR COMMITMENTS

### HOW DO WE FORMALIZE OUR INTERACTIONS?

- It's not always necessary to sign something for an agreement to be enforceable;
- Any commitment to a partner, supplier or service provider must be documented (quotation, purchase order, contract, etc.);
- To ensure the security of your business relationship, involve the legal department in any contractual formalization, in the management of specific risks or, more generally, in any legal recommendations;
- When concluding a contract on behalf of Paris Society, it must be approved and signed by a duly authorized person;
- No contractual commitment can be entered into without first completing the «know your customer» procedure;
- Ensure that our partners, suppliers and service providers share our values and agree to abide by our policies;
- Every payment must be made on receipt of an invoice from a service provider or supplier known to us and configured in our systems.

*If anything seems suspicious, please do not hesitate to report it to your manager  
or contact the legal department.*



## OUR COMMITMENTS

### FIGHTING CORRUPTION, MONEY LAUNDERING AND FRAUD

Paris Society is committed to giving the utmost importance to the laws and regulations applicable to its business sector, and expects the same level of attention and respect from its stakeholders.

The fight against corruption, money laundering and fraud are subjects on which Paris Society expects everyone to commit.

### GIFTS AND INVITATIONS

In our business, gifts and hospitality are ordinary acts of professional life which could, without any precautions on your part, put you in an uncomfortable position. Always ask yourself what the purpose of the gift or invitation is, so that it is not perceived as a means of obtaining the performance or non-performance of an act.

Here are a few simple principles to follow so that this gift or invitation is always a pleasure to give or receive:

- Gifts and hospitality should be occasional and of moderate value;
- Gifts and hospitality should only be sent to a business address;
- Gifts and hospitality to civil servants and their families are prohibited, whatever the circumstances or the amount;
- Gifts and hospitality offered, received or solicited during the contract negotiation or bidding phases are prohibited, even if of low value.





## OUR COMMITMENTS

What should you do if you receive or wish to offer a gift or hospitality?

- If you receive a gift or are invited, or if you intend to offer a gift or invitation, you must declare it to the legal department;
- If the value of the gift or invitation is not moderate, you should speak to your manager;
- Your manager will decide on the best course of action for any gifts you receive, including returning them, sharing them with the team or entering them in a subsequent lottery.
- If you have any doubts, please contact the legal department.

## CONFLICTS OF INTEREST

Work isn't your only interest in life! It's normal (and highly recommended) for you to have other interests. However, when your personal interests or those of your loved one conflict, or are likely to conflict, with those of Paris Society, precautions must be taken.

For Paris Society, for example, it is important to know whether :

- One of your activities is likely to conflict with the activity carried out by Paris Society;
- A close member is involved in an activity similar to those of Paris Society;
- A close member is considering applying for a tender or is considering having a business relationship with Paris Society.

To avoid any danger, the best thing to do is to talk to your manager and, if necessary, involve the human resources and legal departments to assess the risk.



## OUR COMMITMENTS

### RELATIONS WITH PUBLIC OFFICIALS

Relations with public entities require exemplary conduct so as not to jeopardize Paris Society's activities.

- Gifts and hospitality to public officials and their families are prohibited, regardless of the circumstances or the amount;
- In the context of invitations to tender, it is strictly forbidden to interact with public officials outside the framework of the invitation to tender, and more generally to interfere with or influence the final decision of the public entity;
- Facilitation payments (small sums offered to public officials in exchange for the completion of administrative formalities or acts) are prohibited in all countries.



## OUR COMMITMENTS

### HOW TO ACT WITH INTEGRITY?

- Always ask yourself what the purpose of a gift or invitation is;
- Always ask yourself if you would feel comfortable if the situation were revealed publicly;
- Always be aware of the risks of fraud and money laundering;
- When you decide to enter into a business relationship with a service provider, partner or supplier, make sure you do so in accordance with the applicable rules (purchase order, contract, etc.);
- No payment should be made until we have received an invoice from a third party whose name and payment details are stored in our systems;

*If anything seems suspicious, please do not hesitate to report it to your manager or contact the legal or finance departments.*



## OUR COMMITMENTS

### PROTECTING HUMAN RIGHTS

We believe it is important to respect internationally recognized human rights and to take the necessary steps to identify and manage any negative impacts in all the territories in which we operate.

We ensure that our service providers, suppliers and all our partners respect principles equivalent to those upheld by Paris Society in terms of human rights, and that they uphold similar principles in their dealings with their own partners.

Every employee must be vigilant in preventing all forms of prostitution, violence and child labor on our premises.

We strive to do everything in our power to ensure that there are no cases of forced labor, human trafficking, child labor or other unfair/illegal working conditions.

*Any situation contrary to these principles must be reported immediately to your manager and the legal department.*

### WORKING CONDITIONS

Paris Society complies with current regulations on labor law, particularly with regard to minimum wages and fringe benefits, working hours and the right to disconnect, as well as health and safety rules in the workplace.

### DIVERSITY

We're all different! Surrounding yourself with a variety of profiles naturally creates inestimable wealth. Increasing diversity is undoubtedly the best driver of creativity, enabling us to be even more successful.



## OUR COMMITMENTS

### DISCRIMINATION

Paris Society does not tolerate any form of discrimination against its employees or within its facilities.

### HARASSMENT

The work environment must remain a safe place at all times. Paris Society does not accept any form of moral or sexual harassment of any of its employees, customers, suppliers, service providers or partners.

### VIOLENCE

There is no place for violence! We do everything in our power to guarantee a working environment free from all forms of violence. Speak up!

*Do not hesitate to share with your manager, your legal department or your human resources department any situation that you consider to be a case of harassment or violence.*



## OUR COMMITMENTS

### WHAT ATTITUDE SHOULD YOU ADOPT ?

- Adopt a professional, respectful and courteous attitude at all times (even outside work);
- Set an example for others;
- Share your knowledge with your colleagues;
- Never tolerate harassment or discrimination;
- Never tolerate any form of violence against anyone.

*Do not hesitate to share with your manager, the legal department or human resources any situation you feel is contrary to their principles.*





## NOS ENGAGEMENTS

### OUR KNOW-HOW IS UNIQUE

Non-public information is secret! Even if you're dying to share it with your friends, it's important to keep it secret, as it could fall into the hands of unscrupulous third parties.

A word of advice: always check whether the information you have has been officially published. If not, don't talk about it!

### REPRESENTATION OF INTEREST

Unless you have been officially authorized to do so, you may not represent or speak freely on behalf of Paris Society. Do not post information on behalf of Paris Society on social networks.

### PROFESSIONAL USE

Please remember that goods, documents, clients or any other assets are the exclusive property of Paris Society and are made available to employees. They are intended solely to serve the interests of Paris Society and not the personal interests of the employee.

In this respect, we ask you not to share data relating to our customers or to our suppliers, service providers and partners who operate with us. This may include, for example, customer names or information on events organized in our restaurants, clubs or hotels.

### BEHAVIOR ON OUR SITES

Drug and alcohol abuse in the workplace is simply forbidden.

Don't hesitate to start a conversation if the situation arises and you reasonably suspect that your colleague is under the influence of drugs or alcohol.

In such a situation, your manager may take whatever action he or she deems appropriate to ensure the safety of others, your own safety or the reputation of Paris Society.

### PROTECTION OF PERSONAL DATA

The processing of personal data is strictly regulated by specific and binding rules. Each employee undertakes to handle such data in accordance with applicable regulations. If you have any doubts about the way in which you handle personal data, please do not hesitate to contact the legal department..



## OUR COMMITMENTS

### HOW TO PROTECT PARIS SOCIETY'S INTERESTS?

- Always check whether your information has been officially published. If it hasn't, don't talk about it!
- In general, and especially on social networks, only speak in your own name;
- Paris Society property belongs to Paris Society;
- When processing personal data, please ensure that you do so in accordance with applicable regulations.



## OUR COMMITMENTS

### PROTECTING THE ENVIRONMENT

Respect for the environment is at the heart of our concerns. Reducing our environmental footprint is a major challenge for the Paris Society. Our objectives are to combat food waste, limit upstream waste and recover waste through reuse, sorting and recycling. Eco-design and the preservation of energy and water resources are also priority objectives.

In the performance of their duties, we encourage each of our employees to defend the company's environmental sustainability in their decision-making, and we expect our stakeholders to do the same.

### SPEAK OUT!

If you have any concerns about a possible breach of any of the commitments mentioned in this document, or about any behavior that you feel runs counter to our values, please do not hesitate to speak up:

- Your manager
- The human resources department; the legal department.

You can also report your concerns at any time using the platform:

- [Accor platform](#).

*You are protected against any form of reprisal if the concern is made in good faith.*

FOR MORE INFORMATION ON THE TOPICS  
COVERED IN THIS DOCUMENT

ACCOR:

- Accor ethics and csr charter ;
- Accor anti-corruption policy;
- Accor conflict of interest management policy;
- Accor third party integrity assessment (kyc) policy - kyc process;
- Gifts and invitations policy ;
- Sponsoring policy - accor sponsoring guide ;
- Accor anti-competitive practices policy;
- Business alert procedure;
- Accor purchasing policy;
- Accor sponsorship policy.

# PARIS SOCIETY

38, AV. DES CHAMPS-ÉLYSÉES  
75008 PARIS

+33 (0)1 42 25 95 00

[WWW.PARIS-SOCIETY.COM](http://WWW.PARIS-SOCIETY.COM)