



  
GROUPE RESTOLEIL

CSR  
CSR for healthy  
& sustainable food

**We are making commitments that we are gradually rolling out progressively throughout the GROUP**

## **GOVERNANCE OF THE ORGANISATION**

### **- Establishment of a Sustainable Development**

Committee within the company from different departments:  
Sourcing, testing and progress, monitoring of indicators.

**- Management Committee meetings** : evolution of the turnover, of the company's activity and projects.

**- Responsibility and integrity of managers.**

**- Business meetings** : Visio preferred to travel.

**- External communication** of actions carried out via the website, social networks.

**- Formalization of a social policy**: Local employment preferred

## **SOCIAL**

### **- Forward-looking management of jobs and skills**

Via trainings by Authentis deployed in Intra and Inter-companies.

Implementation of training in agreement with employees, encouragement of CPF, job descriptions for all employees, individual interviews for managers, internal promotion.

### **- Prevention of professional risks**

Via trainings by the Authentis agency

### **- Fight against discrimination, equal opportunities and professional integration**

Monitoring of the M/W distribution within the organisation's management, no salary distinctions between M/W, reception of apprentices and trainees, monitoring of the indicators of the senior citizens' action plan in the management review, oral presentations in hotel schools, company visits by schools, participation in job fairs.

60% of the Group's managers will come from internal promotions in order to contribute to their development and to diversity.

### **- Social relations and dialogue**

Monthly meetings, benefits in kind (health insurance), profit sharing, private and professional life balance (part-time work), measurement of employees satisfaction with the quality and atmosphere of work.

## ENVIRONMENT AND SOCIETY

### **An average of 30% réduction of food wastage.**

Since summer 2018, we have been rolling out a programme to reduce waste considerably.

Raising awareness through our actions with [Agriculture.gouv.fr/antigaspi](https://agriculture.gouv.fr/antigaspi)

We encourage and provide our customers with doggy bags.

### **Local distribution networks**

We offer regional products, regional recipes.

We favour local and seasonal supplies.

Agreements with local cooperatives and suppliers.

### **Expansion of the range of organic products**

At least two major organic products in breakfasts, children's menu (see our PDJ Charter)

### **Food industry sectors that integrate animal welfare criteria are favoured.**

#### *How do we achieve this?*

By 2025, 100% of the eggs and egg products used by the Restoleil Group will come from farms that are an alternative to cages, wherever the group is present.

By 2026, 100% of our chicken meat supply will come from farms that meet all the criteria of the [European Chicken Commitment](#) for all our activities.

In addition, in France, at least 20% of our supply volumes will come from farms that meet these criteria and guarantee that the animals access to the open air or a winter garden.

### **Attentive to sustainable fishing**

We ban regionally threatened species from our offers.

RESTOLEIL has implemented a responsible purchasing approach aiming to preserve marine biodiversity.

### **Waste management**

Waste sorting on the sites.

Choice of reusable consumables with large containers.

Collection of used edible oils for disposal via an appropriate adapted channel.

Reduction of documents printing.

### **Elimination of disposable plastics**

Elimination of individual portions => replacement by bulk (except for special cases related to health, such as butter, etc.)

Except for breakfast buffets: recyclable PET for individual portions.

Meetings & Events: reusable or cane pulp glass verrines, corn starch containers, wooden cutlery (cocktails)

Ecological kraft straws.

No capsules for coffee.

Total withdrawal of plastic by 2022.

## **Removal of controversial additives**

Limitation of fat, sugar and use of palm oil (or sustainable oil) in food.

## **Fair trade**

We offer Max Havelaar tea or coffee for breakfast. Max Havelaar has been our partner for 10 years.

## **Meeting different food needs**

### *How do we do this ?*

By integrating vegetarian and vegan products into our menus and by considering specific diets (gluten-free, etc.).

## **Getting involved and progressively evolving with our manufacturers**

Commitment with our manufacturers such as Unilever who have a very strong CSR approach, ECO certified printers

- QR code
- Recyclable pizza boxes
- Withdrawal of plastic bags
- Ecolabelled cleaning products promoted

## **Resources management**

Measurement (cost and volume) of electricity, fuel and water consumption (monthly monitoring to detect any leaks).

