



G
G I R Y

CSR PRESENTATION

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TOSEVENTS GROUP

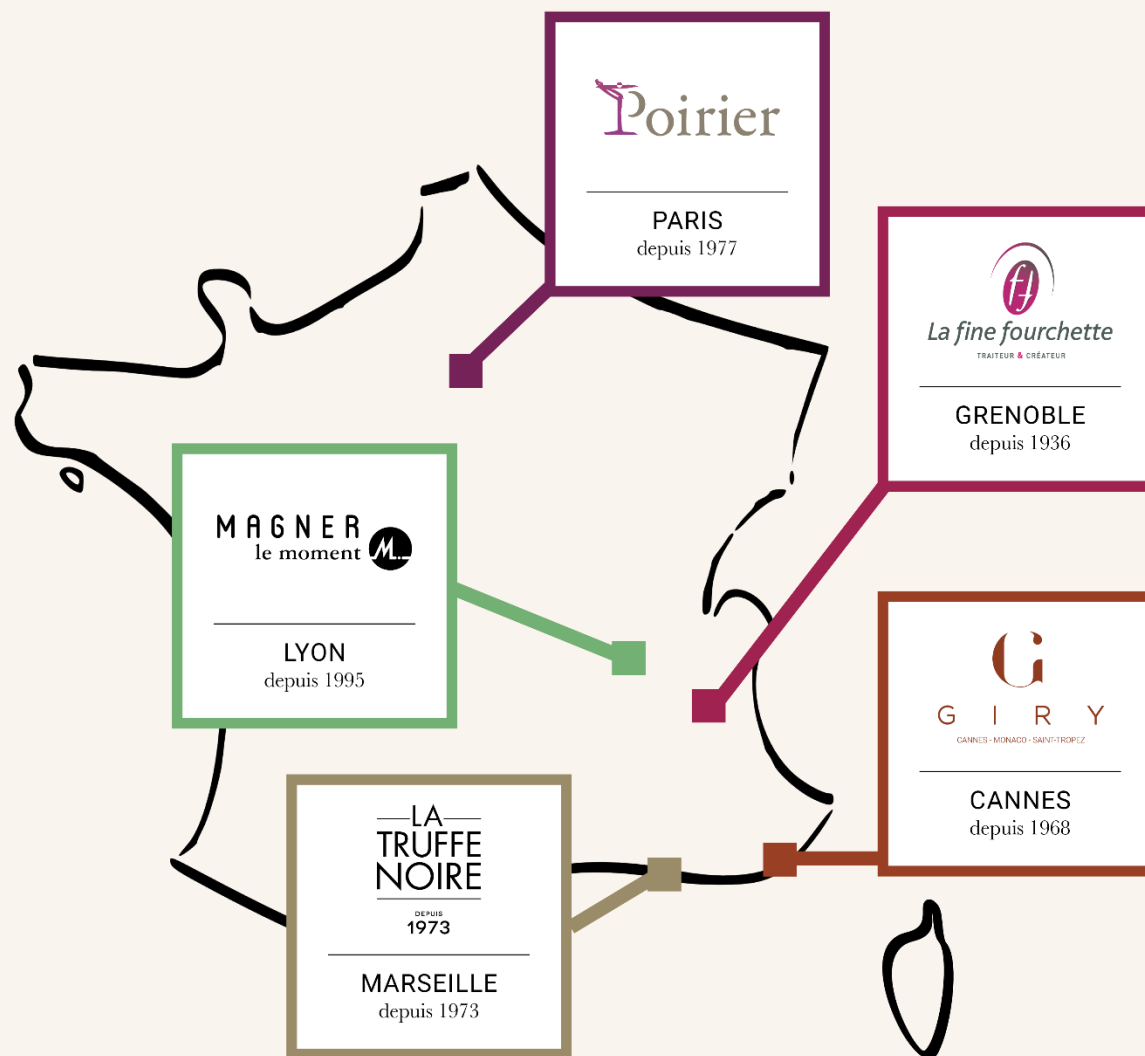
5 CATERERS THROUGHOUT FRANCE

Each of the five houses of the TOSEVENTS group (holding company, operational support for subsidiaries), caterer and event organizer, cultivates **independence, culinary approach, proximity and pursuit of excellence** in service to their clients.

The Group provides each House, a leader in its region, with the **human and financial resources** conducive to its development while preserving its signature style.



Four of our entities are members of the **Traiteurs De France network**.



A VIRTUOUS GROWTH

Since 2014, the year the group was created, strong organic and controlled external growth has been achieved, with revenue increasing from **€8** million (2014) to **€38** million (2024).

CA 2024

38 M€

ETP
GROUP

250
including 190
permanent
contracts



PARIS

25 people
CA : 7,6 M€.



LYON

130 people
CA : 13,5 M€.



GRENOBLE

25 people
CA : 4,6 M€.



MARSEILLE

55 people
CA : 7,8 M€.



CANNES

35 people
CA : 4,7 M€.

OUR PRODUCTION AND LOGISTICS RESOURCES

This represents a total production/logistics laboratory area of over **6,500 m²**.

Each laboratory has a health accreditation, which is subject to a minimum of one unannounced inspection per year by the DDP.

VEHICLE PARK

- **28** refrigerated trucks < **3T5**
- **2** dry trucks > **3T5**
- **22** light vehicles, including 9 hybrids and 1 electric vehicle



800 m² production/logistics
Bezons, West Paris



2 000 m² production/logistics
Irigny (10 km south of Lyon)
Production in 2 shifts: mornings for events and afternoons for sales deliveries.



760 m² production/logistics
Grenoble Technisud



1 600 m² production/logistics
MIN des Arnavaux, Marseille



1500 m² production/logistics
Cannes center

OUR POLICY

SUSTAINABLE DEVELOPMENT

The management of the TOSEVENTS Group is committed to the **three major challenges in CSR:**

ENGAGEMENT ENVIRONMENTAL:

Measuring and reducing the impact of our activity

- Optimize the management, sorting and recovery of waste and uneaten food
- Optimize resource management, measure our carbon footprint and that of our events
- Promoting clean and sustainable mobility



SOCIETAL COMMITMENT:

Inclusion and well-being of employees: putting people at the heart of our business.

- Attracting and retaining our employees and passing on our values.
- Develop our inclusion policy to welcome and professionalize workers who are far from employment and/or have a disability.

ECONOMIC COMMITMENT:

Food eco-innovation

- Developing eco-innovation in the food industry
- Supporting local producers: raising awareness among economic stakeholders and institutions about the products offered by local producers

FRAMEWORKED AND MONITORED COMMITMENTS



NORM ISO 20121 & ODD

These commitments are framed by the ISO 20121 Standard and aligned with the UN Sustainable Development Goals (SDGs): all caterers in the TOSEVENTS Group are certified to the 2024 standard of the ISO 20121 Standard, updated for the Paris 2024 Olympic Games.

→ *Find our ISO 20121 certification in the appendix*



OUR DIRECTION CSR

These commitments are monitored and managed by the CSR Department at the TOSEVENTS Group level with the implementation of ISO 20121 relays on each entity.

**Patrice Knecht et Reda
Bendjebbour**

Tosevents Group CSR Department

COMMITMENTS TO SUSTAINABLE DEVELOPMENT GOALS

In **2024**, the ISO 20121 standard will align more closely with the **Sustainable Development Goals** (SDGs), encouraging event professionals to integrate environmentally friendly, socially equitable, and economically viable practices into their strategies.



CSR AT GIRY

AROUND THE THREE MAJOR ISSUES IN CSR:

ECONOMIC COMMITMENT

SOCIAL COMMITMENT

ENVIRONMENTAL COMMITMENT

ECO-FOOD INNOVATION

RESPONSIBLE PURCHASES

We select our suppliers based on their location and their commitment to sustainable development.

OUR RESPONSIBLE PURCHASING POLICY:

- Ensuring a sustainable, responsible supply that respects our quality standards
- Ensuring product traceability and conformity
- Promote short supply chains and small producers
- Building mutually beneficial relationships with our partners: a win-win ecosystem
- Evaluate and monitor our suppliers based on exchanges and physical audits



OUR LOCAL PRODUCERS

The primary objective of ISO 20121 certification is to promote **short supply chains**.

We make our purchases responsibly, giving preference to local producers:

- **Giry catering company sources its produce** from the Forville market in Cannes, seasonal fruits and vegetables from AJC Primeur, local vegetables from Orso producer, market gardener from the Siagne valley and from Auda in Nice and for fruits such as Carros strawberries.
- We select fish **from sustainable fishing**, labeled MSC, our supplier is Pêcherie Azurée in Pégomas for fish from local and national fishing.
- **Our meats** are supplied by a **local provider**, Supviandes in Cannes, French meats of controlled origin, Sisteron lamb, Limousin beef, Charolais, free-range poultry from Ardèche and Bresse)
- **Our wine list** is composed of 90% AOC wines from Provence and the Luberon.
- As such, **we offer locally sourced meal options** and are working on developing a **100% locally** sourced cocktail.



85%
Fresh produce

82%
Homemade

OUR SUSTAINABLE SEAFOOD

Signing of the charter for caterers and event organizers committed to sustainable seafood sourcing with ETHIC OCEAN:

Preserving Marine Biodiversity: By carefully selecting our products, we ensure that we do not offer any endangered species, thus preserving the biodiversity of our oceans.

Respect the Sustainability Criteria: We guarantee that our wild seafood products meet strict sustainability criteria, thus contributing to healthy stocks, environmentally friendly fishing techniques, and the protection of marine habitats.

Respectful Production Conditions: For our supplies of farmed products, we ensure that production conditions are environmentally friendly, thus preserving the delicate balance of our marine ecosystems.

Partnership with Ethic Ocean: Our collaboration with the Ethic Ocean association strengthens our commitment, combining our strengths for healthier and more sustainable oceans.



CUSTOMER SATISFACTION

As part of our commitments and our ISO 20121 certification, we place guest satisfaction at the heart of our approach, guaranteeing an experience that is responsible, high-quality, and tailored to their expectations.

CUSTOMER SATISFACTION

Customer satisfaction follow-up
after our services in 2024:

19,3/20

(average for the year 2024)



INCLUSION AND **WELL-BEING** OF EMPLOYEES, PEOPLE AT THE HEART OF OUR ACTIVITY

PROMOTE LEARNING REINTEGRATION, AND RETURN TO EMPLOYMENT

TOSEVENTS is a catering group with a strong social focus, a value instilled by management and embraced by employees.

SUPPORT TOWARDS EMPLOYMENT:

Hiring of apprentices (sales, communication, production, etc.)

ESAT

Over **15 years** of partnerships with ESATs, notably for packaging work (ESAT SOL'ACT, La Roselière, etc.)

+ 17 000
Hours in
reintegration*

*Total number of hours worked by employees in reintegration programs or those distant from employment **(2024 data)** across the **TOSEVENTS Group***

PROMOTE LEARNING, REINTEGRATION AND RETURN TO EMPLOYMENT

IN PRACTICE AT GIRY Meeting Alice

As part of her transition into the professional world, Alice began her journey with Maison Giry in 2024 as a pastry apprentice. She is mentored by Maxime, our Head Pastry Chef, and we support her throughout her training in partnership with the Faculté des Métiers de Cannes.

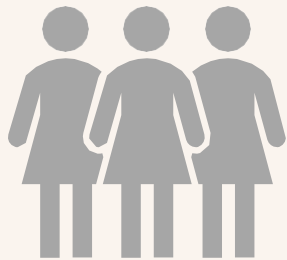
Today, she is a valuable asset who enriches our team.



PROMOTE SOCIAL COHESION AND THE CREATION OF A WORK ENVIRONMENT THAT BENEFITS EVERYONE

GROWING OUR TALENTS

Workgroups by business process within the TOSEVENTS Group



50%
of women
within
management

SIGNIFICANT INVESTMENTS

to improve the working comfort of our employees while optimizing our energy management :

- **Automation of repetitive tasks** : 3 Hydraulic press cutting machines (ChefCut) at the TOSEVENTS Group
- **New showroom** to welcome our clients
- **Moments of team cohesion** : 10 years of the TOSEVENTS Group, events and seminars....
- **Awareness** initiatives for a working environment that is morerespectful of people and the environment (responsible practices, eco-actions, inclusive work environment...)

ENHANCE SOCIAL COHESION AND CREATE A WORK ENVIRONMENT THAT IS SUPPORTIVE FOR ALL



RAISE AWARENESS AND SHARE OUR VALUES

Food education and awareness

We are building a sustainable partnership with two associations :



La Tablée des Chefs

THE CHEFS' TABLE

Association of chefs committed to fighting food insecurity and culinary education for the youngest, guiding them towards food autonomy



FÊTE LE MUR

Socio-sports association created in 1996 by Yannick Noah for children and youth from priority neighborhoods of the city



RAISE AWARENESS AND SHARE OUR VALUES

GIVE

Donations in support of charitable initiatives: Téléthon, UNICEF, Solidarité Christmas (AIDA, Restos du Cœur...)



Téléthon



UNITE

Unite teams around a challenge for the planet (TREELY) or in support of the fight against cancer (Odyssea)



MEASURE AND REDUCE OUR IMPACT

FIGHT AGAINST FOOD WASTE



2015

Signing of the **National Pact to Fight Food Waste** with Guillaume Garot, former Minister of Agri-Food, on October 16, 2015.

2024

The Tosevents Group participates in the pilot of the new anti-waste Label implemented by the State, within a working group composed of **AFNOR** and the **Ministry of Ecological Transition**.



NEW

Implementation of new No-Show evaluation indicators to better anticipate potential food redistribution.

= Ratio of Actual Covers / Expected Covers

WASTE RECOVERY



NESPRESSO CAPSULES

We collect used espresso coffee capsules, which are then taken back and processed by Nespresso themselves.



WASTE SORTING

Waste sorting is strictly followed by our teams in the laboratory and during services.



BIOWASTE

Our production laboratories have gradually implemented bio-waste recovery solutions since 2019 across the TOSEVENTS Group.

- **8,569 kilos of bio-waste sorted**
- **1,547 kilos of compost produced**, enough to nourish 857 m³ of soil
- **We avoid the equivalent CO2 emissions of 5** Paris-Istanbul flights
- **98%:** Overall rating given to the **quality of the compost**

Data collected between January 1, 2023, and February 17, 2025

AN ANTI-WASTE APPROACH AT EVERY STEP

FROM THE FIRST CONTACT

From the moment the order, is taken, project managers raise our clients' awareness of food waste. This upstream organization, before the production phase, allows us **to produce just the right amount**.

IN OUR KITCHENS

During production, our chefs are attentive to this approach. Thus, managing expiration dates (first in, first out), responsible purchasing, and respecting storage conditions are all measures that help limit food waste. Anything that cannot be saved is then recovered as compost through **vermicomposting**

DURING SERVICE

During the service, it is possible to organize a redistribution of **surplus food to benefit** associations (Red Cross, Salvation Army, etc.) in accordance with our food donation procedure. Subject to prior planning and the provision of containers at the event site, our teams are also **trained in bio-waste** sorting during the service.



- Respect of the cold chain
- Compliance with regulatory texts
- Adherence to the list of eligible products



- Products served, or whose cold chain has been broken
- Some products are excluded by nature (offal, raw meats, etc.)



CARBON FOOTPRINT CALCULATION

The TOSEVENTS Group is a pioneer **in experimenting with the Carbon Footprint Calculation of its event services: Carbon Leader Caterer 2023**



2022 - 2023 :

Testing the CLIMEET Service Carbon Footprint Calculator, an innovative solution that facilitates the monitoring and reduction of carbon emissions from events



2024 :

Testing the Cléo Carbone Strategic Management Tool

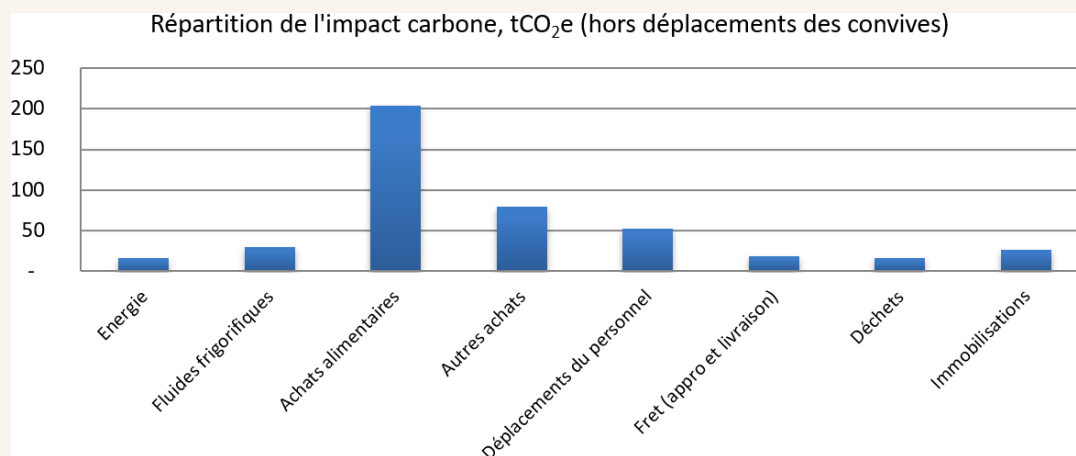
OTHER PROJECTS

are in the experimental phase, notably **the calculation of the carbon footprint of your menus...**

CARBON FOOTPRINT CALCULATION

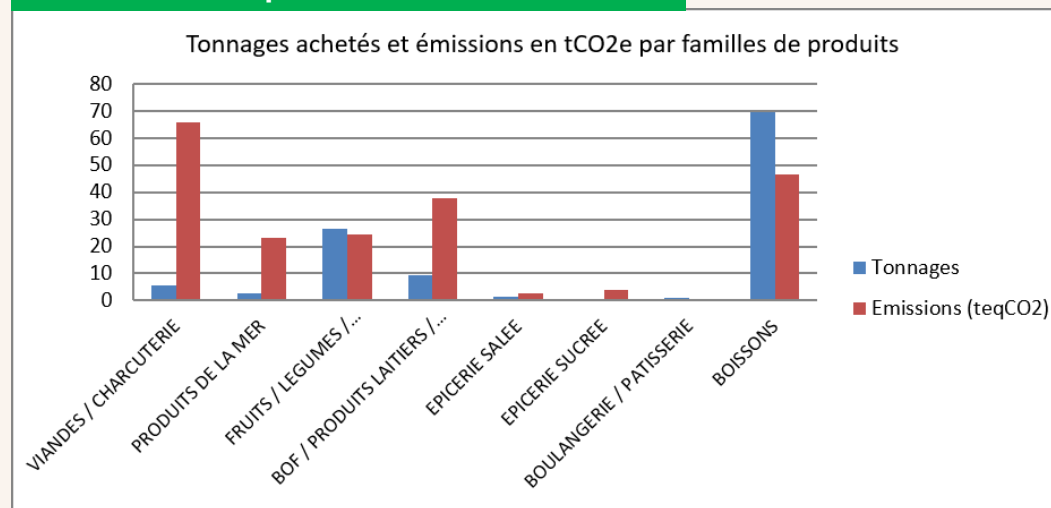
The Corporate Carbon Footprint Calculation was initiated alongside the implementation of an **associated CSR action plan**.

EXAMPLE OF CARBON FOOTPRINT CALCULATION La Fine Fourchette 2023



As an example : emissions calculated in 2023
5.1 kg of CO₂ per guest (total of 86,000 guests)

Focus on food purchases





MERCI

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