



2026
CSR POLICY

**GROUPE
POTEL &
CHABOT**





OUR VISION OF SOCIAL AND ENVIRONMENTAL COMMITMENT

Our House embodies a strong identity, shaped by continuous evolution. In our kitchen on Rue de Chaillot, in the heart of Paris', our chefs prepare our gastronomy entirely in-house.

We pay particular attention to the products we work with: quality and seasonality are at the core of our approach.

To go even further in our pursuit of excellence, we have implemented a Corporate Social Responsibility (CSR) strategy structured around three key priorities:

- Preserving natural resources
- Promoting responsible gastronomy
- Passing on culinary expertise

This approach is validated by our ISO 20121 certification, renewed in 2025, confirming the robustness of our CSR performance and the effectiveness of the initiatives already implemented—particularly in terms of responsible sourcing and the commitment of all our teams to these objectives.

OUR CSR COMMITMENTS BY 2030

Natural Resources

- Reduce greenhouse gas emissions by 28%
- Control water, electricity and gas consumption
- Recover and valorize 75% of waste
- Halve single-use purchases
- Eco-design our scenography

Responsible Gastronomy

- Prevent food waste
- Increase seasonal, local and certified sourcing
- Achieve 100% sustainable seafood sourcing
- Serve 100% free-range eggs
- Develop attractive plant-based options
- Promote responsibly sourced selections

Talent & Know-how

- Invest in renovation of our facilities
- Gender equality index target: 90/100
- Improve employee satisfaction (Happy Index at Work)
- Increase employees from social integration pathways
- Increase staff training rate

CSR Performance & Integrity

- Use responsible procurement as a driver of environmental and social performance
 - Engage every department and site
- Communicate commitments with transparency
 - Renew ISO 20121 certification annually
 - Ensure ethical practices

** Quantified targets apply by 2030 based on 2022 baseline values (or the first year of measurement where applicable)*

LABELS AND CERTIFICATIONS



ISO 20121 Certification



Member of the M. Goodfish program for the preservation of marine species



ECOVADIS Silver rating – Top 15% of companies in our sector for CSR performance



Signatory of the Paris Climate Biodiversity Action Charter



« Entreprise du Patrimoine Vivant » label



Member of Traiteurs Événementiels de Paris



REDUCING OUR GREENHOUSE GAS EMISSIONS BY 28% BY 2030

Our annual carbon footprint monitoring reflects our commitment to reducing emissions linked to our activities.

Key levers for reduction:

- Reduce single-use containers in production
- Increase reusable tableware and decoration
- Develop equipment rental and second-hand purchases
- Favor rail and maritime freight
- Increase sourcing from France and Europe
- Electrify our logistics fleet
- Use CO₂ refrigeration systems with high energy efficiency

CONTROLLING OUR CONSUMPTION OF WATER, ELECTRICITY AND GAS

-4%

electricity consumption in 2025
compared to 2024

-7%

natural gas consumption in 2025
compared to 2024

-15%

greenhouse gas emissions from
refrigerant leaks in 2025
compared to 2024



RECOVERING 75% OF OUR WASTE BY 2030

Waste sorting is carried out by our teams across all production laboratories, logistics sites and events, through several sorting streams:

- Bio-waste: sent to anaerobic digestion to produce biogas
- Packaging: material recycling (plastic, metals, paper, coffee capsules)
- Cardboard, glass, broken crockery and polystyrene: recycled into new materials

During events, all teams are trained and made aware of waste sorting requirements. Training sessions are regularly organised to support staff in effective waste management.

In 2025, we achieved a waste recovery rate of 61%, confirming that we are on track to reach our 75% target by 2030



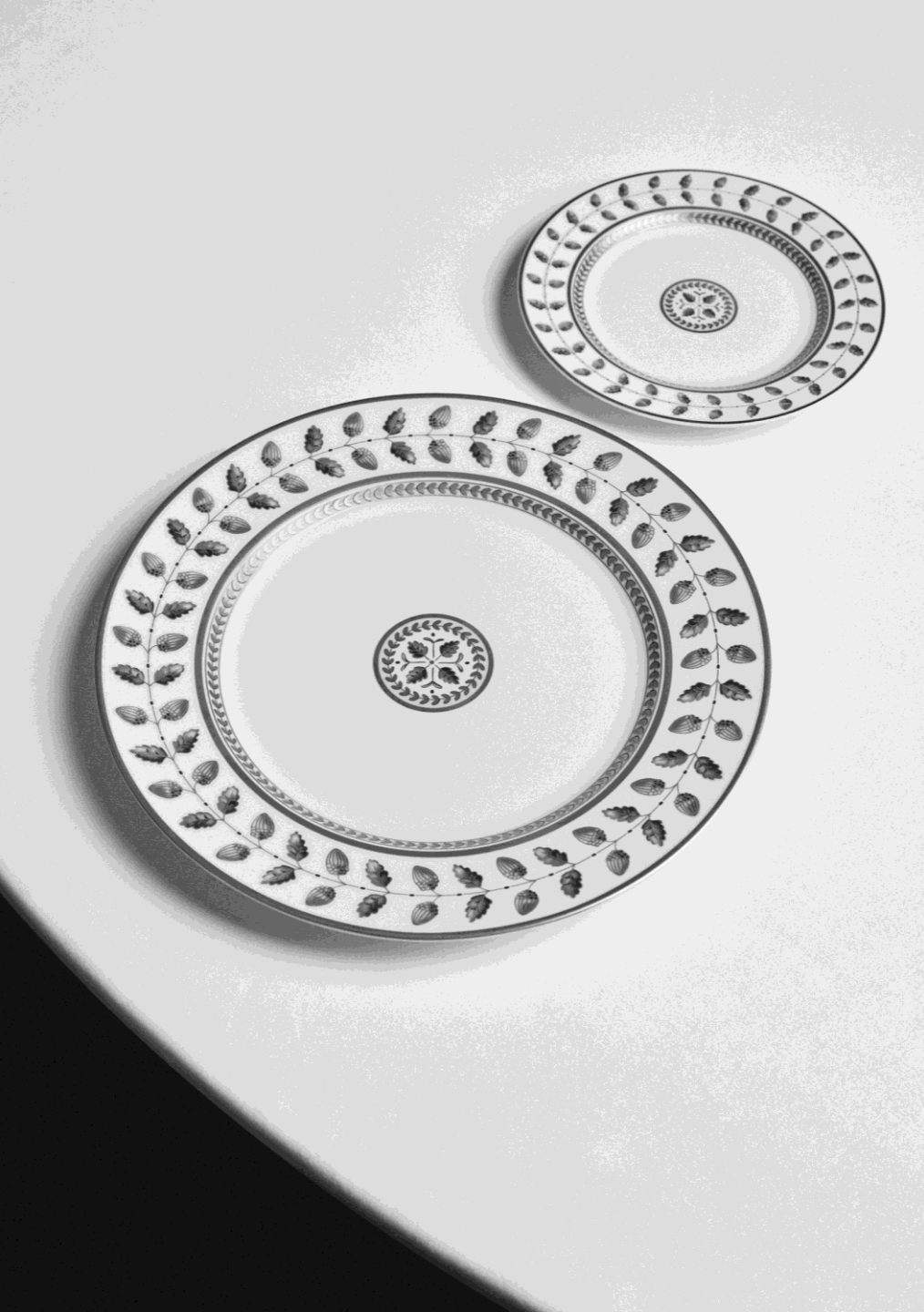
HALVING SINGLE-USE PURCHASES

We offer the exclusive use of washable and reusable tableware (porcelain, stainless steel, glass) and eliminate single-use plastic in catering areas. At receptions, we exclusively provide water in glass bottles, which are sorted and recycled or returned through deposit systems after the event.

We are gradually reducing single-use purchases across the entire production chain:

- Upstream sourcing: Working with suppliers to replace disposable delivery packaging with reusable containers.
- Logistics and production: Replacing disposable containers with reusable alternatives (stainless steel trays, polypropylene crates, polystyrene crates).
- Events: Prioritising rented textiles (table linens, napkins, carpets) and floor protection materials that are recyclable whenever possible.

Water fountains have been installed in all our venues to reduce the use of plastic bottles.



ECO-DESIGNING OUR EVENT SCENOGRAPHY

Our commitments:

- Prioritising seasonal flowers sourced in France
- Selecting decorative alternatives to cut flowers (dried flowers, paper flowers) Gradually improving the recovery, recycling and reuse of decoration materials
- Limiting purchases of tableware and decoration by prioritising items already available within our internal collections

PREVENTING FOOD WASTE

To manage potential surpluses after events, we offer a collection and redistribution service in partnership with the company SAVR.

We also maintain a long-standing partnership with the charity *Le Chaînon Manquant*, which collects surplus food from our production site in Paris's 16th arrondissement.

Thanks to these initiatives, Potel & Chabot distributed 23,000 meals to food aid organisations in 2025.

We also work to reduce waste at the source by conducting diagnostics at our production site in partnership with *Ecotable*.



RESPONSIBLE SOURCING POLICY

Our approach aims to reconcile environmental responsibility and exceptional taste quality for every product category.

Our Procurement and CSR departments are committed to selecting products with the best possible environmental value and to continuously improving our practices year after year.

Our responsible sourcing policy is structured around eight priorities:

1. *Promoting certified products*
2. *Promoting local fruit and vegetable sourcing (within 200 km)*
3. *Promoting French-origin sourcing*
4. *Prioritizing seasonal products*
5. *Supporting traditional expertise and protected designation supply chains*
6. *Reducing the carbon footprint of meals*
7. *Integrating health and nutrition considerations into our food offering*
8. *Preserving marine ecosystems and limiting the impact of our seafood sourcing*

Suppliers support our CSR commitments by signing a social and environmental charter.

During onboarding they complete a quality and sustainability questionnaire and commit not to use GMOs.

Suppliers are regularly evaluated and audited. Our duty of vigilance is ensured through the PROVIGIS platform.

87% *free-range eggs*

69% *French-origin meat and charcuterie*

82% *seasonal fruits and vegetables*

<1% *Less than 1% of seafood species on our menus are endangered.*

DEVELOPING AN ATTRACTIVE PLANT-BASED OFFERING

Aware of the environmental impact of animal proteins, we are developing a gastronomic, appealing vegetarian and plant-based offering.

Our approach includes

- Reducing the share of animal proteins and promoting low-carbon menus (white meat, fish)
- Offering balanced and flavorful vegetarian options
- Creating vegan desserts or desserts based on low-impact ingredients (seasonal fruits, alternatives to chocolate)





HEALTH AND SAFETY FOR OUR CLIENTS

We are committed to offering products and services of the highest quality to meet the expectations of our clients and partners.

Food safety policy:

- Providing products and services that comply with legal and regulatory requirements
- Regularly measuring client satisfaction and implementing corrective actions where necessary
- Training and raising awareness among all employees on quality and food safety standards

We also integrate health and nutrition considerations into our offering.

For example:

- Our pastry chefs have significantly reduced sugar levels in our desserts
- Our mixologists now offer a wide range of creative alcohol-free beverages, made with plants and fresh fruits.





IMPROVING WELL-BEING AT WORK & ACHIEVING GENDER EQUALITY

A multi-year investment plan is underway to improve environmental performance and quality of life at work.

Since September 2025, our logistics site has moved into a new eco-designed building, incorporating environmental performance and improved working conditions:

- Photovoltaic panels
- Rainwater recovery systems
- Low-carbon refrigeration systems
- Landscaped outdoor spaces

Our CSR and Human Resources departments are developing numerous initiatives to improve quality of life at work and strengthen gender equality:

- Annual employee engagement survey and corrective action plans
- Signature of the Mental Health at Work Charter in 2025
- Solidarity days encouraging employee involvement in non-profit activities
- Awareness sessions on well-being at work (physical warm-up workshops, mental health webinars, non-violent communication training)
- Agreements negotiated with social partners
- Team cohesion initiatives: Summer Party, afterwork events, onboarding days and immersion programs



INCREASING EMPLOYEE TRAINING OPPORTUNITIES

Employees benefit from all mandatory training programs (safety, hygiene, prevention).

Additional training is offered on key CSR priorities:

- Waste sorting
- Eco-driving
- Responsible sourcing
- Sustainable event management
- Inclusion and disability awareness

Passing on our expertise

- 67 interns and apprentices recruited in 2025
- 25 partnerships with schools to promote our professions and know-how
- Participation in school forums and employment fairs
- Training budget increased by 175% in 2025





PROMOTING PROFESSIONAL INCLUSION

Potel & Chabot is committed to encouraging the recruitment and employment retention of people with disabilities.

We also promote responsible purchasing from the disability sector and independent disabled workers.

Internal initiatives also raise awareness about disability inclusion, including participation in DuoDay and solidarity days with partner associations.

ETHICS & ANTI-CORRUPTION

Potel & Chabot aims to maintain transparent and responsible relationships with suppliers and clients, while preserving its ethics and integrity.

To this end, the Group has implemented an anti-corruption charter.

A whistleblowing system is available to employees to report situations potentially linked to corruption.

Strict rules have also been established through an ethics charter to prevent and sanction corruption and breaches of integrity.

Training sessions are regularly organised to raise employee awareness of the fight against corruption in all its forms.

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