

PAVILLON TRAITEUR SUSTAINABILITY REPORT

Document positioning: This report presents Pavillon Traiteur's policy, material issues, commitments and governance approach for its sustainability strategy, based on the internal reference documents of the responsible management system and the ISO 20121 standard.

1. Company presentation and scope of the approach

Founded in 1990, Pavillon Traiteur offers artisanal expertise to clients on the Côte d'Azur. The company is presented as a recognized player in the events sector, known for its creative and refined cuisine combined with high-quality service, in exceptional venues from Monaco to Saint-Tropez.

The scope of application covers the production laboratory as well as all events organized in convention centres and sporting events, from the Menton coastline to the Saint-Tropez area.

2. Mission, values and sustainable development principles

The values promoted by Pavillon Traiteur are: family spirit, commitment, responsiveness, passion and authenticity.

Our sustainable development policy, included in the appendix, integrates four cross-cutting principles: inclusion, stewardship, integrity and transparency. These principles are reflected in the continuous consultation of interested parties, the control of risks and impacts, the handling of stakeholders' expectations and regular communication on the approach.

Pavillon Traiteur is committed to organizing events aligned with sustainable development, supported by a more responsible production laboratory, and to encouraging its interested parties to join us in this approach.

In order to achieve our sustainable development objectives, management is committed to:

- Maintaining ISO 20121 certification, which guarantees a responsible management system for our event activities while integrating sustainable development.
- Complying with the legal requirements applicable to our catering activity.
- Establishing ongoing dialogue with our interested parties and involving them in our sustainable development approach.
- Regularly updating the framework of our sustainable development approach and our objectives through indicators and assessment based on the principles of continuous improvement.
- Implementing all the human, material and financial resources required to fulfil our commitments.
- Taking climate change into account in order to implement appropriate actions for our events and reassure clients, as well as within our production premises.
- Implementing the tools required to obtain feedback on our services and promote follow-up.

3. Priority issues

Following feedback from our stakeholders and in order to achieve our sustainable development objectives, management is committed to:

- Promoting the local economy and short supply chains;
- Managing waste through various selective sorting systems in the production laboratory and during services;
- Ensuring the well-being and skills development of interested parties;
- Reducing pollution by monitoring energy ratios and prioritizing electric vehicles;
- Raising awareness and working to strengthen social cohesion.

The double materiality matrix also highlights the following themes: transparency, energy consumption (water and electricity), employee well-being and safety, local products and suppliers, carbon footprint, recycling, pollutants and waste, population trends, regulation and compliance, health risks, resource availability and climate risks.

4. Governance and method for identifying issues

An internal procedure for identifying and assessing sustainable development issues is referenced in the ISO 20121 standard. It meets the requirements of clause 6.1.2 of ISO 20121:2024.

This procedure specifies that issues are identified using several input sources: SWOT and PESTEL analyses, questionnaires and interviews conducted with internal and external stakeholders, market trends, client requests and analysis of best practices in the events sector.

The issues are then prioritized in the materiality matrix, approved by management, updated at least once a year and reviewed during the management review. The procedure also provides for the sustainable development action plan to be updated with quarterly monitoring.

5. Listening to interested parties and market expectations

Employee questionnaires were distributed internally, and questionnaires were sent to other interested parties by email. The procedure also specifies that market trends are strongly oriented towards the environment, selective sorting, the fight against food waste, water recovery, carpooling, as well as sustainable, local, gluten-free and vegan food trends.

Client requests in terms of sustainable development mainly focus on energy consumption, waste management and water management.

6. Performance

Social performance (diversity, equality and employee training policies, etc.), environmental performance (emissions management, energy consumption, use of resources, etc.) and economic performance (contribution to the local economy, taxation, local partnerships, etc.) are grouped together in a table as shown below.

Objectifs généraux	INDICATEURS	BILAN qualitatif 2023		BILAN qualitatif 2024		BILAN qualitatif 2025	
Volet Environnemental ENJEU 1 : gestion des déchets	Indicateurs à suivre	Cible 2023	Résultat 2023	Cible 2024	Résultat 2024	Cible 2025	Résultat 2025
Etre conforme à la réglementation actuelle et à venir	Achats des contenants et autres en plastiques	Jetables		Jetables		Jetables	Jetables, bambou, kraft, dur
	Indice déchet ?	Mettre en place plastique et biodéchets		Suivi chiffré		Suivi chiffré	
Sensibiliser les équipes à cette gestion	Retour prestation pour le gaspillage alimentaire / cahier des pertes	Prestations et labo		Prestations		Diminution	
	Test de vieillissement et analyses pour le gaspillage alimentaire	Toutes celles de la pâtisserie		Toutes celles du salés		10 tests satisfaisants	
Volet Économique ENJEU 2 : Valoriser l'économie locale et les circuits courts	Indicateurs à suivre	Cible 2023	Résultat 2023	Cible 2024	Résultat 2024	Cible 2025	Résultat 2025
Favoriser le local	Liste du personnel avec leur localisation	80%		90%		95%	
	Ratio Quantité de carburant consommé/CA	0,003		0,002		0,0018	
	Référencement des distributeurs et fournisseurs	50%		50%		40%	
	Nombre d'actions pour promouvoir la destination	2		3		4	
Volet Social ENJEU 3 : Ecouter et dialoguer avec les pl	Indicateurs à suivre	Cible 2023	Résultat 2023	Cible 2024	Résultat 2024	Cible 2025	Résultat 2025
Améliorer la communication interne	Nb newsletter / trimestre	0,75 (3 par an)		1 (4 par an)		1 (4 par an)	
Favoriser le dialogue avec les fournisseurs et les clients	% Réunions / Nb fournisseur	60%		70%		50%	
Volet Social ENJEU 4 : Sensibiliser et ouvrir pour la cohésion sociale	Indicateurs à suivre	Cible 2023	Résultat 2023	Cible 2024	Résultat 2024	Cible 2025	Résultat 2025
Participation associatifs et dons	Nombre de partenariats	5		6		7	
Inclusion du personnel en difficulté	Nombre de personne en difficulté embauché	3		4		5	
Volet Social ENJEU 5 : Assurer le bien être et la montée en compétence des	Indicateurs à suivre	Cible 2023	Résultat 2023	Cible 2024	Résultat 2024	Cible 2025	Résultat 2025
Amélioration des conditions de travail	Indice bien être personnel	70%		75%		75%	
	Plan investissement	2%		2,5%		3%	
Valorisation du personnel	Plan de formation	être en place un plan		Suivre le plan			

The completed table is available from the Quality Department.

The results are recorded at the end of each year.

7. Medium- and long-term vision

Over a 3- to 10-year horizon, Pavillon Traiteur expresses its ambition to embody a contemporary Côte d'Azur house that promotes an art of living, enhances the local area and conveys a model of responsible excellence.

This vision is reflected in the following ambitions:

- Raising standards of quality, safety, moderation and traceability without compromising the high-end positioning;
- Innovating in the way we produce and serve by using tools that improve precision, quality and moderation;

- Creating lasting alliances with venues and partners;
- Measuring, proving and continuously improving with transparency;
- Becoming more attractive to talent through skills development and a healthy, demanding work culture;
- Strengthening local impact.

The policy specifies that sustainability is considered an area of continuous progress, with openness to innovation, partnerships and regulatory and societal developments, based on pragmatic and measurable solutions.

8. Useful contact details

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Quality / Sustainability contact:

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9. Document governance note

Sustainable development policy signed in Mouans-Sartoux on 17/07/2023 and updated in 01/2026.

Double materiality matrix dated 02/08/2024.

Procedure P2 “Identification and assessment of sustainable development issues” – version 3, effective date 19/06/2025.