



ENVIRONMENTAL INDICATORS

Indicator 1: The company's General Policy on the environment

- APAVE audit results
- Selection of suppliers with local, seasonal produce (in Ramatuelle and Cogolin) and short supply chains
- Agroecological kitchen garden (to supply the kitchen with herbs and a selection of fruit and vegetables)
- Introduction of a sustainable mobility allowance for employees using less polluting means of transport
- Noticeboards: notices about prevention of risks to the environment from pollution, the importance of recycling, and safety in regard to cleaning products
- Introduction of a smart fridge-based canteen system from Foodles: warehouses that run on green energy; delivery routes that reduce greenhouse gas emissions; recycled and recyclable packaging; local artisanal delis; leftover meals given to charities, and an all-electric sales fleet
- Reimbursement for 50% of cost of public transport tickets
- Personnel are made aware of and are informed about the importance of environmental protection but no training was set up on this matter in 2022
- As part of their job training, cooks are shown the right way of using the appliances they need so as to manage water and energy consumption
- Reducing paper usage: digitisation of employee records, introduction of electronic signing of contracts, addenda and complementary health and disability insurance records, and a move to paperless payslips
- A tablet is kept in each department for electronic logging of the hours worked
- Beach cleaning initiative with staff
- Support for a dialogue with employees about optimising working conditions (housing assistance etc.)
- HR management and recruitment policy based on equality, diversity and human rights.

Indicator 2: Circular economy

Waste management and processing:

- Used oil collected by the COVA SUD Company and turned into biofuel
- Compost in the kitchen garden to fertilise it
- The town of Saint-Tropez collects all organic waste (containers provided)
- Waste is sorted into organic, glass and recyclable waste
- Waste sorting bins: ELISE Company collects paper for recycling
- Corks and foil capsules from champagne bottles are collected for a charity
- Mini pots of jam are collected for a nursery school in Saint-Tropez

- We make and gather our own honey from Byblos hives
- No plastics are used in beach construction, services or operations.
- Corrugated cardboard rolls
- Plastic straws replaced with coffee grounds drinking straws
- No single-use utensils, stands or equipment
- Recycled paper cups for staff: employees write their names on them to reuse them
- Lillii Water bottled water introduced
- Glass bottles in restaurants
- Great reduction in printing: going paper-free with e-documents, procedures, scans, etc.
- Use of recycled paper
- Recycling bins for ink cartridges collected by a company
- Paper recycling bins in offices
- Sorting bins for batteries
- Reuse of screens, tower pcs, etc. between departments: no new ones purchased
- Bulk buying of household cleaning products in cans (retrieved by the suppliers), with products being decanted into reusable containers and sprays
- Upcycling of fabrics that are of no further use (dusters, gloves, napkins, etc.)
- Soap recycling (UNISOAP company)
- Use of pre-installed pumps for controlled dispensing of the appropriate volume of detergent for the amount of laundry in order to prevent waste.

Reduction in pollutants:

- Non-polluting car wash products
- Detergents with fewer harmful products
- Use of Vapodil steam cleaners to reduce use of cleaning products in bedrooms
- Hydrocarbon-free Aqua cleaning.

Energy consumption:

- Use of solar panels for the water heater (Byblos Beach)
- Installation of LED lights
- Presence detector for lights in communal areas or storage spaces
- Storeroom lights on timers
- All computers, switches, heating and air conditioning are turned off in offices once the last person has left
- Low-temperature washing machines
- No gas used in cooking (electric hobs)
- Virtual servers: fewer physical PC towers turned on
- Installation of bulk photocopiers to replace individual printers/cartridges
- Installation of electric vehicle charging stations
- Use of electric vehicles (shuttles).

Water consumption:

- Distribution of reusable water bottles to all personnel
- Installation of water fountains in all departments
- Latest-generation dishwashers that use less water
- In kitchens, automatic taps are fitted with water-saving devices
- Installation of water-efficient facilities, with regular checks for potential leaks

- Guests made aware that sheets and towels will only be changed on request.

Indicator 3: Climate Change

- Beach assembly and dismantling to encourage biodiversity, especially out of season
- Identifying direct sources of greenhouse gas emissions
- Simplified assessment of greenhouse gas emissions.