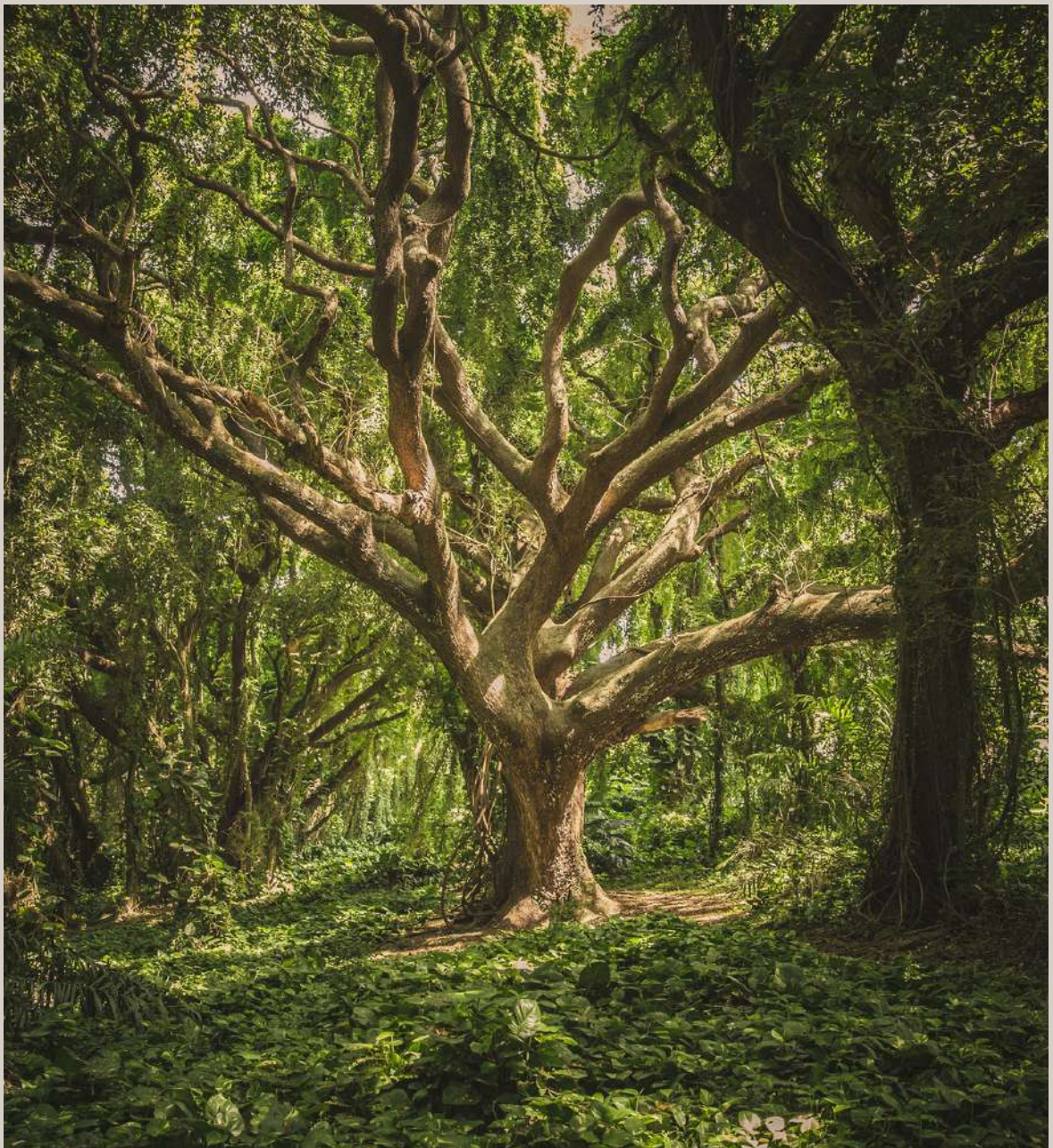




CSR Charter

BÉRANGER





To be a man is precisely to be responsible. It is to feel, by laying one's stone, that one contributes to build the world.

Saint Exupéry

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At Beranger, we are convinced that we can offer the best to hoteliers and restaurateurs while considering social, environmental, and economic perspectives.

We have developed a CSR program that includes some fifty actions. We carry out a rigorous follow-up to ensure that they are properly implemented.

Béranger Team

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SOCIAL PERSPECTIVES



For Beranger, managing social issues requires a global investment in a work environment that promotes the personal development and fulfillment of its employees.



IMPROVE THE QUALITY OF LIFE AT WORK

To support the development of our employees and guarantee a safe working environment, Beranger has implemented several actions. First and foremost, we have reaffirmed our goal of zero workplace accidents and have made improving health and safety at work a priority.

ACTIONS

- Facilitate the entry into professional life of young graduates through work-study programs and company internships.
- Encourage the employment, retention, and training of older employees.
- Enable employees to regularly update their skills in relation to changes in the business.
- Encourage initiatives that promote conviviality within the company.

ENCOURAGE SOCIAL DIALOGUE



Social dialogue aims to enable better cohesion and develop a sense of belonging. It puts the employee back at the heart of the enterprise debate. At Beranger, we maintain a qualitative dialogue with all our employees. To this end, we are committed to including employee representatives in the various working groups and committees related to the company's strategy, and in particular its Board of Directors.

ACTIONS

- Promote cohesion within the company by creating and maintaining social dialogue.
- Measure the perception of employees through the implementation of satisfaction surveys.

ACT FOR GENDER EQUALITY



Gender equality is a major issue in our society and a crucial challenge for every company.

At Béranger, we believe that the best way to fight against these inequalities is to involve employees at all stages of the company's life and at all levels.

ACTIONS

- Promote gender equality.
- Raise awareness of sexism in our company.
- Apply a clear and motivating compensation and benefits policy in line with industry practices in our business.
- Promote diversity and fight against all forms of discrimination in hiring, remuneration and career development.
- Extend paternity leave.

ECONOMIC PERSPECTIVES



In its balance with the social and environmental dimensions, the economic dimension favors the creation of economic wealth, which improves the living conditions of each one, in the long term.



FOSTER RELATIONSHIPS OF TRUST WITH OUR CUSTOMERS

Having strong, lasting, transparent, and close relationships with our customers is a priority at Beranger. We engage with our customers in a relationship of trust by putting forward our common values and by allowing us to best meet their expectations. Our objective is to truly focus on the respect of our mutual interests.

ACTIONS

- Optimize the satisfaction of our customers and to remain attentive to their expectations and remarks in a concern of continuous improvement.
- Privilege the respect of the mutual interests.



FAVOR THE LOCAL ECONOMY

On the suppliers' side, we measure the importance of short circuits from both an economic and environmental point of view. By limiting the number of intermediaries, we reinforce trust with the traceability of products, and ensure a fair price for both producers and consumers.

ACTIONS

- Demand quality from our suppliers and ensure a fair price for both producers and consumers.
- Favor local subcontractors and limit intermediaries.
- Strengthen trust by increasing product traceability.
- Respect the payment terms.

ENVIRONMENTAL PERSPECTIVES



The Beranger Group's environmental CSR actions can be summarized in the threefold principle: avoid, reduce, and compensate for the impacts of our activity. To this end, we have decided to create a Green Program allowing each of our customers consume better.

RETHINK OUR MATERIALS



We are rethinking the standard materials we use and expanding our range to include recycled and natural materials. We are also exploring more sustainable innovations: bamboo, sheep's wool without dyes or additives, organic cotton, vegetable leather.

ACTIONS

- Favor certified materials that comply with sustainable development standards.
- Use recycled, recyclable and/or compostable materials.
- Sensitize our service providers and suppliers of goods to the issues related to sustainable development and the implementation of their own CSR policy.
- Adopt the necessary measures to limit damage to the biological balance.

RETHINK OUR PACKAGING



We are rethinking our packaging to remove the use of plastic by promoting the use of paper as well as promoting the use of more sustainable products.

One of the main advantages of paper as a packaging material is its recyclability. According to the European Paper Recycling Council, over 72% of the paper consumed in Europe is currently recycled. We use only FSC and recycled paper.

ACTIONS

- Push for convergence towards "zero plastic".
- Use CSR and recycled paper.
- Limit our internal waste production and promote recycling.



REDUCE OUR FOOTPRINT

Recognizing that precious resources are limited, Beranger is committed to limiting their use and reducing greenhouse gas emissions in all phases of our operations. The creation, development and manufacture of products are therefore carried out from an eco-design perspective, which consists of evaluating and anticipating the impacts of our activity to reduce its effects on the environment.

ACTIONS

- Favor public transport and the use of low consumption means of transport as much as possible.
- Calculate and reduce greenhouse gas emissions in all phases of operation.

LET'S CONNECT WITH US

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