

# SUSTAINABILITY MANAGEMENT PLAN

*2025*

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# INTRODUCTION

Dear partners, customers, and colleagues,

This sustainable development management plan illustrates Hyatt Regency Paris Étoile's commitment to placing social responsibility at the heart of its activities. It reflects our ambition to contribute to a sustainable future while offering our customers an experience of excellence.

Our approach is based on three inseparable pillars: social, economic, and environmental. These principles of sustainable development guide our daily actions, whether it's reducing our carbon footprint, promoting responsible practices, or enhancing the well-being of our teams. We also work closely with our partners to ensure sustainable sourcing and support local initiatives.

Every employee plays a role in this approach: trained, aware, and involved in our projects, they help make sustainability a reality. We also invite our customers to participate in this commitment through simple actions that, together, make a difference.

Let's continue to move forward together to build a future that is more respectful of the environment and future generations.

Sincerely,

A handwritten signature in black ink, reading "Guillaume Defemarle". The script is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Hotel Manager  
Hyatt Regency Paris Étoile  
December 31st, 2025

## **SOCIAL PILLAR**

Our social approach is fully in line with the Hyatt Group's global HR policy, which is driven by the “Caring for People” philosophy that puts people at the heart of our priorities. In line with this vision, we are actively committed to diversity, equity, and inclusion, the well-being of our teams, respect for human rights, the professional development of our employees, and our roots in local communities.

At Hyatt Regency Paris Étoile, we translate these commitments into concrete actions tailored to our establishment, to create an inspiring, inclusive, and responsible work environment where every employee can thrive and contribute to our common mission. We uphold our values every day: empathy, respect, integrity, inclusion, experimentation, and well-being.

### **EMPATHY**

At Hyatt Regency Paris Étoile, we place listening and understanding at the heart of our relationships. We are committed to truly listening to our employees, guests, and partners, putting ourselves in their shoes to respond with compassion. Every interaction is an opportunity to create an authentic connection and strengthen trust.

### **RESPECT**

Hyatt Regency Paris Etoile promotes a culture based on respect and dignity, which is essential to a healthy work environment. We value openness and appreciation of differences among colleagues, guests, and partners. This commitment includes creating an environment where everyone can express themselves freely, without fear of harassment or intimidation.

### **INTEGRITY**

Integrity is the cornerstone of our culture. We are committed to speaking and accepting the truth, honoring our commitments, and taking pride in our responsibilities. Every decision and action reflects our commitment to honesty, transparency, and ethics.



## **DIVERSITY, EQUITY, AND INCLUSION**

Hyatt Regency Paris Etoile is committed to integrating diversity, equity, and inclusion into all of its activities. As an international company, we believe it is essential to create environments where our employees and guests feel respected and valued.

This commitment is reflected in policies, practices, and behaviors that ensure equal opportunity, promote inclusion, and reflect diversity in our culture and processes. In particular, we are committed to gender equality in our company, the inclusion of people with disabilities, and equal opportunity through our RiseHY program.

## **EXPERIMENTATION**

We cultivate a culture of curiosity and continuous learning. By experimenting and generating new ideas, we drive change and innovate to offer increasingly enriching experiences to our teams and customers.

## **WELL-BEING**

At Hyatt Regency Paris Étoile, the well-being of our employees is a top priority. True to the Hyatt group's *raison d'être*, the *Care*, we are committed every day to supporting our guests and teams in leading balanced, fulfilling, and healthy lives.

## **HUMAN RIGHTS**

The Hyatt Regency Paris Etoile is committed to respecting and protecting the fundamental human rights of all individuals. We strive to ensure the rights of our employees, guests, business partners, and the communities with which we interact.

## **TRAINING**

At Hyatt Regency Paris Etoile, we are committed to providing our employees with support and ongoing training. In addition to an extensive internal e-learning program accessible to all our employees, we also offer a wide range of training sessions throughout the year.

## LOCAL COMMUNITY

The Hyatt Regency Paris Étoile is actively involved in community initiatives to support local communities. These actions aim to strengthen social cohesion and create a lasting positive impact within our environment.

## HEALTH AND SAFETY

The safety of people and property is a priority for Hyatt Regency Paris Étoile. We provide regular training (first aid, fire prevention, HACCP) and implement measures tailored to each position, including the wearing of protective equipment. Our procedures and records are updated to anticipate risks, and dedicated committees meet periodically to assess incidents and define corrective actions.

## SOCIALLY RESPONSIBLE SUPPLIERS

As part of our responsible purchasing strategy, we are committed to selecting suppliers who share our ethical and sustainable values, requiring strict compliance with regulations and social principles (combating forced labor, fairness, respect for human rights). A responsible purchasing charter formalizes these commitments and ensures transparency and consistency in our practices. We want to favor partners who are committed to having a positive impact on society.



## **ECONOMIC PILLAR**

At Hyatt Regency Paris Étoile, we believe that economic performance cannot be sustainable without high ethical standards. Our commitment is based on transparent business practices, compliance with regulations, and responsible data management. By integrating these principles into our strategy, we create value while strengthening the trust of our customers, partners, and employees.

### **BRIBERY AND CORRUPTION**

We strictly enforce laws prohibiting corruption and prohibit any promises or benefits in exchange for professional favors. Aware that we may be held liable for illegal acts committed by third parties working on our behalf, we exercise rigor when hiring and supervising any third party.

### **COMPETITION AND FAIR BUSINESS PRACTICES**

Hyatt strives to maintain healthy and transparent competition by offering its customers quality services without compromising market integrity. We strictly comply with applicable regulations designed to protect consumers and ensure free competition. Our practices exclude any action that could restrict or distort competition.

### **DATA PRIVACY AND SECURITY**

Hyatt places a high priority on protecting sensitive data and information. We invest in advanced technologies and processes to ensure the security of personal data and prevent cybersecurity risks. Our specialized teams ensure the implementation of best practices and ongoing training for our employees.

We also ensure that confidential information about our customers, colleagues, partners, and the company is used appropriately, in accordance with laws and our internal policies, in order to preserve the trust and integrity of our organization.

## FINANCIAL RECORDS AND REPORTS

Hyatt Regency Paris Etoile ensures the accuracy and transparency of its financial accounts through rigorous internal controls. Our records are prepared responsibly to accurately reflect our decisions and operations, and are maintained in accordance with legal requirements and group policies.

## ANTI-MONEY LAUNDERING

Hyatt strictly complies with laws and regulations relating to anti-money laundering, corruption, and terrorist financing. We do not accept any payments that are suspicious or related to illegal activities, and we enforce rigorous controls to prevent any attempts to use our organization for illicit purposes.

## QUALITY

At Hyatt Regency Paris Étoile, quality is our top priority. It is based on actively listening to our guests, continuously improving our services, and regularly training our teams. By investing in skills development and promoting a respectful work environment, we guarantee an optimal and lasting guest experience.





## **ENVIRONMENTAL PILLAR**

At the Hyatt Regency Paris Étoile, protecting the environment is a priority. Aware of our responsibility, we are implementing an ambitious strategy to reduce our ecological footprint by taking action in several areas: reducing our carbon footprint, managing resources wisely, purchasing responsibly, raising awareness among our teams, and engaging locally. Every initiative, every partnership, and every innovation is part of a comprehensive approach: combining hotel excellence with respect for the planet, for a positive and lasting impact.

### **CARBON FOOTPRINT**

Hyatt Regency Paris Étoile is committed to reducing its greenhouse gas emissions by following a structured approach: measure, set targets, and reduce. Following our 2024 carbon assessment, we have identified ten priority areas for decarbonizing our activities, including food, energy efficiency, responsible purchasing, and raising awareness among our employees and guests.

### **RESPONSIBLE MANAGEMENT OF OUR RESOURCES**

We monitor our water and electricity consumption in real time in order to achieve our reduction targets for 2030. We optimize our usage through low-energy equipment and control devices, such as LED lighting, motion detectors, and water-saving systems.

### **WASTE MANAGEMENT**

We are committed to minimizing waste at source as much as possible. When this is not possible, we promote rigorous and sustainable waste management through a sorting system (paper, cardboard, plastic, glass, WEEE, bio-waste) in partnership with specialized companies.

### **RESPONSIBLE FOOD**

Hyatt Regency Paris Étoile prioritizes healthy and sustainable food by favoring local and seasonal products, ensuring animal welfare (ASC-certified products, free-range eggs), offering vegetarian alternatives, and reducing waste through partnerships for the redistribution of unsold items.

## RESPONSIBLE SUPPLIERS

As part of our responsible purchasing strategy, we are committed to selecting suppliers who share our ethical and sustainable values, requiring strict compliance with environmental standards. We favor partnerships with innovative players who are committed to minimizing their ecological footprint while ensuring transparency and integrity. A responsible purchasing charter formalizes these commitments and ensures transparency and consistency in our practices.

## AWARENESS AND INVOLVEMENT OF OUR EMPLOYEES

Hyatt Regency Paris Étoile ensures that every employee is made aware of environmental issues from the moment they join the company, through training courses dedicated to sustainable development and decarbonization. Themed workshops are offered regularly to reinforce this culture. Our teams also participate in the CSR initiative through the World of Care committee, which brings together representatives from different departments every month to propose and monitor eco-responsible initiatives within the hotel.

## LOCAL ENVIRONMENT

The Hyatt Regency Paris Étoile is actively involved in concrete actions to preserve its immediate environment. We participate in local initiatives such as neighborhood litter clean-up operations to contribute to a cleaner and more sustainable living environment for our community.



## CONCLUSION

This sustainable development management plan reflects the Hyatt Regency Paris Étoile's concrete commitment to responsible tourism. Through our three pillars—social, economic, and environmental—we take action every day to reduce our impact, support our teams, and contribute to a more sustainable future.

This approach would be nothing without the involvement of everyone: trained and motivated employees, committed partners, and informed customers. Every action counts, and every initiative strengthens our collective impact.

We will continue on this path with determination, combining performance and responsibility to build together a model of hospitality that respects the environment and future generations.

