

For the year 2022, the gender equality index for our company stands at 73 points. Given that this result falls below the targeted 75 points, we are obliged to publish the corrective measures and progression objectives that we are implementing, as of January 1, 2023.

Preliminary observation:

The analysis of the detailed breakdown, position by position, of those that were to be filled, the male and female applications, and the person recruited, reveals that female applications primarily focus on administrative positions (Human Resources, Sales, and Reception). While it is certainly not contested that the majority of our kitchen staff, service personnel, and sommeliers are male, the observed result over the course of a year highlights the consequence of a lack of female applications.

Our company, which has never given up on the idea of feminizing the staff in the kitchen and the service department, will continue, despite the obstacles related to the constraints of the positions to be filled in these two departments, to prioritize a rebalancing between male and female staff. This will be achieved by adapting, if necessary, as is already the case, schedules not just to the constraints of the position but also to those of the employees who occupy them.

A clarification is necessary here. Since the beginning of the year 2023, the company has decided to invest in inter-company daycare beds to allow parent employees, who wish to do so, to benefit from an optimal organization concerning the balance between their professional and personal lives.