

# CSR Report

(Corporate Social Responsibility)

## 2023

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## About Us

At L'Hostellerie de Levernois, our commitment to sustainability and Corporate Social Responsibility (CSR) lies at the core of our values.



We are delighted to present our annual CSR report for 2023, showcasing our efforts to balance economic performance with a positive environmental impact.

This report reflects our dedication to continually evolve our practices towards greater sustainability and responsibility across all facets of our business. It underscores our accountability for our actions, progress, and the challenges we face in environmental, social, and economic spheres.

Our primary objectives in creating this report are two fold : to transparently communicate our CSR initiatives to our stakeholders—customers, staff members, business partners, and the local community—and to inspire other companies to adopt more sustainable and responsible practices.

We acknowledge that sustainability is an ongoing journey and that we still have a long way to go. However, we remain committed to creating a positive and lasting impact within our facilities and beyond.

We invite you to explore this report to learn more about our achievements, commitments, and ambitions for a better future.

Together, we can make every step a move towards a more sustainable and equitable world.

## Preface

L'Hostellerie de Levernois embodies a refined art of living, offering understated luxury within an 18th-century building harmoniously integrated with Burgundy's natural beauty.



*« When acquiring these two wonderful properties, a special feeling overwhelms you : you have not just become an owner, but responsible for a much broader vision. It involves societal issues, the well-being of employees, and harmony with the village, associations, and the elderly. You suddenly become supportive of an exceptional living environment ; the river, the remarkable trees, the groundwater tables. Thus, it would never occur to you to pour concrete or uproot trees. Ultimately, we are not the true owners of these inhabited places, we are simply their stewards ».*

Séverine PÉTILAIRE-BELLET

Owner of Hostellerie de Levernois & Château Sainte Sabine

*« It is fundamental for us to embrace Corporate Social Responsibility (CSR). This voluntary integration of social and environmental concerns into our activities is an obvious and sincere framework for our decision-making. Beyond satisfying our conscience, it provides a fulfilling motivation for our work and choices ».*

Axel NÉRIN

General Manager of Hostellerie de Levernois & Château Sainte Sabine



**1. Environmental Action at Hostellerie de Levernois**

**1.1 Nature Protection**

**1.1.1 Plot 532, classified as woodland**

Nestled in the majestic 7-hectare park, plot 532 covers 4,900 m<sup>2</sup> and serves as a natural oasis dedicated to the preservation and conservation of local biodiversity.

This verdant sanctuary is home to a wide range of plant species, including chestnut, weeping willow, boxwood, laurel, lime etc. The wooded ecosystem is also a haven for many animal species. Birds such as titmice, nightingales and birds of prey can be spotted nesting among the branches, while small mammals such as red squirrels thrive in this protected area.



In 2024, we will enhance this natural space by creating a panoramic viewpoint from the terrace of our future spa and adding a bay window in our future fitness room. To further enrich the biodiversity of this environment, we will plant ten additional trees, including Ginkgo Biloba, Tulip tree, Mediterranean Hackberry and Imperial Paulownia.

**1.1.2 Consultation with an ornithologist to assess local biodiversity**

Our establishment, committed to environmental sustainability and the preservation of local biodiversity, has taken a proactive approach by seeking the expertise of ornithologist Mr. Pierre FICHAUX, who has conducted an in-depth study of the various bird species inhabiting our domain.



Through this study, we have identified the presence of numerous bird species, including ;

House Robin, Common Thrush, Winter Wren, Great Crested Kinglet, Long-tailed Tit, Chickadee, European Starling, Grosbeak, Blackbird, Blue Tit, Jackdaw, Woodchat, Tree Finch, Green Woodpecker, Common Buzzard, Spotted Woodpecker, Nuthatch, Garden Creeper, Jay and Mallard.

This initiative is a core part of our environmental strategy, extending beyond mere observation. In response to the findings of this comprehensive assessment, various concrete actions will be orchestrated over the course of 2024, with details provided at the end of this document.

### 1.1.3 3500 m<sup>2</sup> Organic Permaculture Garden

Hostellerie de Levernois is dedicated to promoting environmental-friendly agriculture, with a 3500 m<sup>2</sup> organic garden cultivated according to permaculture and biodynamic principles. This holistic farming approach preserves soil health and minimizes ecological impact.



Our full-time gardener, Baptiste COURCET, looks after around 200 varieties of vegetables, fruit and herbs with passion. These include Parisian round carrots, zucchinis, pumpkins, heirloom strawberries (Mara des bois) and tomatoes (Black Zebra, Green Grape, Rose de Berne, Green Zebra, Beefsteak, Raspberry, Persimmon, etc.), as well as aromatic herbs (rosemary, thyme, blackcurrant sage, pineapple sage, verbena, basil, coriander, etc.).

In 2023, the garden produced over 2 tons of fruits and vegetables. These fresh, high-quality harvests are an integral part of our gourmet menus, where freshness and flavor are paramount.

Baptiste works closely with our chef, Philippe AUGÉ, from the beginning of each season. They establish an annual framework and adjust orders with our suppliers, ensuring that our inhouse garden production is fully utilized in the kitchen. This collaboration enables us to estimate and cultivate the ingredients required to create the dishes imagined by our chefs, whenever it's possible.

### 1.1.4 Conservatory Orchard with Over Thirty Fruit Trees

In line with our commitment to a locavore philosophy, we continue to invest in our conservatory orchard.





This area is home to a wide range of fruit trees, including Reinette apple, Williams Pear, Pomegranate, Madeleine seasonal fig and an assortment of peppers (Timut, Sancho, Sichuan red). We also grow some exotic varieties such as Mango, Peterson Pawpaw and citrus fruits like Yuzu and Goji.

Our conservatory orchard plays an essential role in preserving fruit varieties threatened by agricultural standardization. The area's rich plant diversity also supports a thriving ecosystem, attracting bees, pollinating insects and other useful wildlives. This not only supports the existing biodiversity, but also improves the health and productivity of our orchard.



#### 1.1.5 Beehives

The five beehives in our park are home to our diligent pollinators, the bees. As guardians of pollination, they contribute to the blooming and reproduction of flowers, maintaining a harmonious ecological balance.

Despite the challenges created by Asian hornet attacks in 2023, our commitment to these valuable foragers bore fruit with a local harvest of 10 kilograms of honey. It was used by our pastry team

to concoct delicious gingerbread, offering our guests a true ode to the terroir and artisanal tradition.

#### 1.1.6 An Insect Hotel

Next to our beehives stands an insect hotel, serving as a refuge for a variety of species beneficial to our ecosystem. Among them, we find ground beetles, earwigs, forficula, green lacewings and many others.





These small inhabitants, often neglected, play a crucial role in plant pollination, controlling populations of harmful insects, and decomposing organic matter in our gardens.

### 1.1.7 Construction / Renovation

The major novelty of 2023 at Hostellerie de Levernois are the seven new villas nestled at the heart of our park. Designed by renowned architects Claude CORREIA and Christophe TOLLEMER, these villas adorn the renovated pavilion, creating a captivating "Village On The Roof", rising fifteen meters above the ground.

Inaugurated at the end of October 2023, each of these residences is built with noble materials such as wood, Burgundy stone, and reclaimed 17th-century terracotta tiles.

Our bedrooms, halls and lounges are furnished with second-hand furniture, giving a second life to these forgotten accessories.



A meticulous approach has been adopted to ensure sustainability, with an emphasis on timber-frame construction and superior insulation using Douglas fir wood wool sourced from the pristine forests of the Jura and Morvan.

Similarly, in partnership with Tonnellerie Tremeaux, we collect the oak barrel off-cuts to light our chimnies, reinforcing our commitment to valorize the local resources.

These villas stand out not only for their architectural finesse, but also for their deep commitment to the local community. Every aspect of their creation, from design to execution, involved local companies, underlining our allegiance to the Bourgogne-Franche-Comté region. Our valued collaborators include Tracor Ingénierie based in Talant, SARL Lepagnier - Joiner in Chevigny-en-Valière, Silfeo - Plumbing, Heating, Ventilation based in Dijon, etc.

A flea market was also organized in December to give a second life to the old furniture from the renovated rooms of the Pavilion.

## 2 Responsible Consumption

### 2.1 Collaboration with Eco-Responsible Short-Circuit Suppliers

As part of our CSR approach, we prioritize collaboration with eco-responsible short-circuit suppliers, thus promoting local and seasonal products.

Here are some of our key 100% French partners:

→ Patrice SANCHEZ : Pigeon meat, 15 km from Levernois.

- La Guyotte Ferme Bressane: Bresse AOC poultry, 40 km from Levernois.
- Michel LEMOINE : Organic lamb and chicken, located 45 km from Levernois.
- La Ferme du Bois : Organic vegetables, 52 km from Levernois.

We also maintain close collaboration with local artisans, supporting the local economy and regional craftsmanship.

Among them, we can mention :

- CasaVycha: Candles from the candle maker CasaVycha, located in Puligny-Montrachet.
- Les Savonniers du Morvan: Handmade soaps from Les Savonniers du Morvan, based in Moux-en-Morvan.
- Atelier July: Ceramics from Atelier JuLy, established in Meursault.
- Secrets Incomparables: Spreads from Secrets Incomparables, made in Beaune.



Additionally, we use Zeendoc for invoicing with our suppliers/service providers. This electronic invoice management approach helps reduce our paper consumption. By avoiding printing and physical handling of invoices, we also save energy and resources, helping to reduce our ecological footprint. Moreover, by eliminating the need to store piles of paper documents, we minimize waste production related to office supplies, thereby strengthening our commitment to environmental sustainability.

## 2.2 Environmentally Friendly Maintenance Practices

Every surface and corner of our facility is meticulously maintained using environmentally friendly products, all 100% eco-labeled. Our housekeeping team has also adopted dry steam cleaning protocols. This innovative method harnesses the power of steam to disinfect and degrease without the use of harsh chemicals. By choosing this ecological approach, we eliminate the use of polluting agents and replace a dozen traditional cleaning products, offering a cleaner, greener solution.



## 3 Energy

### 3.1 Light

#### 3.1.1 LED Lighting

Compared with traditional incandescent bulbs, LED bulbs offer significantly greater energy efficiency, consuming around 75-80 % less energy while offering the same level of brightness.

For example, a 60-watt incandescent bulb can be replaced by an LED bulb of just 10 to 15 watts, resulting in considerable energy savings.

At Hostellerie de Levernois, our commitment to sustainable development is reflected in the widespread use of LED lighting. This conscious transition is not a simple choice, but a deliberate decision to significantly reduce our ecological footprint.

### 3.2 Implementation of a Centralized Technical Management (CTM) System

A CTM system has been implemented, allowing centralized control of lighting and temperature in the 13 renovated Pavilion rooms and the 7 villas. This technology provides us with a global view of all rooms, allowing us to adjust temperatures based on occupancy. For example, an unoccupied room can be set to a lower temperature compared to occupied rooms, thus saving energy.



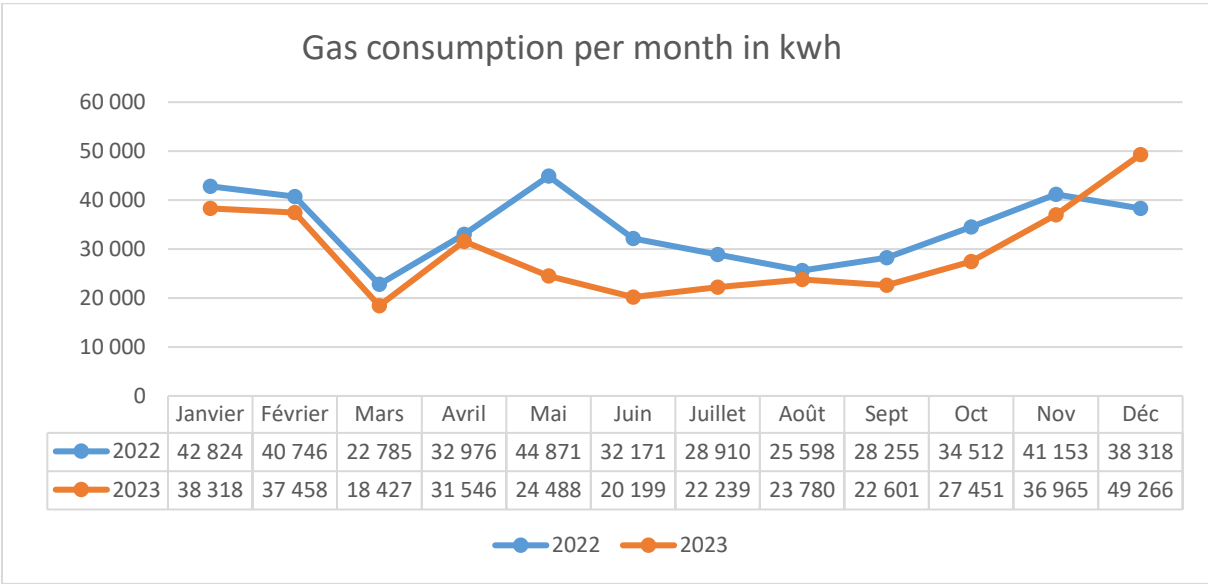
Additionally, the GTC system integrates a remarkable feature for outdoor lighting, which adjusts automatically according to the season. During the winter months, the outdoor lights turn on earlier in the evening, around 5:30 PM, and later, around 8:30 PM/9:00 PM during the summer, allowing us to reduce our energy consumption.

### 3.3 Gas

In 2022, our gas consumption amounted to 413,119 kWh, while in 2023, it decreased to 352,738 kWh.

$$\text{Reduction in \%} = \left\{ \frac{\text{Consumption 2023} - \text{Consumption 2022}}{\text{Consumption 2022}} \right\} \times 100$$

$$\left( \frac{352738 - 413119}{413119} \right) \times 100 = -14.7\%$$



This 14.7% reduction is the direct result of our transition to more sustainable heating solutions, with the conversion to electricity (previously, our system was partially powered by gas, heat pump, and pellet boiler).

### 3.4 Electricity

In 2023, several initiatives were implemented to reduce our electricity consumption. These include the installation of motion detectors in common areas and certain room zones.

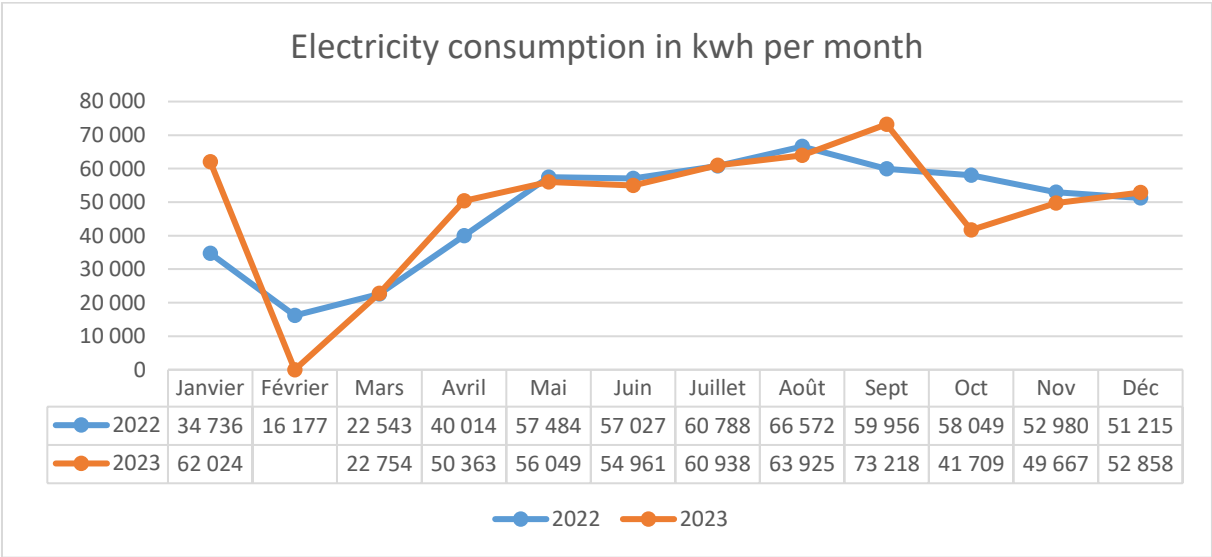
Our employees have also been encouraged to adopt eco-responsible behaviors, such as turning off lights and electronic devices, such as computers in offices, when not in use.

Additionally, other measures have been put in place to reduce our dependence on electricity, including using groundwater to cool cold store rooms, thus replacing electrical energy.

Our electricity consumption in 2022 was 577,540 kWh, while in 2023, this consumption reached 588,466 kWh.

$$\text{Variation in \%} = \{(Consumption\ 2023 - Consumption\ 2022) / Consumption\ 2022\} \times 100$$

$$(588466 - 577540) / 577540 \times 100 = 1.89\%$$



This slight increase is mainly due to the expansion of our establishment with the addition of seven new villas, the commissioning of a heated swimming pool, and the complete conversion of heating to electricity to replace gas.

### 3.5 Water

#### 3.5.1 Water-Efficient Washing Machines

A new washing machine has been adopted by our establishment to meet the water-saving standards of ADEME (Agence de l'Environnement et de la Maîtrise de l'Énergie).

The wash programs of this appliance ensure efficient use of water by adjusting the necessary amount based on the type of laundry and the degree of soiling. Thanks to intelligently designed wash cycles and precise water consumption management, this equipment has allowed us to make savings on this precious resource.

### 3.5.2 Maintenance of Green Spaces



At L’Hostellerie, we reuse water to irrigate our green spaces. To avoid unnecessary evaporation, all our plants are watered only at the beginning or end of the day, and we minimize our consumption thanks to a closed-loop drip system. Additionally, our lawns are maintained with thoughtful mowing, leaving a grass height of 4 to 6 cm. This practice promotes lawn health by

allowing it to better withstand drought. Moreover, it plays an important role in preserving biodiversity by creating habitats for insects.

Emmanuel EGRON, our fulltime gardener, carefully maintains our French garden and all the green spaces in our park.

### 3.5.3 Swimming Pool Maintenance

In order to ensure the effective conservation of energy and minimization of our environmental impact, our outdoor pool is carefully managed by our technical team.

Outside of opening hours, an adjustable cover envelops the pool, preserving heat and reducing energy losses by up to about 20%. This initiative also aims to limit water evaporation.



## 4 Waste Management

### 4.1 Installation of Cardboard and Crate Compactors



compression

Thanks to these machines, we can efficiently compact our cardboard and crates into 15kg to 50kg bales, reducing their volume by up to 90%. This significant not only reduces transportation needs to recycling centers but also saves labor, time, energy, and resources. Each compacted carton/crate thus becomes a step closer to our goal of contributing to more sustainable waste management.

Committed to continually reducing our environmental impact, our management has invested in LSM V5 small presses for compacting crates and LSM V8 medium presses for cardboard. These devices, although representing an initial cost of **13,946 €** are part of a long-term vision aimed at optimizing the recycling process of waste.

### 4.2 Selective Waste Sorting

In 2023, our determination to adopt an eco-responsible approach was also reflected through



our selective waste sorting system. This system integrates specific bins strategically positioned to facilitate the efficient sorting of various waste categories; biodegradable, paper, plastic packaging, as well as returnable and non-returnable bottles.

Beyond simple sorting, our approach encompasses responsible management of bio-waste. These organic materials are directed to Alfacy, a Dijon-based association bringing together independent and locally engaged actors in composting.

Last year, this represented about 10 tons of bio-waste (10,194 kg) that were collected and transformed into fertilizer.

This symbiosis with nature materializes when this fertilizer, resulting from the valorization of our bio-waste, returns to nourish our soils, thus participating in a virtuous cycle of reuse. Moreover, this resource is shared with other farmers of the region, enhancing our positive impact within the local agricultural community.

### 4.3 Elimination of Plastics

Aware of the environmental impacts of plastic bottles, our Burgundian property has taken concrete measures to eliminate their use. All our employees are provided with a personal water bottle and water fountains are available in our premises to encourage avoiding plastic bottles.

Additionally, we favor glass or recycled carton water bottles which we systematically offer to our customers throughout their stay (bike ride, excursion, picnic, etc.) and upon their departure.



Similarly, our picnics are accompanied by wooden cutlery, and our boutique products are packaged in logoed paper/cardboard bags.

By avoiding the use of plastic bottles, we believe that we can significantly reduce our ecological impact. In 2023, this initiative allowed us to prevent about 10,212 (5106 x 2) plastic bottles from being discarded.

*N° of rooms rented in 2023 = 5106*

*Average n° of guests per room = 2*

*N° of water bottles provided to the customer upon departure = 2*

*(Here, only departing customers were considered for the calculation)*

## 5 Sustainable Mobility

### 5.1 Bikes for Responsible Rides

Our electric bikes, designed to accommodate everyone (family, children, babies), and available to our guests, offer an extended range of 40 to 60 km. They thus open the way to broader exploration without compromising sustainability.

In comparison, the CO2 emissions of a gasoline car consuming 5 liters/100 kilometers are approximately  $5 \times 2392g / 100 = 120g$  of CO2/km, while an electric bike generates virtually zero direct emissions.



For every 20 km cycled by 2 guests, we achieve a significant reduction in CO2 emissions (2.4kg). This commitment to soft mobility also came to fruition during summer & whenever the weather permitted, where we encouraged our guests to follow the cycling routes we developed through the JOOKS application, thus avoiding paper maps.



In 2023, JOOKS bike app users completed a total of 1509 sessions. On average, each session covered about 7.9 kilometers, which represents a total average of 11,921.1 kilometers traveled

throughout the year. By applying this reduction to the total distance traveled in 2023 (11,921.1 kilometers), we were able to avoid 715kg of CO2.

*N° of 20-kilometer segments:  $11,921.1 / 20 = 596.05$  segments*

*Total CO2 reduction:  $596.05 \text{ segments} \times 2.4 \text{ kg/segment} = 1430.52\text{kg} / 2 = 715\text{kg}$*

Additionally, 186 trees were planted through the association "Planète Urgence" on our behalf (along our JOOKS routes).

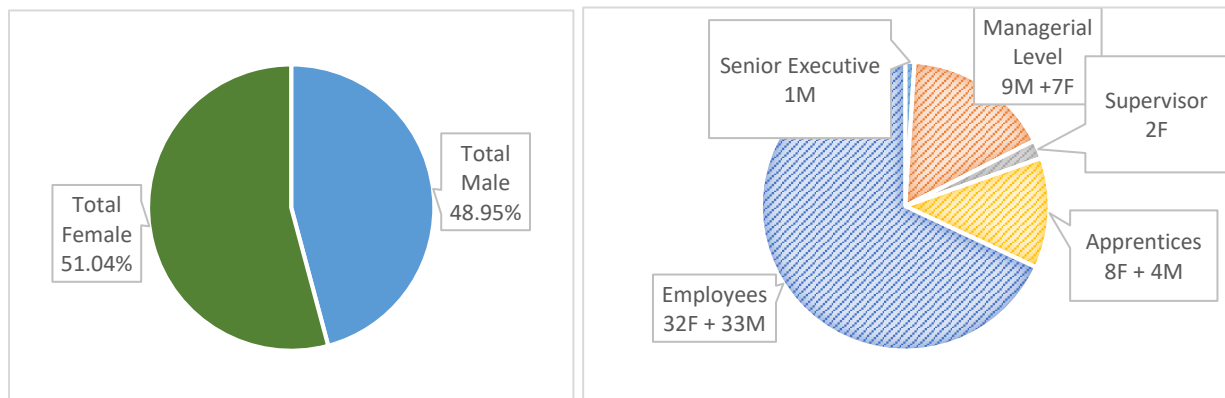
### 5.2 100% Electric Vehicle

In 2023, in partnership with BymyCar Beaune, we equipped ourselves with an "ID.BUZZ"; a 100% electric vehicle. This vehicle is specifically intended for short trips, such as transferring our guests to the city center, the train station, or during regional visits. With its range of 350 kilometers on a full charge, we are able to offer an environmentally friendly means of transportation to our guests.



## 6 Social Action at Hostellerie de Levernois

### 6.1 Equality at the Hostellerie



Our commitment to equality continues to grow at Hostellerie de Levernois.

In 2022, our total workforce for the year was 89 employees, while in 2023, this number rose to 92, and at the beginning of 2024, it reached 96. Among these employees, we maintain a balance between men and women, with 47 men and 49 women. This parity is also reflected in our various positions, where we have 16 managers, 2 supervisors, and 65 employees. Additionally, we continue to welcome and train new talents through our apprenticeship program, with a total of 12 apprentices in 2023 (including 2 in the kitchen, 2 in service, 1 in



sommellerie, 2 in management, 1 in HR, 1 in housekeeping department, 1 in green space maintenance and 2 in pastry department).

## 6.2 Health and Safety at Work

The health and safety of our staff members is one of our core concerns.

Occupational risks are recorded in our Single Document for the Evaluation of Occupational Risks/ Document Unique d'Évaluation des Risques Professionnels (DUERP), regularly updated and renewed each year in April.

In order to reduce the risk of musculoskeletal disorders and minimize physical effort, bed lifts have been installed in all rooms to facilitate the work of our housekeeping team.

Similarly, in accordance with regulations, concerning mutual insurance, 50% of the costs are covered to allow our associates to access quality healthcare.

Moreover, a partnership with Lemon1, a fitness center located in Beaune, has been established to encourage our co-workers to maintain their physical fitness. As part of this collaboration, partial subscription fee is covered by our establishment, amounting to €10.



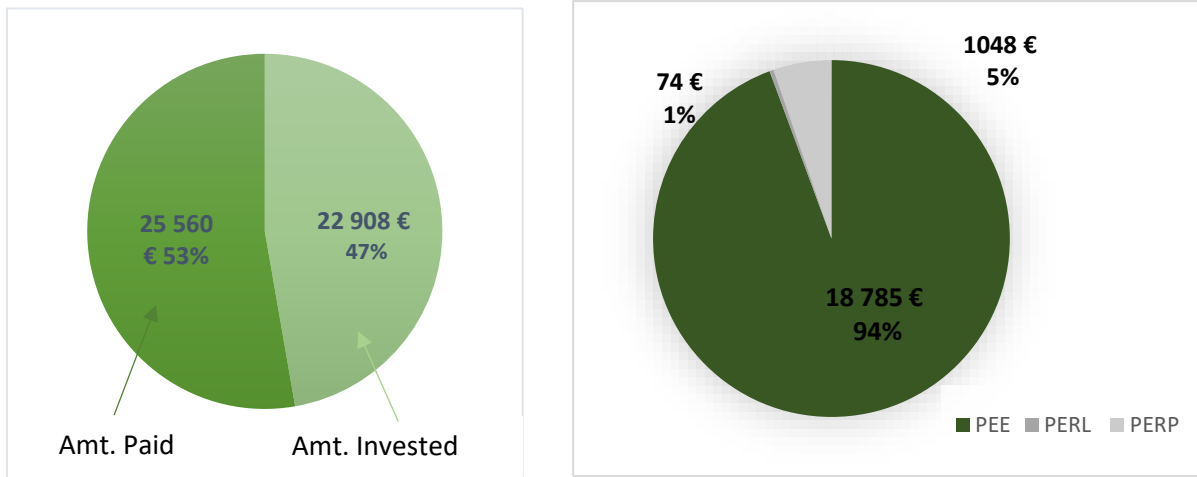
## 6.3 Remuneration

In accordance with the current salary scale, the minimum hourly hotel wage (*SMIC : Salaire minimum interprofessionnel de croissance*) is respected for all our employees.

All our staff memebres also receive a meal for each half-day worked.

Additionally, in 2023, 123 of our co-workers benefited from a profit-sharing scheme based on their seniority, which they could either withdraw or invest in the Company's Savings Plan (PEE ; Plan d'Épargne Entreprise) and the Collective Retirement Savings Plan (PERCO ; Plan d'Épargne pour la Retraite Collectif) opened by L'Hostellerie.

## Distribution of Profit



A total gross amount of **53 751 €** was distributed, of which 22 907.78 € was invested and 25 559.71 € was directly paid to the beneficiaries.

Among the invested amounts, 18 785 € was allocated to the Company Savings Plan (PEE), while more modest amounts were allocated to the Free Retirement Savings Plan (PERL ; Plan d'Épargne pour la Retraite Libre) with 74 € and the Managed Retirement Savings Plan (PERP; Plan d'Épargne pour la Retraite Piloté) with 1 048 €.

### 6.4 Skills Plan

Each year, we develop a skills plan to strengthen or expand the skills of our staff members. In 2023, a budget of **15 000 €** was dedicated to this development program. This fund was invested in a variety of training courses, covering areas such as foreign languages, IT, Oenology, etc., to meet the diverse needs of our team.

### 6.5 Housing

Most of our apprentices, interns, and seasonal workers are freely accommodated in the apartments of Allées du Green, located just 500 meters from the hotel.



Additionally, employees hired on permanent contracts (CDI) also have the option to be lodged there for a period of three months.

In 2023, we had 16 apartments capable of welcoming about forty of our team members.

## 6.6 Partnership with Various Training Centers



France  
Travail



In addition to our partnerships with educational institutions, we have established local collaborations with training institutions such as UMIH, ACF, Stello, France Travail, and the CCI Bourgogne Franche Comté. These partnerships aim to foster professional development within our community while boosting the region.

## 6.7 Sharing and Conviviality

As previous years, in 2023, we also opened our doors to the children of our employees and the children of the village of Levernois for dedicated festive events. The Easter egg hunt and the distribution of Christmas gifts were special moments where sharing, conviviality, and joy were present. Furthermore, the transition between the end and the beginning of the season was celebrated in a warm and friendly atmosphere among all members of our team.

## 6.8 Solidarity



CÔTE-D'OR

In October 2023, we supported the League Against Cancer as part of Pink October. A special "Drink Pink" cocktail was created by our sommelier with the slogan "Drink Pink for a Good Cause" and for each glass sold, 5 € was donated to the committee. In total, 685 cocktails were sold in our two houses, and a sum of **3 425 €** was raised and donated to the League Against Cancer.



Overall, a total amount of **5 133 €** was donated to various associations in 2023.

DATE	ASSOCIATION	Donated Amount
25/02/2023	AMICALE NOTRE DAME	100,00 €
22/03/2023	DON COMITE FETES LEVERNOIS	100,00 €
03/10/2023	DON L'EAU VIVE	700,00 €
31/10/2023	HELLO ASSO	308,85 €
31/10/2023	LIGUE CONTRE LE CANCER	3 425,00 €
20/12/2023	DON PAROISSE DE BEAUNE	500,00 €
	<b>Total</b>	<b>5 133 €</b>

In addition, gift vouchers for a stay or lunch in our homes are regularly offered to local associations who ask us to help them with tombola, bingo or end-of-year celebrations.

## 7 OUR 2024 ACTIONS

### 7.1 Environmental Initiatives

#### 7.1.1 Implementation of Ornithologist's Recommendations

In 2024, we will implement all recommendations from the ornithologist to promote biodiversity in our park. The suggestions include :

- Installation of special perches for birds of prey
- Planting berry-bearing trees such as elderberry to feed the birds
- Setting up nesting boxes for tits and robins
- Preserving areas of dead wood for insectivorous birds
- Turning off lights at night to reduce light pollution and facilitate the movement of nocturnal faunas

#### 7.1.2 Development of Specific Habitats for Hedgehogs

Continuing our commitment to CSR, we plan to launch a project to create specific habitats for hedgehogs. This action aims to support the preservation of this species and local biodiversity. A thorough study will be conducted to design suitable habitats within our park, using sustainable materials and selecting areas conducive to their survival.

#### 7.1.3 Placement of Hornet Traps to Protect Our Bees

To ensure optimal protection for our bees, a proactive measure to control the hornet population, particularly the Asian hornet, will be implemented. Traps will be strategically placed in our park and around our hives where hornets are most active. Additionally, a new hive will be added, bringing the total to six hives in our garden.

#### 7.1.4 Replacement of Outdoor Lights with 100% LED Lighting

All our outdoor lights will be replaced with LED lighting systems.

#### 7.1.5 Replacement of the Parking Lot with a Green Space



The former hotel parking lot, covering approximately 540 m<sup>2</sup> will be transformed into a green space featuring aromatic squares for our future spa. Moreover, 3,200 m<sup>2</sup> of meadow next to the parking lot will be reforested with around 3,000 plants (trees and shrubs), creating a lush park next to our classified wooded area.

### 7.1.6 Addition of 8 More Universal Charging Stations for Electric Vehicles

To meet the specific needs of our environmentally conscious clients, our charging infrastructure will be enhanced with the installation of 8 additional universal charging stations for electric vehicles. By 2024, we will have a total of 14 universal charging stations.



## 8 Social Initiatives

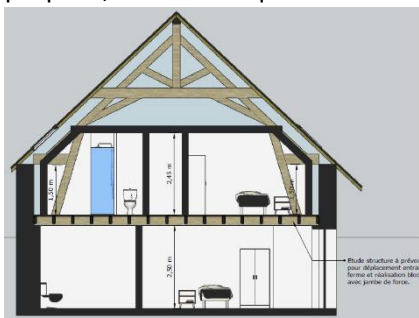
### 8.1 Digitalization of Payslips

In an effort to modernize and increase efficiency, we plan to digitalize payslips, making information access easier and simplifying administrative processes for our staff. This digital transition thanks to SIRH (Système d'information de Gestion des Ressources Humaines) will also enable us to reduce our environmental footprint by avoiding paper use.

### 8.2 New Housing for Staff members



"Marronniers," our future staff housing, will be constructed 700 meters from the hotel. For this purpose, we have acquired a derelict house near the town



hall, which will be completely renovated to accommodate 27 rooms equipped with kitchens and bathrooms, housing up to 27 of our co-workers.



The planned construction work is expected to be completed by the end of 2024. This new residence will meet the needs of our team members, offering a practical and comfortable solution close to work. Furthermore, this initiative will contribute to revitalizing a dilapidated building in the village center, thereby enhancing our local environment.

