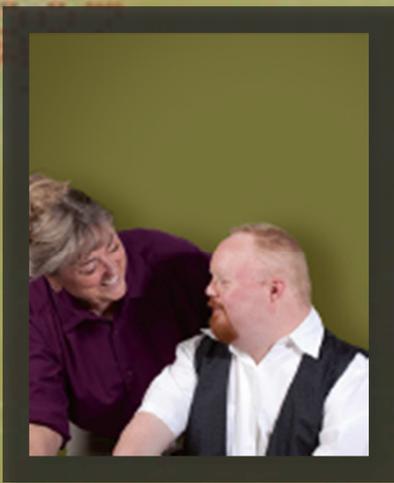


Orbis

Hotel Group

Diversity
CHARTER



We believe diversity and inclusion are essential to living our values - guest passion, sustainable performance, spirit of conquest, innovation, trust and respect, as well as achieving our business goals and building stronger Orbis Hotel Group.

In an increasingly competitive global marketplace, Orbis will only succeed if becomes capable to attract and retain the best talents and when our employees reflect diversity of our hotel guests.

The objective of the Orbis Diversity Charter is to promote workplace equality and prevent discrimination so that everyone is given an unrestricted opportunity to professionally grow within Orbis Hotel Group.

Orbis ensures that its management policies, processes, systems and tools do not harbor any type of discrimination and that they promote diversity of gender, education, age, professional experience and thinking style.

Diversity is what makes us different. We are the ambassadors and we all have a role to play – every day and in every situation – to guarantee that non-discrimination is the norm.

Gilles Clavie

President and Chief Executive Officer Orbis SA

1. COMBATING ALL FORMS OF DISCRIMINATION

We in Orbis are committed to combating all forms of discrimination, whether on the grounds of ethnic, social or cultural origin, gender, age, physical features or disability, religious belief, sexual orientation, family status, trade union activities or any other grounds prohibited under law.

We follow the fundamental texts on non-discrimination, in particular the Universal Declaration of Human Rights.

Knowledge of and respect for the law constitutes the non-negotiable framework for our actions. We take full responsibility for our actions with regard to the risk of any penalties that may be incurred, and encourage all employees to measure the consequences of their own actions.

We ensure that every employee is able to cooperate in a working environment based on tolerance, openness and respect for others. By treating each person as an individual, we help our work organizations to adapt to the different human profiles; for the benefit of all and for a stronger economic and social performance.

2. OPPORTUNITIES FOR ALL

We in Orbis are committed to placing skills at the heart of its managerial and human resources, with the aim of welcoming, growing and supporting all talents equitably.

One of the Group's priorities is to ensure equality of opportunity for employees with the same professional skills, in particular for women and men, in all areas of work and at all stages in their working life: recruitment, training, remuneration, geographical mobility, and career development.

3. DIVERSITY TRAINING AND AWARENESS-RAISING FOR EMPLOYEES

We in Orbis are committed to providing Group employees with the necessary tools and resources to enable them to appropriate diversity issues.

Every training course provided for managers via the AccorHotels Academies network includes a module specifically devoted to diversity. This aims to raise managers' awareness about issues such as non-discrimination and combating stereotypes. Furthermore, all our employees can take the diversity e-learning course via the AccorHotels intranet.

4. PUBLICISING THE ACTIONS WE TAKE TO PROMOTE DIVERSITY

We in Orbis are committed to informing its employees and all those with whom it is in contact about the actions taken by the Group to help promote diversity worldwide, and to give guidance as to how these can be put into practice.

The Orbis Diversity Charter, intranet, the annual report, as well as the corporate website and our corporate brochures are all used for internal and external communication on these topics.

5. SHARING OUR DEMANDS

We in Orbis are committed to fully playing its role as an ambassador for diversity and sharing its ethics by seeking to ensure that its requirements and commitments are also taken on board by its various business partners, in particular its suppliers.

All our suppliers, sub-contractors or service providers are required to sign the Group Procurement Charter and to comply with the non-discrimination principles set out in it.

6. REFLECTING DIVERSITY IN OUR OFFER OF PRODUCTS AND SERVICES

We in Orbis are committed to recognizing the diversity of its guests and to do its best to take account of this by adapting its products and services to the identified needs. A key point here is the attention given to our female customers.

Our hotels enrich the stays of women guests with a range of services designed to cater for their needs. These will take different forms and will operate throughout the guest's stay: for example room allocation and facilities available in the room, as well as Food & Beverage offer.

7. ENCOURAGING DEBATE AND ASSESSING OUR DIVERSITY INITIATIVES

We in Orbis are committed to encouraging discussion and to ensuring that the management teams in the different countries in which we operate, with the support of their HR departments, assess the impact of their actions in favor of diversity.

We carry out employee engagement surveys of our employees throughout the world and measure the impact of our actions in favor of diversity.

We make the Diversity Glossary available to everyone so as to make dialogue on diversity issues easier thanks to a common and shared vocabulary

8. EFFECTIVE GOVERNANCE FOR STRATEGY AND MONITORING

We in Orbis are committed to making diversity part of a strategic approach adopted at the highest managerial level, with the support of strong monitoring and debating bodies.

Orbis Management Board is responsible for implementing the Orbis Diversity Charter and ensuring compliance with these commitments.

The creation in 2014 of the Ethics and CSR Committee demonstrates the increasing importance being given by the Group to ethics and sustainable development. The role of the Ethics and CSR Committee is to report to Orbis Management Board & Supervisory Board and to debate then put forward recommendations on any relevant topics.