



PALACE  
COURCHEVEL

# CSR CHARTER



# A RESPONSIBLE HOTEL

Le K2 Palace stands out in the world of luxury hotels through its exceptional service and commitment to social and environmental responsibility. With the creation of its CSR charter, Le K2 Palace adopts sustainable and innovative practices, proving that luxury can go hand in hand with environmental respect and community





# ENVIRONMENT

## RESPONSIBLE CONSUMPTION



### UNISOAP Partnership

Le K2 Palace has partnered with the organisation UNISOAP to reduce waste and protect our environment. Our soaps are recycled before they are donated to local and national charitable associations which pass them on to some of the most disadvantaged people.



### Reduced Energy Consumption

Le K2 Palace make extensive efforts to minimise their energy consumption. This includes the wide-scale installation of LED lighting and motion detectors in less busy areas. A centralised technical management system and automated systems also adjust heating, ventilation and lighting automatically, optimising the use of resources and making a significant contribution to hotels' energy efficiency.



### Water Management

Our hotels boasts innovative systems, including the centralised technical management of hot water, dual-flush toilets and shut-off sensors on taps to reduce water consumption. Various initiatives enable our guests to contribute to our water conservation efforts, with clear guidance provided to encourage them to reduce their use of towels and bed sheets, thereby reducing demand for our properties' laundry services.



### Bedding and Towels

As a general policy, we change bedding and towels every two days. However, this can be adapted at guests' request.



## Food Waste Recovery with TRIALP

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As part of our commitment to a sustainable future, Le K2 Palace collaborates with TRIALP to repurpose its food waste. This waste is collected and transformed into biogas or compost, thereby reducing our environmental footprint while contributing to a circular economy that respects the environment.

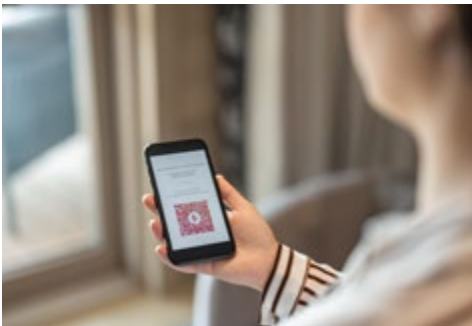
## SUSTAINABLE DEVELOPMENT



## Reducing & Recovering Waste

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Le K2 Palace has established a sophisticated waste-sorting system with specific bins for recycling in guests' rooms and staff areas. The cooking oil used in our kitchens is processed by TRIALP, a local waste-processing organisation which shares our CSR values. Ashes from our wood-fired ovens are transformed into natural fertiliser for the trees in our grounds.

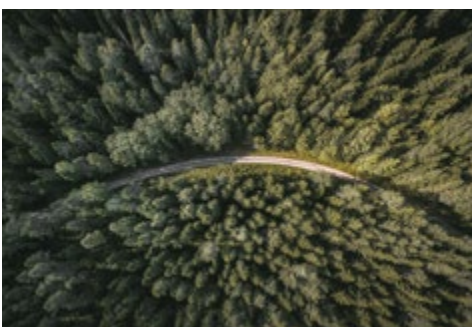


## Digital Processes

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We do our utmost to limit waste by providing QR codes to replace business cards, adopting a digital management system for the Group's Human Resources and reducing the use of paper in our administrative processes. These initiatives demonstrate our desire to modernise our way of working while implementing solutions which are also environmentally friendly.

## ENVIRONMENTAL AWARENESS



## Environmentally Friendly Products

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We prefer to use environmentally friendly products such as Snow Eternel, refillable products for our rooms and Green Care Professional products to clean our kitchens. Similarly, we provide sustainable and quality products, including our bedding, which is made with wood fibre from verified sources.

# SUSTAINABLE COMMUNITY



## Bonneval water

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Thanks to the Moueix family, co-owners of Le K2 Palace, Bonneval water is promoted in our properties. This mineral water from the Savoie region boasts impressive environmental credentials and is packaged in recycled plastic bottles. This initiative reflects our commitment to sustainability and the protection of natural resources.



## Electric Vehicles

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Charging stations and a fleet of electric vehicles emphasise the Group's commitment to providing modern and environmentally friendly services. In offering these facilities, Le K2 Palace has positioned itself at the forefront of the environmental movement as it works to reduce its carbon footprint and promote more environmentally friendly modes of transport.



## Environmentally Friendly Catering

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Our kitchen teams work proactively with our suppliers to use reusable crates for foodstuffs and always prefer to opt for loose ingredients. Plastic packaging is gradually disappearing from our kitchens.



## Purchasing Policy

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We prioritise local, organic and fairtrade ingredients. Purchasing and sourcing from local distribution channels is now a fundamental and meaningful choice which is enshrined in our charter.

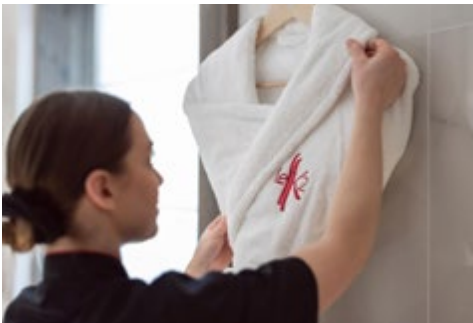


# RESPONSABILITÉ SOCIALE



## Les Centaurées

Suzanne Capezzone, the owner of Le K2 Collections, is an enthusiastic supporter of and donor to Les Centaurées, a retirement home in Bozel. In addition, in December, we organise an afternoon tea and gift-giving event at this retirement home, attended by our magician Jean-Sébastien.



## Social Responsibility

The hotel prioritises partnerships with supported employment organisations; it works with one such organisation to manage its laundry, reinforcing its commitment to corporate social responsibility. In addition, by working with the human resource consultancy TH partnerh, it actively supports the hiring of disabled people, demonstrating its commitment to genuine inclusion.



## Charitable Associations

We support charitable associations which are committed to transforming existing processes and habits.

We have partnered with:

- Coeur2bouchons
- France Cancer

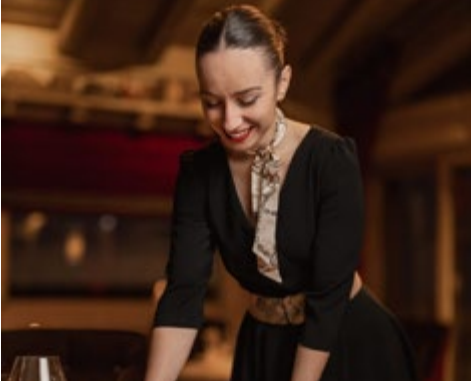


## Local partnerships

Le K2 Palace believes in the importance of developing strong relationships with the region, donating to both local charitable associations and schools. In addition to providing support for community initiatives, these partnerships also promote education and local development.

# HUMAN RESOURCES

## HR INITIATIVE



### Benefits

We are committed to providing our employees with an outstanding working environment, both in terms of working conditions and employee benefits. We provide quality accommodation for our seasonal staff. We are committed to providing balanced meals which are prepared by professional chefs in our staff restaurants. To ensure our staff can access excellent healthcare, we pay for 65% of employee health insurance costs. In addition, employees wear high-quality uniforms which are specially created by KEIT.



### Educational Partnerships

Educational partnerships play a crucial role in our Human Resources strategy. By working with hospitality schools, our hotels encourage students to enter the world of luxury hospitality through work placements. These experiences help to create strong and long-lasting links between students, teachers and our staff.



### Family Feel

As a group, Le K2 Collections has a family feel which is reflected in its focus on each of its employees and their well-being. Our initiatives illustrate our commitment to strengthening links between colleagues and including the Capezzone family in this dynamic. At Le K2 Palace, we believe this approach creates a harmonious working environment which is conducive to professional and personal fulfilment and contributes to a friendly, supportive atmosphere, the ultimate reflection of our family values.



### HR Policy

Our HR policy is built on recruitment, training and retention strategies which are tailored to our seasonal model, with a constant focus on ensuring truly exceptional service. We are committed to implementing a dynamic and inclusive recruitment process and we actively participate in recruitment forums to attract the best talent. In this way, we can build a highly qualified and committed team which is ready to deliver an exceptional customer experience.



## Preferential Rates

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Our employees can enjoy preferential rates at the various points of sale in our hotel, including our restaurants, spa products, hairdressing and osteopath sessions. Having joined the Hello CSE programme, we also offer exclusive discounts and benefits on a wide range of external brands.

## SEASONAL EMPLOYEES



## Employee Induction

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Every new arrival is given a warm welcome, reflecting the family feel of Le K2 Palace. We offer new employees an induction period which has been specially designed for them, ensuring that they immediately feel like a valued member of the team.



## Employees of the Month

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Every month, we hold a ballot for Employees of the Month. This ballot enables us to reward our most deserving team members.



## HR Events

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Throughout the season, we organise events which are inspired by Le K2 Collections' values. The traditional staff party brings all our employees together for a celebratory evening to mark the end of the season.



## PERMANENTS EMPLOYEES



### Training

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Le K2 Palace invests in the personal and professional development of its teams, reflecting its strong commitment to the well-being and growth of every employee. This investment, which is a fundamental part of the company's culture, includes the provision of training and career opportunities, enabling everyone to achieve their full potential.



### Social Events

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Le K2 Palace is committed to encouraging a feeling of belonging and camaraderie among its employees throughout the year. Families are warmly welcomed at a festive event with Father Christmas, followed by gift-giving. To bring each season to a close and to encourage team bonding, an event is organised for all employees, the CEOs and the Capezzone family.

