

The ReSpEct philosophy that serves Châteaufarm's mission

Because Commitment without action is a hallucination,
Because Commitment can only exist if it is embodied,
Because there are as many ways to express our Commitment as there
are Talents in the company, And because everyone is responsible for
doing their part in their own way,

We do not want a CSR policy that frames and constrains but rather
opt for a ReSpEct Philosophy that inspires, guides and invites
initiative.

Because in a VUCA (Volatile, Uncertain, Complex and Ambiguous)
world, there is no one way to do things well, but thousands of ways
to do them better, we invite Châteaufarm's Talents to reveal their
talents in serving the Group's mission by taking inspiration from this
Philosophy.

Moving from CSR obligations to the expression of Commitment means
deciding to stop doing "not as bad as" and start doing better.

Claire Schwartz
Commitment manager



Our mission

Châteaufarm's teams instill their added warmth into each interaction to
inspire companies and enable them to reveal their talents.

Our 3 objectives for "bienformance" to bring our raison d'être to life:

- Cultivate our humanistic model
- To inspire our clients as much as they inspire us
- To create encounters that respect people, territories and life

We take care of our talents

By commitment to:

- Enabling each person to be themselves, for a collective rich in differences
- Cultivating an environment conducive to the well-being and security of our Talents
- Helping our Talents to grow through our learning culture

We take care of our clients

By commitment to:

- Offering experiences that reveal talents and create memories
- Welcoming our participants to safe and accessible locations
- Maintaining transparent and ethical relationships with our clients

We take care of our territories

By commitment to:

- Promoting local purchasing
- Encouraging local recruitment and participating in local life
- Maintaining, bringing to life and presenting heritage

We take care of life

By commitment to:

- Eco-designing our events in venues that are managed in a virtuous way
- Offering a generous and responsible table (all things food and drink)
- Engaging and supporting our stakeholders for encounters that respect the living world

We are all responsible

Each of these issues integrates the duty of inclusion, the duty of care, as well as the issues of integrity and transparency in a transversal manner. In particular, this involves the co-construction of the Sustainable Development project by the CSR Manager, the CSR Committee (community of CSR referents representing Châteaufarm's teams) and the CSR Comex (sponsors of the approach).

Every Châteaufarm' leader is thus responsible for implementing this Philosophy within his or her team and vis-à-vis all stakeholders.

Our commitment

We are committed to ensuring that our ReSpEct approach always serves Châteaufarm's mission.

We are committed, in all our activities in France and abroad, to meeting the requirements of the ISO 20121 standard, the reference for responsible event management. We are also committed to implementing a continuous improvement process in line with our philosophy, the CSR challenges of our profession and the expectations of our stakeholders.

We undertake to involve our stakeholders, in particular our suppliers, in our Sustainable Development approach and to make the present Philosophy public.

Gérard Contandier
Managing director

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Managing director