

Accor and the fight against AIDS



AIDS is one of the world's leading causes of death. As a **global player in the hotel and tourism services industry**, with 150,000 employees in nearly 100 countries, Accor is committed to fighting the disease.

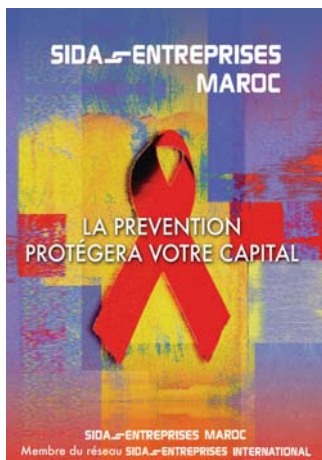
Presentation of the initiative

The Group works with those of its **employees** who are most at risk from the disease, launching various initiatives based on the local situation on the ground (prevalence of the disease, government policy, local culture, etc.). Accor also manages prevention schemes for its **guests**, where appropriate.

- 2003: The Group embarked on a **global responsibility approach** to the disease (awareness-raising, peer training, voluntary screening) for employees and their relatives **in Africa**.
- 1 December 2006: Gilles Pélisson, Chairman and Chief Executive Officer of Accor Group, signed the **Declaration of Commitment** drawn up by the **Global Business Coalition on HIV/AIDS, Tuberculosis and Malaria (GBC)**.
- January 2007: GBC set up a working group composed of companies in the tourist industry, led by Accor (**Travel and Tourist Industry Dialogue on AIDS**).
- May 2007: The Group produced an educational film about AIDS and malaria for travelers called "**Going on a Trip?**" in partnership with Air France.
- November 2007: Accor produced a DVD called "**ACT-HIV**" to raise awareness among all hotel managers and staff about the AIDS campaign. The DVD is currently being distributed to all countries where the Group is present.
- 29 November 2007: Issued the **GBC Guide on Good Practice in the Tourism Industry** in the fight against AIDS.
- May 2008: **14 companies joined the GBC Travel and Tourist Industry Dialogue** on AIDS, tuberculosis and malaria.
- October 2008: Accor was awarded the **AXA Santé Prize** for its ACT-HIV program.
- December 2008: French members of the working group took part in World AIDS Day with two symbolic gestures:
 - **a massive screening operation for 800 Accor employees** (Novotel and Sofitel in Dakar) and Club Med employees in Senegal. Several local professional bodies joined the scheme and set up their own screening operation*. Since 2008, several thousand employees have benefited from this scheme, and it may be extended in 2009 to family members and local communities under a public-private partnership. The scheme was unveiled at the International Conference on AIDS and STDs in Africa (ICASA, Dakar, 3-7 December).
 - **awareness-raising for travelers** with the launch on the Europ Assistance website of a quiz about the disease. The relevant information can be found on the Group's intranet and internet.

Major actions

Staff training, awareness and access to healthcare



Training / Awareness

- **Africa:** An AIDS committee has been set up and awareness-raising campaigns and peer training have been rolled out to **32 hotels** in **19 countries**.
- **In Thailand,** ACT-HIV was adapted with the help of the ILO and translated into Thai. The target for 2009 is to train 80% of employees.
- **In Vietnam,** 1,200 employees were educated about the fight against AIDS by a local organization in March 2008.
- **In the United States and Canada,** each hotel manager has an obligation to train all employees who might be exposed to such risks in the course of their work.
- **In France,** staff awareness is handled by occupational health services. 500 copies of the DVD have been sent to them.

Access to healthcare

- In **Africa,** all hotels offer **antiretroviral treatment (ARV)** to HIV-positive employees who need it.
- In **Brazil,** tackling AIDS is a key government policy: Medicines (tritherapy) are available free of charge for all AIDS patients. **Accor will step in and pay for these medicines** if referral is delayed. The Group also covers the treatment of AIDS-related illnesses and arranges access to a team of doctors and counselors.

Guests awareness



- In the majority of sub-Saharan hotels, **condoms** are available to guests free of charge.
- In France, **vending machines** have been installed in All Seasons, Novotel, Mercure and Ibis hotels.
- In 2008, the film **“Going on a Trip?”** and the **“ACT-HIV”** campaign were sent to all the Group’s hotels.

Examples of public-private partnerships

- **In Senegal,** for World AIDS Day in December 2008, French members of the Travel and Tourist Industry Dialogue on AIDS launched a joint awareness-raising and screening/counseling operation for their teams. Several **professional organizations** in Senegal, the Senegalese alliance of private-sector firms for the fight against AIDS (ASEP/LS) and the employers’ association for the hotel industry in Senegal (SPIHS) also signed up for the project. In total, several thousand employees took part in the scheme in 2008, and it may be extended in 2009 to family members and local communities under a public-private partnership.
- **Ibis Douala** signed a partnership agreement with the **National Anti-AIDS Committee** in Cameroon, funded by the World Bank, to reimburse some of the costs of combating AIDS.
- **In Cambodia,** the Sofitel Royal Angkor began training its staff in May 2007 in collaboration with the **BIT**.