

Global Compact Principles		The Manager' s Benchmark keywords	Abstracts from « The Manager's Benchmarks : together, even more responsible »
Human rights	1. Support and respect the protection of internationally proclaimed human rights	Purchasing	« Our Purchase group choose our suppliers according to rigorous performance and quality criteria and by taking into account their commitments to Sustainable Development»
		Organization structure	« An organizational hierarchy is useful when it is based not on power relations, but on responsible relations which respect every employees own skills and duties»
		Respect	« Freedom of expression is the foundation of Accor 's company culture. However it should not be confused with a lack of restraint or self control in relations between employees»
		No-harassment	«Harassment of any type (physical, mental, sexual) within Accor Group is completely forbidden. Not only will we restrain ourselves from indulging in such behavior, but we also act to prevent such harassment and take the necessary steps to put an end to it when brought to our attention».
		Round table	« Organizing round tables enables a manager to meet a few employees (most often for a meal) outside the hierarchical structure and thus listen to them and answer in complete liberty all their questions. »
	2. Ensure that they are not complicit in human rights abuses	Purchasing	« A sustainable development charter requests listed suppliers to adhere to specific criteria for fair business practices, and respect the environment... »
		Fair trade	« Choosing products bearing the fair trade label helps to ensure a fair payment to small producers for their work »
		Sub-contractors	« We will seek to respect our commitments towards our subcontractors, as well as obtaining assurances from them that they will themselves respect the legal obligations and durable development objectives to which we too have committed ourselves »
	Labour	3. Uphold freedom of association and the effective recognition of their right to collective bargaining	Unions
4. The elimination of all forms of forced and compulsory labor		Applicable laws and regulations	« Accor ' s business is subject to international conventions, as well as national laws and regulations. We will scrupulously respect the resulting obligations »
5. The effective abolition of child labor		Children	« We must not indulge in any kind of exploitation of them »

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	6. Eliminate discrimination in respect of employment and occupation	Diversity	« We do not accept any form of discrimination, whether in the exercise of our business, inside the group itself or in exchanges with our contracting companies »
		Motivation	« As long as men and women have the same level of responsibilities, skills, performance and length of employment in the firm, then their salaries must also be at the same level »
		Flexible working hours	« It is often difficult to find the right balance between private life and professional life. We must therefore demonstrate, as far, at it is possible, our openness to the implementation of initiatives, whether legally imposed or not, which contribute to the achievement of this balance »
Environment	7. Support a precautionary approach to environmental challenge	Reporting	« Evaluating such information is a way of assessing our performance regarding the environment, our staff and society in general »
		Environmental charter	«We encourage our staff to get involved in initiatives to preserve the environment in partnership with local environmental bodies. We will make our clients aware of the richness of our natural heritage and the responsible actions required in order to preserve it»
	8. Undertake initiatives to promote greater environmental responsibility	Water	« We will remain aware of the vital resource that water represents in our daily use of it. We will monitor our water consumption scrupulously »
		Energy	« We will monitor our consumption closely. We will seek to optimize the use of natural energy sources and use renewable energy resources »
	9. Encourage the development and diffusion of environmentally friendly technologies.	Water	« We will optimize our consumption and the quality of our waste by implementing»