

Management chart

Stakeholders	Objectives	Compliance with the ten articles of the Global Compact* (United Nations)
SHAREHOLDERS	Ensure compliance with corporate governance best practices.	<ol style="list-style-type: none"> 1. Support and respect the protection of internationally proclaimed human rights within their sphere of influence. 2. Make sure that they are not complicit in human rights abuses. 3. Uphold the freedom of association and the effective recognition of the right to collective bargaining. 4. Eliminate all forms of forced and compulsory labor. 5. Effectively abolish child labor. 6. Eliminate discrimination in respect of employment and occupation. 7. Support a precautionary approach to environmental challenges. 8. Undertake initiatives to promote greater environmental responsibility. 9. Encourage the development and diffusion of environmentally friendly technologies. 10. Work against all forms of corruption, including extortion and bribery.
	Guarantee the transparency of financial data.	
	Separate powers and responsibilities.	
CUSTOMERS	Satisfy customer requests and demands.	
	Guarantee high-quality service.	
	Ensure customer safety and security.	
	Guarantee access for the handicapped.	
EMPLOYEES	Promote diversity in employee profiles and career paths and ensure equal opportunity.	
	Provide compensation in line with local practice.	
	Support employee development through training.	
	Promote job mobility and help employees climb the career ladder.	
	Promote social dialogue and corporate citizenship.	
	Ensure employee health and safety.	
	Improve employee recognition and satisfaction.	
SUPPLIERS	Take into account supplier-related social and environmental risks.	
	Support fair trade.	
ENVIRONMENT	Apply the Environmental Chart as a management system.	
	Pursue the ISO 14001 certification process.	
	Monitor water consumption.	
	Monitor energy consumption.	
	Promote the use of renewable energy sources.	
	Manage waste.	
	Raise employee awareness.	
	Protect biodiversity.	
	Apply the integration study.	
LOCAL COMMUNITIES	Deploy humanitarian sponsorship programs.	
	Combat sexual tourism involving children.	
	Support development of the local economy.	
	Combat corruption.	
	Integrate local cultures.	

*The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment, and anti-corruption. By signing the Global Compact in 2003 Accor pledged to comply with these ten principles.