

Ritz Paris's individual commitments to act4nature international

Company overview

The Ritz Paris is a luxury hotel located at 15 Place Vendôme in the 1st arrondissement of Paris. It was founded on June 1, 1898, by César Ritz, in collaboration with the famous chef Auguste Escoffier. The establishment is rated 5 stars and is a member of "The Leading Hotels of the World". The Ritz Paris employs more than 600 people.

The Ritz Paris has 142 rooms, including 71 suites. It offers three restaurants, two bars, a spa with a 17-meter swimming pool, and a cooking school, L'École Ritz Escoffier. Its main activities include luxury accommodation, gastronomy, wellness, training, and events.

Committed to biodiversity, the hotel acts through its 2,000 m² of gardens, the greening of roofs and walls, and scientific partnerships with the National Museum of Natural History. As the first hotel to implement the Persicaire method, it places the preservation of life at the heart of its CSR strategy, integrated into all its activities, well beyond regulatory requirements.

Beyond its institutional commitments, the Ritz Paris values individual involvement. Every employee, craftsman, and partner is encouraged to become an actor in the ecological transition through training, workshops, and shared initiatives. This culture of collective responsibility is essential to anchoring our commitments in everyday life.

As part of our commitment to continuous improvement, we explore innovative solutions to enhance the environmental performance of our buildings and practices.

Commitments made since 2020

- Ecological audits conducted by independent ecologists since 2020
- Three-year action plan implemented and rigorously monitored
- Adoption in 2025 of the **Persicaire method**, developed by **PatriNat** (MNHN, OFB, CNRS, IRD), for scientific assessment of biodiversity
- Integration of results into the CSR strategy to guide actions in favor of living organisms
- Responsible sourcing of seafood, in partnership with **Ethic Ocean**
- Stringent specifications for fishing and farming that respect ecosystems
- Products mainly sourced from **committed local suppliers**, respecting seasonality
- Use of the **Ritz Paris vegetable garden (more than 10 tons each year)** and **herb garden (more than 150 kg each year)**, cultivated using practices that respect the soil and biodiversity
- Integration of biodiversity into governance through **Ethics and CSR** charters and **Responsible Purchasing**.

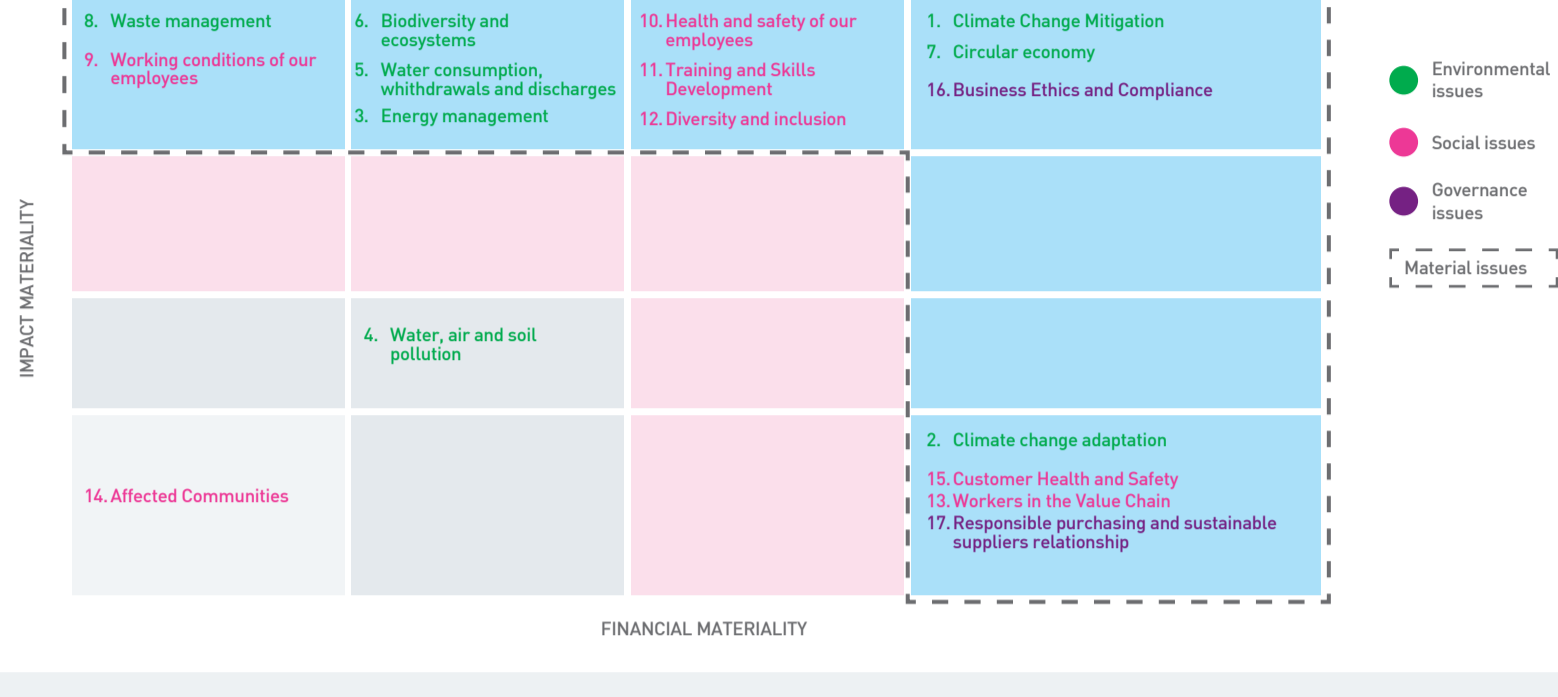
Materiality analysis

In 2025, The Ritz Paris voluntarily conducted a double materiality analysis in accordance with the Corporate Sustainability Reporting Directive (CSRD).

The environmental analysis, conducted in collaboration with internal and external stakeholders—including the Sustainable Development Department, the Executive Committee, their teams, and our strategic partners and service providers—identified the following priority environmental issues: Climate Change Mitigation, Circular Economy, Biodiversity Preservation, Energy Management, Water Management, and Waste Management.

The exercise highlighted the strategic importance of biodiversity for the Ritz Paris, due to its urban location, its plant heritage, and its dependence on functional ecosystems (water quality, food supply, thermal comfort, etc.). It also identified concrete levers for action and guided the ESG roadmap.

Matrix of the Double Materiality Analysis



→ Water Management Policy – Ritz Paris

The Ritz Paris is committed to responsible water management through several measures:

- **Monitoring consumption** and rapid leak detection
- **Rainwater harvesting** from 2,000 m² of rooftops for watering gardens and terraces
- **Measuring the water footprint** of all our Food & Beverage purchases to guide our choices towards low-impact products by 2028.

This approach is part of our overall environmental strategy, which promotes the sustainable use of resources.

→ Biodiversity Roadmap 2026–2030

Our ambition: to put The Ritz Paris on a sustainable path toward **restoring urban nature**. The 2026–2030 roadmap calls for the **gentle renaturation** of certain spaces, the **diversification of plant strata**, the **improvement of soil permeability**, and the **creation of microhabitats** for local wildlife. These commitments, which are the result of an in-depth analysis of our impact, will be reinforced by a strategy aligned with the **most demanding scientific and international standards**, leveraging **innovation** and **research**. [The complete roadmap, currently being finalized, will be published in 2026.]

Individual commitments

Our commitments are part of a process of continuous improvement and will be renewed in 2030 to consolidate our approach. Our sites must become places where human activities and natural balance coexist harmoniously.

INDIVIDUAL COMMITMENT					
Link common commitments	Commitment	Scope	Indicator	Measurable objective (SMART)	Deadline
Axis 1 – Reducing pressures					
3	1.1 Conduct the GSTC ^[1] environmental audit annually, maintain this certification, and renew it each year [1.2 V1]	Overall	Renewal of GSTC certification and annual audit	Retention of GSTC certification	Annual audit since 2022 Certified every three years with annual audit until 2030
5 2	1.2 Achieve 80% of seafood sourced from sustainable fisheries by 2030, starting from a current base of 5%, in order to reduce impacts on fishery resources [5.1 V1]	Restaurants and bars	% of seafood products certified as sustainably sourced	Commitment to source 80% of seafood products from sustainable fisheries in accordance with Sustainable Procurement Guide of Ethic Ocean ^[2] (baseline 2025 = 5%)	Annual with commitment until 2030
3 4	1.3 Assess the site's biodiversity footprint to strengthen/improve the management of the action plan at the governance level [1.3 V1]	Overall	Result of applying biodiversity footprint indicators	Assessment of the biodiversity footprint of the Ritz Paris, considering the entire value chain	Identify a biodiversity footprint tool by 2027 for implementation in 2028 and annual monitoring until 2030
1	1.4 Achieve a 100% deforestation-free and responsible supply chain by 2026 ^[3] [5.2 V1]	Restaurants and bars	Annual monitoring and reporting of commitments on the supply chains mentioned	Commitment to a 100% deforestation- and conversion-free supply chain for the following commodities: palm oil, paper ^[4] (baseline 2025 = 80%) 100% of physical palm oil certified as coming from sustainable sources; RSPO ^[5] MB4 (cosmetic product); 100% of single-use paper purchases certified as responsible by 2025	Every year until 2030
Axis 2 – Positive contributions and management					
3	2.1 Share data with the Natural Heritage Inventory Information System NHIS) (additional proposals V1)	Overall	% of data reported to the NHIS	100% of the Ritz Paris site reports data to the Natural Heritage Inventory Information System (NHIS), integration carried out by our ecologists (baseline = 0% in 2025)	End of 2027
3	2.2 Apply the PERSICAIRE ^[6] methodology to our site (garden/terraces) (additional proposals V1)	Overall	Number of R&D projects	Application of the PERSICAIRE tool from 2025 onwards, followed by sharing feedback on the application of the PERSICAIRE methodology with the Museum teams	Starting in 2025 Implementation of the three-year action plan resulting from PERSICAIRE
5	2.3 Maintain an ecosystem service for pollinators preserve and, where possible, increase the number of honey plant species on the roofs/terraces of the Ritz-Paris [6.1 V1]	Gardens	% allocated to honey plants and nectar plants (PERSICAIRE)	Measure and maintain areas dedicated to honey-producing and nectar-producing vegetation Increase the number of honey-producing and nectar-producing species by 10% per year until 2030, which implies an annual increase for example: from 10 species to 11 in the first year, then 12 the following year, etc.)	Annual until 2030
5	2.4 Maintain the cool spot created by the vegetation preserve and increase the density of the shrubs, trees, and green roofs at the Ritz-Paris [6.2 V1]	Gardens	Number of square meters covered by herbaceous, shrubby, and arboreal vegetation PERSICAIRE, Ecological audit and action plan	Quantify the total area covered by vegetation in 2026, then measure (using thermal imaging cameras) and increase the density of areas contributing to the cooling effect on 10% of the total surface area	Measurement in 2026 and then in 2030
Axis 3 – Strategic integration					
1 4 10	3.1 Commit to adopting the TNFD ^[7] recommendations [10.2 V1]	Overall	Confirmation of the commitment process with the TNFD	Implementation of the TNFD's recommendations publication of the Ritz Paris annual impact reports on the internet, as well as the Voluntary CSRD report, incorporating the TNFD's recommendations on disclosure	From 2026 (commitment) until 2030
10	3.2 Submit to the Management Committee the integration of biodiversity preservation into the compensation criteria for the Chief Executive Officer and senior executives of the group	Governance	The compensation of the Chief Executive Officer includes a variable component linked to ESG criteria during the term of the commitment, as do the other members of the Executive Committee	Integration of a variable component linked to ESG criteria into the annual variable compensation of the Chief Executive Officer and senior executives, including biodiversity	Starting in 2026, annually
1 3	3.3 Establish methods for analyzing the site's potential for biodiversity using a "pressure-state-response" approach [3.1 V1]	Overall	Integration of PERSICAIRE 1 (local analysis at site level), TNFD [more global recommendations], voluntary CSRD ^[8] report, and dual materiality analysis applied to the activities of the Ritz Paris (global recommendations and sharing of global dependency links and impacts on biodiversity)	Implementation and monitoring of action plans, measurement of biodiversity footprint	Starting in 2026
10 7	3.4 Meet and publish annually to advance biodiversity governance [1.1 V1]	Overall	Annual review of the biodiversity action plan	An annual meeting with the Management Committee to present completed, ongoing, and pending actions, and then discuss the next steps	Starting in 2026 and then every year until 2030
Axis 4 – Stakeholder engagement					
8	4.1 Communicate about the Ritz Paris biodiversity initiatives and promote the importance of this vegetation for preserving pockets of greenery in the city to Ritz Paris guests and urban development stakeholders (Grand Paris, etc.) [10.3 V1]	Overall	Number of publications and participation in external events: UNESCO University of the Earth, National Assembly, etc.	Carry out at least 4 external communication actions per year: publications, social media posts, conferences, masterclasses, website, other companies	Every year until 2030
1 8	4.2 Strengthen dialogue and awareness among internal and external stakeholders on biodiversity issues (NEW vs V1)	Overall	- Number of awareness-raising initiatives implemented by audience type (customers, employees, management) - Employee participation rate in training courses - Integration of more biodiversity objectives into the CoDir's performance criteria	Creation of an educational trail in the gardens 4 communications per year on our biodiversity initiatives distributed to customers 100% of new employees trained within one year of joining the company	Starting in 2026 and then every year until 2030
8 9	4.3 Support a sponsorship program with the MNHN Paris by backing projects that are part of the "Biodiversity and Research" focus area [7.1 V1]	Overall	Financial commitment and scope of actions funded Employee awareness-raising through conferences given by a speaker from the MNHN	Donation of 10,000 euros/year until 2027 Annual monitoring of actions carried out thanks to sponsorship Amount of biodiversity data produced	Three-year sponsorship agreement until 2027
8 9	4.4 Strengthen awareness and training for our employees [8.1 V1]	Overall	Number of events and seminars organized	Organize at least one global awareness event for all staff during ESDW, Climate Fresco, Biodiversity Fresco Annual conference and two training sessions per year provided by Ethic Ocean (responsible fishing and sustainable cooking)	Continuous from 2025 to 2030
6 8	4.5 Raise employee awareness of Nature-Based Solutions (NBS) [8.2 V1]	Overall & Gardens	Number of events	Organize at least two awareness-raising events on NBS by 2030	From 2027 to 2030
1	4.6 Disseminate and promote the commitments of the Ritz Paris [10.1 V1]	Overall	Number of annual visits to the dedicated website	Communications on our website with a target of 650 visits per year to the page dedicated to Sustainable Development (baseline 2025 = 590), voluntary CSRD report, act4nature page, LinkedIn	Every year starting in 2025
2 4	4.7 Ensure the integration of best practices into the value chain by aiming, by 2030, for 100% of strategic suppliers to sign the Responsible Supplier Relations and Purchasing Charter, and for 50% of seafood suppliers to commit to a set of specifications [4.1 part II in V1]	Overall	% of suppliers who have signed the Supplier Relations and Responsible Purchasing Charter ^[9] and percentage of suppliers who have signed the Specifications for Sustainable Seafood Procurement ^[10]	Action plan to reduce the impact of food purchases on biodiversity 100% of strategic suppliers ^[11] signatories to the Charter on Supplier Relations and Responsible Purchasing 50% of seafood suppliers signatories to the specifications	Every year until 2030

1 GSTC, Global Sustainable Tourism Council: <https://www.gstc.org/>
2 <https://www.guidedesespeces.org/>
3 This commitment by the Ritz will apply from 2026, and its additionality will be reviewed in light of the entry into force of the EUDR.
4 EUDR: The EUDR Deforestation Regulation N° 2023/1115 (EUDR) aims to combat climate change and biodiversity loss. It covers the following sectors: cocoa, coffee, soy, cattle, palm oil, rubber, wood, and their derivative products (various rubber products, publishing products including paper brochures and catalogs, etc.). Initially scheduled for the end of 2024, the EUDR is expected to be postponed until the end of 2026.
5 RSPO MB, Roundtable on Sustainable Palm Oil Mass Balance: <https://rspo.org/>
6 PERSICAIRE [Pressures, State, Responses of Sites in an Anthropized Context; Rapid Inventory and Assessment]: <https://www.patriNat.fr/fr/persicaire-7183>
7 TNFD, Task Force on Nature-Related Financial Disclosures: <https://tnfd.global/>
8 CSRD, Corporate Sustainability Reporting Directive: https://finance.ec.europa.eu/capital-markets-union-and-financial-markets/company-reporting-and-auditing/company-reporting/corporate-sustainability-reporting_en
9 Document defining the Ritz Group's commitments to responsible purchasing and sustainable relationships with its suppliers.
10 Document setting out the Ritz Paris' criteria for sustainable sourcing of seafood products, intended for its suppliers.
11 Recurring suppliers with an annual amount exceeding 10,000 euros.