

SUSTAINABILITY MANAGEMENT PLAN

Introduction

Our mission as a higher educational institution is to shape the world's future generations and to lead by example. We are convinced that sustainability is key for the future of the hospitality and tourism sectors. It is crucial that our efforts are effective, and therefore a program such as Green Globe will direct, confirm, and improve our main goal: managing and operating César Ritz Colleges Le Bouveret campus to the highest level of sustainability. We firmly believe the Green Globe initiative will have a strong influence on students' environmental attitude and understanding of the importance of best practices on sustainability for their future career.

César Ritz Colleges is a hospitality and culinary school that has over 1000 students on three different campuses from 60 different nationalities. The school is part of Switzerland's largest network of hospitality schools, Swiss Education Group.

History of César Ritz Colleges Switzerland, Bouveret campus

César Ritz Colleges Switzerland was established in 1982 as a leading hotel and tourism management school. Academic subjects, practical training, and foreign languages are encouraged, in addition to business acumen and leadership skills. Combining innovation and entrepreneurship, we place a strong emphasis on product knowledge, research and development, multicultural awareness, and a caring approach to the personal development of our students.

Our students are proud to carry on the legacy of legendary entrepreneur César Ritz. With hard work, innovation, and a touch of finesse, César Ritz accomplished a successful career in the hospitality industry and pioneered the world's first luxury hotels. His tradition of excellence and service set the standard for hotels and restaurants throughout the world. As a member school of Swiss Education Group, our students are part of one of the world's largest hospitality alumni networks and gain exclusive access to future employment via our recruitment job fairs.

César Ritz Colleges Switzerland mission statement

Our mission is to offer world-class hospitality business education. Our priorities are academic rigor, Swiss professional training, multicultural awareness and a caring approach to the personal development of our students. We are proud of our worldwide network of hospitality employers and alumni. Our graduates are industry professionals and leaders who exceed customer and employer expectations through their persistent dedication to excellence.

Campus facilities

The campus is located in Le Bouveret, a small French-speaking town on the shores of Lake Geneva, in a listed building that dates to 1905. It was built in a Belle Époque style and was opened to welcome an exclusive clientele. At the time, it offered an exceptional location and splendid views of the lake and Alps. The facilities were described as modern and luxurious for those times. In 1928, the building was sold to the Canton of Valais to accommodate an institute for deaf and mute children, and it was run by Catholic nuns who later added a chapel to the existing facilities. In 1986, the property was again sold to establish César Ritz Colleges. The main Aiglon building with its original architecture, chapel, stairs, and room allocation (dormitories and bathrooms) has been preserved and adapted to welcome hospitality and culinary students from all over the world. There have been subsequent additions expanding the facilities: Bellevue 1, 2012; Bellevue 2 in 2017; Mosimann Collection (renovation) in 2017; and Apicius in 2019.

Purpose of the Sustainability Management Plan

Higher education institutes have the knowledge and vision to lead change in sustainability and, as a result, there has been a call for them to incorporate sustainability into curriculums. The role of higher education in sustainable education was formalized by the United Nation when they declared that the period 2005-2014 should be dedicated to sustainable development education. This mandate required that educational institutes integrate the concept into both their education curriculum and research.

Our ambition, however, is not to overtly change the behavior of our students, but to inform them and to motivate them to take an interest in sustainability. Our goal is to find the perfect balance between providing excellent education in Culinary and Hospitality services, while managing our impact on the environment and teaching our students about the impact of actions on the environment. This project is a great opportunity to shape our company's culture, and we are excited about the opportunities for César Ritz Colleges to further engage in substantial activities that will promote our sustainability goals now and into the future.

The purpose of this management plan is to ensure continuous monitoring and improvement. The Sustainability Management Plan binds the Green Globe Committee and Green Globe and forms the foundation for continuous efforts to develop milestones, identify metrics, pursue data collection regarding sustainability, and reduce our carbon footprint.

Green Globe Committee Goal

The César Ritz Green Globe Committee's goal is to develop campus initiatives that emphasize sustainability among staff and students. Since education is a powerful tool, we intend to leverage it by engaging in practices that have a direct impact on our environment and indirectly through the education of our students. The initial Green Globe Committee is comprised of heads of department from the academics and operations departments along with teachers, food and beverage staff, and students.

Proposal

The Green Globe Committee is responsible for collecting, sharing, implementing, and evaluating sustainable projects. Each project will be clearly recorded, dispatched, and monitored using our project log. Projects can be suggested by the any team member, not only by senior management. All projects will be documented and, if suitable, implemented. The committee will meet each term and hold meetings that are dynamic, in which anyone feels free to share ideas. The committee, as a whole, will determine which activities will move forward.

Green Globe Committee at César Ritz Colleges Bouveret

| OPERATIONS | ACADEMICS |
|--|--|
| Ivan Feij, Director Kevin Grandjean, Assistant Director Roger Moulin, Executive Chef Olympe Rouault, F&B Manager Antonio Palma, Housekeeping Manager Ms Véronique Michel, Assistant Front Office Manager Aurélie Bourcart, Event Manager | Tanja Florenthal, Dean Frances Silvestri, Administrative Office Manager Alain Müller, Culinary Arts Academy Assistant Dean Sylvana Navarro, Hospitality Assistant Dean Anastasiia Burakovskikh, Lecturer and Social Media Representative Tania Thompson, Lecturer in Sustainability |

Objectives

César Ritz Colleges' Green Globe objectives for 2021 are to engage students and reduce our carbon footprint through:

1. Student engagement: working towards our goal of nurturing our students' outlook towards sustainable practices through education.
2. School engagement: reduce our carbon footprint by working with staff and students to reduce our energy, water, and food consumption through education and informed choices.
3. Staff engagement: create a campus community that is focused on more sustainable practices.

Key Performance Indicators

To become sustainable, schools must take into consideration all aspects of the operation, from the finance department to the kitchens, with staff from all departments involved (academic and operations). To help us monitor and measure our progress towards our objectives, we have determined five main Key Performance Indicators which have quantitative results so that targets can be evaluated.

| Objectives | KPI | Measure |
|--------------------|--|--------------------------------|
| Student Engagement | Two courses on sustainability One Green Globe student ambassador | 2 per year 1 per term |
| School Engagement | Resource conservation (water, electricity, fuel) Food waste reduction Increase recycling | Liters, kilowatts, kilos |
| Staff Engagement | Yearly turnover of less than 10% One professional development activity based on sustainable practices | % 1 per year |

Guidelines

Guidelines will ensure that the Green Globe projects are monitored and recorded.

Recommendations to follow to keep track of projects:

Records: Individuals own their projects and are responsible for the documentation. A database will be available on the Share Drive for storing.

Procedures: Before any procedure is implemented, it needs to be submitted to the Green Globe Committee for discussion. All activities will be documented in meeting minutes and distributed.

Metrics: These are required to measure advancement and success. In each of the four Green Globe Indicators specific metrics will be identified.

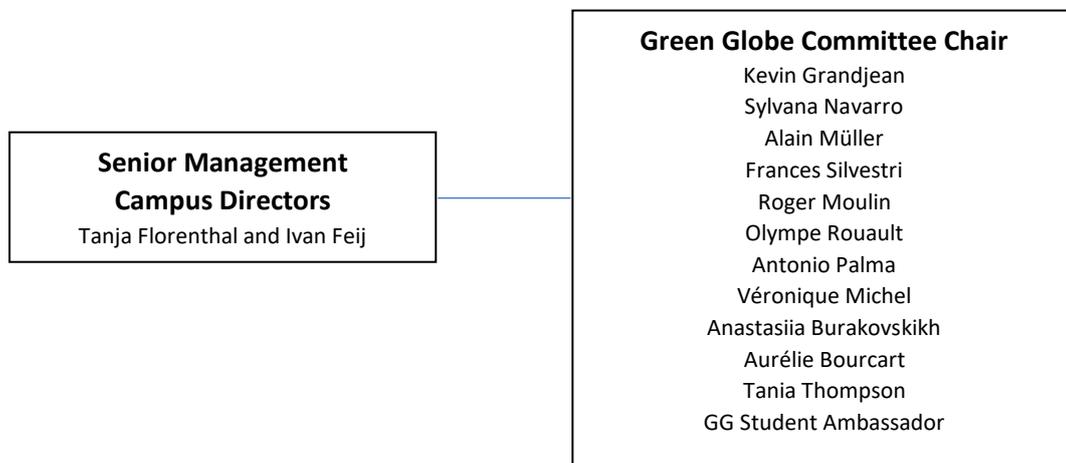
Strategy for projects

Projects will fit one of the four Green Globe Indicators.

Approval process: Projects/guidelines are first presented to the Green Globe Committee.

The committee will do its best to support ideas and implementation so as not to hinder the stakeholders' will for improving sustainability practices. Documentation of proposals should be recorded and acted upon (accepted or declined). This will help us to avoid duplication of efforts, optimize the projects that we want to prioritize, and document progress/success accordingly.

Organizational Chart



Green Globe Indicators (Criteria)

Our commitment is to apply rigor into our management practices by following the criteria suggested by Green Globe in the following matters:

A. Sustainable Management

César Ritz Colleges engages in a sustainable management system that allows our campus to:

- Develop all staff with continuous training
- Measure customer satisfaction
- Deliver our promise: providing the best education in hospitality and culinary fields
- Ensure legal compliance with regards to operating the business

B. Social and Economic Indicators

Having a strong presence in Le Bouveret, César Ritz Colleges engage in community development by:

- Working with local businesses and associations
- Practicing local hiring practices
- Ordering fair trade products whenever possible
- Providing employee protection

C. Cultural Heritage

César Ritz Colleges invests in maintaining a strong Swiss heritage within our practices as a higher education institution by:

- Implementing a code of behavior for staff and students
- Preserving unique historical aspects of the original architecture (Aiglon Building and Mosimann Collection)
- Engaging in protection of the natural ground surrounding the campus
- Incorporating a strong sense of local culture in the curriculum development with neighboring producers

D. Environmental Factors

Monitoring and managing resources are essential to Cesar Ritz's comprehensive sustainable management plan. Our aim is to reduce the use of these resources and promote reuse and recycling practices. We are committed to:

- Establishing a purchasing policy, including consumable goods
- Reducing energy, water, greenhouse and gas emissions
- Implementing a comprehensive waste management cycle to better plan and reduce waste