

# Values, Rights and Responsibilities Charter

## Our Values & Commitments

At **Yannick Alléno Group**, excellence goes far beyond what is served on the plate. It is reflected every day throughout our Houses, in the way we behave, the commitment we share, and the care we show to the women and men who bring them to life.

These values guide our actions, shape our decisions and embody our Group vision:

***“To showcase and grow the creative French Alléno brand around the world through exceptional expertise that gives every employee confidence in their future.”***

## Respect & Fairness

### What this means within Yannick Alléno Group

Respect is the foundation of our culture. It applies to everyone, regardless of role, seniority or status. It ensures a demanding, fair and people-focused working environment.

### In practice, every day

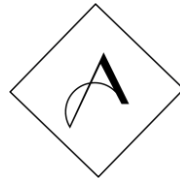
- Say “good morning”, “goodbye” and “thank you” to every member of the team, regardless of their position.
- Treat everyone with courtesy, even during busy or high-pressure situations.
- Listen to different points of view, regardless of hierarchy, before making a decision.
- Reject all forms of discrimination, inappropriate remarks or unacceptable behaviour.
- Prioritise collective success over individual achievement.

Respect is essential to excellence.

## Creativity & Progress

### What this means within Yannick Alléno Group

Creativity is a shared responsibility. It is expressed not only in our kitchens, but across every function: front of house, guest relations, pastry and support teams.



### In practice, every day

- Suggest improvements to processes and organisation.
- Take initiative to enhance both the guest experience and the employee experience.
- Welcome new ideas with curiosity, even when they challenge established habits.
- Stay curious and feel empowered to express your ideas.
- Test, adapt and learn through a mindset of continuous improvement.

Every employee can contribute ideas and drive innovation.

## Commitment & Responsibility

### What this means within Yannick Alléno Group

Performance is collective, but commitment is personal. Everyone contributes, at their own level, to service excellence and to the reputation of our Houses.

### In practice, every day

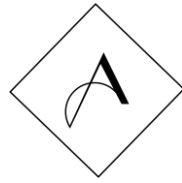
- Be punctual, prepared and fully committed to your responsibilities.
- Respect procedures, work tools and shared spaces.
- Share best practices with new team members.
- As a manager: support, develop and inspire your teams to achieve their full potential.
- Take responsibility when facing challenges by seeking solutions.
- Be fully aware of your working environment and its impact.
- Take ownership of your own success and of the Group's reputation.
- Take responsibility for the well-being of your teams.

High standards are part of our identity, always with humanity.

## Our Collective Commitment

The Group's Values Charter and Rights & Responsibilities Charter are not a set of rigid rules. They reflect the spirit of Yannick Alléno Group and our vision for Human Resources:

***"To offer every employee within the Group a path towards excellence and personal fulfilment."***



Living these charters every day means bringing our Houses to life and strengthening the reputation of our signature.

## Our Rights

Working within Yannick Alléno Group means growing in a demanding yet respectful environment.

- Be able to communicate openly and confidently with your manager.
- Strive for the best possible work-life balance.
- Benefit from adequate rest periods and breaks.
- Be recognised and fairly rewarded according to your skills and commitment.
- Work in clean, well-maintained premises.
- Benefit from regular one-to-one discussions with your manager.

## Our Responsibilities

Joining a House of excellence involves both personal and collective responsibility.

- Give your very best every day with professionalism and humility.
- Lead by example through respect and courtesy.
- Take care of your equipment, locker and shared spaces.
- Raise concerns constructively and propose solutions.
- Report any inappropriate behaviour.
- Communicate openly and share information transparently.
- Work as one team with kindness and a spirit of collaboration.
- Ensure your absences are approved by your manager and communicated to the Human Resources Department.
- Be exemplary in your conduct, especially if you are a manager.