



ACCORHOTELS

Feel Welcome

Press release

Paris, 14th March 2017

In December 2016, AccorHotels was informed of the results of the tests carried out by the French Ministry of Labor, Employment, Vocational Training and Social Dialogue.

The results of these tests, which concerned 38 hotels in France, are clearly insufficient. They do not reflect the Group's commitment to diversity and inclusion in both France and the rest of the world. Respect for the individual and equal treatment are part of our core values.

Above and beyond the existing programs, we reacted immediately in January 2017, by launching a complete action plan. It notably includes a new awareness raising campaign, tools for all the General Managers of the 1,635 AccorHotels establishments in France and a self-testing program which will be conducted during 2017. We shared this action plan with the Ministry and enriched it with the Ministry's suggestions.

Our objective is to eradicate the differences in the treatment of applicants which were observed in these tests. We are determined to pursue our action plan in collaboration with the representative employee bodies, the Ministry and the other benchmark players in this field.

122 different nationalities are represented in our 1,635 hotels in France. AccorHotels is present in 95 countries across the world. Our history is built on the rich asset that all our employees represent, regardless of their origin, and we are proud of the diversity of our talents. Our corporate culture and our DNA both exemplify the values of respect and openness to all differences.

About AccorHotels

AccorHotels is a world-leading travel & lifestyle group and digital innovator offering unique experiences in more than 4,100 hotels, resorts and residences, as well as in over 3,000 of the finest private homes around the globe. Benefiting from dual expertise as an investor and operator through its HotelServices and HotelInvest divisions, AccorHotels operates in 95 countries. Its portfolio comprises internationally acclaimed luxury brands including [Raffles](#), [Sofitel Legend](#), [SO Sofitel](#), [Sofitel](#), [Fairmont](#), [onefinestay](#), [MGallery by Sofitel](#), [Pullman](#), and [Swissôtel](#); as well as the popular midscale and boutique brands of [25hours](#), [Novotel](#), [Mercure](#), [Mama Shelter](#) and [Adagio](#); the much-prized economy brands including [JO&JOE](#), [ibis](#), [ibis Styles](#), [ibis budget](#) and the regional brands [Grand Mercure](#), [The Sebel](#) and [hotelF1](#). AccorHotels provides innovative end-to-end services across the



entire traveler experience, notably through the recent acquisition of John Paul, world leader in concierge services.

With an unmatched collection of brands and rich history spanning close to five decades, AccorHotels, along with its global team of more than 240,000 dedicated women and men, has a purposeful and heartfelt mission: to make every guest Feel Welcome. Guests enjoy access to one of the world's most rewarding hotel loyalty programs - Le Club AccorHotels.

AccorHotels is active in its local communities and committed to sustainable development and solidarity through PLANET 21, a comprehensive program that brings together employees, guests and partners to drive sustainable growth.

Accor SA is publicly listed with shares trading on the Euronext Paris exchange (ISIN code: FR0000120404) and the OTC marketplace (Code: ACRFY) in the United States.

For more information and reservations visit accorhotels.group or accorhotels.com.

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Press contacts

Carina Alfonso Martin
VP Media Relations Worldwide
Tel : +33 1 45 38 84 84

Delphine Dumonceau
PR manager
Tel : +33 1 45 38 84 95

Marie-Camille Aubagnac
PR manager
Tel : +33 1 45 38 19 16

carina.alfonsomartin@accor.com

delphine.dumonceau@accor.com

marie-camille.aubagnac@accor.com