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CSR CHARTER

LE SAINT-JAMES





Anchored in the heart of the village of Bouliac, Le Saint-James is a place steeped in history, distinguished by unique architecture and a singular soul. Fully renovated, it now embarks on a new era, firmly oriented towards the future. Placing people at the center of our transformation project, we are committed to reducing our carbon footprint, preserving natural resources, promoting biodiversity, and fostering the well-being of both our guests and our teams.

Our values revolve around human well-being, environmental respect, and a strong connection to our local territory. This charter was developed in synergy with Relais & Châteaux's collective initiative and its manifesto, "In Harmony with Life: 12 Commitments to Sustainable Development," created in partnership with UNESCO, in order to anchor our actions within a shared and demanding framework.

WE ACT FOR YOU, FOR US, AND FOR FUTURE GENERATIONS...



PEOPLE AT THE
HEART OF OUR
AMBITIONS



MANAGING OUR CONSUMPTION,
PROTECTING OUR ENVIRONMENT



PROMOTING LOCAL ROOTS AND
TERRITORIAL DEVELOPMENT



PRESERVING BIODIVERSITY



PEOPLE AT THE HEART OF
OUR AMBITIONS



At Le Saint-James, we collaborate with people who share our values and vision, whether they are our team members or our partners. Every day, we nurture relationships with our guests and our colleagues based on respect, attentive listening, and kindness, firmly believing that it is the people who give life to the soul of our house.



Awareness, Knowledge Sharing & Exchange

We are committed to welcoming and mentoring interns and apprentices, sharing our expertise with them and training them in the demands and excellence of our profession.

We prioritize collaborative and supportive management, encouraging innovation, creativity, and initiative.

We ensure access to training opportunities for everyone.

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We engage both our team members and our guests in adopting simple, responsible practices that contribute to protecting the environment.

To educate younger generations about protecting nature, we offer fun and educational activities designed to spark their curiosity and raise awareness about biodiversity conservation.



We invest in tools and facilities designed to make daily work easier and improve working conditions, thereby enhancing both comfort and efficiency for everyone.

Workplace Well-being

To strengthen cohesion and foster strong, lasting connections among team members, we create opportunities for sharing and camaraderie through the organization of internal events.



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Inclusion & Anti-Discrimination

We are committed to fighting all forms of discrimination and ensuring that everyone is treated fairly.

We make sure that decisions on hiring, pay, and career advancement are based solely on skills and merit.



MANAGING OUR CONSUMPTION, PROTECTING OUR ENVIRONMENT



Aware of the impact of our activities, we implement concrete practices to preserve natural resources and reduce our footprint, while ensuring comfort and quality of service. In line with the French tertiary sector decree, we are committed to lowering our energy consumption through continuous optimization of our facilities and careful monitoring of our usage. Every action counts: from mindful sourcing to waste sorting and protecting water quality, we embed sustainability and responsibility at the heart of everything we do.



Water and Energy Consumption

We optimize our water consumption through careful monitoring, flow calibration, and the use of efficient equipment. Our garden irrigation is managed responsibly, and plants are selected for their low water needs.

We control our energy use and reduce our impact through high-performance insulation, LED lighting, and optimized heating and cooling systems. Connected tools allow us to monitor, manage, and adjust our consumption, ensuring intelligent operation of our facilities.

Preserving Water Quality

We ensure the protection of water quality by using only eco-labeled in-room amenities and cleaning products.

Our facilities are equipped with grease traps that filter and retain residues before discharge.



Efficiency, Reuse & Waste Sorting

We reduce food waste by rethinking our supply chain and menus to make full use of every product. Careful management of reservations allows us to anticipate needs and minimize losses.

We limit unnecessary packaging by favoring bulk containers, reusable bins, and eliminating plastic water bottles.

We minimize single-use items wherever possible and promote sustainable alternatives.



© Lucas Gurdjian

We have implemented a clear and practical waste sorting system, enabling everyone—team members and guests alike—to easily participate in our initiative.

We follow a strict management of the five waste streams to ensure effective recycling.



We valorize organic waste by composting it on-site.

We prioritize digital formats to reduce the need for printing.



PROMOTING LOCAL ROOTS AND TERRITORIAL DEVELOPMENT

At Le Saint-James, our commitment to the local territory is at the heart of who we are. Supporting local producers, favoring short supply chains, and engaging in the region's cultural and economic life are more than strategic choices—they reflect our deep dedication to being a responsible and sustainable part of our community.



Sustainable Sourcing & Partnerships

We prioritize long-term relationships with our producers and suppliers, ensuring that their values align with our philosophy.

Our sourcing emphasizes local, seasonal, and responsible products, creating a positive impact on our territory. More specifically, we favor short supply chains, with 80% of the products used in our kitchen coming from within a 100 km radius of the Saint-James.



Heritage & Regional Development

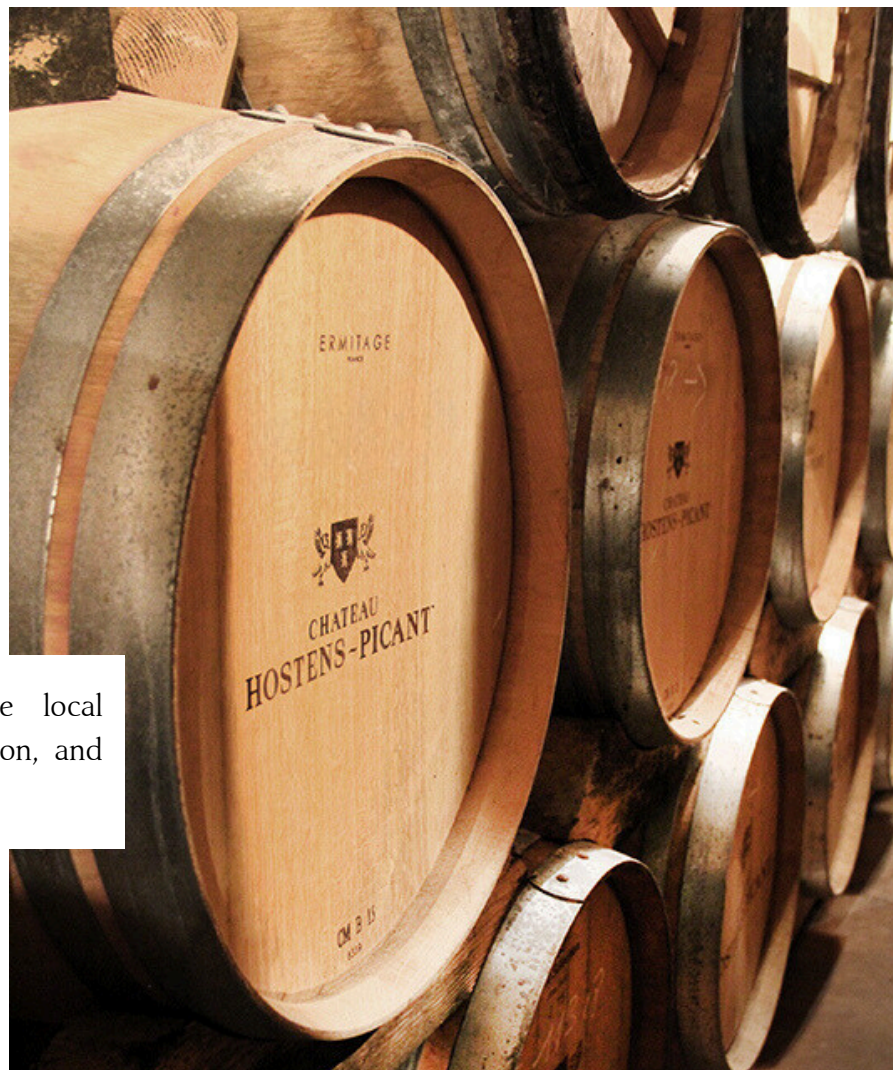


We take pride in showcasing Bordeaux and its region, actively contributing to their prominence and promoting them as a must-visit sustainable tourist destination to various stakeholders.

Our building and its renovation respect and highlight the local architectural identity, further strengthening our connection to the territory.

We celebrate the tradition and richness of French artisanal and gastronomic heritage, making it a true hallmark of our house.

We showcase and support regional talent by hosting exhibitions featuring local artists.



We regularly organize events to promote local producers, showcase the richness of our region, and highlight the quality of its products.



PRESERVING BIODIVERSITY



At Le Saint-James, our eight hectares are a true playground for biodiversity. Every day, we strive to preserve and enhance natural balances, creating conditions that support the flourishing of both fauna and flora. Each action is part of a sustainable, respectful, and responsible approach. Our commitment is to protect this living heritage and pass it on to future generations.



Flora Protection

We preserve and enhance natural habitats by promoting a diversity of environments within our estate and deliberately leaving certain areas wild or as flower fallow. These spaces reduce mowing needs, provide shelter for beneficial wildlife, and offer essential sources of pollen and nectar for pollinating insects.

We promote respectful and local vegetation by prioritizing native species, complemented by non-invasive exotic plants, to preserve the balance of local flora and, consequently, fauna. Plant diversity is encouraged through flowering hedges, aromatic plants, and fruit trees, ensuring staggered blooms and a year-round food source.

Our vineyards are managed organically, without any pesticides, respecting soil health and the surrounding biodiversity. From grape cultivation to bottling and labeling, every step is carried out at the Saint-James.





Protecting Wildlife

We prioritize responsible fishing by selecting only products from sustainable fisheries, rejecting any supply sourced from destructive methods or practices that do not respect marine ecosystems.

We avoid products from intensive farming, favoring those grown in harmony with the soil, biodiversity, and natural cycles.



The development of this CSR Charter gave us the opportunity to take a clear-eyed look at how we work and interact with our environment. This reflection allowed us to formalize the initiatives already in place at Le Saint-James while identifying new avenues for improvement. We recognize the vast scope of these challenges, which require ongoing commitment.

Designed as a living document, this charter will be updated over time, reflecting our achievements and the innovations we implement to strengthen our positive impact on our territory, our environment, and our teams.

