



# VEDETTES • DE • PARIS

## CSR REPORT 2022-2023



# Edito

## Marie Bozzoni

With over 40 years' experience, Vedettes de Paris, a family-run tourist cruise company on the Seine, believed itself to be virtuous: ISO 14 001, less energy-intensive propulsion, participation in working groups...

But the CEC has shown us that this is not enough: our business and profitability are threatened by access to energy and ongoing climate change. The very natural environment in which we operate is under threat.

Should we remain inactive? No !



From the very first session, we decided to embark on the adventure of electric boats. It's an adventure because it's never been done on this scale before, because there's no regulatory framework, and because it requires us to review our operating methods.

But an easy adventure because, although costly and innovative, it doesn't involve any change to our business model: it just allows us to carry on reducing our impact... and what can we do when over 90% of our scope 3 carbon footprint comes from transporting our customers to Paris?

So what, we stop everything?

Then we tell ourselves that we can talk to the whole world about nature, culture and more respectful, more sustainable tourism. Then we realize that we can also offer services to those who are there, on the spot, (our collaborators, our suppliers...). So we try to be useful for local residents, Parisians and the Ile-de-France region. So we aim to be useful for ALL living things, and to contribute to re-wilding.

# 1) Who are we ?

An emblematic company in the life of the Seine since 1976, we are constantly reinventing ourselves to offer a new view of the Seine and escape close to home. Located at Port de Suffren, we offer our visitors new experiences in their quest for Paris, thanks to our tour guides.

In 2021, we're completely revamping our positioning and catering services: the Café des Vedettes, a snack offer featuring seasonal produce. In parallel with our leisure activities, we are developing a privatization activity for our spaces with the arrival of the Gustave pontoon, dedicated to events with a view of the Eiffel Tower and Trocadéro.

2021 was also the year in which we accelerated our commitments. Following the participation of Marie Bozzoni and Vincent Delteil, Site Director, at the Convention des Entreprises pour le Climat, we decided to embark on the adventure of electric boats. We have also become a signatory to the Glasgow Declaration.

But we don't want to stop at just reducing our carbon footprint. We're working with all our stakeholders to be a better version of tourism. No longer mass tourism, but quality tourism, friendly, professional and above all more desirable in a world marked by unavoidable climatic and social challenges.



# Corporate climate convention

What would happen if economic decision-makers had and took the time to understand our ecological debt as well as their operating accounts?

What would happen if we engaged the collective intelligence of all sectors of the economy to review the environmental ambitions of each individual?

What would happen if we gave priority to inventing a desirable and sustainable future for the next decade rather than seeking maximum profitability for the next quarter?



The aim of the Businesses for Climate Convention (BCC) is to get business decision-makers moving to answer these three questions. It takes them on a journey to reconcile the economy and the living world. It speaks their language: that of facts, figures and perspectives. Recruited for their sincerity, we offer them the chance to experience an original and unprecedented journey, one that should see them arrive at the quayside energized by action and reinvention. By mobilizing all of France's economic sectors and territories, we hope to tell the story of what France can achieve when the abundance of its energies and industries converge towards a single goal.

The CEC was born of an observation: urgency demands that we take the time to imagine, design and implement solutions capable of resolving the dissonance between ecological collapse and economic priorities.

# The Glasgow Declaration

The Glasgow Declaration is a catalyst to address the urgent need to accelerate climate action in tourism and secure strong commitments in support of global targets to halve emissions this decade and reach net zero emissions as soon as possible before 2050.

By becoming signatories, organizations agree to implement the commitments detailed in the Glasgow Declaration, including:

- Supporting the global commitment to halve emissions by 2030 and reach net zero emissions as soon as possible before 2050
- Presenting climate action plans within 12 months of signing (or updating existing plans) and implementing them
- Align plans along the five lines of action set out in the Declaration (measurement, decarbonization, regeneration, collaboration, financing) to accelerate and coordinate climate action in tourism.
- Report publicly, on an annual basis, on progress towards mid-term and long-term goals, and on actions taken.
- Work in a spirit of collaboration, sharing best practices and solutions, disseminating information to encourage other organizations to become signatories, and helping each other to achieve targets as quickly as possible.

The entire tourism sector has a role to play in accelerating climate action. All tourism stakeholders (legal entities) can therefore become signatories to the Glasgow Declaration: destinations (national and local authorities), businesses (accommodation providers, tour operators, suppliers, etc.) and support organizations (NGOs, trade associations, academia, etc.) can become signatories to the Declaration.



## Glasgow Declaration

### Climate Action in Tourism

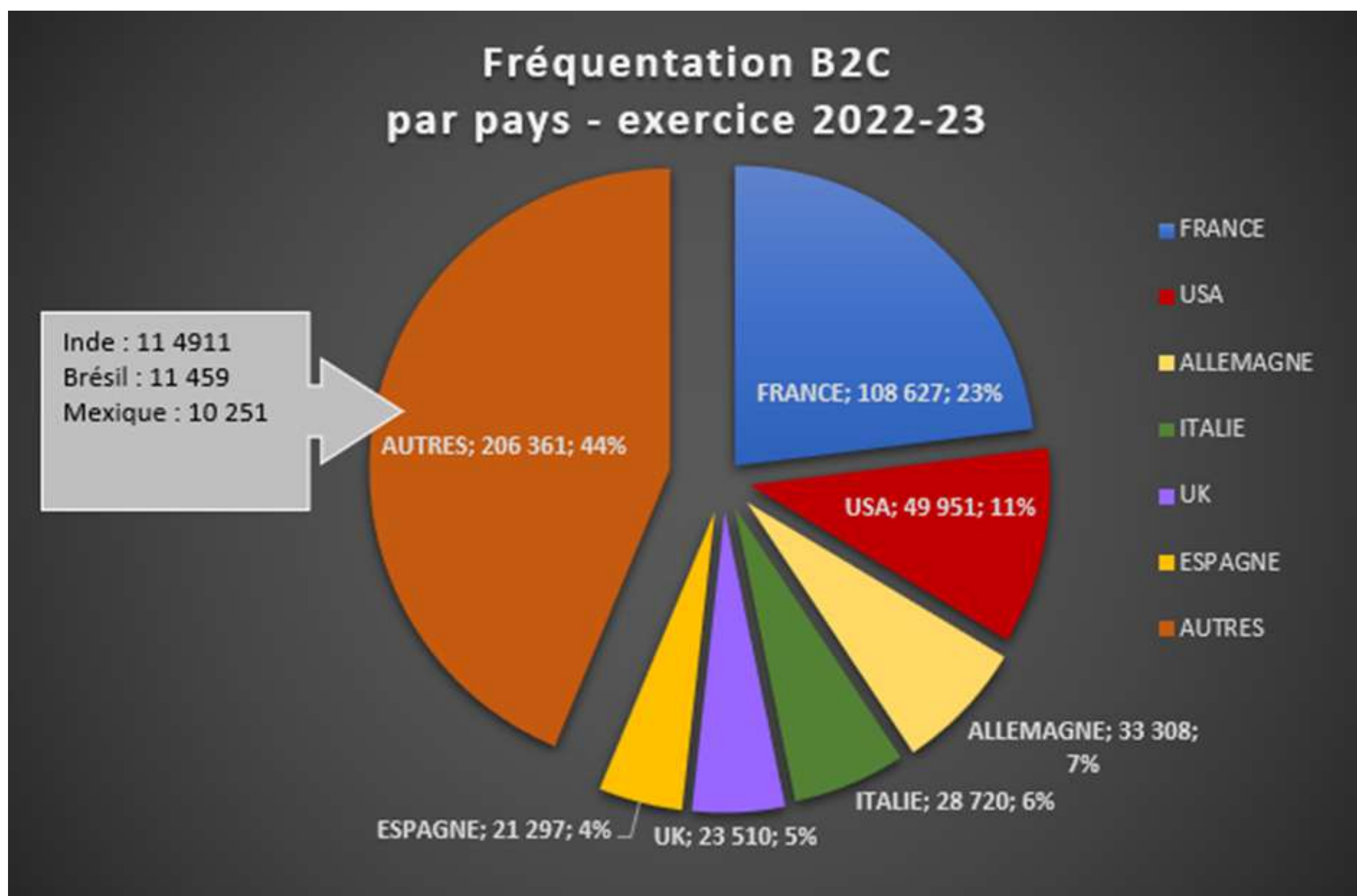
## Our ambition

"Offering well-being and useful services to all forms of life thanks to the Seine in the heart of Paris, for sustainable prosperity"

## 2) Vedettes de Paris in figures

Vedettes de Paris is :

- 5 boats
- 800,000 passengers on average per year
- Sales breakdown (Cruises 86%, Private 6%, Other activities 3%, Café 3%, Boutique 1%, Batostar 1%)
- 1 sponsorship and 4 CSR partnerships (UPP, Emmaüs, Secours populaire, Cap Emploi)
- GHG emissions in 2023 2.3 Kt CO2 eq
- Nationality and breakdown:

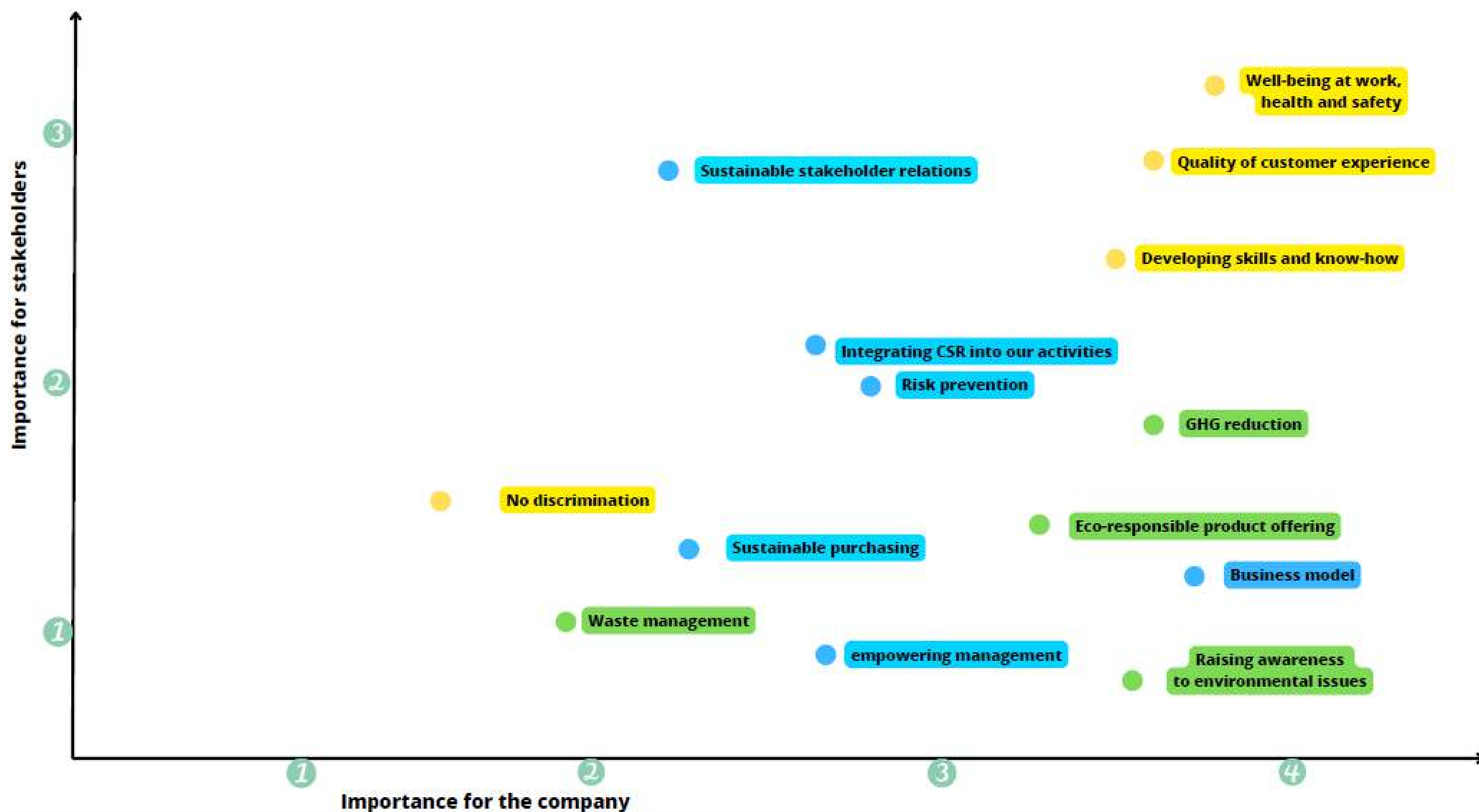


# Vedettes de Paris liability

## 1) CSR highlights for 2022-2023

- Creation of a CSR team
- Retrofit of first boat
- Beaux-Arts patronage
- Horizon Trophy
- Fish release

## 2) Materiality matrix



Our materiality analysis highlights the global analysis of our challenges and stakeholders over the next two years. This matrix highlights the key issues on which we have been working for some time, and on which we are seeking to remain constant, or to improve.

To leave no room for interpretation, here is an appendix with the definition of our challenges.

- **Well-being, health and safety at work:** Refers to the overall well-being of our employees, including their mental and physical health, job satisfaction and commitment, as well as risk prevention measures to avoid any harm (physical, psychological or sexual).
- **Quality of customer experience:** Refers to our drive to improve the customer experience from the moment they arrive on our site, right through to the moment they leave. It encompasses all marketing, communication and on-site improvements.
- **Skills development:** Refers to access to training and practices designed to encourage our employees to develop the skills they need to master their current and future roles.
- **GHG reduction:** Refers to all actions implemented internally and externally to reduce our greenhouse gas emissions and our impact on biodiversity.
- **Business model:** Refers to the financial reinvestment of our profits in fleet electrification, innovation or corporate philanthropy.
- **Raising awareness of environmental issues:** Refers to all actions implemented internally (for our employees) and externally (for our customers and stakeholders) aimed at raising awareness of environmental issues.
- **Empowering management :** Refers to the way managers interact with their teams. They encourage autonomy and mission responsibility, while supporting their teams.
- **Waste management:** Refers to the way we manage waste, from its creation to its collection. We are also committed to reducing the amount of packaging we use in our boutique and café.
- **Absence of discrimination:** Refers to the absence of discrimination towards our customers, but also towards our employees. This issue also refers to the objective of increasing the percentage of employees with disabilities.
- **Sustainable stakeholder relations:** Refers to the management, organization process, monitoring, maintenance and improvement of relationships and communication flows with people or groups who may affect or be affected by a company's activities and decisions.
- **Integrating CSR into our activities:** Refers to the integration of the social and environmental impact that a decision may have.
- **Risk management:** Refers to the management of all kinds of risks we may face (human, financial, material).



# Commitment 1: Develop and adapt our activities in line with planetary limits

## 1) Responsible purchasing policy

Our responsible purchasing charter covers all the company's departments: stores, catering, operations, offices. This charter concerns the behavior of employees when they make purchases. Whether with our long-standing suppliers or for one-off purchases.

We have also introduced a charter of good conduct that we ask our suppliers to sign as they go along. 25% of our recurring suppliers, covering all our activities, are environmentally friendly or have a CSR label.

**Our objective:** By 2025, we want 60% of the value of our purchases and 40% of our suppliers to respect our responsible purchasing policy and sign our charter of good conduct. (Available on our website or in the appendix).

**Feedback:** Responsible purchasing is no mean feat! You have to choose between responsible purchasing, which is often more expensive and takes longer to deliver, and conventional purchasing, which is cheaper and delivers almost instantly. And this trade-off can be made in many cases, but if you don't do what comes naturally, it will come back! An order comes quickly...

## 2) Reduce waste and get rid of single-use plastics

In order to manage our waste as effectively as possible, internal signage is put up in the sorting areas. Whenever possible, we encourage the sale of drinks by the glass, using bulk dispensing fountains. As a result, 63% of soft drinks are served from the fountain (only at the dock).

We have also banned plastic bottles from our offer, preferring cardboard or metal packaging for water in particular. As a result, we have saved 36,989 plastic water bottles and 40,576 cans, i.e. a saving of 1.18 tonnes of plastic and 536 kilograms of metal/aluminium by 2022-2023.

For the store, we work with our suppliers to avoid over-packaging and we work on the packaging for our own Vedettes de Paris range.

We are also participating in the City of Paris' 0 single-use plastic program.

2021-2022	2022-2023	Evolution
42.19 T	30.48 T	-27%

**Our goal for 2025:** To have an efficient sorting system both on the Café des Vedettes terrace and on our boats. By 2025, we want 100% waste sorting.

**Feedback:** We signed the City of Paris' commitment plan to phase out Single-Use Plastics by 2024. Today, we can say that we are meeting most of these commitments.

However, one of the commitments concerns the offer of bottleless drinks. The proposed action is to sell drinks in returnable or glass bottles. But we are well aware that glass is more polluting than plastic: according to ADEME data, the carbon footprint for a single glass bottle is 345 grams of CO<sub>2</sub>, compared with 129 grams for plastic. What's more, we realized that our employees were suffering from back pains when transporting glass bottles!

That's two reasons why we decided to go back to using cardboard bottles or cans, which contain very small quantities of disposable plastic and do not prevent them from being recycled, until we find another solution!

Let's protect the planet and the health of our employees!

### 3) Greening the fleet

Non-electrified boats consume Gas to Liquid, which emits :

- 5% less CO<sub>2</sub> emissions than non-road diesel fuel
- 6 to 13% fewer NO<sub>x</sub> emissions than non-road diesel fuel
- 15 to 60% fewer fine-particle emissions than non-road diesel

To significantly reduce our emissions, while improving the quality of our offer, we have begun retrofitting our fleet. This is one of the biggest projects we've undertaken. Our first boat, the PARIS Trocadéro, has been electrified since the end of 2023. Two other boats are in the process of being electrified, and are due to go into service in spring 2024. Find out more on our website.

The electrification of our fleet enables us to avoid between 120t and 500t CO<sub>2</sub> eq per year (Tonnes of emissions avoided vary depending on the type of boat). With 4 units, this represents a 50% reduction in greenhouse gas emissions, or 142 times around the world in a combustion-powered car.

**Our goal:** 80% of the fleet 100% electric by 2025.



**Feedback:** The electrification of our fleet has enabled us to highlight a triple benefit: we are reducing our GHG emissions, we are improving the cruising experience (less olfactory and noise pollution) and the employee experience. Indeed, our captains find piloting the 100% electric version more enjoyable! The improved hydrodynamics of the hulls have also helped.

What about the financial benefits? "We're lucky enough to be able to benefit from funding from ADEME, BPI, Voies navigables de France under its PAMI scheme, and the sale of CEE... But our accountant isn't the happiest!

## 4) Resource management: electricity and water

We monitor and analyze our consumption of fresh water and electricity in order to identify our biggest consumers, and implement corrective actions by favoring low-tech solutions. In addition, we analyze the fluid consumption of equipment before any purchase.

We have also set up an energy-saving plan to control heating and air-conditioning, the use of electronic devices, lighting and household appliances. For example, our new coffee containers are fitted exclusively with LED bulbs.

LED bulbs are an excellent alternative to conventional bulbs, as they consume very little electricity.

2021-2022	2022-2023	Evolution
534593 Kwh	335717 Kwh	-37%

As a result, we have managed to reduce our electricity consumption by 37% between 2021-2022 and 2022-2023.

On the other hand, it's important for us to point out that the trend is likely to take a different turn when our entire fleet is electrified. Indeed, loading the boats will increase our Kwh consumption, but it will drastically reduce the emissions of our future carbon footprints!

**Feedback:** We tested the installation of waterless urinals in one of our urinals open to the public. This system should have saved us 100,000 L of drinking water per year!

But the system looked good only on paper for the use we had in mind, and wasn't suited to our installations either. Experience has shown us that the system's stone wears out far too quickly.

So, is it better to change the stone often and have plastic waste? Or use a conventional flush?

These questions may seem trivial, but they practically took up an entire meeting! Long live CSR meetings on waste and toilets!

## Conclusion: Reducing carbon footprint

After a carbon footprint based on 2019 data, we carried out a carbon footprint for 2022.

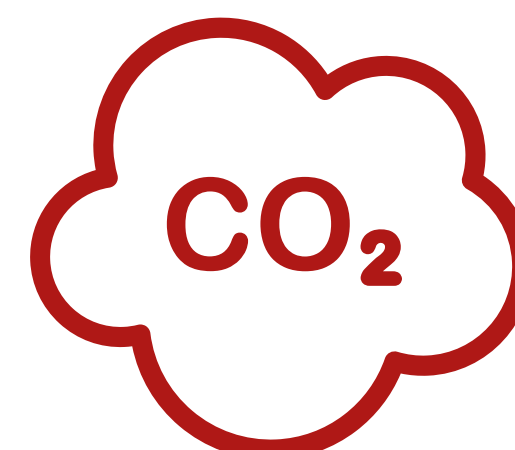
**Our objective:** We aim to reduce our greenhouse gas emissions by 50% on a like-for-like basis by 2025, and by 80% by 2030.

2019	2022-2023	Evolution	Objectifs
3.221 Kt CO <sub>2</sub> e	2.3 Kt CO <sub>2</sub> e	-28%	-50% 2025

"Warning: The customer scope 3 does not include transport to Paris, which would represent 28,000 tonnes (5% of emissions). This part of scope 3 is taken into account in 2019. Scope 3 generally represents the largest part of the carbon footprint. It encompasses emissions linked to operations upstream and downstream of the value chain, such as transport, distribution and disposal of goods at the consumer's premises.

Here is a breakdown of our 2022 emissions by sector of activity:

- Energy: 1.5K TCO<sub>2</sub>e
- Fixed assets: 271 TCO<sub>2</sub>e
- Purchase of products: 201 TCO<sub>2</sub>e
- Purchase of services: 183 TCO<sub>2</sub>e
- Food and beverages: 80 TCO<sub>2</sub>e
- Travel: 28 TCO<sub>2</sub>e
- Other: 25TCO<sub>2</sub>e - corresponds to digital, waste...



# Commitment 2: Guarantee the quality of our products and services

## 1) Local guides on board

Since 2020, we've replaced our audio guide with a guide on board to comment on the cruise in French and English.

This gives our customers the chance to interact directly with the guide and ask questions. This also makes each cruise unique, as we welcome different guides who themselves do not give exactly the same commentary depending on the cruise. Each guide has his or her own anecdotes and unusual stories about Paris.

Employing local guides also supports the local economy and stimulates tourism in a sustainable way.

Feedback: We haven't completely abandoned our audio-guide. Indeed, in the event of the guide's absence on board, we are prepared to hand over our good old recording, so that our customers can still benefit from a commentary.

What's more, we've developed a mobile application that allows you to have the commentary in several languages: Spanish, German, Italian, Dutch and Portuguese.

Digital is so practical...

## 2) Certifications, labels and awards

As early as 2010, we were the first company to achieve ISO 14001 certification, an international standard for the implementation of an Environmental Management System within companies. Although we abandoned the certification process for its cost and administrative investment, the company has never stopped striving to improve.

Today, we want to put our commitments into practice. To this end, we are Greenglobe members. This is a certification recognized by the World Tourism Organization and the World Travel and Tourism Council, rewarding the efforts of tourism companies in their social, economic, cultural and environmental initiatives.

This certification is specific to the tourism site, which means that we have a framework better suited to our activity than if we had chosen a generalist certification such as ISO or labels like B-Corp.

Greenglobe is: more than 600 member companies in over 80 countries worldwide, and over 200 members in Europe. And over 60 sites in France, including: 11 platinum (over 10 years), 7 gold (over 5 years) and 40 certified members, including Batobus, Pullman Hotels, Ponant and Club Med.



**Our goal:** level 1 certification by 2024.

This year we also won the Trophée Horizon organized by Les Acteurs du Tourisme Durable. The aim of the awards ceremony is to recognize and highlight the most inspiring, innovative and remarkable sustainable tourism initiatives implemented by committed professionals.

We won in the Energy Management category for the electrification of our boats, but that's not all! We were also rewarded for the company's global commitment and our impact in showing the way to a more desirable form of tourism.

### 3) Shop

Our range of products sold in the boutique is designed to offer our customers eco-designed Made in France or Made in Europe souvenirs. Our suppliers must meet the criteria of our responsible purchasing policy.

Today, 80% of the new boutique's products are Made in France and Made in Europe. The remaining 20% are food products (coffee, tea, chocolate) that cannot be produced in France (import of raw materials), but for which we have studied the ethics of production.



We also try to source as many useful products as possible, souvenirs that last and are useful over time.

**Our goal:** 95% Made in France and/or eco-designed products by 2025.

**Feedback:** The challenge lies in finding French souvenirs that are made in France. We realize that most suppliers produce French souvenirs in China, which is an aberration... What's the point of bringing Eiffel Towers from China...! This is due to the lack of production sites and know-how in France and Europe, which is a real shame ... ! However, we have succeeded in sourcing best-sellers in France: mini Eiffel Towers, perfumes and snow globes.

### 4) Coffee des Vedettes

As part of our responsible purchasing policy, we use local products for our menus. For example, we work with a baker, Emmanuel Martin, based less than 100 km from our site. To be even more precise, he's based in the same Paris arrondissement as us!

We offer a menu without beef, which we know is particularly polluting, and at least one vegetarian choice.



So 63% of our menu is produced and/or processed within 100 km of our site.

**Our objective:** to have 100% of our products produced or processed within 100 km of our site.

**Feedback:** As part of our efforts to ban single-use plastic, we have set up fountains to serve most of our soft drinks. However, this system cannot be installed on the bar of our boats.

We are often confronted with this type of problem. The solutions we receive don't necessarily suit our operation. So it's up to us to rack our brains to find the most ecologically and socially appropriate solution (for the well-being of our employees), for the same quality of customer experience.

## 5) Product or service enchantment

We keep a close eye on all our customers' comments: Google, Get Your Guide, TripAdvisor, satisfaction surveys... to which we all respond. We list all the comments and the e-reputation rating in a document that is sent to most of our employees every week.

The increase in the Google rating is one of the indicators of the collective profit-sharing bonus paid to the employee.

At the end of our financial year (September 2023), Vedettes de Paris' Google rating stood at 4.3/5, with almost 6,000 comments.

Our goal is to increase our rating to 4.4 by 2024.



**Feedback:** Unfortunately, we already know that it will be complicated to increase our rating that much. Indeed, as we know, it's much easier for customers to say when things have gone wrong (for valid reasons or not - often, we have problems that are not of our making - weather problems among others...) than to give positive feedback. But we do our utmost to improve our customer experience.

# Commitment 3: Reconciling people with nature

## 1) Raising awareness

We are committed to raising our employees' awareness of the human impact on the environment. That's why all new CDI employees follow the Fresque du Climat workshop as part of their induction process, thanks to our in-house Fresqueur. What's more, all our actions are accompanied by internal and external communication. This enables us to alert all our stakeholders to our actions, and to explain their importance.

For example, on March 20, 2023, International Meatless Day, we launched a special offer for customers and employees who have chosen to take part in this initiative. Every purchase of a meat-free menu entitles the customer to a free drink. We plan to repeat this offer every year.

We also formed a partnership with the Union des Pêcheurs de Paris. We explained the scientific aim of re-watering the Seine and invited all our stakeholders to come and find out more.

We also want our employees to be rewarded for their good behavior. We have therefore created a number of target-based bonuses linked to the environment. For example, the lower the percentage of reusable cups lost, the better.

## 2) Helping to rewild our ecosystem

We're taking part in the rewilding of the Seine. In collaboration with the Union des Pêcheurs de Paris, we took part in a fish release in the river: 540 fish of 3 different species: carp, tench and pike.

**Our plans:** We would like to set up a floating vegetated raft, but due to the arrival of the Olympic Games, this project has been postponed until 2025. The aim of this raft will be to encourage the reproduction of pike and other umbrella species living in the Seine.

But for all our love of ratatouille, we won't be VOLUNTARILY helping to rewild the rats...





### 3) Working with an open book

The retrofit of our fleet represents a pioneering initiative in river navigation on the Seine, standing out as an unprecedented first. No other company has dared to take up this challenge, a choice that is understandable given its complexity.

Over the months, we were confronted with a number of difficult situations, all of which our teams managed to overcome. This experience (which has only just begun) has been rich in lessons, strengthening our understanding of the issues involved in electrifying our fleet.

Aware of the importance of accelerating the transition to more sustainable practices within neighboring companies, we have decided to share this knowledge openly, adopting an "open source" approach. We want to contribute to change in the Seine river community by making our know-how available, so that others can also benefit from our experience.

By choosing this collaborative path, we hope to create a positive momentum within the Seine's stakeholders, encouraging the adoption of environmentally-friendly practices and fostering a collective transition towards more sustainable solutions. In doing so, we are committed not only to innovating in their own fleets, but also to developing change within the entire river community.

Translated with DeepL.com (free version)

# Commitment 4: Ensure social cohesion

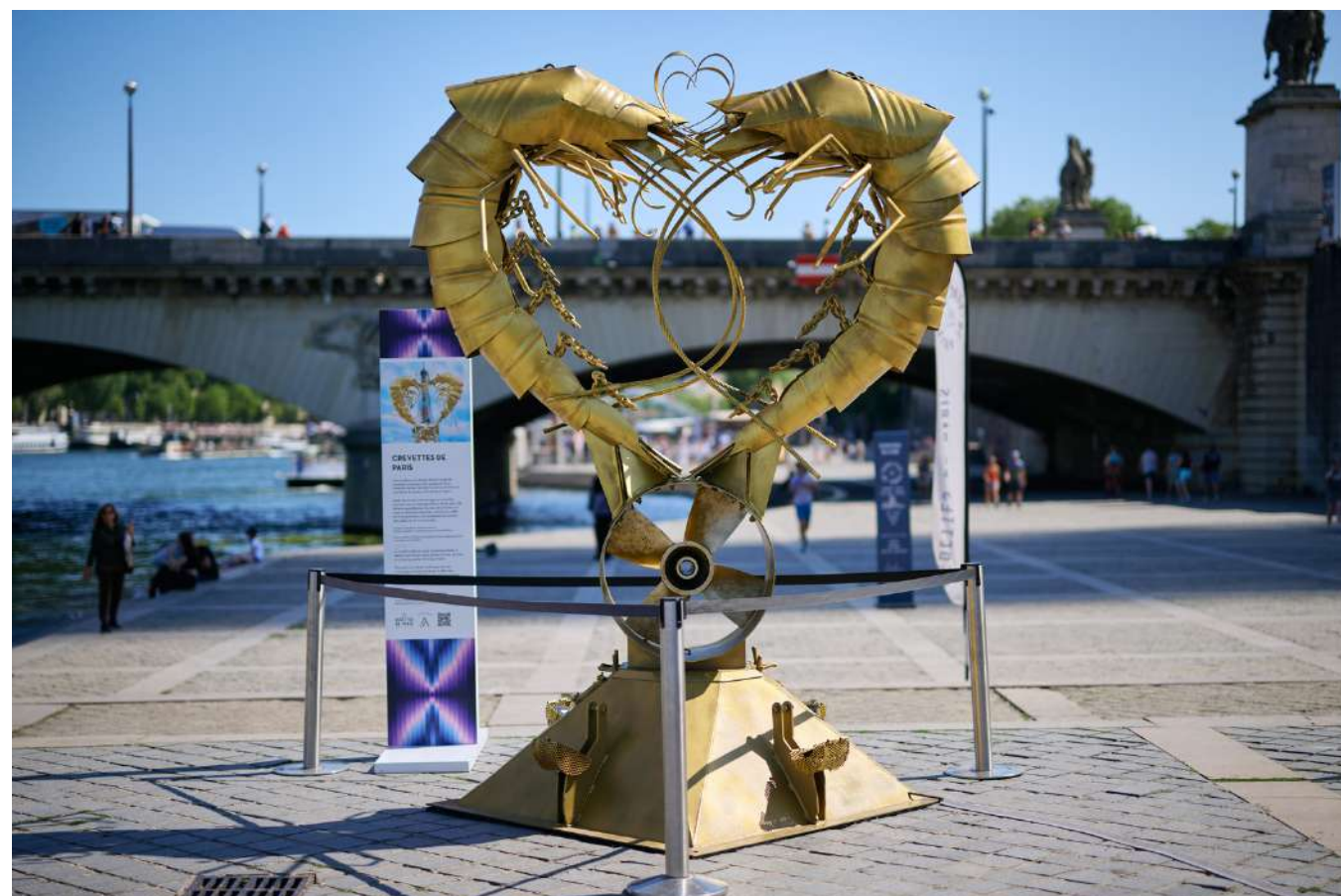
## 1) Partnerships and support for associations and other initiatives

In order to implement all these actions and more, we have formed a number of partnerships: the Union des pêcheurs de Paris, Emmaüs Alternative, La Fresque du Climat, La Mairie de Paris, le secours populaire... And there's more to come as the year progresses...



We have a partnership with Beaux Art, in line with sustainable development objective 17: partnership for the achievement of objectives.

Due to the electrification of our first boat, the Paris Trocadéro, we noticed that certain parts of the boat were going to be thrown away. To give new life to these materials, Marie Bozzoni, Managing Director of Les Vedettes de Paris, suggested a collaboration with the Beaux-Arts de Paris as part of a sponsorship program. The aim is to create a sculpture that will enliven our quay using these recycled materials. Following the call for projects, an artist who graduated from the École Nationale des Beaux-Arts in 2020 created a work of art - Les Crevettes de Paris. This work speaks volumes about tourism, sustainability and biodiversity...



In 2021, we joined the Corporate Climate Convention (CEC). This public-interest association, founded in December 2020, is dedicated to organizing awareness and transformation pathways for economic decision-makers. After two years of effort, Les Vedettes has drawn up a roadmap detailing the levers and objectives to be achieved in the medium term. Set course for 2030! The management of Vedettes de Paris is actively involved in the deployment of this approach.

## 2) Sharing experience

- **BPI Lab - E=mc2 project:** We supported the collaborative E=MC<sup>2</sup> project, born of a partnership between Bpifrance Le Lab and the interdisciplinary Energy4Climate Center (E4C), of the Institut Polytechnique de Paris and the École des Ponts ParisTech, which was launched on Thursday January 12, 2023. This green metamorphosis project aims to stimulate thinking, build skills and get involved in a project that makes sense, for students who will be accompanying SME managers on a rather special consultancy mission to co-construct their low-carbon environmental strategy.
- **Speech at École Polytechnique:** Marie Bozzoni spoke at École Polytechnique about the evolution of the Vedettes business model, the financing of electrification, and adaptation to climate change and the challenges it poses for the tourism sector.
- **Round table:** Marie took part in the round table "What role does financing play in the transition of SMEs and ETIs?" organized by the good forum dedicated to sustainable finance.
- **Hosting senior government officials:** On November 10, 2023, we had the pleasure of hosting a delegation of senior government officials in connection with the decarbonization of a tourism player's business. We were able to present and contextualize in a very concrete way the awareness of the company's leaders, as well as the vision of the transformation that needed to take place. It was an opportunity to discuss the opportunities and obstacles encountered, as well as the financial and operational risks assumed, and the timeframe of the project, which was constrained by numerous extrinsic factors.



## 3) Soft mobility

- The sustainable mobility package and 100% reimbursement of the Navigo pass are available to all employees, to encourage soft mobility within the company. Financial compensation is also available for employees who use bicycles.
- We are also keen to raise awareness among our other stakeholders. We give preference to suppliers who deliver by more environmentally-friendly means (electric, bicycle, etc.).



## 4) HR indicators

### Employees on sandwich courses and apprenticeships

In the 2021-2022 period, 13.1% of our employees were on apprenticeships, while this percentage fell to 9.62% in the 2022-2023 financial year. We are committed to offering students the opportunity to develop their professional skills alongside us. And, let's face it, work-study students bring a modern perspective to certain issues. We also welcome interns, including as part of our integration programs.

### CDI vs CDD

At Les Vedettes de Paris, our aim is to keep our talents within our teams. We have seen a significant increase from 57.19% of employees on permanent contracts between 2021-2022 to 69.23% between 2022-2023. In fact, several fixed-term contracts were converted to open-ended contracts during 2022-2023, which explains the drop in the number of fixed-term contracts in 2023. In 2021-2022, we had a 29.67% rate of fixed-term contracts, which fell to 21.15% in 2023.

### Seniority rate

During 2021-2022, 6.59% of our employees were seniors. This percentage decreased in 2023, and we currently have a proportion of 5.77% senior employees.

### Parity among the 10 highest earners and/or managers

Among the 10 highest earners, women account for 60%, while men represent 40%.

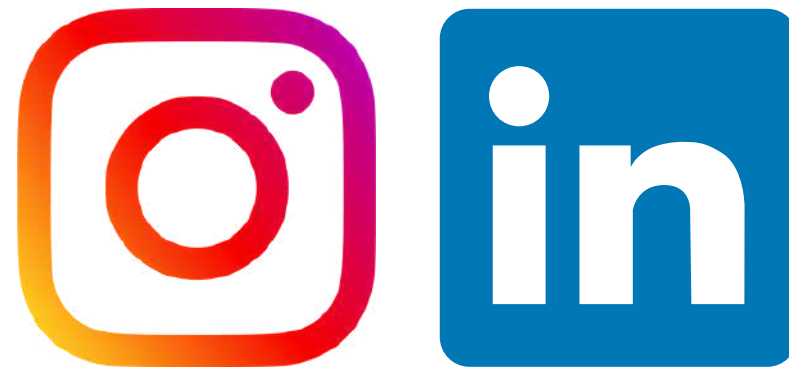
### Number of training hours per employee

On average, over the 2021-2022 period, a Paris employee received 7 hours and 52 minutes of training in his or her first 12 months, compared with 7 hours and 35 minutes in fiscal 2022-2023.

## The renunciations of Vedettes de Paris

- We are no longer open 365 days a year, and dedicate ten days in January to team building and employee training.
- We boycott certain brands despite their unbeatable delivery times. Occasionally, certain departments break the rule due to a lack of organization.
- On our boats, we have abandoned the use of glass-bottled orange juice, for lack of suitable garbage cans. We've opted for a slightly less chic solution, but with less impact on the environment: cans. Perhaps one day we'll give up orange juice, as it's not really local...

[www.vedettesdeparis.com](http://www.vedettesdeparis.com)



[@vedettesdeparis](https://www.instagram.com/vedettesdeparis)

**Port de Suffren  
75007 Paris**

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Metro 9 - Trocadéro**