



SCHOOL FOR
CHANGE

School For Change 2025

ECOCERTIFICATION PATH



ACCOR

Context

Climate change, biodiversity loss or upcoming social challenges are now shaping the world's ecosystem and impacting the corporate landscape.

Our industry will be more and more exposed and challenged by these new variables. It's our role as a responsible company to make sure that each of us is ready to compose with this complex environment.

As General Managers and/or Environmental Managers, you are playing a crucial role in Hotels' contribution, and as part of this transformation, we are pleased to invite you to take the School for Change digital learnings. We hope that its content will enable you to accelerate the transformation towards sustainable development within your hotels, to understand the issues at stake but also to be more effective and in line with your ESG objectives.

What is School for Change?

A global learning ecosystem and journey on sustainability

where each Heartist is **upskilled** with fresh & innovative content

to **understand** why sustainability will be at the core of everything we do

& **engage** them to **act** in our transition



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SCHOOL FOR
CHANGE

Eco certification training path

Dedicated to hotels working towards getting ecocertified



COMMON KNOWLEDGE BASE



ECOCERTIFICATION SPECIFIC KNOWLEDGE

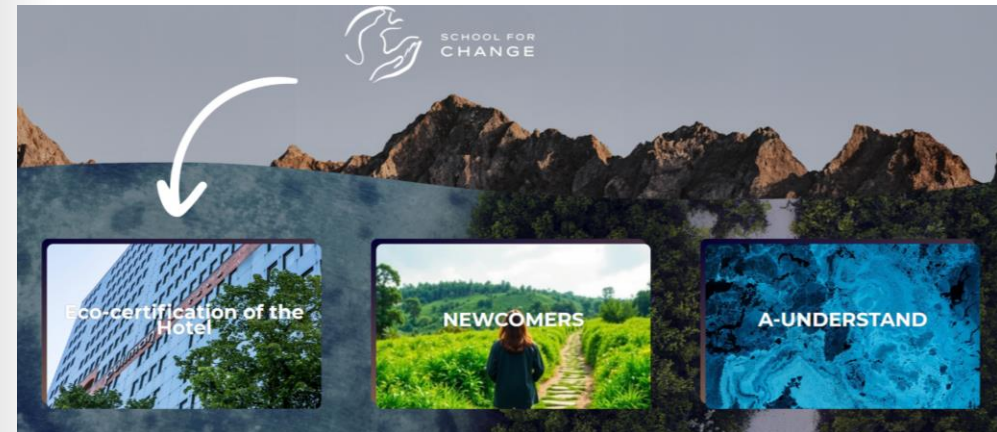
Sustainability at the Hotel level

Certifications presentation

Ecocertification journey

A specific training path for GMs involved in obtaining a sustainable certification.

To start your training, find and open the
« **Eco-certification of the Hotel** » path (see below)



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The Great Climate System



1H15



English, French,
German, Chinese,
Spanish, Portuguese,
Italian



Understanding **climate cycles**, and what **climate change** is truly about.

Detailed chapters of the module

- 1 Climate or Weather?
- 2 The great climate system
- 3 Ice cores and Natural Forcing
- 4 The Greenhouse Effect
- 5 The keeling Curve
- 6 Energy Excess
- 7 Consequences today
- 8 Predicting the Future
- 9 Tipping points

The Collapse of Biodiversity



1H20



English, French,
German, Chinese,
Spanish, Portuguese,
Italian



Discovering the **variety of life** and understanding the **impacts a fast-changing climate and environment** have on it.

Detailed chapters of the module

- 1 The Marvel of Biodiversity
- 2 Species and Ecosystems
- 3 Food chains
- 4 Genetic Diversity
- 5 Dynamics and evolution
- 6 Extinction
- 7 The collapse of the Coral Reef
- 8 Land use and overexploitation
- 9 Climate, pollution and invasive species
- 10 A Tipping point?



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Impacts on human societies



50MN



English, French,
German, Chinese,
Spanish, Portuguese,
Italian



Walking through the different **impacts on our lives and economies** today.

Detailed chapters of the module

- 1 Impacts on our economy
- 2 Focus on Norfolk (Virginia)
- 3 Impacts on humans -part 1
- 4 Impacts on humans -part 2
- 5 The emergence of new viruses
- 6 Impact on societies

Human Rights



30MIN



English, French,
German



Highlighting the major **risks of the hospitality industry** and **Accor's commitments** towards human rights, by presenting its **Group policy** and showing how everyone can **concretely apply** Accor's human rights commitments.

Detailed chapters of the module

- 1 Introduction
- 2 What are Human Rights?
- 3 Accor's commitments
- 4 Human Rights are everyone's business



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Accor's Sustainability Strategy



30MIN



English, French,
German



Understanding the **impacts climate change and hospitality mutually have on each other**. Discovering the **strategy** Accor put in place to **face these impacts** and to continue its growth as a **sustainable business**.

Detailed chapters of the module

- 1 Sustainability is inseparable from hospitality activities
- 2 Sustainability as a key business criterion for Accor
- 3 Accor's vision: putting sustainability at the core of our business model

Focus on Stay pillar



15MIN



English, French,
German



Understanding why **Stay is one of the main levers of action** to have an impact on nature and climate, and how it reflects in **Accor's operations**.

Detailed chapters of the module

- 1 Operate hotels within planetary boundaries
- 2 Our main objective: reduce Accor carbon footprint



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Focus on Eat pillar



15MIN



English, French,
German



Understanding why **Eat** is also part of the **levers of action** Accor puts in place to have a **positive impact on nature**.

Detailed chapters of the module

- 1 Accelerate transformation towards a sustainable agricultural and food model
- 2 Food as an essential key to reduce Accor's impact on nature

Focus on Explore pillar



15MIN



English, French,
German



Contributing to define a **new vision of travel** and look back at the **challenges** we will have to face collectively.

Detailed chapters of the module

- 1 Challenges in the hospitality sector
- 2 Deep dive on Explore's priorities and how to act
- 3 Providing solutions to solve problems more than create new ones



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Sustainability at the Hotel level



1H30



English, French,
Spanish, Portuguese



Applying sustainable development **to daily hotel life**. This training will focus on eco certification of our hotels: How does it work? Who are our **key partners**? What are the **benefits** and **main areas** of application in the hotels?

Detailed chapters of the module

- 1 What does sustainability mean for Accor ?
- 2 Managing energy resources
- 3 Waste management
- 4 Water management
- 5 Sustainable food and waste management
- 6 Involving your staff in sustainable development

Certifications presentation



30MIN



English, French



Depending on the certification you wish to obtain, you can consult it and follow the corresponding module. Find out key information about the certification you're aiming for.

3 certifications you can obtain

- 1 Green Key
- 2 Green Globe
- 3 Clef Verte



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Recognition for ecocertification

HOW TO USE THIS TRAINING TO COMPLY WITH TRAINING REQUIREMENTS IN ECOCERTIFICATION?

Sustainability training is a mandatory criterion in most ecocertifications and we therefore wanted to provide you with a dedicated Accor training to help you meet the requirements.

We have designed this training path with our main certification partners, Green Key and Green Globe, while ensuring it completes as many requirements as possible for other accepted options (for instance, GKG in the US & Canada). Green Globe and Green Key both have reviewed the content and validated the training.

Once you complete the training, you will be able to download two certificates as a proof to be shared with the certification entity (in your application file or to be uploaded on the application platform, when applicable).

STEP 1 – GENERIC MODULES

The first part of this training is composed of generic modules focused on sustainability at the hotel level, applicable to all.



STEP 2 – SPECIFIC MODULES BY ECOCERTIFICATION

School for Change includes personalized modules for each of our main certification partners : Green Globe, Green Key, Clef Verte (Green Key in France).

You do not need to watch all three modules but you can choose depending on the certification you are pursuing. Examples:

- If you are applying for Green Key, you can choose the Green Key module and skip the Green Globe and Clef Verte module.
- If you are applying for another validated certification outside of these options (for instance, Green Key Global in the US & Canada), you can skip all 3 modules.



STEP 3

Don't forget to download both certificates at the end of the last module. You can use these certificates as supporting evidence for your application.



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Detailed paths depending on certification options (1/4)



If you are getting certified with **Green Key**

COMMON KNOWLEDGE BASE

The Great Climate System

The Collapse of Biodiversity

Impacts on human societies

Human Rights

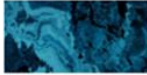
Accor's Sustainability Strategy

Sustainability at the Hotel level

ECOCERTIFICATION SPECIFIC KNOWLEDGE

Certifications presentation

- ✓ Green Key
- ✗ Green Globe
- ✗ Clef Verte (in French only)

	The Great Climate System - GLOBAL - MULTI Mandatory EN E-learning
	The Collapse of Biodiversity - GLOBAL - MULTI Mandatory EN E-learning
	Impacts on human Societies - GLOBAL - MULTI Mandatory EN E-learning
	Human Rights - GLOBAL - EN ENROLLED Mandatory EN E-learning
	ACCOR'S SUSTAINABILITY STRATEGY - GLOBAL - MULTI Mandatory EN E-learning
	Sustainability at the Hotel - GLOBAL - MULTI Mandatory EN E-learning



Then, you can select among 3 optional modules the one that correspond to your certification.
You only need to complete one course among these three.



If you are getting certified with **Green Key**, you can skip **Green Globe** and **Clef Verte**.

	Green Key - GLOBAL - MULTI Mandatory EN E-learning
	Green Globe - GLOBAL - MULTI Mandatory EN E-learning
	Clef Verte - GLOBAL - FR Mandatory FR E-learning

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First, you will need to **complete all mandatory modules from the Great Climate System to Sustainability at hotel level**

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Detailed paths depending on certification options (2/4)



If you are getting certified with **Clef Verte** (France only)

COMMON KNOWLEDGE BASE

The Great Climate System

The Collapse of Biodiversity

Impacts on human societies

Human Rights

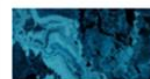
Accor's Sustainability Strategy

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ECOCERTIFICATION SPECIFIC KNOWLEDGE

Certifications presentation

- ✓ Clef Verte
- ✗ Green Globe
- ✗ Green Key



The Great Climate System - GLOBAL - MULTI

Mandatory | EN | E-learning



The Collapse of Biodiversity - GLOBAL - MULTI

Mandatory | EN | E-learning



Impacts on human Societies - GLOBAL - MULTI

Mandatory | EN | E-learning



Human Rights - GLOBAL - EN
ENROLLED

Mandatory | EN | E-learning



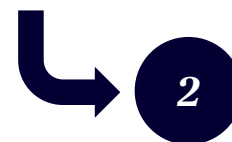
ACCOR'S SUSTAINABILITY STRATEGY - GLOBAL - MULTI

Mandatory | EN | E-learning



Sustainability at the Hotel! - GLOBAL - MULTI

Mandatory | EN | E-learning



Then, you can select among 3 optional modules the one that correspond to your certification.
You only need to complete one course among these three.



If you are getting certified with **Clef Verte**, you can skip Green Globe and Green Key.



Green Key - GLOBAL - MULTI

Mandatory | EN | E-learning



Green Globe - GLOBAL - MULTI

Mandatory | EN | E-learning



Clef Verte - GLOBAL - FR

Mandatory | FR | E-learning

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Detailed paths depending on certification options (3/4)



If you are getting certified with **Green Globe**

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The Great Climate System

The Collapse of Biodiversity

Impacts on human societies

Human Rights

Accor's Sustainability Strategy

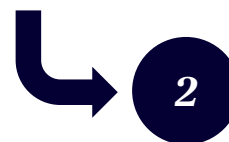
Sustainability at the Hotel level

ECOCERTIFICATION SPECIFIC KNOWLEDGE

Certifications presentation

- ✓ Green Globe
- ✗ Green Key
- ✗ Clef Verte (in French only)

	The Great Climate System - GLOBAL - MULTI Mandatory EN E-learning
	The Collapse of Biodiversity - GLOBAL - MULTI Mandatory EN E-learning
	Impacts on human Societies - GLOBAL - MULTI Mandatory EN E-learning
	Human Rights - GLOBAL - EN ENROLLED Mandatory EN E-learning
	ACCOR'S SUSTAINABILITY STRATEGY - GLOBAL - MULTI Mandatory EN E-learning
	Sustainability at the Hotel - GLOBAL - MULTI Mandatory EN E-learning



Then, you can select among 3 optional modules the one that correspond to your certification.
You only need to complete one course among these three.



If you are getting certified with **Green Globe**, you can skip Green Key and Clef Verte.

	Green Key - GLOBAL - MULTI Mandatory EN E-learning
	Green Globe - GLOBAL - MULTI Mandatory EN E-learning
	Clef Verte - GLOBAL - FR Mandatory FR E-learning

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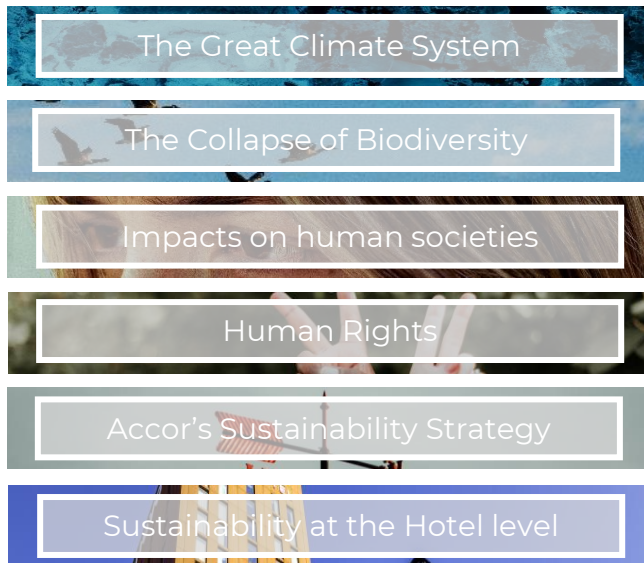
4

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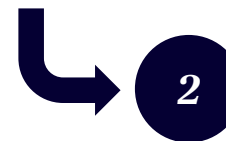
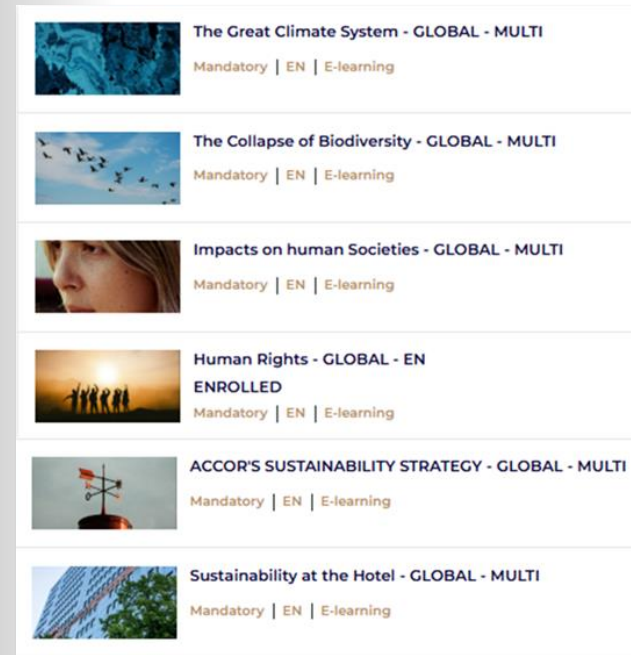
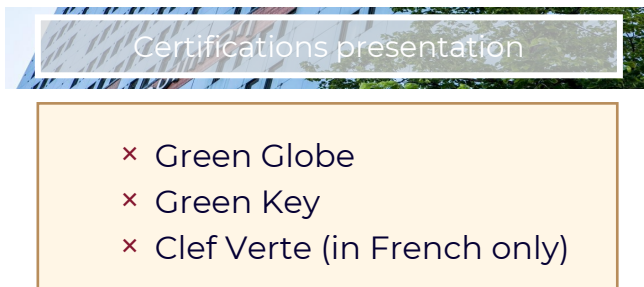
Detailed paths depending on certification options (4/4)

If you are getting certified with **another approved certification**

COMMON KNOWLEDGE BASE



ECOCERTIFICATION SPECIFIC KNOWLEDGE



If you are getting certified with another option, **you can skip all 3 chapters on Green Globe, Green Key and Clef Verte (in FR only)**



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Certificates

ONCE YOU HAVE COMPLETED YOUR TRAINING, DON'T FORGET TO DOWNLOAD YOUR CERTIFICATES !

At the end of the School for Change training, you will be able to download two certificates, that you can use as **supporting documentation for your application**.

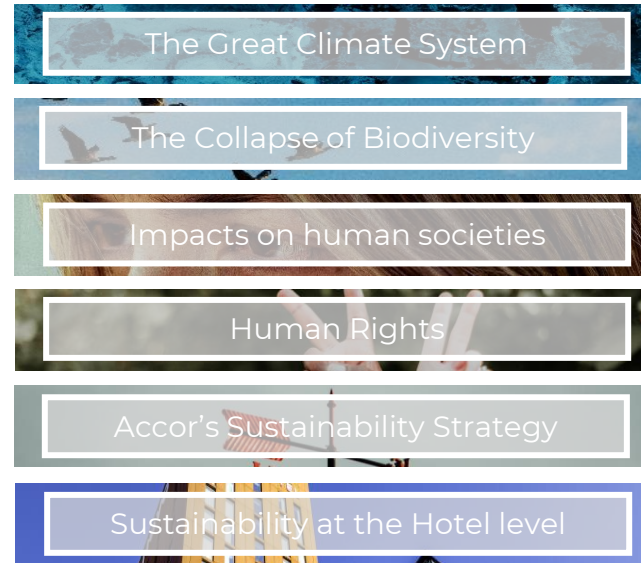
Our partners, Green Key/Clef Verte and Green Globe, have validated this training and its content. Their auditors are therefore also aware that these certificates will be a valid proof to show that you have completed the training.

Please note that you will have to **download two certificates** :

1. One certificate for the common base of mandatory modules (from Great Climate System to Sustainability at the hotel level)
2. One certificate for each optional course focusing on the different certifications.

For instance, if you are getting certified with Green Key, you will have to download one certificate for the mandatory modules AND one certificate for the specific "Green Key" module.

COMMON KNOWLEDGE BASE



ONE CERTIFICATE TO DOWNLOAD

ECOCERTIFICATION SPECIFIC KNOWLEDGE



ONE CERTIFICATE TO DOWNLOAD



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What your certificates look like

COMMON KNOWLEDGE BASE



ECOCERTIFICATION SPECIFIC KNOWLEDGE

ONLY ONE TO DOWNLOAD DEPENDING ON
WHICH CERTIFICATION YOU ARE PURSUING



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Sharing knowledge with your hotel team

To ensure that sustainability training is really effective and applicable for everyone, we need to ensure it is adapted both to the brand context and local context.

We would therefore recommend that following their School for Change training, the GM and/or environmental manager organize an information workshop with the whole hotel staff, focusing on concrete best practices at hotel level and general understanding of what sustainability is about.

We will provide a powerpoint template for this workshop, and the GM / Environmental manager is free to adapt it to the local hotel context where relevant.



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USEFUL TOOLKITS



Any question?

Please check the Q&A and other resources, refer to your T&C, Local Academy and Sustainability Leaders (only for Ecocertification), or reach out at SchoolForChange.support@accor.com



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