



# SARL CHALET MONTAGNE TRADITION

## Catered Chalets in Les Gets

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# COMPANY ETHIC AGREEMENT

## The Company

Mountain and Tradition is a small, independent chalet company based in Les Gets.

## The Team Member

Everybody working in the company is a team member (directors and manager included). Each team member will need to understand and agree with this company convention.

## Why this ethic agreement?

This document is an agreement between each team member and the company. It ensures that a high-quality working environment as well as a high level of customer service is maintained.

## Company Ethic

- Taking what we do seriously, always driven to maintain our high standards
- Ensuring that our guests have a wonderful experience, resulting in 5-star reviews
- Ensuring that the working environment is a fair, respectful and motivating one for all the team members
- Creating memorable work and life experiences for all the team members
- Working in an eco-responsible environment and agreeing with our environmental policy
- Respecting personal and company belongings

## Work ethic of each team member

- To take pride and satisfaction in a job well done, no matter the size of the task. Team members should not only maintain company standards but also help to improve them.
- Behaving as a passionate and responsible adult
  - All issues are to be resolved between responsible people through fairness and in the best interests of the company and other team members
- Curious and always keen to learn, also keen to improve the company and the work of other team members
- Being flexible, covering other team members roles at any time
- Respect the decision of the managers, at all times
- Asking for support from other team members when needed, trying to sort the problems, material or relational, at all times. Not leaving problematic situation reach a point of no return.
- Being a tidy and organised person. Keeping the working and living environments clean, for yourself and others
- Finally, and most importantly, make your season a memorable and enjoyable one.

## Role of the managers, Jana, Raph & Ashleigh

- Hiring the right people for the right jobs, team members that are able to understand the ethic of the company. To create the right working environment for everybody
- To provide training that will teach every staff member the skills needed and the level of work that is expected of them
- Supporting everybody equally in order to achieve their targets and enjoy a better work experience

## Relation between every individual in the team

- Respect and honesty between each team member
- Admitting and reporting personal mistakes
- Resolving any arguments through conversation, as they happen, before they create an argument or result in one or all parties becoming annoyed
- Assume that all the other team members produce the best they can, work as hard as possible and help each other as much as they can
- Having an understanding that each team member is different and so can react differently to certain situations
- Make the effort to act and speak to your other team members the same way you would act and speak to the guests

## Package offered to team members

### Terms of contract

- Start and end date of the contract confirmed closer to the start date.
- Salary of 800.00€ net per month
- Performance bonus paid through the season after meeting with directors based on your competences and your improvement through the season; up to €200 per month and then up to €400 in April – winter only
- Contract through the French System which can include French social benefits (Health, Pension, Training funds...)
- Rota will be provided weekly and if any changes, you will be notified by your manager:
  - o 2 days off per week
    - 1 as a full day
    - 1 other given either as 2 half days, another full day or postponed on certain week if necessary
  - o 2 days of holidays per month either given through the season as extra time/days off or paid
  - o Each day off or holiday not taken at the end of season will be paid 50.00€ net on your last pay
  - o The rota is under the responsibility of your manager. We will try to accommodate your preferences regarding days off, but this cannot be guaranteed.

### Other advantage included in the package

- Good staff accommodation in a shared room (single) or a private room (couples)
- Breakfast supplied every day – winter only
- Cooked dinner supplied every working day (5 days per week) – winter only
- Transport to resort at the beginning of the season and transport back at the end of the season, from Geneva airport or local train station
- Parking for one car (on request)
- Lift pass for the Les Gets, Morzine and Avoriaz resorts – winter ; Multi Pass (PDS) - summer
- Ski equipment if required (Skis or Snowboard) – winter only
- Being part of our review bonus system, throughout the season, to win prizes with the team

### Recommandation to team members

- We recommend purchasing sports travel insurance (also called season job insurance) while you are still in your home country, before you travel to France. This should cover any injuries caused to yourself and/or others during your stay abroad.
- Look after your lifestyle
  - o Get enough rest throughout the season
  - o Enjoy both skiing and non-skiing activities
  - o Don't go overboard with the nightlife (or partying in general)
  - o Look after yourself and your accommodation

### Important points to remember

- You will be asked, between the date of our signed agreement and your starting date, to complete different tasks (sending your arrival information plus official papers). Failure to complete these tasks will result in the cancellation of this agreement.
- Only team members are allowed in the staff accommodation - at any time.
- Nobody, apart from drivers undertaking their duties, will be allowed to use the company vehicles - at any time. If you wish, you can use your own vehicle for your own travel. Any fine generated by an employee, even on duty, will be payable by the same employee.
- Costs incurred, due to damage caused by the employee, to company property and equipment, including but not limited to owned, rented or borrowed property and equipment, may be taken from the employee's salary. The company may choose to pay the costs itself in cases of definite accidental damage (where reasonable precautions had been taken), solely at the company's discretion.
- The company will not pay for any days where sick leave is taken. Sick leave days will be taken from your extra days. If you are sick or injured and are unable to carry out your duties, the company may terminate your contract and you will need to vacate any accommodation provided.
- Our agreement may be terminated by either party by giving 2 weeks written notice, except in cases of gross misconduct where the company may terminate this contract immediately, without notice.

Signed by the company director,	Signed by the team member,
Name:	Name:
Date:	Date:
Signature:	Signature: