

INTERNAL REGULATIONS OF LIFE ON TETIAROA ATOLL

To ensure a good quality of life on the Tetiaroa Atoll and to respect everyone's tranquility, please find below the rules of good conduct and neighborliness that must be strictly followed.

1. General Information:

1.1 Persons Concerned:

- Staff employed at The Brando establishment, as well as interns and/or trainees;
- Employees of the hotel's service provider companies residing within the establishment (*Tetiaroa Atoll, boarding dock at the InterContinental Tahiti Resort & Spa, workplace, any means of transport between Tahiti and Tetiaroa provided by the establishment*);

Hereinafter referred to as "residents."

1.2 Duties and Obligations:

- Community life requires all occupants of housing on the Tetiaroa Atoll to respect the following points.

Therefore, fundamental rules of civility, politeness, good neighborliness, respect for life, and private property are more essential than ever to avoid any inconvenience and dysfunction.

All nuisances must be avoided, and each resident must ensure that they do not cause any disturbance to their neighbors and customers.

A nuisance generally characterizes a perceptible fact (a source) that causes experienced and suffered discomfort. It can be auditory (noise perceived by others), olfactory (barbecue, garbage, manure, etc.), or visual (e.g., disturbance caused by an installation). Similarly, the basic rules of behavior, conduct, and hygiene stated in the hotel's internal regulations apply at all times across the entire Tetiaroa Atoll.

In case of disputes or conflicts between residents, a "mediator" (Village Manager – 40 86 63 74 or a representative of General Management or the relevant entity's management) can be considered. Any inappropriate behavior and/or failure to comply with basic community living rules may lead to disciplinary actions up to expulsion from the Tetiaroa Atoll and, consequently, termination of the employment contract.

- Environmental Protection & Ecosystem Conservation:

To preserve a precious environment, the following rules must be followed:

- Respect the biosafety plan application protocol.
- Collecting, fishing, and hunting are prohibited throughout the entire Tetiaroa Atoll (motus, lagoon, reef, and outer slope).
- It is forbidden to collect or consume shellfish, crustaceans, or any other species from Tetiaroa.
- It is prohibited to cut, pick, collect, introduce, or plant any plant species outside the specific scope of work or personal housing maintenance. Introducing or planting non-endemic plant species from Tetiaroa is forbidden (see the biosafety protocol and relevant parties for more details).
- Capturing and consuming crabs, including coconut crabs (kaveu), is prohibited.
- Disturbing birds and touching their eggs is forbidden.
- Feeding sharks or any other fish species is prohibited.
- Stealing from the village (including products grown at Faapu) is prohibited.

- If a sea turtle is observed in the lagoon or on land, do not disturb it, do not collect its eggs, and notify the Te Mana O Te Moana or Tetiaroa Society associations.
- For safety reasons, any activity in the lagoon beyond the surroundings of Onetahi and Honuea must be reported in advance to the Security Service.
- Disposing of waste in nature across the entire atoll is forbidden. Waste must be stored and sorted according to the hotel's established procedures and current legislation.
- Disposing of cigarette butts in nature across the entire atoll is prohibited.
- For safety reasons and to prevent site degradation, lighting fires on the atoll outside designated areas is forbidden.
- Many marae are scattered across the atoll. They are integral to Polynesia's historical and cultural heritage and are of inestimable value. Please respect the markings and do not touch the stones.

Access to motus other than Onetahi and Honuea (see article 16), by any means, is strictly regulated and subject to prior authorization from the Security Service. This rule is intended to protect the environment and to limit accident risks. This directive is set not to penalize residents but for safety reasons, to prevent scenarios such as someone being caught by nightfall or getting injured on a remote motu and being unable to alert help. It also aims to prevent ecological incidents due to unfamiliarity with other motus (beaches with turtle nests, bird islands, the fragile lake of motu Oroatera, etc.). For more information, please contact the Tetiaroa Society association.

Any other behavior contrary to environmental protection and ecosystem conservation may result in disciplinary actions up to expulsion from the Tetiaroa Atoll and, consequently, termination of the employment contract.

Security Service Numbers: 6276 / 6275 / 6279

Tetiaroa Society (located at the eco-station): 6349 / 6226

Te Mana O Te Moana Association: 6395 / 6227

2. Nuisances

In accordance with civil rules of good neighborliness and to respect the tranquility of the village, making noise is strictly prohibited.

The village is a place for living, sharing, and resting. Everyone must respect their neighbors, colleagues, and friends.

According to Article R1336-5 of the Public Health Code, no specific noise should, by its duration, repetition, or intensity, disturb the tranquility of the neighborhood or the health of individuals in a public or private place, whether caused by a person directly or indirectly through an object under their responsibility.

According to Article R1336-7 of the Public Health Code, overall noise emergence in a given place is defined by the difference between the ambient noise level, including the specific noise in question, and the residual noise level constituted by the usual external and internal sounds corresponding to normal occupancy and equipment functioning in the absence of the specific noise.

2.1 Throughout the motu

The noise level of devices (boomboxes, phones, various speakers) and conversations should be limited. Music, gatherings, and laughter are allowed at the Arearea. Some residents wake up at 3 AM to go to work, while others go to bed at 2 AM after their shift.

Residents who start work very early or finish very late should not shout. If residents wish to have friends over, the noise level of voices and music should not exceed the confines of the concerned housing.

It is advised to use headphones or earphones to listen to music; in any case, the sound should not exceed the housing limits.

2.2 Common Areas

In the cafeteria, headphones should be worn to avoid playing music aloud from phones. Ambient music is welcome in the cafeteria but should be at a reasonable volume to allow for quiet conversations without shouting.

In the gym, wearing headphones to listen to music is mandatory.

In the village laundry, due to nearby residences, music volume should be limited, and headphones should be used.

3. Drugs

The consumption, cultivation/production, and sale of drugs are strictly prohibited on the Tetiaroa Atoll. Non-compliance with this rule may result in disciplinary actions up to expulsion from the village and the atoll, and consequently, termination of the employment contract.

4. Alcohol Consumption

Alcohol consumption should be limited and reasonable. Public intoxication is an offense. This offense penalizes not a specific alcohol level but a state of drunkenness that poses a risk to others or the intoxicated person. Sanctions may be imposed, including expulsion from the atoll and, consequently, termination of the employment contract.

5. Commerce

Any commerce within the village is prohibited without express authorization from General Management.

6. Meals

During and outside working hours: The cafeteria is the main dining area for all staff, seven days a week, for breakfast, lunch, and dinner. Each employee must respect the established opening hours.

It is possible to take meals to go using plastic containers or plates provided in the housing.

It is strictly forbidden to take dishes from the cafeteria or hotel restaurants. For additional dishes, employees should contact the village manager.

In the context of biosafety and selective sorting implemented within the establishment, each resident must ensure proper management of their food waste. Employees in shift work attire have priority.

7. Purchasing Products for Personal Use

Various products can be purchased at the staff shop during opening hours. Purchases must be paid immediately on site, by credit card only. Priority is given to those working. Alcohol sales are limited and can only be made to the person present.

8. Waste Disposal

To minimize the impact of our presence on the fragile environment of Tetiaroa, all residents must adopt civility rules for sorting personal waste:

It is forbidden to place trash at the entrance of housing or to move public outdoor bins for personal use.

Household waste must be collected and stored inside the resident's housing. Each resident is then required to transport their waste to the sorting center (located after the staff laundry) or designated bins. Residents must personally sort their waste; unsorted garbage bags should not be left at the sorting center.

It is forbidden to dispose of cigarette butts in aluminum cans as they are recycled. Different bins are available for each type of waste (glass, plastic bottles, etc.), with signage to assist residents in sorting efforts.

9. Animals

Pets are not allowed on Tetiaroa Atoll.

10. Laundry – Staff Village

For personal laundry, a laundry room with washing machines, dryers, ironing boards, and irons is available. Residents are responsible for purchasing their detergent. Any deliberate damage to laundry room equipment will result in disciplinary actions up to expulsion from the village and the atoll and consequently, termination of the employment contract. Replacement and repair costs may be charged to the responsible party.

10. Internet

Internet access is provided in each housing unit.

11. Transport

11.1 Transfers Between Tahiti and Tetiaroa

Transfers are done using staff shuttles at predefined times. No shuttles will operate outside these times. Residents must strictly adhere to the schedule set by the department heads and carry an ID for shuttle access. Wearing closed shoes during transfers is recommended. For everyone's comfort, using music devices without headphones is prohibited.

11.2 Karts

Only authorized personnel who have completed kart driving training can drive the karts. The use of karts is strictly for professional purposes and only during working hours by employees in uniform.

12. Hotel Zone

The hotel zone is exclusively reserved for hotel guests.

12.1 Pool Use

Pool use is exclusively for guests.

12.2 Beach Use

All beaches on motu Onetahi are exclusively for guests except for designated areas (see Article 18).

12.3 Use of Water Sports Equipment

Water sports equipment at the pool desk is exclusively for guests. Special water sports equipment for residents will be available on the designated beach.

12.4 Tennis, Gym, and Spa

The tennis court, "Client" gym, and spa are exclusively for guests.

13. Airstrip

Access to the airstrip is strictly forbidden at any time, day or night.

14. Recreation/Relaxation Areas for Residents

Recreational fares (gym and relaxation room) are exclusively for residents. Specific rules for using and accessing these areas are defined and signed upon employment. A specially equipped area in the village for team sports is accessible to all residents, employees, and contractors from 8 AM to 10 PM. Residents are expected to follow good conduct rules in these spaces.

15. The Arearea

This area is available to residents at any time, day or night, for meetings or gatherings with friends. Festive events are allowed with the management's approval but must not spread to the entire village. Requests

should be made to the Village Manager, and an event supervisor must be appointed. Before leaving the Arearea, you must clean up all your waste and leave the area tidy. After 1 AM, the volume should be reduced. Returning to housing should be done quietly to respect other residents' sleep.

16. Living quarters (Base vie)

The Living quarter (Base vie) area is a living space for collaborators and contractors who also need rest. The "end of the world" beach is a relaxation spot for everyone, so sound amplifiers should not be used to maintain the tranquility of the trailer customers.

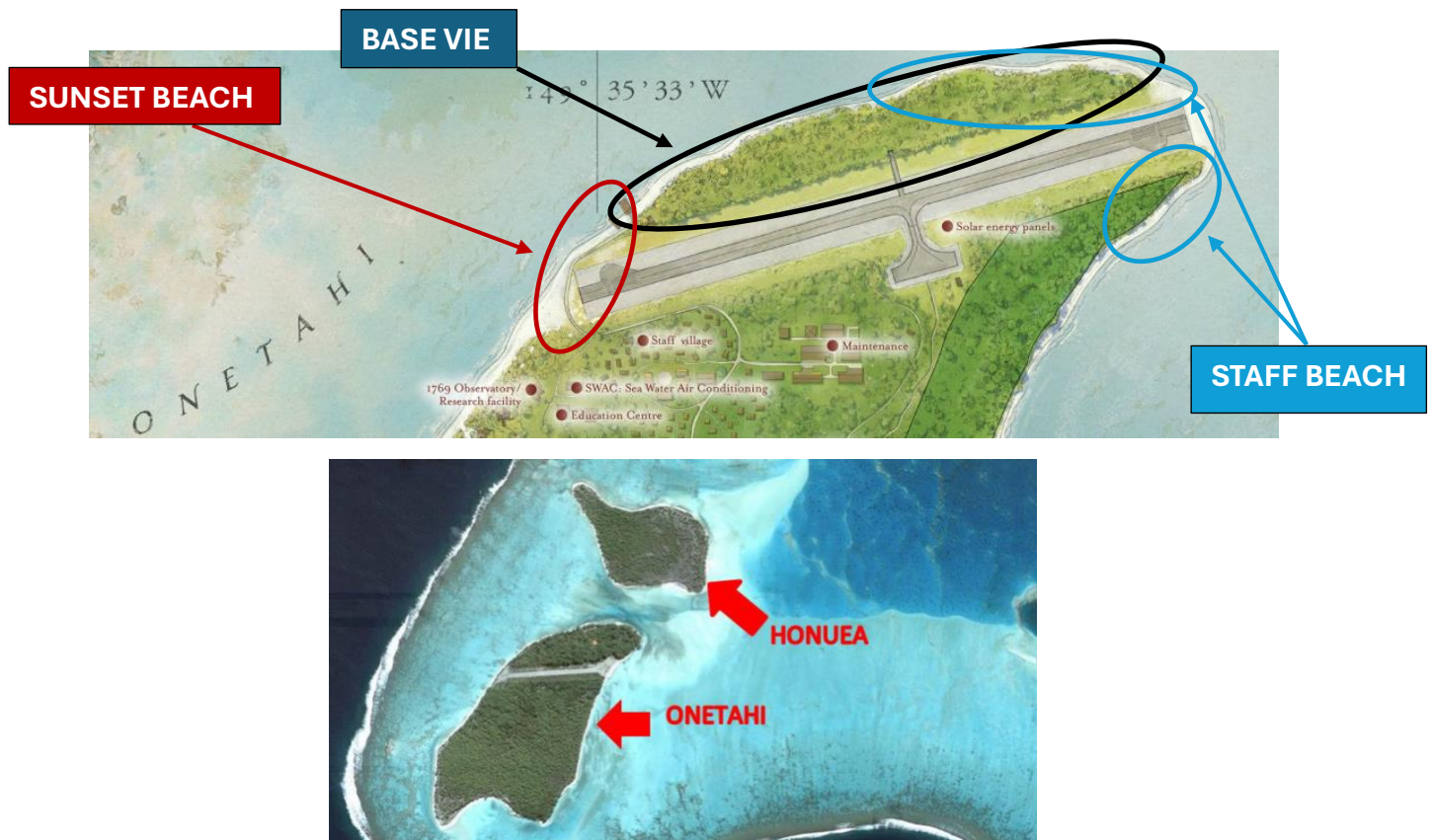
17. Beach Access for Residents

Residents are prohibited from accessing Onetahi motu beaches except for:

- An area located at the west point, on both sides of the airstrip, known as the "Sunset" zone (see map below). Due to its proximity to guest villas, noise or music (without personal headphones) is prohibited. Swimming, alcohol consumption, and water activities are prohibited here.
- Two beaches on the east of the motu: the "end of the world" beach near the snack bar and the staff beach (see map below). These areas are reserved for residents for swimming and water activities. They are marked with "Staff Beach" and "Staff Beach Limit" signs.

A beach access point is also provided on the neighboring motu, Honuea, for residents. For safety reasons, inform someone on Onetahi or the hotel security service of your movements to Honuea.

Good conduct rules apply to all the above-mentioned areas. Access to other motus, by any means, is strictly regulated and subject to prior authorization from the security service. This rule is part of our environmental protection approach and to limit accident risks.



Date:

Resident's Signature: (preceded by "Agreed, read and approved")