



# HUMAN RIGHTS STRATEGY

JUNE 2023

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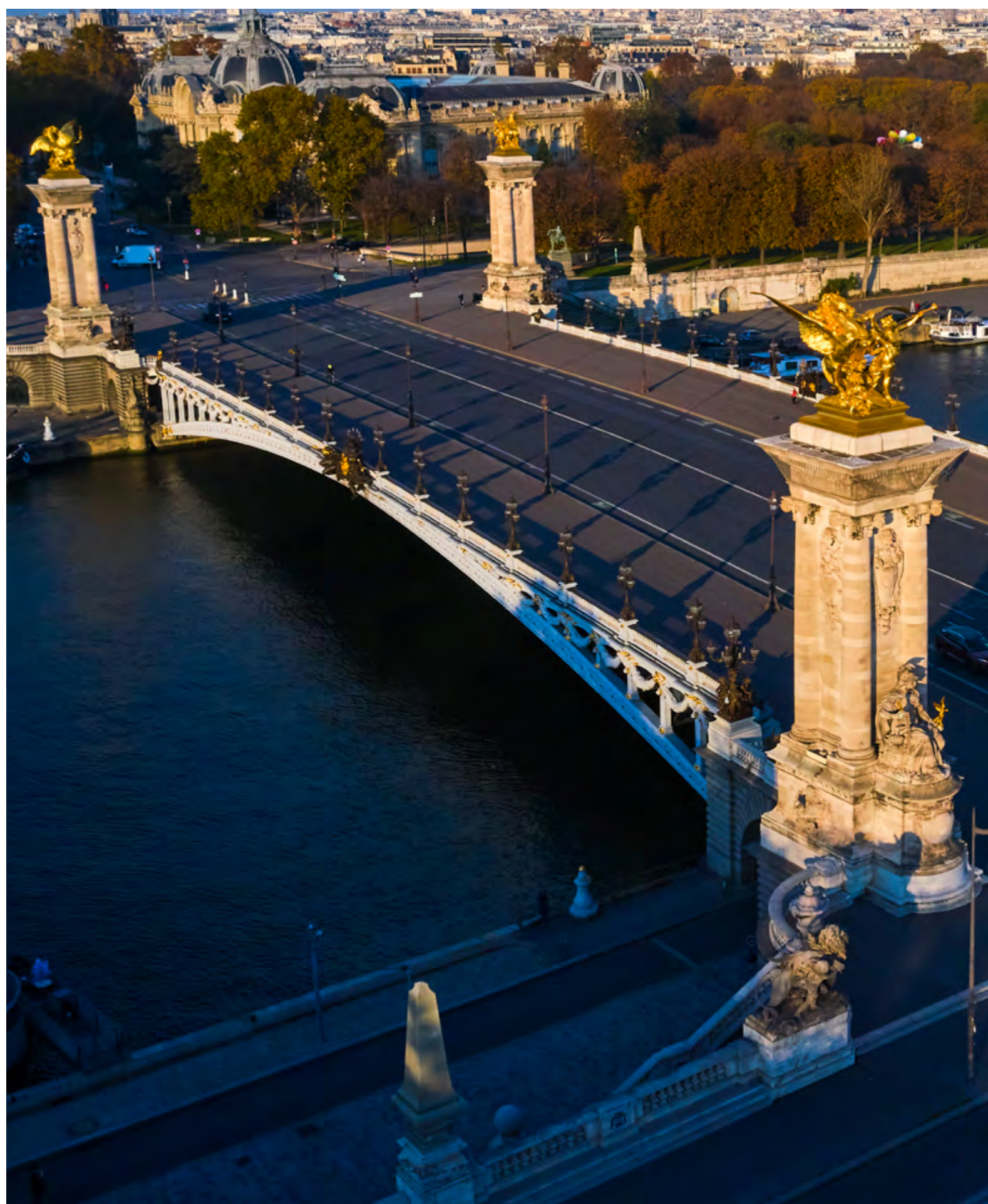
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# PREAMBLE



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While organising the Paris 2024 Olympic and Paralympic Games is most certainly a challenge in all domains, it is also a responsibility. In France, the land of Human Rights, of the Enlightenment and of the revival of the Olympic Games, this indeed carries particular significance.

At a time when the world's problems are causing countries to falter and creating division between peoples, we believe that the Games are one of the last spaces for peace, cohesion and coming together. The example of the Athletes' Village is salutary in this respect, where more than two hundred nationalities live together, in a simultaneously festive and fraternal atmosphere; an experience that is as exciting as it is heartening.

At Paris 2024, we want to live up to the values of sport and of the Games, and contribute to spreading these values with the goal of inspiring the greatest number of people.

This philosophy and this approach are embodied through a range of groundwork and actions that we have conducted: notably the Code of Ethics, adopted thanks to our Ethics Committee, and which sets the highest standards in this domain for Paris 2024 for delivery of the Games. We might also mention the first Social Charter in the history of the Games, signed with SOLIDEO, the company tasked with delivering the Olympic facilities, and with the whole of the social partners, in order to aim for exemplary standards in the economic and social domain. And also the L'Autre Cercle Charter of Commitment, which we signed in order to guarantee an inclusive working environment, particularly with regard to LGBT+ people, as well as the Pride House project at Paris 2024, which aims to promote inclusion in sport and ensure the visibility of LGBT+ athletes.

The Paris 2024 Human Rights Strategy, which we are proud to present to you, sets out the core principles. It is one of the reference texts that will guide us up to 2024 with the whole of the Organising Committee staff, volunteers and, generally speaking all of the actors of the Games.

It is a text of commitment intended to give substance to the principles of integrity, neutrality and fair play to which we are deeply committed. It is the indispensable foundation for the relationship of trust that we want to create with the public, the athletes and all of the stakeholders.

Our challenge is to guarantee every individual's rights, throughout the adventure of the Games, and beyond, to conceive and give life to a new model of Games, in particular by means of this Human Rights Strategy, which we are proud to implement for the first time at Paris 2024.

We are convinced that these values and principles will be embodied with resolution and conviction by the women and men who will help to build the Paris 2024 Games, Games for everybody.

**Tony Estanguet**  
President of Paris 2024



# 1

## A STRATEGY TO PROMOTE HUMAN RIGHTS

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Human rights are at the heart of Olympic and Paralympic thought. Since their inception, the Games have propagated humanist and universal values, aspiring to devote sport to the harmonious development of humanity with a view to promoting a peaceful society, which cares about protecting human dignity.

The Paris 2024 Games resolutely uphold the tradition of these objectives through a strategy to promote human rights by which the Organising Committee undertakes to protect and respect human rights and to put in place mechanisms enabling the prevention of risks and the reporting of any violations of rights. Paris 2024 thus complies with the international agreements and treaties ratified by France, current national laws and regulations and the standards and core principles recognised at the international level.

## OBJECTIVES OF THE PARIS 2024 GAMES HUMAN RIGHTS STRATEGY

The Paris 2024 Games strategy to promote human rights sets out the intention of Paris 2024 to guarantee respect for the human rights of all populations placed under its responsibility during the organisation, delivery and legacy phases of the Games, in conformity with the framework of the United Nations Guiding Principles on Business and Human Rights. It will serve as an operational matrix for the protection and respect of these principles and will be part of the framework of the rules and guidelines concerning the Olympic Charter.

This strategy is supported by the Paris 2024 Games vision of welcoming the world in all its diversity and devoting the energy of sport to the benefit of all. It aims to promote protection of the rights and freedoms of all the participants in this international celebration.

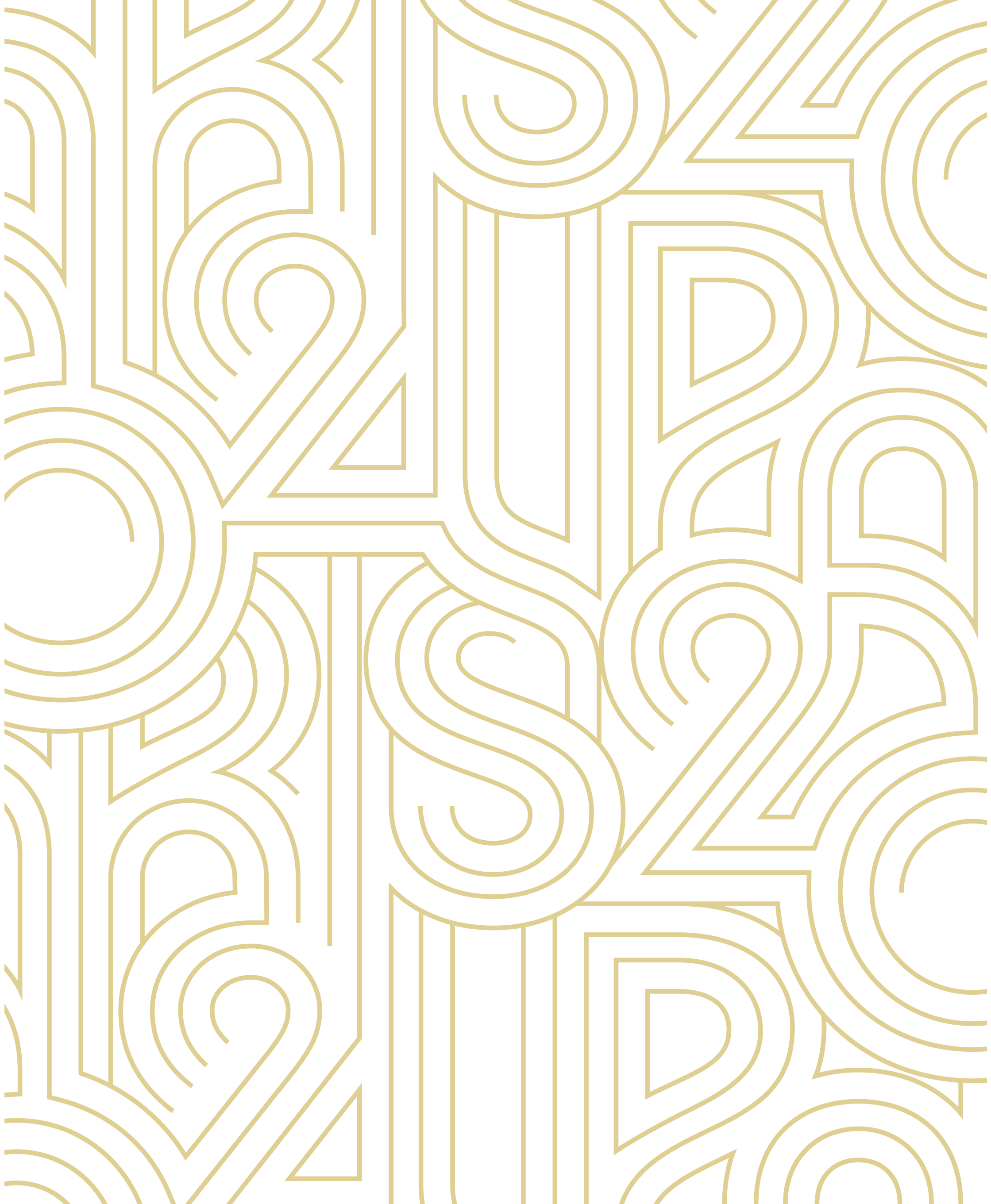
This strategy clarifies the breadth of the human rights concerned by the activities of the Paris 2024 Games in order to enable a comprehensive understanding of the scope of this commitment. Defining the scope of this commitment led to the identification of potential risks of human rights violations in the organisation of the Games and during the event itself, as well as to graduation of the impact and likelihood thereof in order to define the best possible prevention and whistleblowing systems adapted to each identified risk.

This strategy thus highlights the measures adopted by Paris 2024, at the initiative of the Organising Committee and in application of the French and European legal framework, in order to assess their effects and identify requirements for any possible or necessary consolidation.

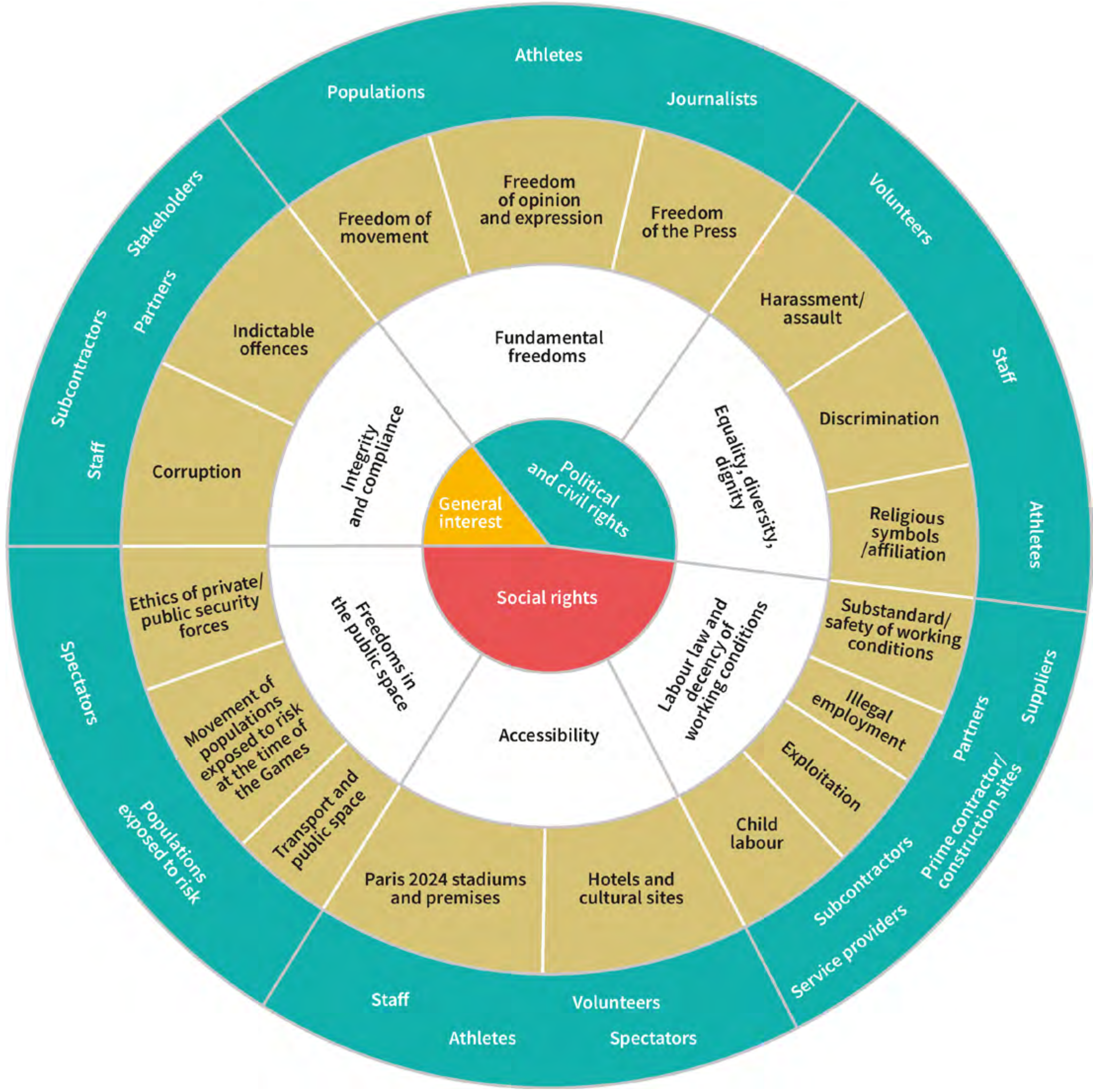
The whole of the procedures adopted within the framework of this strategy are in accordance with the Paris 2024 ambitions of exemplary standards towards all populations in all activities connected with the holding of the Games. It is based upon risk prevention, openness of procedures and exercise of the right to report any violation of the fundamental rights and of the values propagated by the Organising Committee.

Beyond these preventive measures, the strategy for the advancement of human rights is aimed at using the Games as a unique moment on an international scale for promoting the values of equality, diversity, dignity and freedom.





## THE SCOPE OF HUMAN RIGHTS FOR THE PARIS 2024 GAMES





# HUMAN RIGHTS IN FRANCE

Historically, the Declaration of the Rights of Man and of the Citizen of 1789 brought 17 articles into France's constitutional framework relating to fundamental freedoms and the inherent rights of the human person, beginning with Article 1 which provides that "Men are born and remain free and equal in rights. Social distinctions may be based only on considerations of the common good."

In its preamble, this Declaration recalls that:

"The representatives of the French People, formed into a National Assembly, considering ignorance, forgetfulness or contempt of the rights of man to be the only causes of public misfortunes and the corruption of Governments, have resolved to set forth, in a solemn Declaration, the natural, unalienable and sacred rights of man, to the end that this Declaration, constantly present to all members of the body politic, may remind them unceasingly of their rights and their duties; to the end that the acts of the legislative power and those of the executive power, since they may be continually compared with the aim of every political institution, may thereby be the more respected; to the end that the demands of the citizens, founded henceforth on simple and incontestable principles, may always be directed toward the maintenance of the Constitution and the happiness of all."

The Constitution of France of 4th October 1958, which is the highest of norms in French law, provides a guarantee of the protection of fundamental rights through its reference to the Declaration of the Rights of Man and of the Citizen of 1789, to the Preamble to the Constitution of France of 1946 and to the French Charter of the Environment. It thus establishes a legal framework and an institutional landscape guaranteeing a high level of standards in order to meet the objective of protection of fundamental rights.

To this is added the **European Convention for the Protection of Human Rights (ECHR) adopted in 1950 by the Council of Europe, which sets out the rights that shall be protected by French courts and by the European Court of Human Rights, as well as the Charter of Fundamental Rights of the European Union, adopted in 2000.**

## ACCORDINGLY, THE FRENCH REPUBLIC GUARANTEES RESPECT FOR:

### CIVIL AND POLITICAL RIGHTS RESULTING FROM THE PRINCIPLES OF:

#### a. Freedom, which entails:

- freedom of opinion and expression
- freedom of the press
- freedom of religion
- the right to privacy and to dispose of one's property
- freedom of association and the right to strike.

#### b. Equality, which entails:

- universal suffrage
- gender equality
- equality before the law
- the right to employment
- the right to justice
- access to culture

### SOCIAL AND ECONOMIC RIGHTS:

- the right to employment

- the right to protection of health
- the right to free public education

### SO CALLED 'THIRD-GENERATION' RIGHTS:

- the right of all to live in a balanced and healthy environment
- sustainable development
- the precautionary principle for future generations.

In this legal and institutional context, it is the duty of Paris 2024 to apply modes of operation securing respect for the aforementioned core principles and to ensure that the whole of the activities connected with the organisation of the 2024 Games are in accord with the framework imposed by the Constitution and by the European and international conventions ratified by France.

## FREEDOM OF THE PRESS

The French Law on the Freedom of the Press promulgated on 29th July 1881 still constitutes the foundation of press freedom today. Freedom of the press retains a high level of protection in France and French journalists are supported by a strong trade union, exclusively dedicated to their profession, the National Union of Journalists (Syndicat national des journalistes).



## FREEDOM OF EXPRESSION

Freedom of expression is a recognised constitutional right of every citizen. It is moreover recalled by Article 11 of the Charter of Fundamental Rights of the European Union:

“1. Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers. 2. The freedom and pluralism of the media shall be respected.”

## RIGHT TO PRIVACY: PROTECTION OF PERSONAL DATA

Paris 2024 complies with the French Data Protection Act and the General Data Protection Regulation, which regulate collection and processing of the personal data of all natural persons. In this regard, Paris 2024 ensures that all personal data of its staff, as well as that of persons taking part in the project, are collected, processed and archived in accordance with the rules relating to the GDPR. Any project likely to require the collection or processing of personal data is reported to the data protection officer, in order to put in place the procedures essential for proper processing of this data.

**Paris 2024 has set up an email address accessible to all for any questions or claims regarding the use of personal data by Paris 2024 ([dpo@paris2024.org](mailto:dpo@paris2024.org)).**

<sup>1</sup> The actors of the organisation of the 2024 Games are thus responsible for ensuring respect for human rights for the activities that concern them.

# RESPECTIVE RESPONSIBILITIES

The Host City Contract provides that the Host City, the Host NOC and the OCOG shall, in their activities related to the organisation of the Games, “protect and respect human rights and ensure any violation of human rights is remedied in a manner consistent with international agreements, laws and regulations applicable in the Host Country and in a manner consistent with all internationally-recognised human rights standards and principles, including the United Nations Guiding Principles on Business and Human Rights, applicable in the Host Country” (Article 13.2.b).

For its part, the IOC commits itself, through its 2022 Code of Ethics, to “Respect for international conventions on protecting human rights insofar as they apply to the Olympic Games’ activities and which ensure in particular: respect for human dignity; rejection of discrimination of any kind on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status; rejection of all forms of harassment and abuse, be it physical, professional or sexual, and any physical or mental injuries;” (Article 1.4)<sup>1</sup>

## PUBLIC AUTHORITIES, PROTECTORS OF OUR RIGHTS IN THE PUBLIC SPACE

With regard to activities taking place in the public domain, the organisation of a major international sports event naturally requires a high level of cooperation of public actors; for this reason Paris 2024 is working in close collaboration with the latter, of which several representatives sit on the Board of Directors.

The sports events will be hosted in particular within the region of the Paris City Council, the Seine-Saint-Denis Department, the City Councils of Marseille and Lille, and in Tahiti – and moreover in

numerous cities throughout France, in particular for the football events. A protocol entered into with the State determines the distribution of responsibilities, in particular with regard to security in and around the venues.

A matrix of responsibilities is also drawn up with each local authority to determine the responsibilities incumbent upon each, which are for the most part of a material nature (waste cleaning, public safety, etc.), and constitute the foundation of occupancy of public space, provision of decent living areas and access to public services for everyone during the Games. This matrix then takes the form of agreements with the different local authorities and administrations concerned.

In order to ensure free access for everyone to normal public services as well as freedom of movement in their places of residence despite security perimeters and the period of construction work, Paris 2024 and the regions concerned are engaged in reflection in order to limit the impact of the Games and prepare specific information for the populations upstream.

Moreover, the commitments of Paris 2024 made jointly with the public authorities include shared responsibility with regard to respect for and protection of the rights of everyone, in particular in order to contribute to changing attitudes and mentalities through actions provided for in the Social Charter, the gender equality/fight against discrimination label as well as the putting in place of signage for universal accessibility in the City. The result of this collective work should benefit greater respect for everyone’s rights.



# 2

## CORE PRINCIPLES

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# AN AMBITION OF GAMES FOR ALL

From the time of its bid to host the Games, Paris 2024 rooted the project in the social, economic and environmental context of our time in order to take into account contemporary challenges and contribute to providing solutions: Paris 2024 has made a promise to devote the energy of the Games to benefiting all, for all generations and regions, and aims to deliver sustainable, greener Games, in greater solidarity, in order to create a positive impact today.

The Paris 2024 strategy to promote human rights is a part of this dynamic, in order to encourage better understanding of the opportunities that the Games are capable of providing in terms of human rights, and moreover of the risks present in the activities connected with the Games as a whole. Paris 2024 has set itself high standards to place human rights at the heart of the activities of the Games.

# VIGILANCE WITH REGARD TO COMPLIANCE WITH OBJECTIVES

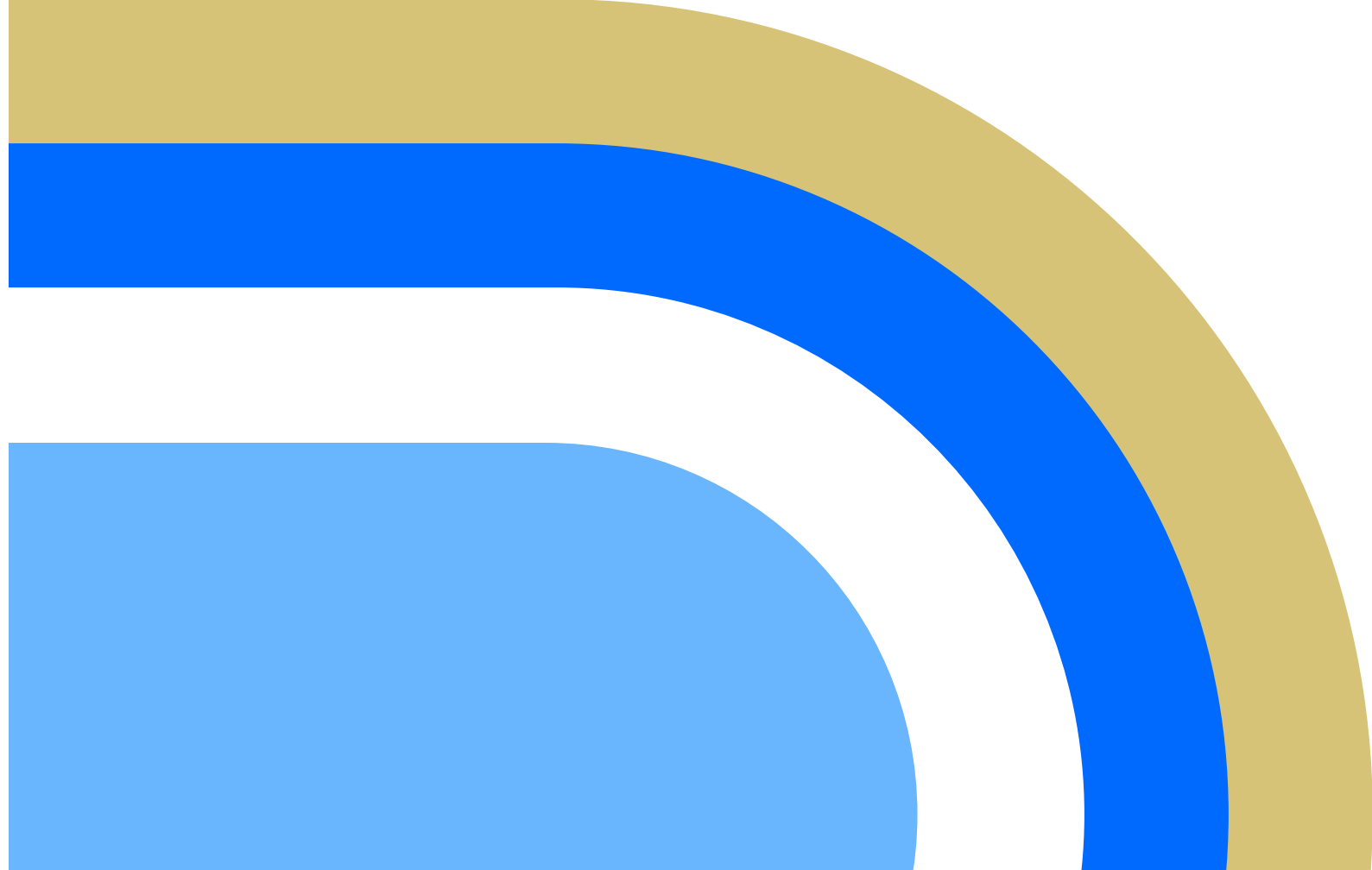
The protection of rights presupposes devoting particular attention to preventive measures and whistleblowing mechanisms, in order to ensure the existence and effectiveness thereof throughout the organisation phase of the Games.

This approach implies the inclusion, within the strategy for the promotion of human rights, of oversight and audit procedures for the mechanisms of Paris 2024 as well as in relation to the project’s stakeholders, in the form of assessment of third parties contributing to it.

This vigilance should make it possible to structure both the content and the form of the commitments for sustainable Games, in solidarity, embodying the issues of equality, freedom, the fight against discrimination and the preservation of each individual’s integrity and dignity on a daily basis, as well as measures for protection of the environment.

In France, respect for human rights is guaranteed by a long-established and substantive legal framework. Paris 2024, as an association under the French law on Associations of 1901, is bound by the rights and obligations of the Constitution, laws and regulations of France, and by the international human rights conventions and treaties ratified by France. The framework of the United Nations Guiding Principles on Business and Human Rights in particular served to define the guidelines of this strategy.

This framework presupposes commitments on the part of Paris 2024 with regard to the whole of its direct activities, and moreover a broader concern for all of the indirect consequences of a major international sports event of this scale. Human rights cover a particularly vast field, in which Paris 2024 aims to maintain high standards.





# A STRATEGY BUILT THROUGH DIALOGUE

Paris 2024 has set up a wide-ranging committee procedure devoted to a range of issues providing enlightened support through active social dialogue. In addition to the three statutory committees of the Organising Committee of the 2024 Games – the Ethics Committee, the Audit Committee and the Remuneration Committee – which are respectively responsible for managing ethical risks, budgetary risks and the monitoring of human resources policy, Paris 2024 has five expert committees:

## SOCIAL CHARTER COMMITTEE:

- Composition: this committee meets on a bimonthly basis, bringing together representatives of all the signatories of the Social Charter, that is to say representatives of Paris 2024, SOLIDEO, Paris City Council, the International Labour Office and each signatory union.
- Objective: this committee is responsible for monitoring the working conditions for workers on the construction sites for the 2024 Games and the openness of dialogue with the workers through the trade unions with regard to any difficulties encountered and improvements.

## EQUALITY AND DIVERSITY COMMITTEE:

- Composition: this committee is composed of representatives of public institutions concerned with gender equality and diversity issues, and Paris 2024 stakeholders, as well as experts from civil society such as actors from associations.
- Objective: this committee has a consultative mission with regard to defining the conditions for the equality and anti-discrimination label for major international sports events organised by Paris 2024

and may also assist Paris 2024 in the elaboration of provisions concerning issues of equality and the fight against discrimination within the OCOG.

## ENVIRONMENTAL TRANSFORMATION COMMITTEE

- Composition: this committee is composed of representatives of Paris 2024 stakeholders (Paris City Council, the Seine-Saint-Denis Department, etc.) as well as numerous experts from civil society on environmental issues, such as scientists specialised in biodiversity, members of certain public bodies such as the French Agency for Ecological Transition (ADEME), and others.
- Objective: the objective of this committee is to assist Paris 2024 in the definition, clarification and implementation of the strategy of environmental excellence and its associated provisions.

## HISTORY COMMISSION:

- Composition: the History Commission is composed of experts from civil society, for the most part research professors, each in a different specialised field and discipline connected with history, sport or the body.
- Objective: the commission is a body of researchers which provides Paris 2024 with in-depth knowledge on specific subjects in order to assist certain events and the organisation generally speaking in considering and understanding certain subjects inherent to the values of the Games.

## CREATIVE COMMITTEE

- Composition: this committee is made up of personalities from the artistic world and the creative industries selected for their skills and past and present experience in the creative field.
- Objective: the objective of the committee is to assist Paris 2024, in artistic and creative reflection on the narratives and staging at the time of the ceremonies planned for the 2024 Games.

## PUTTING SOCIAL DIALOGUE INTO PRACTICE

The social dialogue initiated by Paris 2024 is also practised through the signature of charters and conventions such as the aforementioned Social Charter, the LGBTQ+ Charter, the agreement with the French association for management of the professional integration of persons with a disability (AGEFIPH), and the agreement with the WWF for sustainable sports events.

The Terre de Jeux label and Cultural Olympiad (which also includes a Cultural Olympiad label) projects enable the involvement of regions in the adventure of the Games, as well as an aspiration for civic engagement in artistic and sports activities. These two projects promote the aspiration of Paris 2024 to organise Games for all, with open processes accessible to all French regions, cultural organisations and individuals in France, for the awarding of labels and the creation of projects.



# 3

## RISKS ANALYSIS

**France firmly upholds respect for human rights, which is enshrined in a substantive jurisdictional framework that makes it possible to limit violations thereof. Nevertheless, it is important to precisely assess the probability and seriousness of risks of violations of rights at the time of the Games.**

On the basis of the potential risks of violation of human rights, mapped in the specific context of the French legal framework, a heat map has been drawn up showing the graduation of risks on a scale that cross-references their level of seriousness with their likelihood. This heat map illustrates the results of the risk mapping work, elaborated with the teams concerned in order to identify the risks of human rights violations as accurately as possible with regard to the different typologies of populations more or less exposed to risk, present throughout the organisation of the Games or likely to be concerned by its activities. The mapping of risks that led to this heat map was elaborated thanks to a process of exploration and exchange with a large number of internal departments, which made it possible to determine and assess the risks connected with their respective activities in relation to the identified populations exposed to risk.

This heat map provided the elements necessary in order to define the scope of the field of human rights in the activities of the Paris 2024 Games.

**HEAT MAP: GRADUATION OF RISKS**

This graduation of risks presents the risks connected with the activities of the Paris 2024 Games, whether or not they are under the direct responsibility of Paris 2024.







# THE STRATEGY IN DETAIL

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Focal point 2: instituting operational vigilance to ensure compliance with the Paris 2024 commitments and procedures

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Focal point 3: a lasting impact during the Games and beyond

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# FOCAL POINT 1: GUARANTEEING RIGHTS THROUGHOUT THE ADVENTURE OF THE 2024 GAMES

**The prevention of violations of human rights is a major challenge of organisation of the Games, both prior to and during the event. Paris 2024 aims to put in place effective mechanisms in order to guarantee respect for everyone's rights.**

As an integral part of the Paris 2024 vision of delivering exemplary Games, the OCOG has established major areas of social and environmental responsibility resulting in multiple forms of written commitments: charters, conventions, labels, strategies, etc. The whole of these measures are in part established on the basis of the scope of human rights relating to the Paris 2024 Olympic and Paralympic Games.

## THESE COMMITMENTS OF PARIS 2024 ARE AIMED AT:

- prevention of risks;
- compliance with the regulatory framework (labour law, public procurement law, social law, etc.);
- development, emancipation and support of specific groups of people;
- definition of clear and precise conditions in order to accord with greater equality, fight against discrimination, and ensure sustainable Games, etc.;
- reporting mechanism and remedial measures;
- concretisation of social and environmental values through action plans and agreements that constitute commitments.

These are translated into concrete actions and criteria. The action plan for human rights in the Games will lead to the consolidation of certain mechanisms and provisions, and to the creation of new

mechanisms in a complementary manner in order to meet certain risks identified within the very framework of this strategy.

## THE SOCIAL AMBITION OF PARIS 2024 FOR PROTECTION OF THE ACTORS OF THE GAMES

### ENABLING ACCESSIBILITY FOR ALL AND INTEGRATED INCLUSION IN ALL GAMES ACTIVITIES

Concern with diversity and inclusion is at the heart of the actions of Paris 2024.

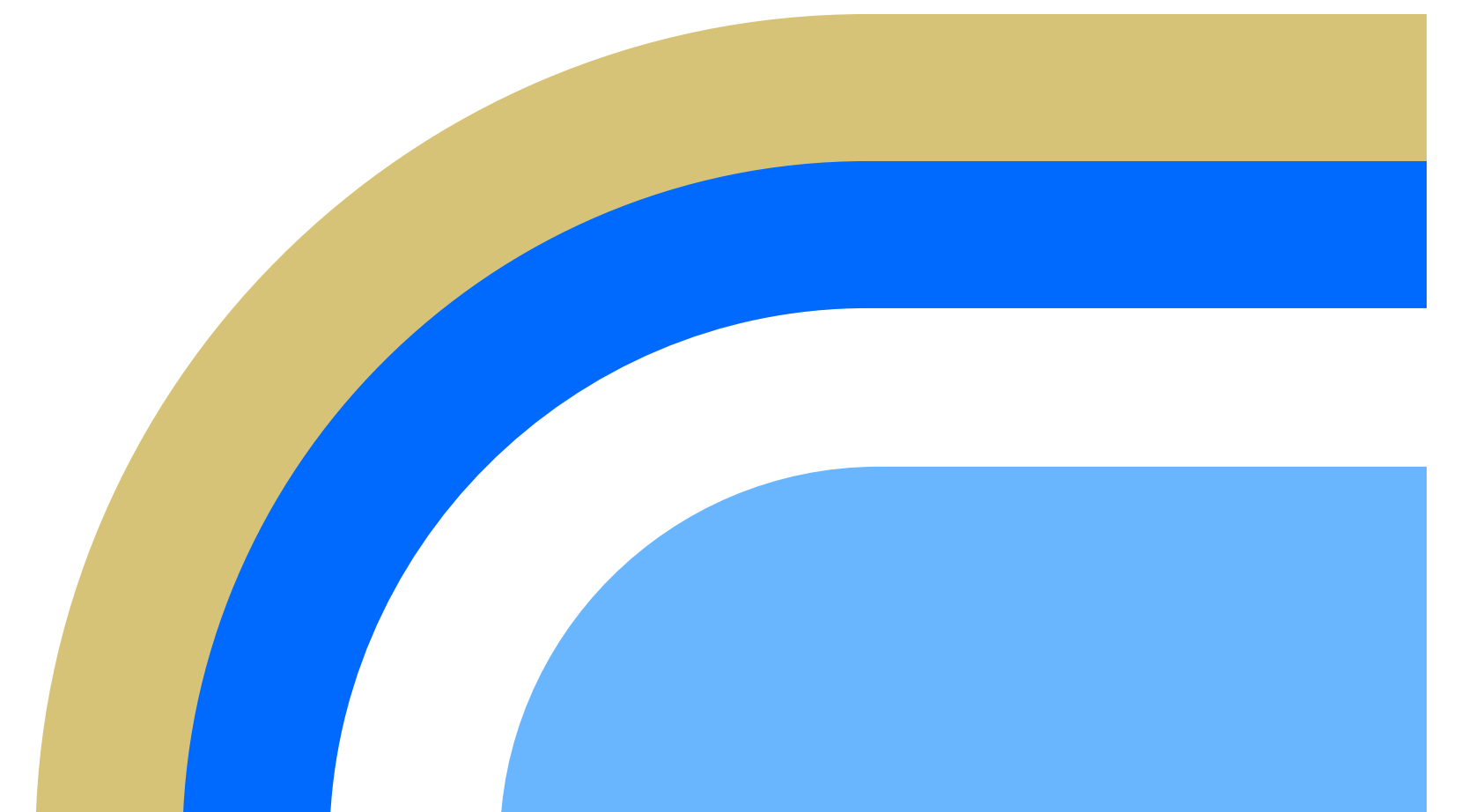
The Organising Committee has set a high level of ambition in terms of catering for diversity, inclusion of people with disabilities and accessibility for all.

In the face of these challenges, the activities most likely to present risks in terms of accessibility and inclusion in the organisation of a major sports event are to be targeted in order to implement preventive strategies and measures enabling the prevention of situations of a discriminatory nature.

To this end, the Organising Committee wants to devote its energy to advancing the deployment of inclusive human resources policies and promoting equal opportunities, making diversity a lever for collective success. This addresses both issues of recruitment and staff members' experience in order to develop an inclusive working

environment committed to fighting all forms of discrimination, an ambition which also extends to the volunteers programme.

The inclusion of people with disabilities also requires an environment that is capable of adapting to their accessibility requirements. For this reason, Paris 2024 is working on a strategy of universal accessibility at all levels of infrastructure included within the 2024 Games: the Paris 2024 headquarters in Saint-Denis, the competition venues, the surroundings of the competition venues, the hotel industry, transport, the activities of partners, etc. The principle of universal accessibility consists of ensuring accessibility for all forms of population showing an adaptability index, covering motor disability and intellectual impairment as well as restricted mobility (elderly people, pregnant women, pushchairs, people who need to use crutches, etc.).





## FIGHTING AGAINST HARASSMENT AND DISCRIMINATION AND ENSURING THE EQUAL DIGNITY OF EVERYONE PRIOR TO AND DURING THE GAMES

**For the first time in the history of the Olympic and Paralympic Games, Paris 2024 is set to organise Games on the basis of gender equality, with 50% female athletes participating in the sports events in 2024. Paris 2024 wants to leave behind a powerful legacy in terms of gender equality and the fight against discrimination.**

Organising Games committed to the fight against discrimination, ensuring the dignity and equality of all requires increased vigilance to prevent and fight against all forms of physical and moral violence, moral and sexual harassment, behaviours of a discriminatory nature and sexist behaviours. Particular attention to promoting actions of gender equality and openness to the problematics of plural equalities is an integral part of Games propagating these values.

### THE ORGANISING COMMITTEE HAS SET THE OBJECTIVES OF PROMOTING CONCRETE ACTIONS ON THESE ISSUES:

#### THROUGHOUT ITS ORGANISATION.

This timescale is focused on addressing the issues of equality and diversity within the OCOG.

With regard to the issues of gender equality and diversity, Paris 2024 is determined to institute a high level of standards through the application of French regulations and via the putting in place of provisions going beyond regulations and enabling the promotion of equality between all of its employees.

Paris 2024 wants to address the issues of fighting against discrimination and harassment by means of preventive solutions and

the raising of awareness among its staff, whatever their level within the organisation. These prevention solutions are supplemented by a support procedure for employees in the face of difficulties they may encounter, by means of the provision of psychological support to staff, a whistleblowing system and clear, coherent, confidence-building procedures providing for all persons subjected to harassment or discrimination.

#### AT THE TIME OF THE 2024 GAMES

Paris 2024 aims to project an image of values of equality and solidarity to the world.

The moment of the Games presents numerous aspects relating to the issues of equality and dignity due to the multiplicity of actors actively working during this period to bring the event to life.

In the first place, the narratives of the ceremonies and celebrations need to be capable of being a part of the vision and creativity advocated by the Paris 2024 Organising Committee. They shall therefore reflect the ambition of the Games to reveal the best of France: the best of our regions, our culture, our art of living, our heritage, our businesses, our know-how and our innovations, with particular attention devoted to their inclusive nature and accessibility.

Secondly, ensuring the protection of the rights of those directly involved in the Games, athletes and volunteers, is a major challenge for Paris 2024, whose desire is to provide a welcome that measures up to the standard of its commitments. Investments will therefore be made in measures similar to those implemented for Paris 2024 staff: a preventive and awareness-raising approach as well as the provision of accessible and reassuring support and whistleblowing procedures.

The world of spectators will also be focused on the sharing of a moment of celebration, which limits all forms of violence connected with discrimination.

Other actors are involved in these issues, particularly among certain partners and service providers. Paris 2024 will work with its partners, according to the targeted population exposed to risk, in order to implement appropriate measures to prevent and remedy these risks. The strategy for the assessment of third parties thus provides for an information and reputation watch for the principal partners and service providers exposed to risk, as well as the capacity to dispatch on-site audits – either specific to Paris 2024 or delegated – in order to ensure respect for the principles and commitments made.

#### PROTECTION OF LABOUR LAW AND DECENT CONDITIONS

Labour law is an integral part of the French legal framework and imposes a high level of protection of employees in relation to their employer. The Labour Code places a responsibility upon employers to put in place the necessary arrangements to ensure the health and physical safety of their employees, since all employment contracts ensure the right to social security, time for rest, and decent working hours and conditions.

In order to ensure the application of labour law to all of the workers who are taking part in projects connected with the organisation or occasion of the Games, Paris 2024 is committed to a duty of supervision and application of the laws, particularly in the fields – and with regard to the employees – most exposed to risk, such as on construction sites, among service providers and subcontractors, and throughout the supplier value chain, through the establishment of direct and active relations with workers' organisations and trade unions.

Moreover, with a view to prevention for the workers furthest removed from oversight by the OCOG, such as in supplier value chains,

Paris 2024 imposes high standards in terms of prevention by means of vigilance and substantive requirements in the initial choice of service providers and suppliers at the time of the tendering of public procurement contracts, in order to verify and contractually set out – with the contract holders – the terms of compliance with and application of labour law and of the principles of international human rights treaties.

## ENSURING ETHICS AND INTEGRITY

### SUPPORTING THE ORGANISATION OF THE GAMES IN ACCORDANCE WITH OUR VALUES

The Paris 2024 Games aim to be exemplary in their modes of organisation. The prevention of risks of breach of probity in particular is at the heart of the continuous work conducted with the Ethics Committee.

The Paris 2024 Organising Committee may seek the opinion of the Ethics Committee with regard to different issues requiring ethical analysis (prevention of risks of breach of probity, personal data protection policy, obligation of vigilance towards third parties, respect for human rights, etc.). The Ethics Committee plays an essential role with regard to the protection of fundamental freedoms. Its mission, defined by the Statutes of Paris 2024 (Article 29), is to ensure “respect for the individual and collective values upon which Paris 2024 bases its action”. The coordination of its work is conducted in complete independence by the Audit, Internal Oversight and Compliance Department.

### MODES OF APPOINTMENT AND OPERATION

The agenda is established by the Chair of the Ethics Committee, on his own initiative or at the suggestion of Paris 2024. The minutes of the meetings are drafted by a person from outside of Paris 2024, a member of the Council of State.

The six members of the Ethics Committee are not appointed by Paris 2024, but are nominated by various institutions responsible for safeguarding public freedoms in France: the Defender of Rights, the Council of State, the Court of Audit, the Court of Cassation, the French Anti-Corruption Agency, the OECD, the National Assembly and the Senate, in the presence of a representative of the General Economic and Financial Oversight Department.

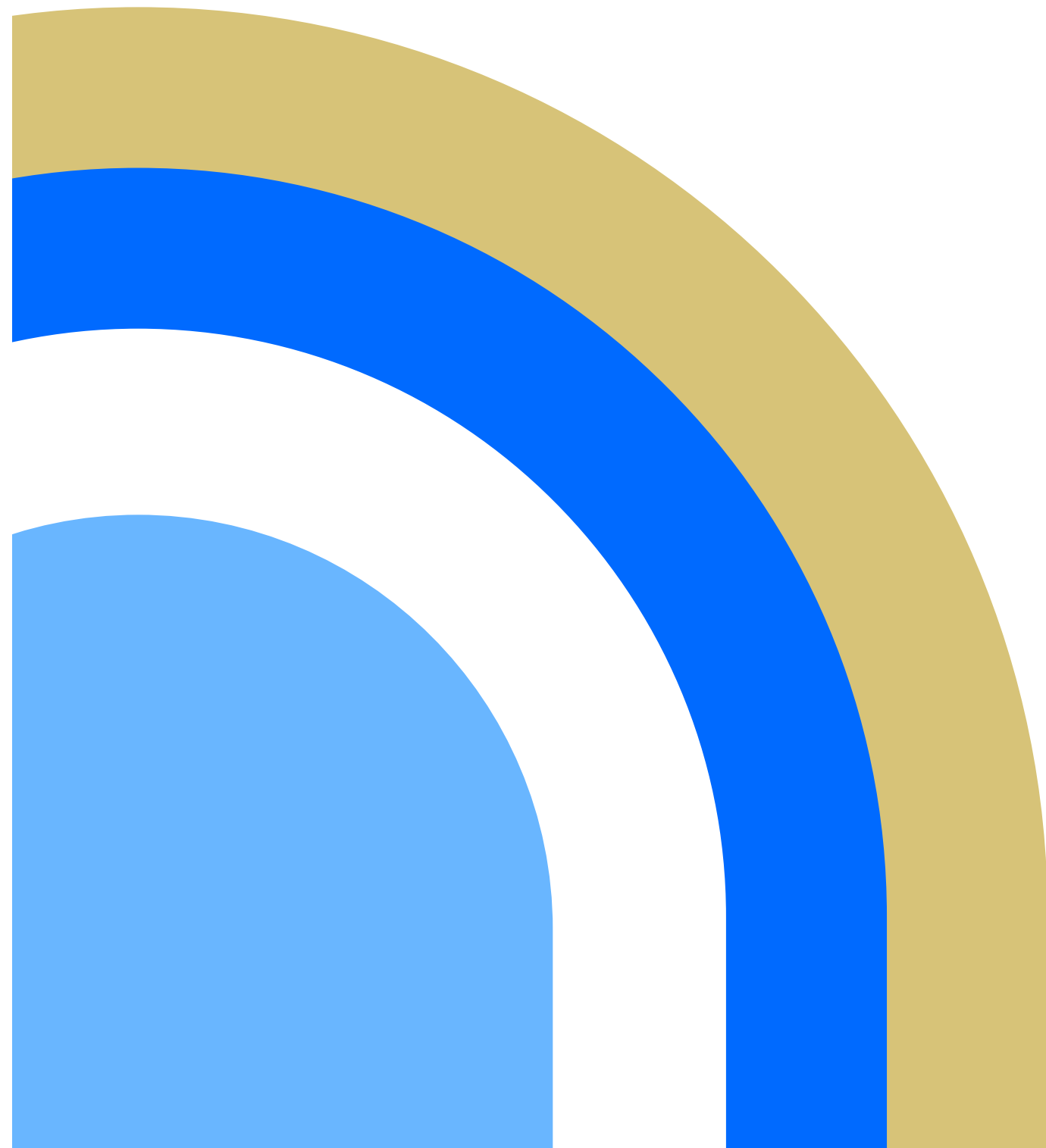
The Paris 2024 Games are also the first Games to have set up an Audits, Internal Control and Compliance Department, which holds an independent position within the OCOG. This department plays a central role in ensuring respect for the rules of compliance, ethics, integrity and the application of the commitments of the Paris 2024 Games in terms of exemplary standards of probity.

**The department has an independent function of provision of advice and whistleblowing, its mission being to contribute to the success of the organisation of the Games by:**

- raising the awareness of staff with regard to proper compliance and ethical conduct;
- supervising the putting in place of internal oversight and risk control tools;
- reporting to the various supervisory bodies: Auditors, the General Economic and Financial Oversight Department, the Audit Committee, the Ethics Committee, the Remuneration Committee, the Court of Audit, the French Anti-Corruption Agency (AFA), the High Authority for Transparency in Public Life, the French data protection authority (CNIL), etc.

This department also provides an email service enabling all of the Paris 2024 staff to send their questions concerning ethical rules or regarding certain situations connected with these issues, in complete confidentiality. A small part of the department team has access to this service and a response is given to whistleblowing and requests for advice within a maximum of 48 hours.

Staff may also consult the Chair of the Ethics Committee, Jean-Marc Sauv , on a confidential basis, in any case where they deem it necessary to seek advice from an independent body outside of the OCOG.





**RAISING AWARENESS AMONG ACTORS DIRECTLY INVOLVED IN THE 2024 GAMES: STAFF, VOLUNTEERS AND ATHLETES**

In collaboration with the Ethics Committee, Paris 2024 has drawn up a Code of Ethics, in French and English. It is intended to provide everyone with the keys to address the ethical challenges connected with the organisation of the Games and to give substance to the principles of integrity, neutrality and fair play to which Paris 2024 is deeply committed.

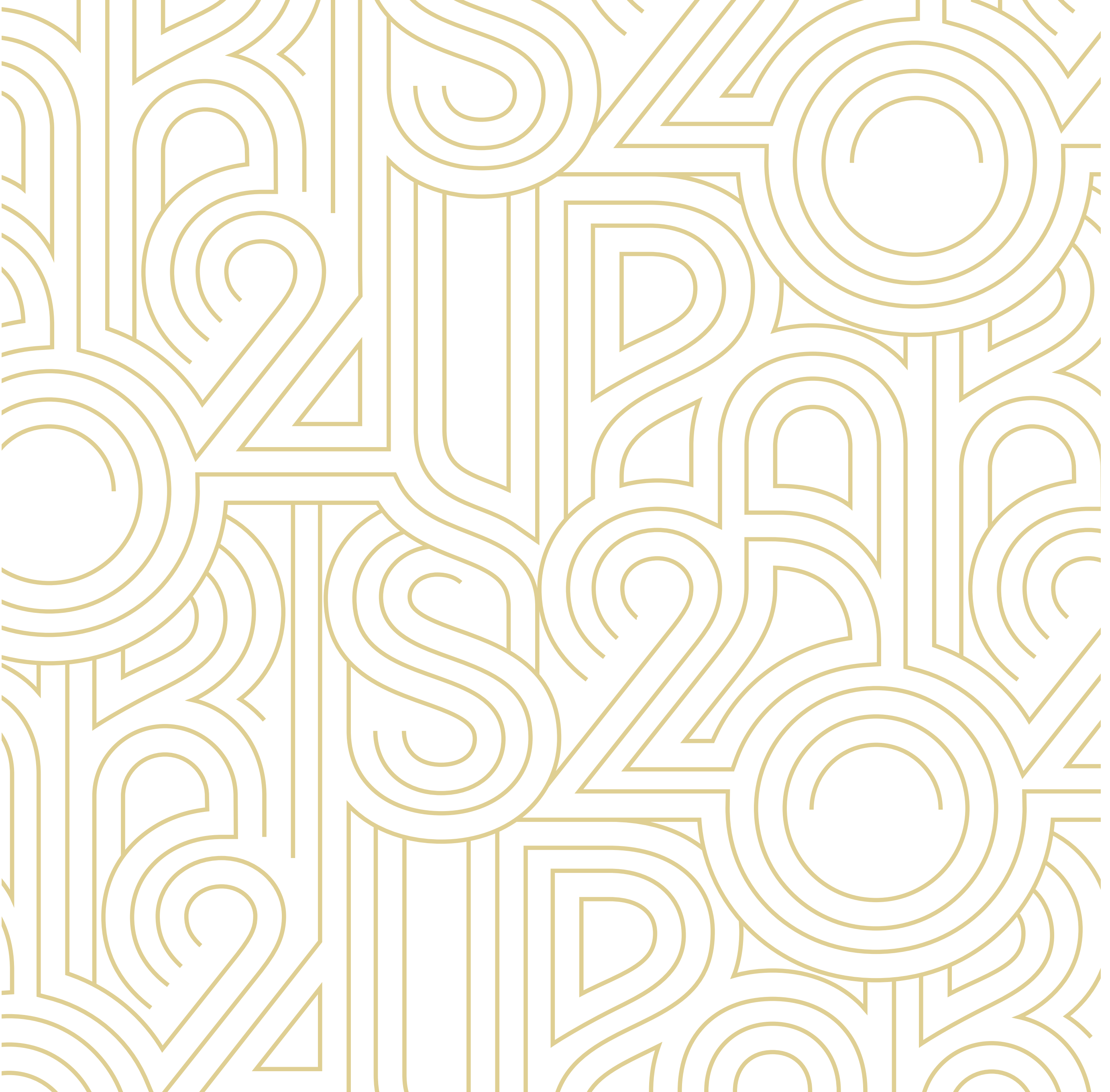
The Code of Ethics sets out the ethical framework to be respected in the organisation of the Paris 2024 Games. It brings together principles from the IOC Code of Ethics, reference documents and the experience of the most recent Games, as well as international best practice and French law.

Its 18 articles cover the core principles of impartiality, probity, integrity of conduct and of sporting competitions, protection of personal data, respect for human dignity, protection of members – of the Board of Directors and of the Committees – staff and volunteers against all forms of discrimination, harassment, abuse and injuries to persons.

The Code of Ethics serves as a matrix for the drafting of the Best Practice Guide, which indicates how to implement the principles it sets out on a daily basis.

The Best Practice Guide, which is signed with the Code of Ethics by all Paris 2024 employees at the same time as their employment contract, presents the risks to probity and ethics as well as the best way of understanding them in order to enable everyone, through their conduct at every level within the organisation, to participate in delivering ethically irreproachable Games.

A volunteers’ charter, signed by all volunteers participating in the Games, will contribute to ensuring their adhesion to the Paris 2024 values of ethics and integrity, with the aim of training all of the volunteers in these issues prior to the commencement of their participation.



# FOCAL POINT 2: INSTITUTING OPERATIONAL VIGILANCE TO ENSURE COMPLIANCE WITH THE PARIS 2024 COMMITMENTS AND PROCEDURES

**This strategy is aimed at guaranteeing effective respect for human rights throughout the period of the Games. To this end, the implementation of the values and commitments of the OCOG is supported by general and specific procedures, which ensure the application of the legal framework. These procedures are monitored and audited.**

The monitoring and auditing undertaken by the support function departments, in particular the French Department of Administrative and Financial Affairs (DSAF), holds a crucial place in the successful delivery of the Games.

## FOR RESPONSIBLE STAKEHOLDERS WITH A SENSE OF RESPONSIBILITY

In order to achieve the success of the Paris 2024 Games on the ground in accordance with its social and environmental convictions, the Organising Committee shall involve all of its stakeholders. The public authorities and partners hold a predominant place in the fulfilment of the commitments promoted by the OCOG.

Close collaboration with the public authorities has been built through agreements and jointly organised projects. The whole of the agreements and collaborations bear witness to strong adherence to the values of the project on the part of the institutional, economic and political stakeholders.

Moreover, Paris 2024 includes clauses in its contracts attesting to the commitment of private service providers and partners. These clauses commit the private stakeholders to adherence to and compliance with the principles advocated by the OCOG and the public authorities.

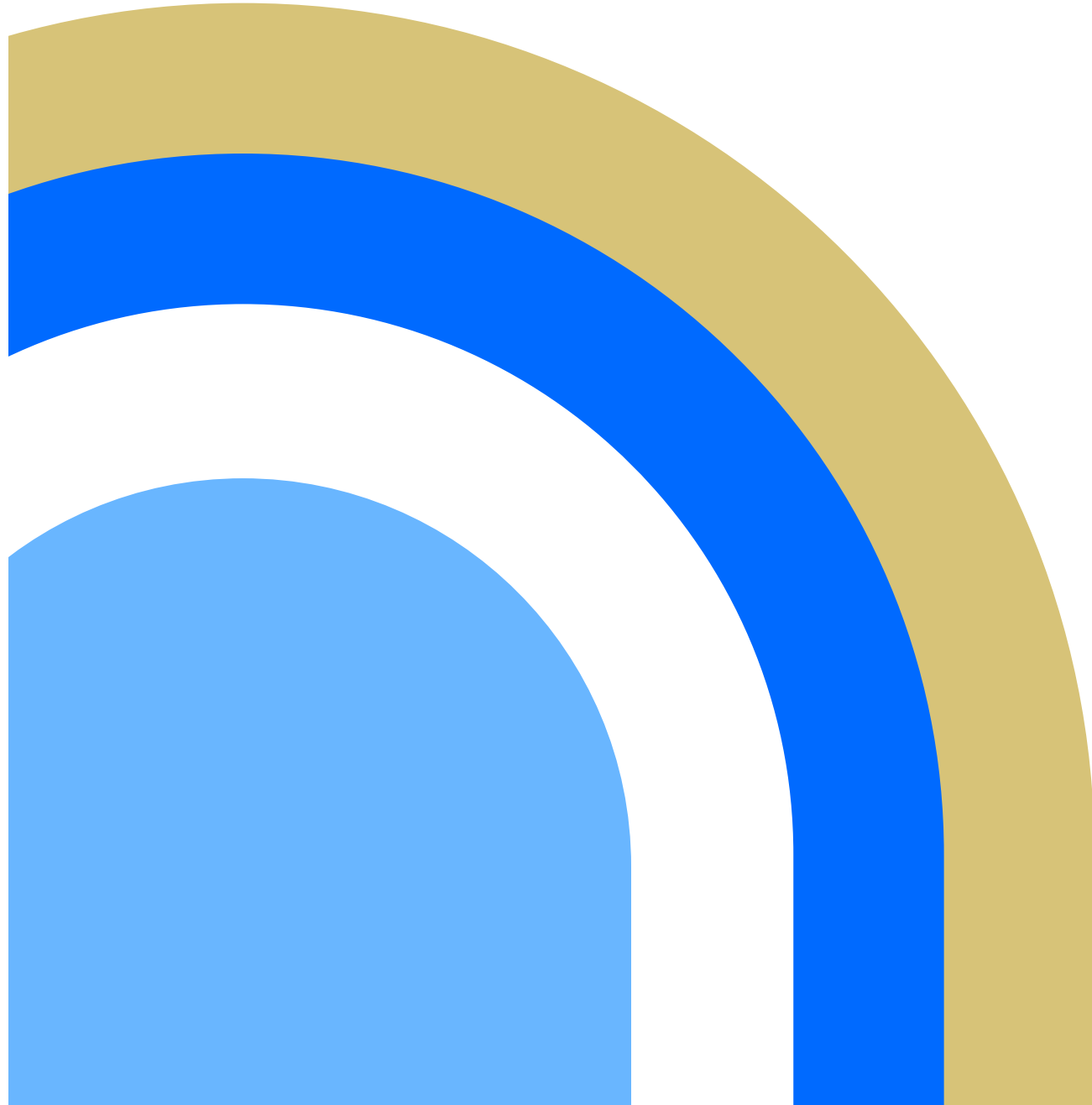
## FOR INTEGRATED COLLABORATION AND OVERSIGHT BY THE PUBLIC AUTHORITIES

The project of the 2024 Games is promoted by the OCOG and, moreover, by the Host City and Paris City Council. The organisation of the Games is thus based upon close collaboration between these two bodies, with allocation of duties and responsibilities according to their specific respective activities.

Paris City Council and the OCOG are drawing up an agreement in order to provide for optimal cooperation and coordination at the time of the Games. This document is being enacted on the basis of joint reflection concerning the matrix of responsibilities, clarifying the allocation of responsibility for tasks and costs relating to the Games between Paris City Council and the OCOG (safety, protection of green spaces, etc.).

The Paris 2024 Games Organising Committee – notwithstanding its status as an association under the French law on Associations of 1901, and due to the guarantee provided by the State with regard to its budget – is subject by law to audits by a number of public oversight bodies (the General Economic and Financial Oversight Department, the French Anti-Corruption Agency, the Court of Audit, parliamentary missions, the High Authority for Transparency in Public Life, Auditors, the Labour Inspectorate, the URSSAF body responsible for social security payments and funds, etc.), which supervise compliance with procedures and best practice in order to ensure the exemplary standards of the organisation.

In the case of a breach of the law, of any nature whatsoever, Paris 2024 would naturally refer the matter to the authorities concerned. Insofar as the Games are held on French territory, any serious crime or indictable offence committed inside this territory, regardless of the nationality of the person arrested for questioning, is subject to French law and shall therefore be submitted to the public authorities in charge.





## FOR A CONTROLLED RECOURSE TO THIRD PARTIES

Paris 2024 is putting in place a strategy for the assessment third parties, inspired by the provisions of French law no. 2016-1691 (known as the “Sapin II” law for the promotion of transparency, combating corruption and the modernisation of the economy). It consists of establishing procedures for assessment of the situation of clients, first-tier and intermediate suppliers with regard to the mapping of probity risks in order to assert and guarantee the commitments of the Games with regard to the fight against corruption.

All of the Paris 2024 third parties have been mapped by third party categories, according to their risk profile. Appropriate procedural formalities and monitoring indicators will therefore be put in place to assess the integrity of third parties upstream and the procedures binding upon them in relation to Paris 2024 as a preventive measure before actually entering into any contracts.

Certain types of procurement, such as licensing products, are subject to in-depth monitoring by the Responsible Procurement and Environmental Excellence Department in terms of choice of items and choice of suppliers. This department also carries out checks on the contract holder’s verification procedure in relation to its suppliers. Moreover, Paris 2024 maintains active dialogue with regard to the social and environmental performance of the whole of the six villages and PULSE by maintaining continuous dialogue concerning these commitments and the application thereof.

## FOR STAKEHOLDERS IN CONFORMITY WITH THE PARIS 2024 VALUES OF ETHICS AND INTEGRITY

### CONCERNING THE PARIS 2024 SERVICE PROVIDERS

Within the framework of public procurement, the selection of service providers is made through calls for tenders for public procurement contracts. Each tenderer is assessed on the basis of the same criteria; defined upstream from the awarding of contracts. These same criteria shall include an element of assessment according to questions of social innovation and/or environmental sustainability (except in the case of intellectual services), as required by the Paris 2024 Responsible Procurement Strategy.

The contracts awarded to these same service providers shall systematically contain contractual clauses in an annex relating to the protection of the environment and to human rights (decent working conditions, prohibition of child labour, etc.).

Contractual clauses shall also establish the right to audit contract holders in order to ensure compliance with their contractual commitments.

In case of shortcomings with regard to the objectives set or breaches of its obligations or commitments on the part of the contract holder or its subcontractors, Paris 2024 may issue a written warning. Following the warning, the service provider shall submit to a corrective action plan for proper implementation of the initial commitments or shall be sanctioned.

Depending on the seriousness of the breach or in case of lack of resources in the corrective action procedure, Paris 2024 reserves the right to issue formal notice to the contractor with the grounds and sanctions incurred, that is to say unilateral termination of the public procurement contract.

### CONCERNING THE PARTNERS OF PARIS 2024

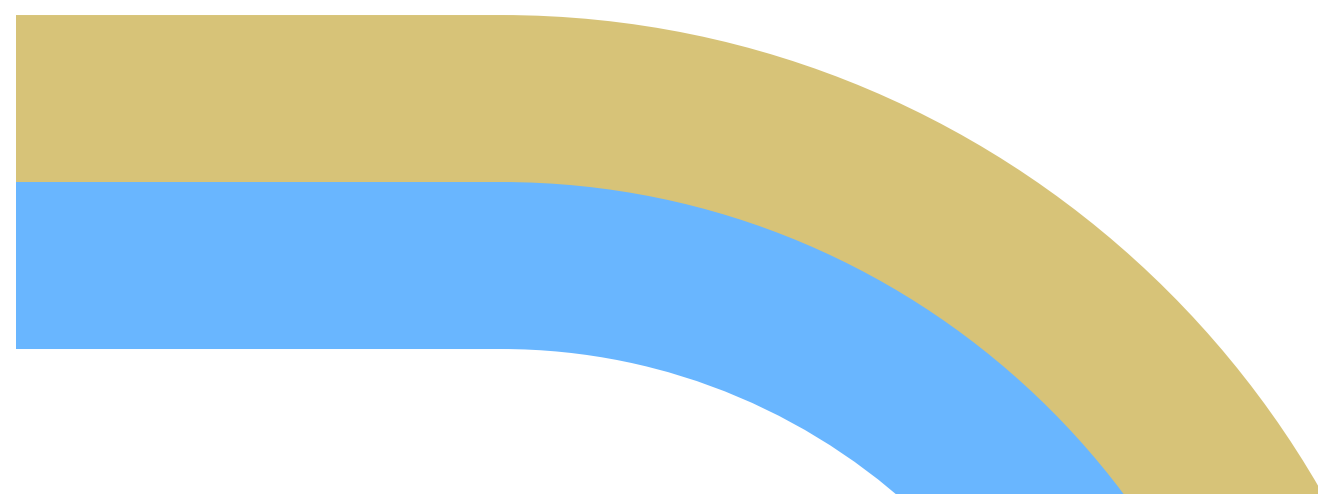
All of the domestic partners selected by Paris 2024 are sourced according to a set of criteria in accordance with the principles and values of Paris 2024.

Moreover, partnership contracts shall include the social and environmental commitment clauses adopted by Paris 2024. Generally speaking, these clauses require that:

- the products supplied by the partner respect the social and environmental responsibility laid down by Paris 2024;
- the partner shall follow the carbon neutral directive issued by Paris 2024 by offsetting emissions and promoting sustainable products;
- the workforce in the production of any product shall comply with the ethical provisions for production practices.

Following the example of standard goods and services contracts, partner contracts shall include clauses enabling Paris 2024 to audit partners in the course of the performance of the contract in order to ensure compliance with the contractual commitments. In case of non-compliance, sanctions may be applied according to the seriousness of the breach.

Paris 2024’s ability to audit third parties is variable: for example, the contractual relations between Paris 2024 and TOP sponsors is different to those between Paris 2024 and domestic partners, and the IOC is the entity which is in a position to exercise its duty of care towards TOP sponsors.



## CLOSE OVERSIGHT OF PROCEDURES

**In order to ensure prevention and the promotion of everyone's rights, the organisation of the Paris 2024 Games shall be capable of relying upon structured rules of operation and internal procedures known to all.**

These procedures make it possible to provide a framework for the whole of the operations and processes involved in delivery of the Games. The putting in place of these procedures is disseminated by means of a phase of provision of information, training and awareness-raising with the staff and the persons in charge. Oversight is instituted through an audit plan which ensures auditing of the application of the procedures and compliance therewith. These audits may result in recommendations for modification of the contract, if necessary, with the aim of strengthening or regulating the application of the procedure or indeed sanctioning any breach of procedure.

Within the framework of the human rights strategy and the action plan resulting therefrom, several procedures, mechanisms and audits are or have been put in place.

## ENSURING IMPLEMENTATION OF THE PROCEDURES THROUGH REGULAR AUDITS

As mentioned above, the Paris 2024 Human Rights Strategy provides for a set of procedures, agreements and strategies placing the protection of human rights at the heart of the 2024 Games' concerns. The common thread running through these provisions is based upon a will to deliver more sustainable Games in greater solidarity. Each of these measures is accompanied by concrete action plans or regulated procedures that frame the processes and policies of the Paris 2024 Games.

These procedures may result from a legal obligation or from an initiative taken by the 2024 Games Organising Committee.

Beyond external audits conducted by the oversight bodies, the Paris 2024 OCOG itself conducts internal audits in order to assess implementation of and compliance with its different procedures.

The internal audits conducted verify: the completeness of the application of the oversight bodies' procedures, actions, obligations and recommendations; the accuracy of the undertaking entered into via the systems and procedures; and the reality of the impact of the systems and procedures in place by means of quantitative and qualitative indicators.

These audits are part of an internal audit plan. The existing Audit Committee assists Paris 2024 in conducting the internal audit plan, which is adopted each year and whose conclusions are subject to periodic review. The whole of the recommendations resulting therefrom are passed on to the Audit Committee. This audit plan concerns different issues relating to the organisation and activities of the Paris 2024 Games, according to the identified risks.

## INCLUSION OF HUMAN RIGHTS ISSUES IN THE PARIS 2024 AUDIT PLAN

The audit plan includes targeted audits on human rights issues within the scope defined in the framework of this strategy. These audits may be conducted by the internal auditors of the Audits, Internal Control and Compliance Department or by external service providers according to the subjects dealt with. Furthermore, Paris 2024 reserves the right to conduct audits according to the signals collected regarding risks within the scope of human rights.

Monitoring and the right to targeted audits may implemented by the Compliance Department with regard to the topics and sectors:

### EQUALITY AND THE FIGHT AGAINST DISCRIMINATION

- Broadcast and media
- Accessibility
- The fight against discrimination

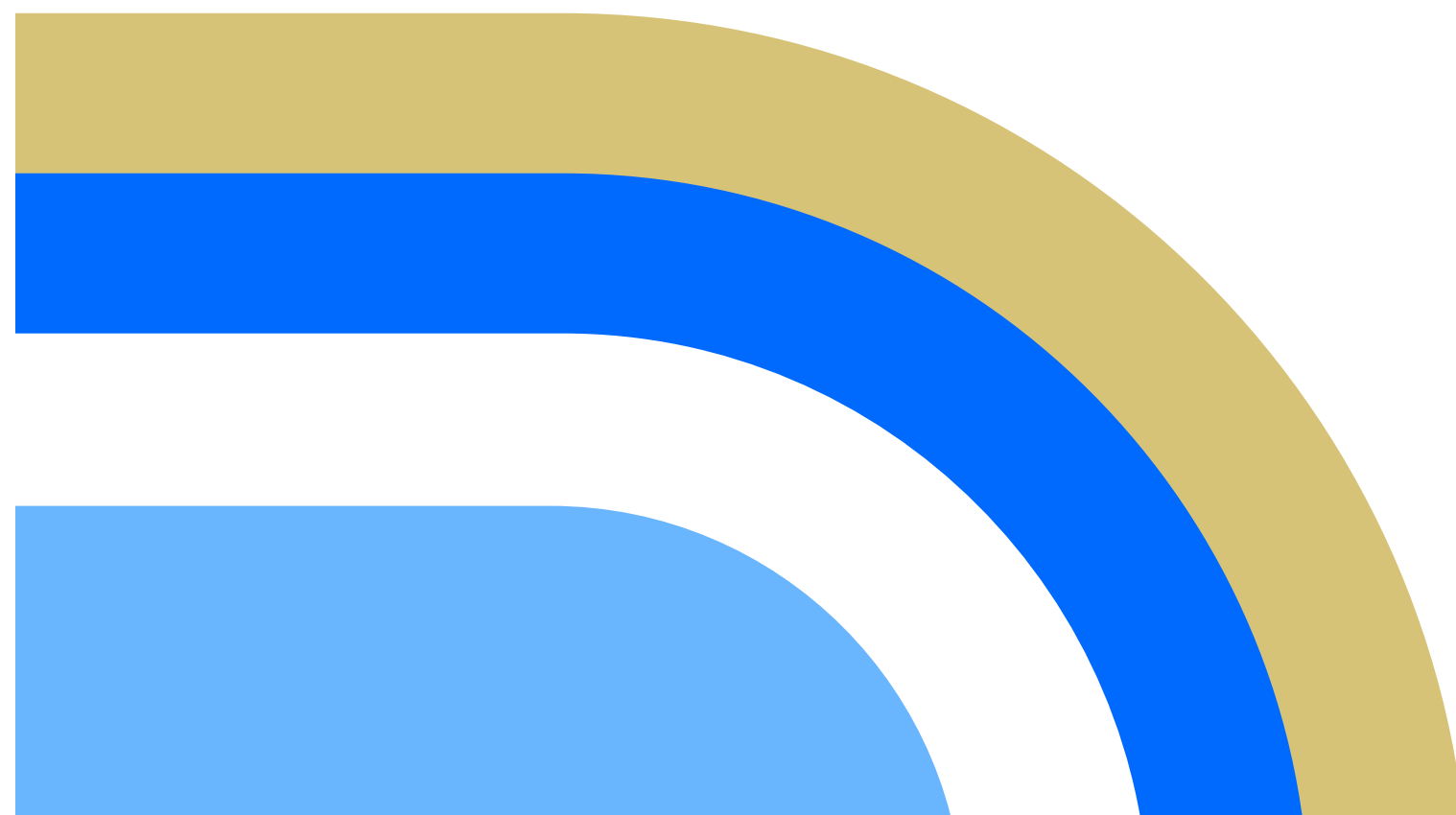
### INTEGRITY AND DIGNITY

- Procurement
- Compliance
- Violence and assault

### WORKING CONDITIONS

- Paris 2024 construction sites
- Suppliers/service providers/partners

Paris 2024 therefore monitors its procedures through internal audits in addition to any external audits that may take place, as indicated above.





## A RIGHT TO WHISTLEBLOWING AND TO RECOURSE

### WHISTLEBLOWING MECHANISM

In addition to the possible audits provided for with regard to issues relating to human rights, the Paris 2024 Games Organising Committee remains attentive to reports and whistleblowing on the part of its staff, from all its stakeholders (volunteers, athletes, spectators, service providers, suppliers, etc.) and more generally speaking from the public at large.

To this end, Paris 2024 has put in place a whistleblowing procedure under the oversight of the Ethics Committee. The internal whistleblowing procedure enables each Paris 2024 staff member to make anonymous and confidential reports to the Paris 2024 Games Organising Committee in order to report any situation giving cause for concern or any incident they may have witnessed or been the victim of within the company.

#### **A REPORT MAY DEAL WITH ANY OF THE FOLLOWING SUBJECTS:**

- Serious crimes (robbery with violence, rape, falsification of public documents, etc.);
- Indictable offences (corruption, influence peddling, moral or sexual harassment, discrimination, etc.);
- Serious and manifest violation of an international treaty;
- Serious violation of a law or regulation;
- An economic situation giving cause for concern for the company;
- A social situation giving cause for concern for the company;
- A serious threat to public health or the environment;
- Any serious threat or prejudice to the general interest.

For any situation involving IOC-accredited persons, submissions shall first be exchanged with the IOC Chief Ethics and Compliance Officer.

For Paris 2024 external stakeholders, this whistleblowing procedure takes the form of a whistleblowing system consisting of an online platform dedicated to the reporting of any person directly or remotely connected with the organisation of the Games. Reports may deal with any of the issues listed above.

A report implies that the Organising Committee will take charge of dealing with the report or referring the whistleblowing person to the departments and authorities concerned.

As defined by the French law no. 2016-1691 (known as the “Sapin II” law for the promotion of transparency, combating corruption and the modernisation of the economy), a whistleblower is a natural person who, without any direct financial remuneration and in good faith, issues a report concerning the aforementioned subjects. They consequently enjoy protection connected with their status.

### RECOURSE

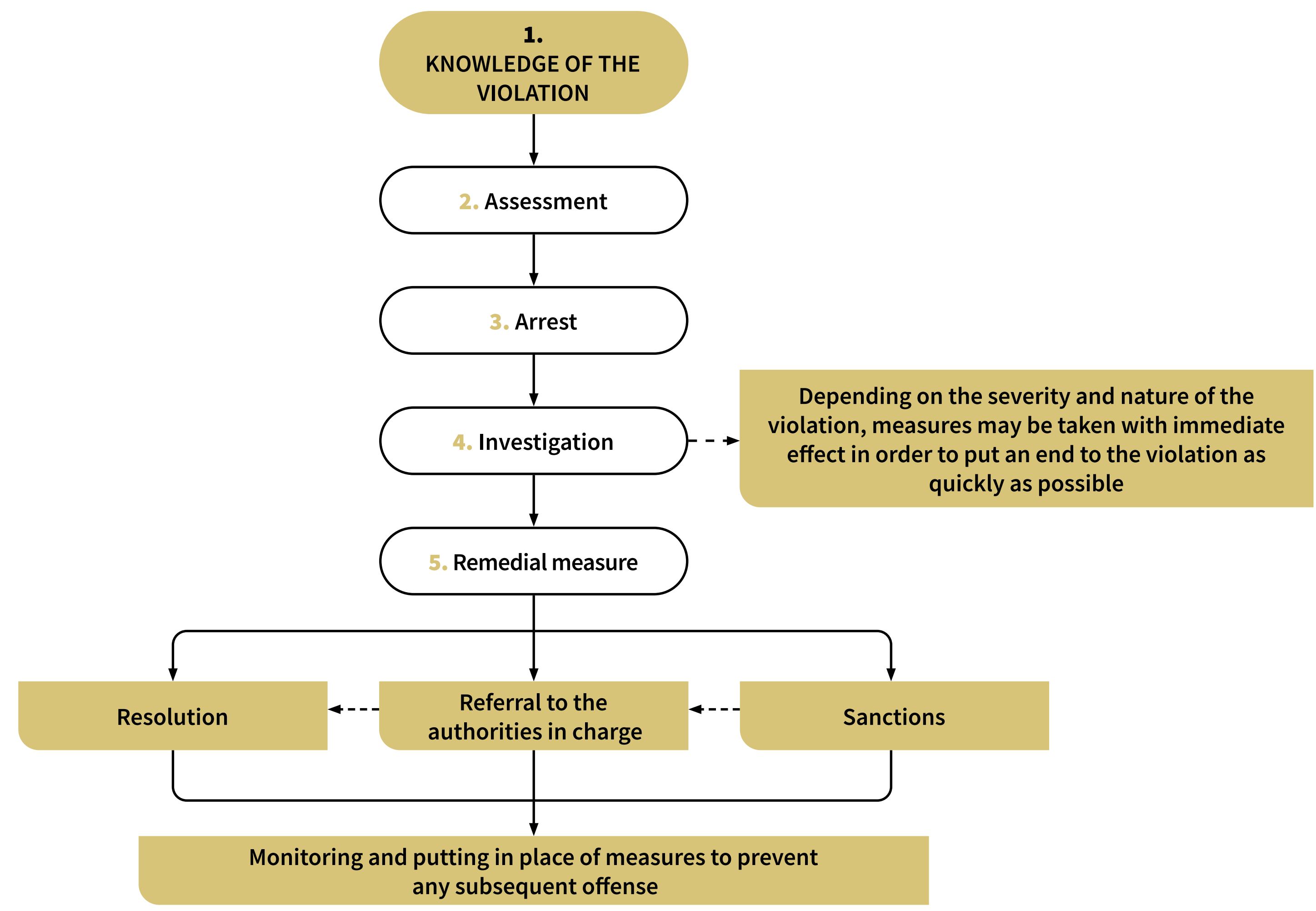
The Paris 2024 whistleblowing mechanism is aimed at ensuring respect for everyone’s rights. Any whistleblowing received is dealt with by the dedicated teams within Paris 2024.

When whistleblowing is considered admissible and comes under the authority of Paris 2024, an internal investigation is opened in order to remedy the situation, apply the necessary measures or sanctions or refer the matter to the dedicated public authorities.

In the case of a violation of human rights violation, Paris 2024 has put in place the following recourse procedure in order to remedy the situation and apply the necessary measures according to the nature of the violation:

- 1. A situation representing a breach of the law or of the Paris 2024 Code of Ethics is brought to the attention of the OCOG via any channel whatsoever;
- 2. Assessment of the severity of the violation and the direct and indirect impact thereof in order to evaluate the different measures that need to be put in place;
- 3. According to the nature of the violation, specific persons within Paris 2024 will be asked to conduct an internal investigation with a view to remedying the violation;
- 4. Internal investigation making it possible to identify the elements that caused or contributed to the violation in question;
- 5. Putting in place of appropriate measures in order to remedy this violation.

Paris 2024 will do its utmost to put in place provisions making it possible to reduce the risks of recurrence of a violation of this kind.





## FOCAL POINT 3: A LASTING IMPACT DURING THE GAMES AND BEYOND

**Beyond the dimension of prevention and protection of human rights, Paris 2024 also wants to promote equalities and freedoms, during and after the Games.**

Through different projects promoted by the Games legacy strategy and its cultural activities, Paris 2024 thus upholds a vision of the Games of greater sustainability and solidarity, in which the strategy for the promotion of human rights acquires a meaning that goes beyond the period of organisation of the sporting events alone.

### ENCOURAGING CIVIC PARTICIPATION

The 2024 Games are intended to be spectacular and aspire to take sport to unexpected places, at the crossroads between sport, culture, education and innovation, building a new model of Games of greater sustainability and solidarity.

Paris 2024 wants to build this unique capacity of the Games to unite into a vector of social cohesion in order to give rise to a new energy for the benefit of all.

Thus, Paris 2024 aims to bring sustainable and solidarity projects to life during and moreover after the Games in order to reach out to everyone and leave a powerful and lasting legacy for the population.

### COMMITMENT TO SOCIAL RESPONSIBILITY OF THE GAMES THROUGH THE INVOLVEMENT OF THE SOCIAL AND SOLIDARITY ECONOMY (SSE) FOR RESPONSIBLE PROCUREMENT AND A PARTICIPATORY ECONOMY OF SMALL AND MEDIUM ENTERPRISES

Through its legacy strategy, Paris 2024 emphasises the promotion of the world of the Social Solidarity Economy by promoting projects that create relations with this ecosystem, such as the SSE 2024 platform.

These relations established with the SSE are directly linked to the Paris 2024 procurement policy, in compliance with the rules of public procurement, insofar as the SSE 2024 platform is a sourcing platform dedicated to the companies of the social and solidarity economy. In the focal points of its responsible procurement policy commitments, Paris 2024 promotes, amongst other things, the diversity of forms of businesses, and in particular SMEs and very small enterprises which create the wealth of supply on the French market.

### BRINGING CIVIC AND COMMUNITY SOLIDARITY PROJECTS TO LIFE WITH THE ENDOWMENT FUND

Paris 2024 has created an endowment fund whose purpose is to conduct, support and finance projects and initiatives in the general interest which contribute to creating a new standard of social and environmental excellence for major sporting events, as well as all studies, research, work and actions that contribute to optimising, establishing and embodying the capacity of sport to change lives

and produce beneficial effects for society, in cohesion with the Paris 2024 vision.

The latter is aimed at supporting initiatives in three principal domains: health and well-being; educational success and citizenship; inclusion, solidarity and equality, for the advancement of sustainable development.

This endowment fund, financed by Paris 2024, enables the allocation of subsidies to the winning submissions of calls for projects launched within the framework of the fund. One of its focal points is also the co-financing of projects of social innovation through sport with the sporting movement and federations, Paris City Council, Seine-Saint-Denis Department and the Ile-de-France Region in order to reinforce the use of sport to benefit the general interest, combining sport and equality, social innovation, culture and ecological transition.

### PURSUING PARTICIPATORY CULTURAL PROJECTS PRIOR TO AND DURING THE 2024 GAMES THROUGH THE CULTURAL OLYMPIAD

The Cultural Olympiad is a multidisciplinary artistic and cultural programme which will take place from 2021 to 2024 throughout the regions of France.

**The Cultural Olympiad will be aimed at involving the regions, which will be able to propose artistic and cultural projects based upon one of the following three focal points:**

1. A project with sport at the heart of its artistic project, making it the subject of artistic expression itself;
2. An artistic moment taking place at a sporting venue or event;
3. A project promoting values common to sport and culture.

These artistic projects should contribute to combining art and sport and bringing the cultural occasion of the Games to life by inviting sportswomen, sportsmen and artists to meet one another, and to allowing culture and sport to occupy the public space as a whole and make culture an integral part of sporting occasions. Indeed, the Cultural Olympiad thus aspires to involve all of the regions of France through calls for projects enabling different forms of organisations, large and small, to take part in the cultural and creative event of the Paris 2024 Olympic and Paralympic Games.

## MAKING THE PARIS 2024 GAMES A PROMISE FOR THE FUTURE

Paris 2024 has great ambitions that go beyond the dimension of protection of human rights and also aim to develop voluntarist values of equality and solidarity. Projects promoting issues related to human rights (equality, solidarity, health, etc.) are intended to leave a lasting legacy using the momentum of the Games.

### LEGACY OF THE GAMES

Paris 2024 is implementing a strategy that focuses its ambitions on the employment of excluded people, on education, on equal opportunities, on inclusion of people with disabilities in the practice of sport, on gender equality and the emancipation of girls, and on civic engagement thanks to projects and programmes enabling the use of sport as a tool serving the general interest.

### EMPLOYMENT

The Paris 2024 Games promote social innovation. They aim for the diversity of employment created in connection with the Games that is to say approximately 150,000 direct jobs, to benefit a wide diversity of people, including newcomers to the labour market and people in the course of professional integration.

### EDUCATION

Each year since 2017, Paris 2024 has organised Olympic and Paralympic Week (OPW) in order to develop the practice of sport in schools. OPW consists of a week devoted to sport in primary and secondary schools and colleges throughout France focusing on a new topic associated with sport every year (inclusion of people with disabilities in sport, health and sport, etc.).

Beyond promotion of the benefits of sport for young people via the OPW, Paris 2024 has initiated a pilot programme launched with the Ministry of Education, Youth and Sport in 800 schools throughout France, aimed at bringing 30 minutes of sports exercises (running, jumping, dance and throwing) into the curriculum of each school day. Paris 2024 also plans to supplement the project through the publication of guides in order to help teachers put in place daily 30-minute sports activities in their classrooms.

### EQUALITY

The legacy strategy places a strong focus on equalities and the fight against discrimination. This is built upon different projects and calls for projects in order to promote the inclusion of people with disabilities in the practice of sport and contribute to the emancipation of girls through sport, etc.

### ENVIRONMENTAL EXCELLENCE

Paris 2024 is embarking on an environmental excellence strategy in order to ensure high standards in terms of protection of the environment in the activities of the Games as a whole. Preservation of the environment partly involves the protection of human rights with regard to new human rights, which take into account access to a healthy environment for everyone.

Paris 2024 thus aspires to Games that make a positive contribution for the climate by focusing on a controlled and reduced carbon footprint, as well as offsetting 100% of carbon emissions associated with the Games over a broad scope.

#### THREE MAINSTAYS OF GREAT IMPACT FOR THE GAMES WILL CONTRIBUTE TO THE ATTAINMENT OF THESE GOALS:

##### Construction:

- 95% of competition venues are temporary or already exist;
- low-carbon permanent constructions;
- temporary venues minimising environmental impact.

##### Travel:

- clean mobility service for the Olympic family;
- 100% of venues accessible by public transport and active mobility with incentives for spectators to use these options.

##### Games Operations:

- 100% renewable electricity for the Games;
- a sustainable catering service for the 15 million meals served during the Games;
- responsible digital technology;
- and other solutions in the planning stages.





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