



# **PARIS 2024 SUSTAINABILITY & LEGACY PRE-GAMES REPORT SUMMARY**



**STRATEGIC FOCUS -  
DELIVERING MORE  
SUSTAINABLE GAMES**

**MAY 2024**

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# FOREWORD

The Paris 2024 Olympic and Paralympic Games will be the largest sporting event ever organized in France. This summer, France and the entire world will resonate with the excitement of the competitions and will celebrate exceptional athletes.

Hosting an event of such magnitude represents an immense organizational challenge, mobilizing all the know-how of the host country. But Paris 2024 has also decided - along with its entire ecosystem - to take on another challenge: to propose a different framework for events, in line with the major issues of our time, for more sustainable, eco-sufficient, open, equal and inclusive Games.

A few months before the opening ceremony of the Games, Paris 2024 is publishing a report on the first pillar of its Legacy & Sustainability strategy, namely "Delivering more sustainable Games"<sup>1</sup>. This report features the main achievements and progress to date of the organizing committee and its ecosystem in the organization of more environmentally and socially sustainable Games. It also aims to share the new methods and concrete solutions designed and implemented by Paris 2024, particularly to the world of sporting events.

This document is a summary of this report, which can be found on Paris 2024's website: <https://olympics.com/en/paris-2024/our-commitments/assessing-our-impact/sustainability-legacy-report>

1 The second pillar of the strategy, "Building the Social and Sustainability Legacy", was the subject of a first dedicated report and summary published in November 2023. <https://medias.paris2024.org/uploads/2024/03/Report-2023-web.pdf>

2 Social and Solidarity Economy



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For almost ten years, Paris 2024 has carried a strong ambition: to offer Games of a new era, spectacular, but also more open, more committed, and all the more exceptional.

Delivering the first Games with as many female athletes as male; halving carbon emissions compared to previous editions, thanks in particular to 95% of existing or temporary infrastructures; deploying a circular economy, with an already contractually guaranteed second life for 90% of the Games' material resources; ensuring that the Games benefit small and medium-sized enterprises (SMEs) and SSE<sup>2</sup> structures... These ambitious objectives are well on their way to being achieved.

A huge thank you to everyone who works daily to bring these Games of a new era to life. We remain 100% mobilized for the final sprint, ready to experience an absolutely exceptional summer of sport, celebration, sharing and emotion, which will leave a lasting and collective mark on all of us.»

**TONY ESTANGUET**

PRESIDENT OF THE PARIS 2024 ORGANIZING COMMITTEE



© IOC/Greg Martin



When the IOC adopted its new strategic roadmap, Olympic Agenda 2020, it was driven by a clear realization: as the world evolves and new challenges emerge, the Olympic Movement must become an agent of change. At the core of this vision was the need to reduce the Games' footprint and create lasting benefits for host communities.

From reducing the Games' emissions by half compared to previous Games, to getting French people to move more in schools, at work and in cities, to creating socio-economic opportunities that are open to everyone - in line with the vision of "Games wide open" - Paris 2024 has truly embraced the philosophy of Olympic Agenda 2020. The initiatives outlined in this report show how these Games are setting new standards for major events across the environmental, social and economic spheres.

When the Paris 2024 Olympic Games get underway, people from around the world will witness a lot more than outstanding sporting performances. They will witness a commitment by the IOC to stage Olympic Games that are more sustainable, more inclusive and more impactful for host communities.»

**THOMAS BACH**

RESIDENT OF THE INTERNATIONAL OLYMPIC COMMITTEE



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The IPC believes that Change Starts With Sport, and with the Paris 2024 Paralympic Games change is taking place in the host city and across France. Changes to government policy, changes to communities, changes to urban environments, and changes to attitudes.

Paris 2024 have been at the forefront of changing mindsets. These are the first Paralympics where every sport will be broadcast live. Inclusion has been a central theme of the Olympic and Paralympic Weeks in schools. The Organising Committee has also delivered two amazing Paralympic Days.

Now the stage is set for the world to witness sensational sporting performances from our athletes. Together we are changing Paris, France, and the world with the Paralympic Games.»

**ANDREW PARSONS**

PRESIDENT OF THE INTERNATIONAL PARALYMPIC COMMITTEE

# GAMES KEY FIGURES

## THE PARIS 2024 TEAM (AS OF END OF 2023)

**2,059** EMPLOYEES (INCLUDING 1,040 PERMANENT CONTRACTS)

**1,180** EMPLOYEES RECRUITED IN 2023

**52%** WOMEN

**48%** MEN

**3,84%** EMPLOYMENT RATE OF EMPLOYEES WITH DISABILITIES

**15** OLYMPIC AND PARALYMPIC ATHLETES EMPLOYEES OF PARIS 2024

## ENGAGEMENT

**+4,800 → 40** ENTITIES AWARDED THE "TERRE DE JEUX 2024" LABEL

**40** MILLION FRENCH PEOPLE LIVE IN A "TERRE DES JEUX" MUNICIPALITY

**1 031** GAMES PREPARATION CENTERS

**80** ECONOMIC PARTNERS WITH 14 IN THE TOP PROGRAMME AND 66 NATIONAL PARTNERS

**4,670,000** CLUB 2024 MEMBERS

## CELEBRATION

**4,400** PARALYMPIC ATHLETES

**10,500** OLYMPIC ATHLETES

**22** PARALYMPIC SPORTS

**28** OLYMPIC SPORTS (+ 4 NEW)

**184 + 1** PARALYMPIC DELEGATIONS

**206 + 1** OLYMPIC DELEGATIONS

**549** PARALYMPIC EVENTS

**329** OLYMPIC EVENTS

**20** PARALYMPIC COMPETITION VENUES

**41** OLYMPIC COMPETITION VENUES

**+300,000** SPECTATORS EXPECTED FOR THE OLYMPIC OPENING CEREMONY

**40,000** MEALS SERVED PER DAY AT THE VILLAGE

## LEGACY AND SUSTAINABILITY STRATEGY – KEY FIGURES TO DATE

**HALF** THE GHG<sup>4</sup> EMISSIONS OF THE GAMES COMPARED TO EDITIONS OF THE 2010S

**95%** TEMPORARY OR PRE-EXISTING INFRASTRUCTURES

476,000 TCO<sub>2</sub>EQ CARBON FOOTPRINT 2018-2023

**100%** RENEWABLE ENERGY TO POWER THE GAMES VIA THE GRID

**90%** OF THE GAMES' ASSETS WITH A CONTRACTUALLY GUARANTEED SECOND LIFE

**2x** MORE PLANT-BASED FOOD IN MENUS

**-50%** OF SINGLE-USE PLASTIC FOR FOOD AND BEVERAGES

**100%** OF COMPETITION VENUES CONNECTED TO PUBLIC TRANSPORT<sup>5</sup>

**100%** OF RECYCLED METALS IN MEDALS

**ISO 20121** CERTIFIED

**-37%** LIGHT VEHICLES PROVIDED TO ACCREDITED INDIVIDUALS THANKS TO AN OPTIMIZED FLEET<sup>6</sup>

**100%** ELECTRIC/HYDROGEN/HYBRID LIGHT VEHICLES FOR THE OLYMPIC AND PARALYMPIC FAMILY

**415 KM** OF CYCLE PATHS CONNECTING THE ÎLE-DE-FRANCE OLYMPIC VENUES

**OVER 20,000** TEMPORARY BICYCLE PARKING SPACES

**ALL VENUES** WITH PROVEN ENVIRONMENTAL CHALLENGES BENEFIT FROM THE SUPPORT OF A BIODIVERSITY EXPERT

**€ 2,7** BILLION IN TENDERS



**181,100** JOBS DIRECTLY MOBILIZED BY THE GAMES

**OVER 19,850** ENTERPRISES ON THE ENTREPRISES 2024 PLATFORM

**75%** OF USES/ SMES AMONG SUPPLIERS

**OVER 500** SOCIAL AND SOLIDARITY ECONOMY STRUCTURES MOBILIZED, ALL GAMES STAKEHOLDERS COMBINED<sup>3</sup>

**90%** OF FRENCH SUPPLIERS

**100%** OF TENDERS INTEGRATING ENVIRONMENTAL AND SOCIAL CRITERIA

**93%** GRADE ON THE PROFESSIONAL EQUALITY INDEX

**100%** OF FAMILY HOUSING ACCESSIBLE AT THE ATHLETES' VILLAGE

**AFAQ 20400** LABELED WITH AN "EXEMPLARY" LEVEL IN COMPLIANCE WITH ISO 20400 STANDARD (RESPONSIBLE PROCUREMENT)

<sup>3</sup> (284 by Paris 2024 and 124 by SOLIDEO)

<sup>4</sup> Green-house Gas

<sup>5</sup> 3/4 venues in the Île-de-France region are located at 500 metres or less from a public transport station open to the public and/or dedicated to the needs of the Games.

<sup>6</sup> Compared to London 2012

# « ON YOUR MARKS » RESPONSIBILITIES AND COMMITMENTS

## A. THE LEGACY AND SUSTAINABILITY STRATEGY

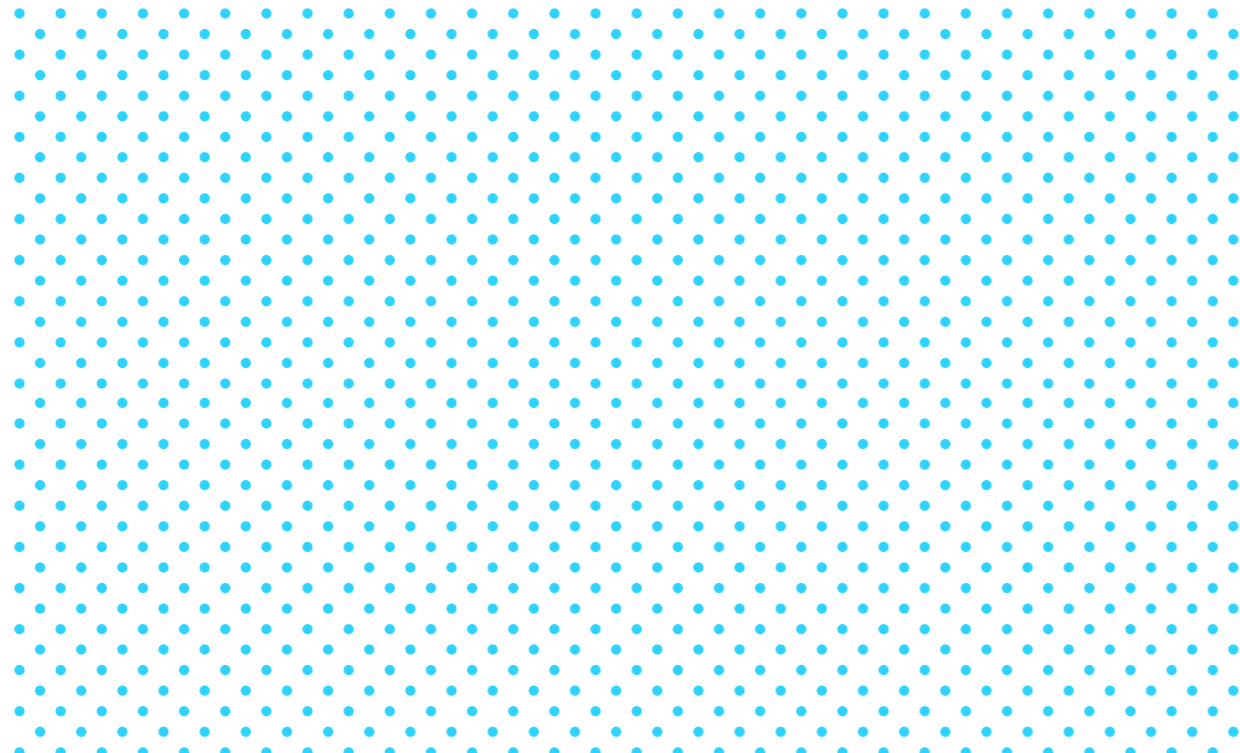
With all of its stakeholders, Paris 2024 set the goal of reducing the environmental and climate impact of the Games and making sport a tool for social innovation. To this end, the organizing committee has developed a Legacy and Sustainability strategy based on 2 pillars:

- 1 **Delivering more sustainable and innovative Games in all the environmental and social aspects of Paris 2024 delivery operations, with a constant requirement:** to limit as much as possible the Games' impact on the environment and on climate, and to put the Games at the service of economic and social development while improving the quality of life in the host communities.
- 2 **Building a social and environmental legacy that leverages sport to the benefit of individuals, society and the environment by:** raising awareness on the importance of exercise and sports for health, using sport for inclusion, solidarity and equality, but also as a means for action for the preservation of the environment.

## B. THE UNIVERSAL ACCESSIBILITY STRATEGY

Universal accessibility has been one of the pillars of Paris 2024's strategy since the bid phase, with the development of sports practice for people with disabilities (PWD) and the promotion of their involvement in the project. To achieve universal accessibility, Paris 2024 has set three objectives:

- 1 **Ensure full participation and a obstacle-free Games experience** for all;
- 2 **Leave a tangible legacy for residents and visitors** with specific needs in the areas hosting events;
- 3 **Leave an intangible legacy** for people with specific needs in the host country and the world, in the form of best practices or an attitude that involves factoring universal accessibility into future events by default.



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Since the bid, the organizing committee has been committed to offer a different, more sustainable yet equally spectacular type of Games, with a vision integrated into all aspects of the organization: do more with less, do better and leave a useful legacy.

In the final stretch towards the Games, this report summary is an opportunity to take stock of the main achievements and concrete transformations that Paris 2024 has implemented in the different aspects of the delivery. We wanted the Games to be an experiment, so we could seek and roll out innovative solutions that would accelerate the ecological transformation, with methodological and technical legacies for the benefit of sporting events and communities. Today, the Games' electric power supply with 100% renewable energy via the grid, more plant-based food on offer, swimming in the Seine, or the many low-carbon innovations at the Village are just a few examples of this.

Beyond these initial successes, we stay on course for Paris 2024 to be a milestone on the path towards the ecological transformation of sport. We look forward to presenting the final assessment after the Games! "

**GEORGINA GRENON**  
PARIS 2024 ENVIRONMENTAL EXCELLENCE DIRECTOR



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"Games Wide Open", the mindset that drives Paris 2024, is reflected into the organization of the event so that the opportunities of the Games can reach as many as possible. This involves opening up the Games' tenders to VSEs-SMEs and social and solidarity economy actors, as well as providing job market access for people who are distant from employment or have disabilities, addressing accessibility issues, strengthening the role of women, and celebrating diversity.

The initial results are already here, and they are the product of shared efforts with all the stakeholders of Paris 2024. The work is not finished. We have a few months left to deliver responsible Games, with the same conviction that has driven us from the beginning: acting together for a positive, sustainable and shared legacy. "

**MARIE BARSACQ**  
PARIS 2024 IMPACT AND LEGACY EXECUTIVE DIRECTOR

# « READY » METHODS AND TOOLS

## A. THE SUSTAINABLE MANAGEMENT SYSTEM

The Sustainable Management System (SMS) was designed to systematically integrate environmental and societal objectives into all of Paris 2024's activities, in compliance with the ISO 20121 standard for event sustainability management system. It supports teams on a daily basis by providing steering, planning and performance management tools.

As early as 2022, Paris 2024 was certified compliant with the ISO 20121 standard, an acknowledgement of its commitment to meet the highest standards regarding the economic, environmental and social impact of the Games. This certification came through after several months of auditing by the French Standardization Association (AFNOR), the final stage of which took place during the Paralympic Day on October 8, 2022.

In 2023, AFNOR conducted a surveillance audit, with one phase taking place during the mountain bike test event organized in Elancourt in September. This new audit confirmed Paris 2024's ISO 20121 certification.

### A REVISED AND ADAPTED ISO 20121 STANDARD

Simultaneously, Paris 2024 has also initiated a revision of the ISO 20121 standard, in line with its ambition to leave a sustainable legacy for future event organizers. Supported by AFNOR and the entire French events industry, and by the IOC, Paris 2024 took the leadership of the international working group dedicated to this revision. More than a dozen countries met several times between March and October 2023 to draft a new version of the standard. Several updates were made including the standard application to the entire value chain of the event, references to the highest international standards such as the SDGs, impact and legacy assessment, and provisions on sustainable procurement with precise rules for clients, bidders and suppliers.

The new version of the ISO 20121 standard was approved by the voting countries in March 2024 and was published in April 2024.<sup>7</sup>

## B. THE RESPONSIBLE PROCUREMENT STRATEGY

Paris 2024's responsible procurement strategy places environmental and social requirements at the heart of every purchasing decision, at each step of the process (strategy, negotiations, execution and legacy). It is based on 5 commitments: circular economy, reduction of the carbon footprint and environmental preservation, social innovation, inclusion of people, workers and users with disabilities and creating value in local areas. It was approved by Paris 2024 Board of Directors in 2020 and applies to 100% of Paris 2024's purchases.

### PARIS 2024 LABELED WITH AN "EXEMPLARY" LEVEL IN COMPLIANCE WITH ISO 20400 STANDARD (RESPONSIBLE PROCUREMENT)

At the request of Paris 2024, AFNOR Certification conducted a several-month audit of Paris 2024's procurement strategy, which included both a document review and interviews. Following this, early 2024, the organizing committee was awarded the "AFAQ Focus CSR Responsible Purchasing"<sup>8</sup> label by AFNOR with an "Exemplary" level. Paris 2024 is the first organization in France to obtain such a level.

The organizing committee further amplifies the positive effects of its strategy through inclusive and accessible sourcing to all, especially for social and solidarity economy structures. Their mobilization has been made possible through ESS 2024, a platform created in 2018 by Paris 2024, the Olympic & Paralympic Works Delivery Company (SOLIDEO)<sup>9</sup>, the Yunus Center and Les Canaux, which conducts sourcing and support activities for social and solidarity economy structures wishing to bid on Games contracts.

<sup>7</sup> The new version of the ISO 20121 Standard is accessible at the following link: [https://www.iso.org/standard/86389.html?utm\\_medium=social&utm\\_source=linkedin&utm\\_campaign=event%20management](https://www.iso.org/standard/86389.html?utm_medium=social&utm_source=linkedin&utm_campaign=event%20management)

<sup>8</sup> The ISO 20400 Standard sets guidelines to follow for responsible purchasing but is not directly certifying. The competent certifying organisms in France have issued labels to attest the alignment of a responsible purchasing strategy with the ISO 20400 Standard, which includes the "AFAQ Focus CSR Responsible Procurement" label.

<sup>9</sup> While Paris 2024 is responsible for delivering the event that is the Games, the Société de livraison des ouvrages Olympiques (SOLIDEO) is the public establishment in charge of the Olympic and Paralympic infrastructure that will remain after the Games.



## RESULTS TO DATE

- **ALL ELIGIBLE TENDERS**, i.e. 3/4 of the tenders, include a dedicated criterion for social and environmental performance with an average weighting of 20%, minimum 15% and for some contracts going up to 30% (e.g. for catering at the Village);
- **FOR PROCUREMENT CATEGORIES FOR WHICH INCLUSION WAS DEEMED A PRIORITY** (security, catering, cleaning), Paris 2024 has included a social inclusion clause in its contracts, requiring that 10% of the hours worked under the contract be dedicated to inclusion efforts;
- **90% OF THE ORGANIZING COMMITTEE'S SUPPLIERS** are French and nearly 75% of them are SMEs;
- **MORE THAN 500 SOCIAL AND SOLIDARITY ECONOMY (SSE)** organizations have been mobilized, all Games stakeholders combined (including 284 by Paris 2024 and 124 by SOLIDEO), by the end of February 2024;
- **150 STRATEGIC SERVICE PROVIDERS** are subject to dedicated monitoring and are supported by experts from 3 different departments (Procurement, Environmental Excellence, Impact and Legacy), representing approximately 50% of Paris 2024's procurement budget.

## C. PARIS 2024 SOCIAL CHARTER

The signing of the Social Charter<sup>10</sup> by Paris 2024 and SOLIDEO in June 2018 enabled the establishment of governance and steering that guarantee the social sustainability of the Games. It is the first time that a major sporting event has made such a commitment with trade unions representing both employees and employers. The Social Charter Monitoring Committee ensures the proper application of the Charter.

The 16 commitments of the Charter mobilize the organizing committee and its ecosystem around 3 main challenges:

- **ENSURING ACCESS TO TENDERS** for all companies (a challenge addressed by ESS 2024);
- **CONTRIBUTING TO THE PROFESSIONAL INTEGRATION OF PEOPLE DISTANT** from employment and people with disabilities. For example, Paris 2024 aims for a 10% professional integration rate for all catering services on each venue;
- **ENSURING COMPLIANCE** with working conditions.

<sup>10</sup> <https://olympics.com/en/paris-2024/our-commitments/creating-jobs-and-economic-opportunities/social-charter>

# DO WITH LESS

## FEWER GREENHOUSE GAS (GHG) EMISSIONS RELATED TO INFRASTRUCTURE

Since the bid, Paris 2024 based its concept on sufficiency:

**95%** of the venues are already existing or temporary infrastructures<sup>11</sup>

The new permanent infrastructures built – under the supervision of SOLIDEO – use innovative low-carbon construction technologies. At the Athletes' Village, a true experiment to test these solutions, the use of low-emission and bio-sourced materials was favored and allowed a 30% reduction in GHG emissions/m<sup>2</sup>,<sup>12</sup> including:

→ **THE USE OF WOOD:**

16,000 m<sup>3</sup> of wood were used across all buildings;

100% of buildings under 28 meters involve wood for the structure (beams, posts, floors);

100% of wood supplies come from eco-managed forests, including a minimum of 30% French wood;

→ **LOW-CARBON CONCRETE** (150kgCO<sub>2</sub>/m<sup>3</sup>) and ultra-low-carbon concrete (less than 100kgCO<sub>2</sub>/m<sup>3</sup>) versus 250kgCO<sub>2</sub>/m<sup>3</sup> for conventional concrete

For the temporary infrastructures under its responsibility, Paris 2024 designed them to be as sustainable and circular as possible by reducing space, equipment and consumption needs. Several examples:

- **TAKING INTO ACCOUNT EXISTING RESOURCES ON PERMANENT VENUES** – which allowed for a 25% reduction in equipment and furniture needs (benches, high tables, microwaves, etc.).
- **POOLING NEEDS AND SPACES ACROSS VENUES:** inspired by what was done for the Tokyo 2020 Games, Paris 2024 combined press conference rooms and venue media centers into one location across all competition venues.
- **RESTRICTING CARPET USE ONLY TO ESSENTIAL ZONES** such as competition areas.

THESE NEW DESIGN AND CONSTRUCTION METHODS DEVELOPED FOR THE GAMES COULD SERVE AS A NEW MODEL FOR STAKEHOLDERS IN THE CONSTRUCTION INDUSTRY.



© SOLIDEO - Dronepress

<sup>11</sup> The remaining 5% of the venues are permanent buildings (the Athletes' Village, the Media Village and the Olympic Aquatic Center) under SOLIDEO management.  
<sup>12</sup> Compared to the reference scenario corresponding to current standards. According to SOLIDEO's predictions, the carbon footprint of the Athlete's Village was reduced by 47% per m<sup>2</sup> when including the operation of the buildings for 50 years.

## ... FEWER EMISSIONS RELATED TO ENERGY

Today, the vast majority of events taking place in temporary facilities, whether they are sporting or cultural events, run on diesel generators that emit CO<sub>2</sub><sup>13</sup>, fine particles causing air pollution, and produce noise disturbances. Even when an event is powered by the electrical grid, generators are often used as a backup solution to handle exceptional peaks in consumption or for fear of power outages. Similarly, events held at permanent venues, including most of the events held at large stadiums, operate on diesel generators, as is the usual practice of broadcasters and event operators.

Paris 2024 has worked to deploy more sustainable solutions for powering the Games, solution that will be part of the Games' legacy.

- Thus, contrary to common practice and with the support of Enedis, Official Supporter of Paris 2024, all Games venues are connected to the public electricity distribution network to limit the use of generators. These installations will remain a legacy of the Games and will allow future events to rely on a lower-carbon electricity supply.
- Paris 2024 will organize Games powered exclusively by renewable electricity (solar and wind) via the grid. EDF, Premium Partner of Paris 2024, will supply renewable electricity to all Paris 2024 venues, along with the associated Guarantees of Origin<sup>14</sup>, from 8 production facilities (6 wind-powered and 2 solar-powered) located in France.
- As a last resort, Paris 2024 plans to use innovative solutions relying on biofuels, batteries or hydrogen, thanks to its partnership with GL events - Loxam, Official Supporter of Paris 2024.

One of the key innovations driven by Enedis with local authorities and event organizers, relayed by Paris 2024 and the French State, was the setting up of event electrical terminals: these are connection points adapted to events, which are installed at strategic points hosting events on a regular basis. (e.g. Place de la Concorde, Champ de Mars or Place du Trocadéro). These terminals will remain as a legacy after the Games, making it possible to improve the environmental performance of future events and reduce nuisance for local residents.

<sup>13</sup> Carbon dioxide

<sup>14</sup> The guarantee of origin is an official electronic certificate issued by an independent body, designed to prove to end customers that a selected percentage of their electricity consumption is fed back into the grid in the form of renewable electricity.



## ... FEWER EMISSIONS RELATED TO TRANSPORT

During the Games, one of the challenges is to transport nearly 200,000 accredited individuals and provide access to venues for the millions of spectators expected. Addressing this issue comprehensively, reconciling venue access and daily mobility demand while reducing the carbon footprint of transportation is a formidable task. The organizing committee is therefore relying on:

- **EXISTING INFRASTRUCTURE:** Paris 2024 designed its concept around existing or planned transport plans in the Ile-de-France region (to be ready by the time of the Games). For example, the extension of metro line 14 to the North and South of Paris is key for commutes from and to the Athletes' Village and Orly airport;
- **PUBLIC TRANSPORT:** 100% of venues will be served by public transport, with 3/4 of the venues in Ile-de-France located within 500 meters of a public transport stop. Ile-de-France Mobilités, Official Partner of Paris 2024, is coordinating efforts with regional operators and the government to implement transportation plans in which bus, tram and train frequencies will be increased compared to a typical summer;
- **ACTIVE MOBILITY:** during the Games, all competition venues in Île-de-France Region can be reached via non-motorized transportation. The use of bicycles will be encouraged in the Île-de-France region and bicycle parking capacities will be temporarily enhanced near competition venues thanks to:
  - **415 KM OF CYCLING LANES** connecting the Île-de-France Olympic venues, as a result of an ambitious plan to develop the cycling network led and co-funded by the state and local authorities (City of Paris, Ile-de-France Region, Greater Paris Metropolis, Seine-Saint -Denis department);
  - **20,000 TEMPORARY BICYCLE PARKING SPACES OPERATED** by Paris 2024 (10,000 in Paris, 10,000 in Île-de-France outside Paris), with financial support from the French state and local authorities.





## ...FEWER EMISSIONS RELATED TO CATERING

During the Games, Paris 2024 will be responsible for delivering 13 million meals and snacks. It is the largest event catering operation in the world — the equivalent of the amount provided at 10 football World Cup tournaments.

Increasing the amount of plant-based food in the offering is the first lever to reduce the carbon footprint of catering, while promoting healthy nutrition for the body and our environment. To halve the carbon impact of meals served during the Games (compared to an average French meal), Paris 2024 has chosen to offer twice as much plant-based food for all audiences:

- **SPECTATORS:** a minimum of 60% of sandwiches, hot and cold dishes sold at concessions will be vegetarian (except at stadiums hosting football events, where the minimum will be 40%). At the Concorde venue, Paris 2024 will offer a 100% vegetarian offering for the general public for all types of meal (sandwiches, salads);
- **VOLUNTEERS, EMPLOYEES, CONTRACTORS, MEDIA, OLYMPIC AND PARALYMPIC FAMILY:** on average 50% of the meals will be vegetarian with 100% vegetarian meals on certain days for staff, volunteers and contractors;
- **ATHLETES AND OFFICIALS:** the vegetarian offering available at the Village will be increased and showcased.

For the first time in the Games history, the organizing committee has a partner in the “vegetarian caterer” category: Garden Gourmet, Official Supporter of Paris 2024, will offer around twenty plant-based options at Paris 2024 competition and celebration venues.

Through these initiatives, Paris 2024 also aims to encourage long-term changes in eating habits. In addition to increasing plant-based in the offering, Paris 2024 has set other objectives for responsible catering such as ensuring certified food supply and reducing food waste.



© bhofack2/Getty Images

## ... LESS SINGLE-USE PLASTIC

For food and beverages, Paris 2024 has implemented various alternatives to single-use plastics, to halve the amount circulated during the Games.

The organizing committee designed an innovative beverage distribution model with its partners Coca-Cola, Worldwide Partner, and Re-Uz, Official Supporter of Paris 2024, to ensure that no spectator is offered a plastic bottle and to develop single-use plastic alternatives, notably through the following actions:

- **ALLOWING REUSABLE BOTTLES INSIDE VENUES, INCLUDING FOR SPECTATORS, AND PROVIDING FREE WATER FOUNTAINS** at all venues;
- **700 BEVERAGE FOUNTAINS** (water and sodas) rolled out by Coca-Cola to significantly reduce reliance on plastic bottles, including 200 fountains at the Athletes’ Village and in public concessions;
- **20% OF THE BEVERAGES WILL BE SERVED IN RETURNABLE, REUSABLE GLASS BOTTLES**, particularly in hospitality areas. This system will rely on the Coca-Cola plant in Clamart to ensure and secure the return of bottles (local logistics);
- **REUSABLE AND RETURNABLE CUPS** implemented by Re-Uz;
- **100% RECYCLED PET<sup>15</sup> (rPET<sup>16</sup>) BOTTLES IN CONCESSIONS** that cannot accommodate a fountain. The bottles will be retained at the source. Coca-Cola will ensure the collection and recycling of 100% of used the rPET bottles.

For athletes, a “zero single-use plastic” route is highlighted across all venues to encourage them to use reusable bottles. Paris 2024 and Coca-Cola will provide reusable bottles and refill solutions in all areas and support this change in practices through communication.



<sup>15</sup> Polyethylene terephthalate

<sup>16</sup> For the body of the bottle, excluding cap and label. rPET plastic is a material derived from PET (polyethylene terephthalate). rPET is made from recycled PET packaging.

## DO BETTER

### BETTER DESIGNING TEMPORARY VENUES AND INFRASTRUCTURE

Delivering the Games involves setting up infrastructure to host competitions, accommodate spectators, organize broadcasts and celebrate key moments.

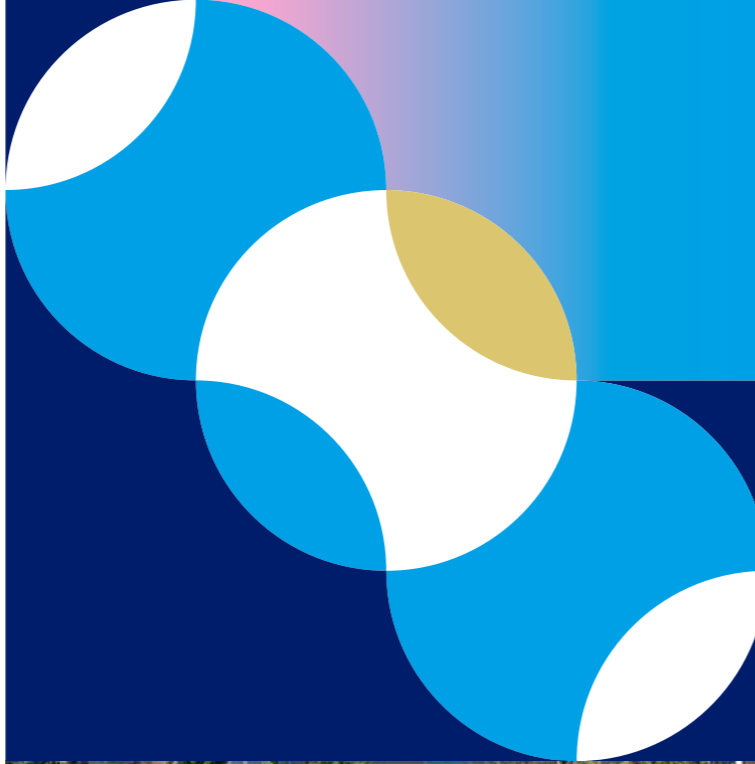
Setting up 44 temporary and permanent competition infrastructures within such a short timeframe, while meeting demanding and ambitious eco-design criteria, represents an immense organizational challenge.

With its stakeholders, Paris 2024 is implementing solutions to limit as much as possible the material footprint of the Games related to infrastructure by applying circular economy principles:

- Only rent temporary infrastructure from event industry stakeholders;
- Choose more frugal items - e.g. timber grid shells on the venues located in the center of Paris to create shade that require little ballasting since it is based on form resistance - and therefore stimulating the event market toward more sustainable practices;
- Prioritize the use of reused, recycled and recyclable materials;
- Work with partners and suppliers to ensure the second life of these material assets, notably by planning the venue dismantling phases after the Games.

Paris 2024 is also working to minimize impact on venues to preserve ecosystems, at each phase of the project (setup, operations, dismantling). Measures have been implemented to protect soils against compaction, preserve trees, limit light pollution and allow species to move around.

Another challenge is strengthening the Games' resilience against climate risks. The organizing committee is installing temporary cooling solutions (e.g. ventilation, misting) strictly tailored to the needs of the venues and is equipping venues with water fountains, shade tents and shelters to minimize sun exposure for vulnerable people, etc.



### BETTER SOURCING FOR CATERING

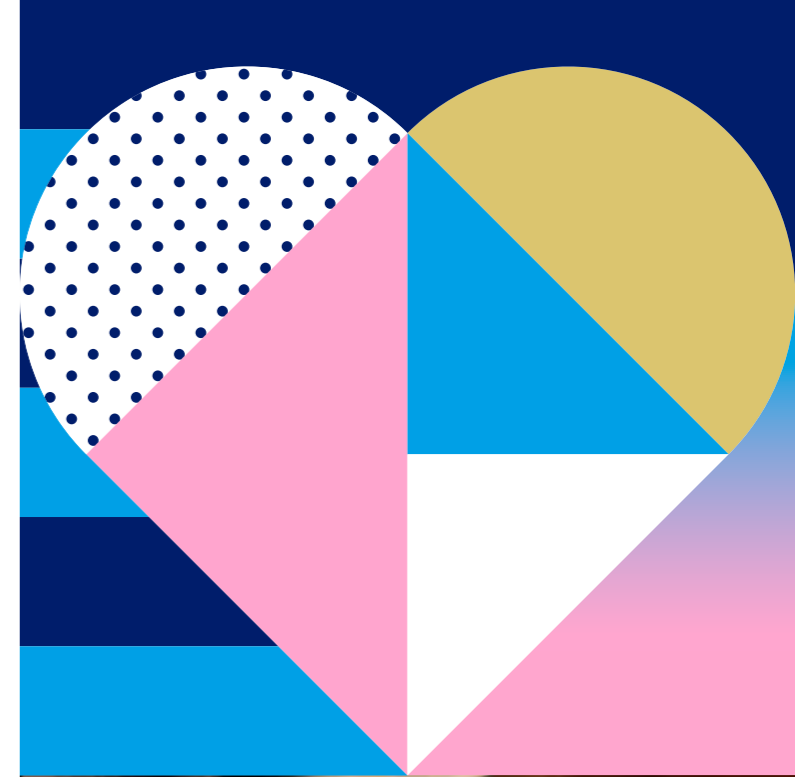
The promise of Paris 2024 is to offer more plant-based and locally sourced catering. After analyzing the available seasonal food supply (quality and volumes), and in accordance with the rules of public procurement and of partnership, the organizing committee worked with its partners and suppliers to achieve the following objectives:

- **80% OF THE TOTAL FOOD SUPPLY SOURCED FROM FRANCE AND 25% FROM LOCAL PRODUCTION** around competition venues (less than 250 km); zero food imported by air.
- **80% OF THE TOTAL FOOD SUPPLY LABELED WITH A SUSTAINABILITY LABEL<sup>17</sup>** per the EGALIM law, including 30% from farms that are organic or in the process of transitioning to organic production.
- **ALL FRENCH REGIONS HIGHLIGHTED** at the Village and/or competition venues.

Paris 2024's initial 80% target for food supply sourced with a sustainability label was set in 2021. The international and inflationary context is making it more difficult to achieve such a high ambition for collective and quick-service catering. However, Paris 2024 wished to reaffirm and maintain its strong commitments to French and local sourcing, with the support of its partners.

At the Village, which can be considered the world's largest restaurant to be operated by Sodexo Live!, Official Supporter of Paris 2024 – Carrefour, Premium Partner of Paris 2024 will supply the Athletes' Village with local fresh and French Carrefour products (fruits, vegetables, meat, seafood, etc.). In total, more than 100 French producers will be showcased and over 600 tons of goods will be delivered by Carrefour. For example, the potatoes served at the Athletes' Village will be sourced from a farm in Ile-de-France located within 30 km of the Village.

Danone, Official Partner of Paris 2024, will supply all competition venues with fresh dairy and plant-based products from its B Corp brands, nearly 90% of which are made in France<sup>18</sup>. For example, the Alpro plant-based beverages bearing the Paris 2024 colors are manufactured at Danone's plant in the south of France.



<sup>17</sup> See Appendix IV of the full report, "Labels and certifications used for labeled supply in France".

<sup>18</sup> Percentage of products manufactured in France according to the volumes expected at Paris 2024 venues.

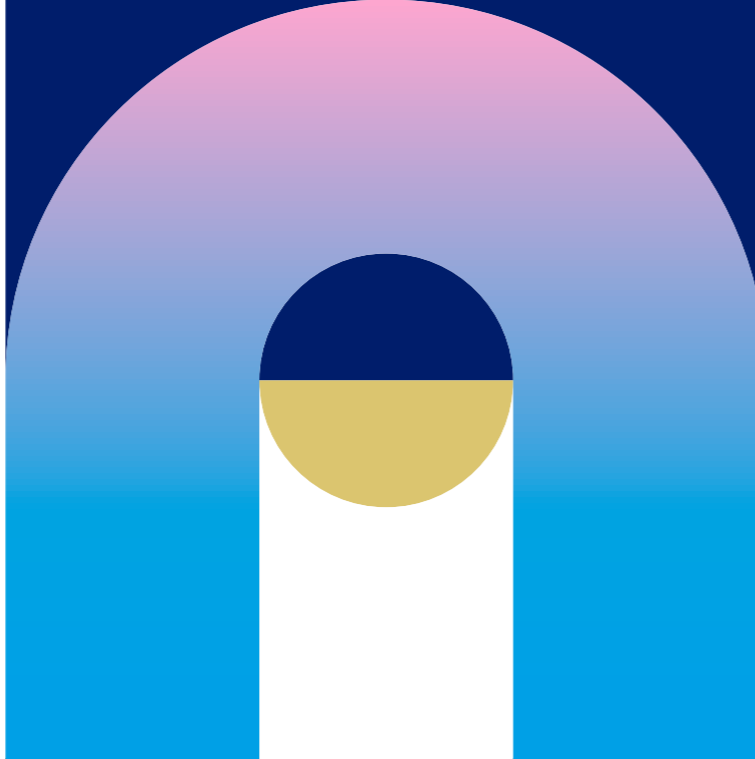
## BETTER SORTING OF WASTE

Paris 2024 has set the goal of avoiding or recovering 80% of the waste produced during the Games operational phase. Through its circular economy strategy, the organizing committee is prioritizing efforts to reduce waste at the source: the best waste is the waste that is not produced. However, despite significant efforts in this area, not all waste can be avoided. Paris 2024 has thus worked to ensure that as much waste as possible is recovered by working on product recyclability and facilitating proper waste sorting.

Since 2021, Paris 2024 has been participating in a working group led by Citeo, which brings together mobility stakeholders, host communities and sports facility managers, to agree on harmonized communication and signage. Thanks to this work, Citeo created a communication kit to promote the sorting habit outside home (downloadable from [trionsplus.fr](https://trionsplus.fr)). This kit will be deployed at Games venues.

Paris 2024 will be the first sports event organizer to implement sorting of bio-waste and recyclable packaging across all competition venues, while providing the same instructions that French households will be accustomed to from 2024.

To ensure the waste management system functions effectively, Paris 2024 has begun training everyone at the Olympic and Paralympic venues (volunteers, employees, partners and contractors) to ensure that everybody is proficient in sorting waste. During the Games, Paris 2024 will engage spectators around 5 eco-actions, including proper waste sorting.



© Paris 2024 / Bastien Eveno

## A BETTER DESIGN OF THE GAMES SYMBOLS

The symbols of the Games (mascots, torches, emblems, etc.) are reinvented every edition, linking nations and generations. Paris 2024 wanted to reimagine the Games symbols so that they embody not only the values of sport and universality, but also sustainability, making them all the more inspiring.

### THE MEDALS

The medals embody Paris 2024's creativity with an exceptional concept: the encounter of the most coveted Games object with the iconic symbol of Paris, the Eiffel Tower. The integration of an original piece of iron from the Eiffel Tower, placed at the heart of the medals, is a powerful message for circular economy, through the reuse of the most iconic French metal.

The gold and silver integrated into the medals for Paris 2024 are both 100% recycled and certified by the Responsible Jewellery Council, one of the main bodies monitoring good sourcing practices for gold and precious metals. The bronze medals are made from an alloy of copper, tin and zinc from the reuse of metal scraps from other productions of the *Monnaie de Paris*.



© Paris 2024 / Ludovic Le Couster

## BETTER ENGAGING THE LOCAL ECONOMY

As early as the bid phase, Paris 2024 wanted to organize Games that are more responsible and inclusive from an economic standpoint, by granting access to the Games' markets to all companies, especially SMEs, structures from the social and solidarity economy sector (SSE), work integration social enterprises and the disability sector, a key challenge written up in the Paris 2024 Social Charter. For the first time, the smallest companies and social, solidarity and circular structures fully contribute to the organization of the Games. To date:

**75%** of Paris 2024's suppliers are SMEs

**OVER 500** social and solidarity economy structures mobilized, all Games stakeholders combined

### ENTREPRISES 2024

*Entreprises 2024* was launched in 2018 by Paris 2024, SOLIDEO and the MEDEF<sup>19</sup> with the aim of opening up the Games markets to all companies, with particular attention given to SMEs and SSE structures. The platform informs and advises companies wishing to bid on Games contracts. More than 19,850 companies are now registered on *Entreprises 2024*.

The platform is intended to stay alive beyond the Paris 2024 Games to publicize calls for tenders related to the organization of future major sporting events held in France. As such, it already constitutes a legacy for French economic players.

### ESS 2024

The *ESS 2024* program is led by Les Canaux association and the Yunus Center, with the support of Paris 2024 and SOLIDEO. Acting as a bridge between the Games organizers and the Social and Solidarity Economy and circular economy organizations, *ESS 2024* informs and supports committed companies so that they are at the heart of the Games' organization. This involves relaying targeted information to companies, providing advice, training, and making resources available to bid on Games contracts and present sustainable and innovative solutions to SOLIDEO, Paris 2024, its operators, and partners. Since its creation in 2018, more than 6,000 solidarity-based, circular economy supporting, and local companies have been referenced on the *ESS 2024* platform.

Since 2018, the *ESS 2024* team has been relaying all the Games organizers' calls for tenders to companies that have registered on its online platform, accessible to all ([ess2024.org](https://ess2024.org)). Over 750 companies have received individualized support from *ESS 2024* to respond to a contract (administrative and technical support, connections with other companies, support in forming a consortium).

The methodology and tools deployed within the framework of *ESS 2024* will constitute a tangible legacy from Paris 2024 for organizing economically responsible events.

<sup>19</sup> Mouvement des entreprises de France, one of France's leading employers' organizations

### THE LAUNDRY FOR ATHLETES AT THE VILLAGE WILL BE MANAGED BY STAFF WITH DISABILITIES IN PROFESSIONAL INTEGRATION PROGRAMS

Through joint work with *ESS 2024* and socio-professional insertion and disability support networks, Paris 2024's tender for managing and cleaning the athletes' Village laundry was reserved for Work Integration Social Enterprises and disability actors, a provision allowed by public procurement law. With support from *ESS 2024* and professional integration networks, the contract was awarded to a consortium of 9 structures, combining integration and disability. This contract involves over 450 people.

"Thanks to the support of the networks and *ESS 2024*, we were quickly able to focus on the distribution of roles from the angle: what is the expertise and strength of each structure, and therefore on which aspect of the request is each structure relevant? This saved us precious time."

ONE OF THE STRUCTURES THAT WON THE CONTRACT FOR ATHLETES' LINEN AT THE ATHLETES' VILLAGE

## IMPROVING RECRUITMENT AND TRAINING

Employment is a stated priority of Paris 2024 since the launch of the Olympic and Paralympic project. This priority has been materialized by the signing of the Social Charter (2018), the mapping of jobs directly mobilized by the Games (2019)—its updating (2022 and 2023)—and the organization of a dedicated recruitment forum on Games-related jobs (September 2023).

KEY FIGURES FROM THE SEPTEMBER 2023 FORUM

- **16,000 JOB OFFERS** proposed by Paris 2024 and its partners and service providers, especially in the sectors of hospitality, catering, logistics, security, energy, sanitation and recycling.
- **6,000 CANDIDATES PRESENT** (including 50% from Seine-Saint-Denis).
- **50 COMPANIES PRESENT.**
- **1,700 RECRUITMENT PROPOSALS MADE:** 15% in fixed-term contracts, 7% in permanent contracts, 5% in temporary positions and 2% in work-study training programs.

### EMPLOIS 2024

*France Travail*, in collaboration with Paris 2024 and its partners, has set up a unique virtual platform<sup>20</sup> that lists job offers in various sectors directly or indirectly related to the Games and the sports sector. There are dedicated pages describing different professions, identifying relevant training programs, and discerning necessary skills to apply for offers. In early 2024, more than 4,000 positions were listed and available on the platform, in sectors as varied as construction, sports events, organization, security, sports, tourism and hospitality.

<sup>20</sup> Emplois 2024 platform: <https://emplois2024.fr/>



## BETTER PROMOTING GENDER EQUALITY AND CELEBRATING DIVERSITY

Because the Paris 2024 Games aim to be open and inclusive, the Organizing Committee has chosen to be particularly active on the issue of gender equality and the fight against all forms of discrimination, especially those related to sexual orientation or gender identity.

### GAMES PLACING GENDER PARITY AND EQUALITY AT THE HEART OF THEIR CONCERNS

From a sport perspective, the Paris 2024 Games will be the first gender-equal Games in history with an equal number of female and male athletes. Paris 2024 has also committed to doing better by ensuring gender parity across its different programs: volunteers, torchbearers for the Olympic Torch Relay, the marathon for all, etc.

As an employer, Paris 2024 has also committed to ensuring a gender balance within its workforce and achieving parity in its teams. Paris 2024 thus obtained a score of 93% on the Professional Equality and Gender Balance Index<sup>21</sup>, which measures professional equality and balanced representation between women and men.

Paris 2024 has placed the organization of the Games within the methodological framework of the “Terrain d’Égalité” (Equal Playing Field) label, which reflects Paris 2024’s Equality and Diversity strategy – a concrete commitment and a management tool for actions implemented within the organizing committee.

In concrete terms, Paris 2024 has identified two priorities to ensure safe Games for all:

#### 1. RAISING AWARENESS AND TRAINING GAMES AUDIENCES

The various Games audience categories will undergo training or awareness-raising activities on gender equality issues and the fight against discrimination. The overall objective is to create a secure environment for all people present at the Games, especially for those most at risk. Groups receiving training/awareness include Paris 2024 staff, volunteers, and spectators, but also media and medical teams.

#### 2. IMPLEMENTING A REPORTING MECHANISM BEYOND SECURITY MEASURES

Paris 2024 will produce a number of procedures so that different stakeholders know what to do and who to turn to when confronted with instances of sexist and sexual violence or discrimination. The goal will be to better handle situations and ensure that potential victims are not left without a response.

### AN UNPRECEDENTED PRIDE HOUSE <sup>22</sup>

Paris 2024’s Pride House will be the largest ever held during the Games. Managed by the Fier Play association, organizer of the 2018 Gay Games, and co-financed by Games partners, public stakeholders and the Paris 2024 Endowment Fund, this celebration zone will offer daily festive, cultural, and educational activities as well as numerous roundtables on inclusion and diversity.

Through this initiative, Paris 2024 aims to:

- **RAISE AWARENESS ABOUT THE INCLUSION** of LGBTQIA+<sup>23</sup> people in the world of sports by giving them to a platform to express themselves from a dedicated space.
- **OFFER A CELEBRATION SPACE TO CELEBRATE THE PERFORMANCES OF LGBTQIA+ ATHLETES**, allowing them to meet their supporters.
- **LEAVE A LEGACY TO THE INTERNATIONAL SPORTS MOVEMENT** with a more inclusive approach to LGBTQIA+ people in sports.



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## OPENING UP THE GAMES TO ALL

Delivering a simple, seamless, and comfortable Games experience for everyone is as much a challenge as an opportunity to change perceptions of disability, requiring the exceptional commitment of the entire Games ecosystem. Paris 2024’s goal is for 100% of activities to be accessible to persons with disabilities (PWD).

For the Paris 2024 Games, the Organizing Committee and stakeholders have implemented several measures:

- **TRAINING ALL THE VOLUNTEERS, STAFF AND PARTNERS** in appropriately welcoming people with disabilities.
- **GIVING SPECIAL ATTENTION TO THE ACCESSIBILITY** of competition venues approach.
- **ENSURING ACCESSIBILITY** of training venues.
- **IMPLEMENTING ENHANCED ACCESSIBILITY NEIGHBORHOODS (QAA)** by the City of Paris in each of the city’s districts.
- **RAISING AWARENESS AMONG KEY STAKEHOLDERS INVOLVED IN DELIVERING THE GAMES** about the importance and implementation of universal accessibility during various activities (inclusion awards, accessibility of all communications, website, public events, builders, etc.).
- **IN PUBLIC TRANSPORT IN ÎLE-DE-FRANCE:** 240 accessible stations on the Île-de-France Mobilités network (95% of train and RER traffic and 100% of stations near competition venues), 100% of buses and RER stations in Paris accessible, as well as 100% of the tram network; 27,000 RATP agents to assist travelers with disabilities.
- **IN ADDITION, ÎLE-DE-FRANCE MOBILITÉS IS SETTING UP A SHUTTLE SERVICE FOR WHEELCHAIR USERS DEPARTING FROM THE 7 MAJOR PARISIAN TRAIN STATIONS AND ROSA PARKS (IN THE NORTH OF PARIS).** These shuttles, intended for people with wheelchairs tickets for the Paris 2024 Games, will drop off wheelchair users as close as possible to the competition venues.
- **PARKING FOR WHEELCHAIR SPECTATORS IS PLANNED NEAR ALL VENUES**, with accessible taxis (1,000 taxis) and drop-off/pick-up zones close to the venues.

<sup>21</sup> <https://egapro.travail.gouv.fr/>

<sup>22</sup> <https://olympics.com/en/paris-2024/the-games/celebrating/pride-house>

<sup>23</sup> L stands for lesbian, G for gay, T for transgender, Q for queer, I for intersex, A for asexual and + for all other categories.

Innovation also enhances the experience for blind and visually impaired individuals during the competitions. Audio description will be available via the official Games app for 13 Olympic and Paralympic sports—exceeding the offerings of previous Games. A live audio service will describe athletes’ performances in French and English. Additionally, a tactile tablet will allow users to follow the ball’s position in real time for 7 ball sports, with vibrations reflecting the intensity of the competitions.

# LEAVE A SHARED LEGACY

The legacy that Paris 2024 aims to leave is twofold:

- 1 **An intangible legacy of methods**, guides and tools for organizers of sporting events.
- 2 **A tangible legacy** for the local communities.

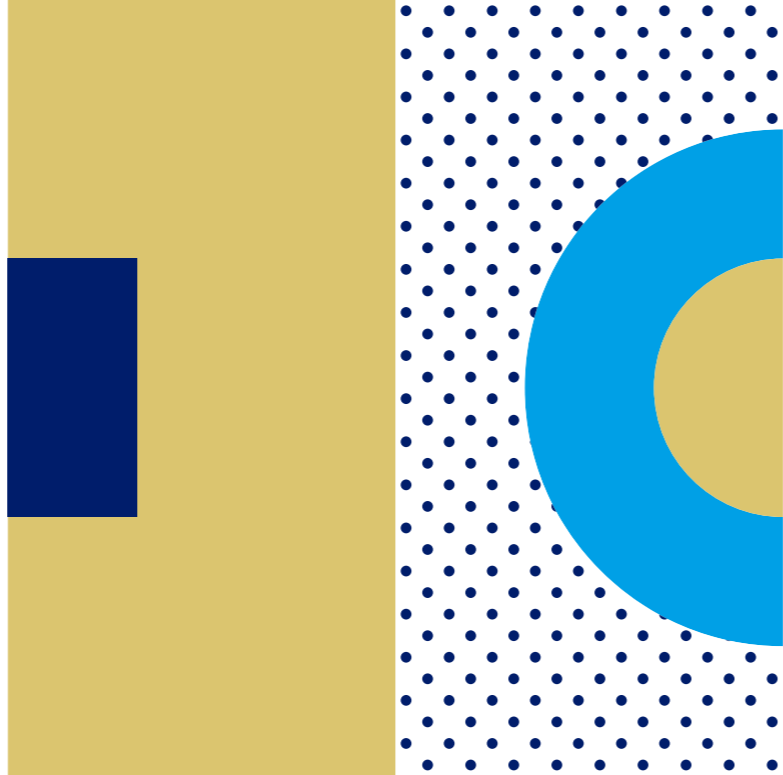
## ENSURING THE SECOND LIFE OF RESOURCES USED DURING THE GAMES

The organizing committee planned for the post-Games period even before the Games, to efficiently manage the material resources needed to deliver the event. This is why the Paris 2024 organizing committee is the first to estimate its "material footprint" (like a carbon footprint): **venue by venue, event by event, activity by activity, the necessary objects and materials have been estimated and mapped ahead of the event, to ensure that only what is needed is produced, and to anticipate the second life of material assets.**

This approach is all the more important as organizing the Games, inherently a short-lived event, requires large volumes of purchases. Circular economy is therefore the first pillar of the responsible procurement strategy and is systematically integrated into tender processes with specific clauses on second life, eco-design, etc. and/or as bid evaluation criteria. Thanks to Paris 2024's work with its partners and suppliers:

**90%** of the assets installed on venues (sports equipment, temporary structures, uniforms, symbolic objects, etc.), already have a contractually guaranteed second life.

For example, Airweave supplies the Athletes' and Media Villages with some 16,000 beds, mattresses and pillows. At the end of the Games, all the mattresses and pillows will be donated and distributed among various organizations: Emmaüs Solidarité France, the Ministry of the Armed Forces, the Tsuji hotel school and the Paris Opera Ballet School.



## METHODS, GUIDES AND TOOLS FOR MORE SUSTAINABLE EVENTS

To deliver more sustainable Games, both socially and environmentally, Paris 2024 has developed methods, practical guides and new concrete solutions to change practices in the sector and behaviors, in order to make these Games a true experiment. Serving the ecological transition and socio-economic development, the significance of this work is to be passed on and serve as a baseline for others to continue in this direction. These efforts are also already contributing to creating momentum for transforming the world of sports and events, and should continue to inspire beyond 2024.

### METHODS

For major climate and environmental issues, Paris 2024 has developed methods that stand out for their level of detail that permeates the entire project

- **CLIMATE APPROACH**  
Breaking with usual event practices, Paris 2024 chose to set a target carbon footprint upstream of the Games, based on estimations. This represents a real model shift as it no longer operates on a post-measurement and impact compensation logic but anticipates and plans reduction measures. To develop its method, the organizing committee relied on the ARO approach - avoid, reduce, offset - to which it added two steps: anticipate emissions to better understand reduction and/or control margins, and mobilize its entire ecosystem in the fight against climate change, leveraging the power of the Games.
- **CIRCULAR ECONOMY APPROACH**  
With the material footprint, the organizing committee developed an unprecedented approach to estimate, reduce and monitor its resource consumption before, during and after the Games. The circular economy strategy is based on an estimate of this material footprint and anticipates resource management and second life and with a dedicated governance, contributes to mobilizing Paris 2024's ecosystem (event agencies, Games operators, etc.) around these challenges.
- **BIODIVERSITY PRESERVATION**  
Paris 2024 developed a new method for analyzing the impact of temporary installations. It relies on a rigorous method, combining field analyses, bibliographic and cartographic analyses, to identify environmental issues and potential impacts on biodiversity and to formulate recommendations to avoid these impacts and/or reduce them.

*How these challenges are addressed, and the detailed description of these methods can be found in section 3.1 of the report.*

Paris 2024 has also produced various guides and tools to support all stakeholders involved in the delivery and organization of more sustainable Games, and their legacy, including:

- [PARIS 2024'S GUIDE FOR SUSTAINABLE EVENTS](#)<sup>24</sup>;
- [THE "ECO-DESIGN OF PACKAGING" GUIDE, IN COLLABORATION WITH CITEO](#)<sup>25</sup>;
- [THE "VISUAL COMMUNICATION: TOWARDS MORE SUSTAINABLE MEDIA" GUIDE](#)<sup>26</sup>;
- [THE GUIDE TO PACKAGING IN CATERING](#);
- [THE COACH CLIMAT ÉVÈNEMENTS \(SEE BELOW\)](#)<sup>27</sup>.

**COACH CLIMAT ÉVÈNEMENTS  
(CLIMATE COACH FOR EVENTS)**

With the support of the Ministry of Sports and the Olympic and Paralympic Games and the French National Olympic Committee (CNOSF), and with assistance from ADEME, Paris 2024 has developed the Coach Climat Événements: a free tool to enable every French event organizer to assess and reduce the carbon footprint of their events, accessible without any particular expertise, regardless of the size of the event. It is part of the toolkit that Paris 2024 leaves as a legacy to the French sports events sector, allowing its stakeholders to better manage and reduce their impact.

RESULTS AS OF 31/03/2024

**924** events have undertaken steps to reduce their impact

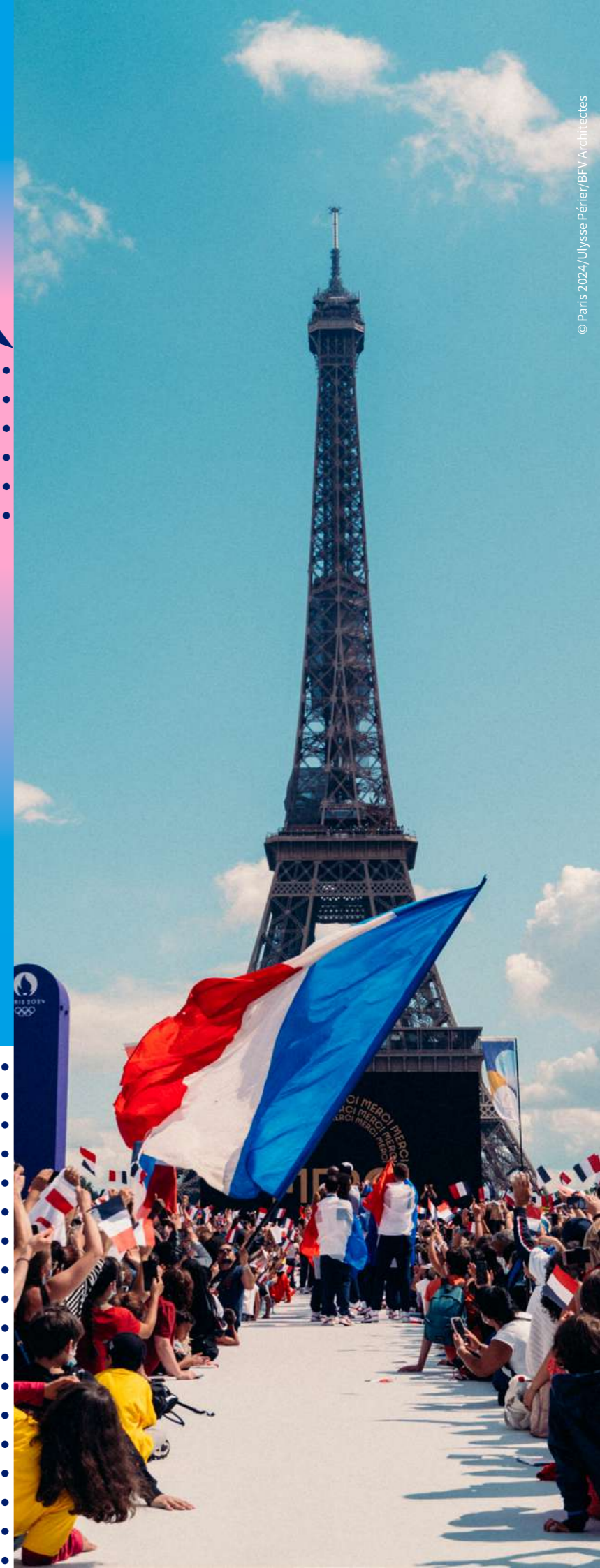
**309** carbon footprints have been estimated by organizers of 62 different sports, representing a total of 2 million tons of CO<sub>2</sub>

**110** action plans have been saved, generating an average 24% reduction in emissions per event, a total of 16,000 tons of CO<sub>2</sub> avoided if these plans are implemented

24 <https://www.paris2024.org/fr/guide-evenements-plus-responsables/>  
 25 [https://bo.citeo.com/sites/default/files/2021-12/2021\\_PARIS2024-GUIDE%20Ecoconception%20emballages.pdf](https://bo.citeo.com/sites/default/files/2021-12/2021_PARIS2024-GUIDE%20Ecoconception%20emballages.pdf)  
 26 <https://medias.paris2024.org/uploads/2023/05/PARIS-2024-SUS-221004-GUIDE-Ecoconception-look-supports-BD1.pdf>  
 27 <https://www.coachclimateevenements.org/>



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## METHODS FOR ECONOMICALLY INCLUSIVE GAMES

The socio-economic methods involved implementing a proactive approach to set a framework for responsible organization. This began with the signing of a framework agreement with the Yunus Centre, encompassing the preparation and organization of the Games, through the signing of a Social Charter negotiated with social partners (cross-industry employee and employer organizations), the execution of various prospective studies concerning the economic opportunities related to the Paris 2024 Games (mapping of jobs directly mobilized by the Paris 2024 Games and ex-ante economic impact study) and finally the adoption of new certifying standards for the organization of more sustainable events (ISO 20121 standard and *Terrain d'Égalité* label). It is this overall approach that aims to make the Games a socio-economically responsible organization.

### PARIS 2024 SOCIAL CHARTER<sup>28</sup>

Since the bid phase, Paris 2024 aimed to deliver socially sustainable and inclusive Games. To uphold this commitment, on June 19<sup>th</sup> 2018, Paris 2024 and the cross-sectoral employee and employer organizations<sup>29</sup> signed a Social Charter<sup>30</sup>.

Beyond serving as a guiding principle in organizing the Games, this Social Charter will also leave a legacy for future sporting events, both those organized in France and those taking place in other countries including future editions of the Olympic and Paralympic Games.

### THE AGREEMENT WITH THE YUNUS CENTRE TO HELP ORGANIZE RESPONSIBLE GAMES

In May 2018, Paris 2024, SOLIDEO and la Maison des Canaux signed an unprecedented agreement with the Yunus Centre, named after its founder, Professor Yunus, Nobel Peace Prize laureate in 2006. This agreement aimed to organize Games targeting Professor Yunus' "triple zero" objective (zero poverty, zero unemployment, zero carbon) but also to foster closer ties between the Games organizers (Paris 2024, SOLIDEO) and the world of social entrepreneurship and the circular economy. Specifically, five objectives were set out in the agreement:

- 1 **Support local economic development and enable the scale-up** of structures developing social and environmental innovations in the fields of social and solidarity economy, professional integration and adapted work.
- 2 **Support business creation** in the Paris, Seine-Saint-Denis and Greater Paris areas, and job creation related to the organization and infrastructure of the Games across all relevant economic sectors.
- 3 **Provide concrete solutions and disseminate the principles** of the inclusive and circular economy in all Paris 2024 and SOLIDEO initiatives to maximize development, innovation, and social and environmental impacts.
- 4 **Inform and engage all local businesses and stakeholders** in the social and solidarity economy, integration and adapted sectors about the economic opportunities related to the Games.
- 5 **Ensure that the social and solidarity entrepreneurship sector**, as well as small and medium-sized businesses in underprivileged areas, have access to tenders for the development of infrastructure and the provision of services of any kind related to the organization of the Games.



<sup>28</sup> For more information, see Section "Methods and Tools"

<sup>29</sup> [CFDT, CFE-CGC, CFTC, CGT, FO, CPME, MEDEF, U2P](#) (see Appendix I for further details about these organisations).

<sup>30</sup> <https://olympics.com/en/paris-2024/our-commitments/creating-jobs-and-economic-opportunities/social-charter>



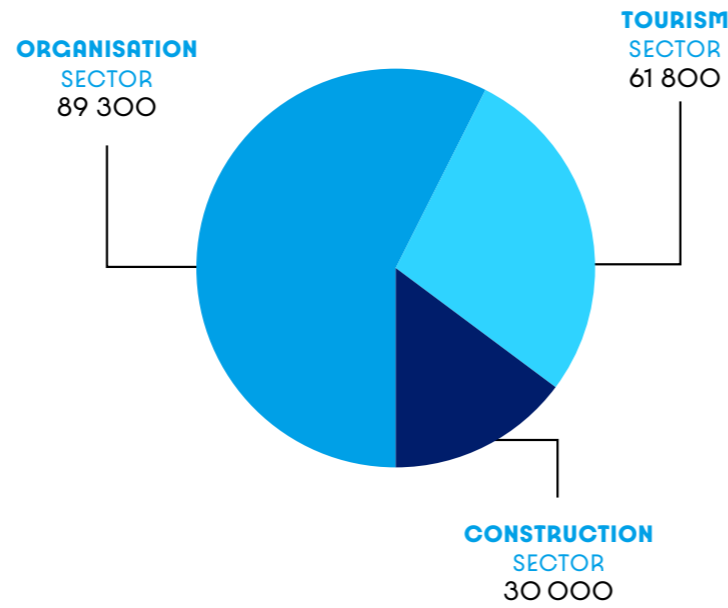
## A PROACTIVE APPROACH TO IDENTIFYING JOB AND SKILLS NEEDS: THE MAPPING OF JOBS DIRECTLY MOBILIZED BY THE GAMES

Paris 2024 wanted to identify the job needs for delivering the Games at an early stage. Thus, a “Mapping of Jobs Directly Mobilized by the Games” was carried out as early as 2019 and updated in 2023. The objectives were to assess the number of jobs mobilized by the Games, to distribute these jobs among major sectors and job families, and to highlight the jobs through job profiles. The initial ambition of the mapping was to engage the entire public employment service ecosystem around the issues related to the jobs of the Games, to identify those that presented specific challenges (notably recruitment tensions) and implement various measures (sourcing, training, etc.) to address them.

This proactive approach aimed not only to ensure that the jobs needed for the Games were filled but also, more broadly, to use the influence of the Games to help improve complex situations in certain sectors. Quantitatively, this work highlighted a need for 181,100 jobs: 89,300 jobs in the events sector, 61,800 jobs in the tourism sector and 30,000 jobs in construction.

Beyond updating the volume, the identification and promotion of a genuine sector of major sports and cultural events is both a novelty and a strong commitment. This approach should indeed be seen as one of the legacies of the Paris 2024 Games, as the goal was not only to think about delivering the Games, but to leverage their positive image and attractive nature to identify potential candidates for Games-related roles, integrate them into training programs, provide them an initial professional experience during the Games, and most importantly, consider their professional journey beyond the event in service of other sports and cultural events organized in France.

### NUMBER OF JOBS DIRECTLY CREATED BY THE PARIS 2024 GAMES



## OPTIMIZING ECONOMIC RETURNS FOR FRENCH TERRITORIES AND STAKEHOLDERS: THE ECONOMIC IMPACT STUDY OF THE PARIS 2024 GAMES

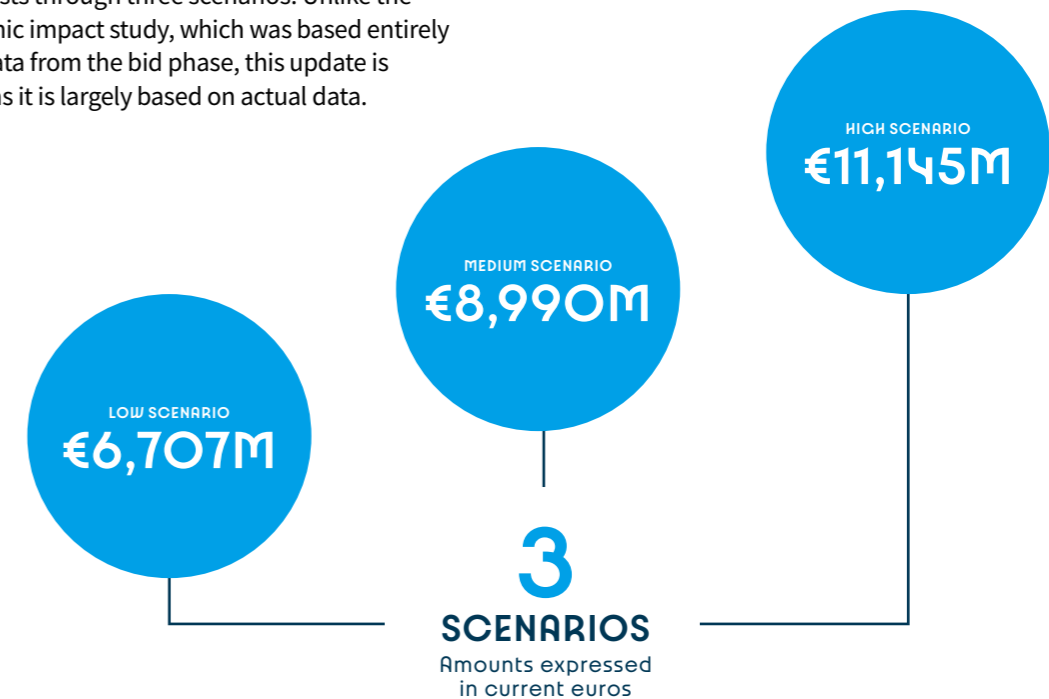
Paris 2024 conducted two economic impact studies. The first was carried out during the bid phase, with results presented in February 2016. This study estimated the potential economic impact of the Paris 2024 Games for the Île-de-France region to be between €5.3 billion (low scenario), €8.1 billion (intermediate scenario) and €10.7 billion (high scenario)<sup>31</sup>, covering the entire life cycle of the event (2017-2034). Carried out well in advance, its goal was to optimize the impact for the territories and French stakeholders by identifying levers to maximize injections and minimize leakages.

Since 2016, many changes have occurred following the designation of Paris as the host city, affecting the overall project supported by Paris 2024 and its stakeholders, as well as other significant events impacting the organization of the Games (pandemic, geopolitical changes, etc.). To incorporate these developments, an updated study was conducted between late 2023 and early 2024. This new study, still taking the Île-de-France region as the reference territory and again incorporating the entire life cycle of the event (2018-2034), refined the economic impact forecasts through three scenarios. Unlike the initial economic impact study, which was based entirely on forecast data from the bid phase, this update is more robust as it is largely based on actual data.

According to the work carried out by the Center for Law and Economics of Sport, the economic impact of the Paris 2024 Games in the Île-de-France region could be between €6.7 billion (low scenario), €8.9 billion (intermediate scenario) and €11.1 billion (high scenario) over the 2018-2034 period. Beyond these general elements, the study<sup>32</sup> presents the distribution of this impact by nature, i.e., according to the category of expenditures made (construction, organization, tourism) and by period, with the preparation and hosting phase (2018-2024) followed by the legacy phase (2025-2034).

This study was conducted following national and international methodological recommendations (notably those of OECD<sup>33</sup> guides) aimed at helping and supporting organizers of cultural, sporting, and commercial events to track, measure and evaluate the social, economic, and environmental benefits of their events.

These two ex-ante studies will be complemented by an ex-post study to be conducted under the supervision of the Ministry of Sports and the Olympic and Paralympic Games<sup>34</sup>.



REFERENCE TERRITORY  
→ ÎLE-DE-FRANCE REGION

PERIOD COVERED  
→ 2018-2034 (17 YEARS)

<sup>31</sup> The numbers are expressed in euros 2017..

<sup>32</sup> The full version of the study is accessible here: [https://cdes.fr/wp-content/uploads/2024/05/2024.04\\_Paris-2024\\_Economic-impact-study\\_final.pdf](https://cdes.fr/wp-content/uploads/2024/05/2024.04_Paris-2024_Economic-impact-study_final.pdf)

<sup>33</sup> The Organisation for Economic Cooperation and Development

<sup>34</sup> This study is part of the evaluation program of the Inter-ministerial Delegation of the Olympic and Paralympic Games (DIJOP). <https://www.gouvernement.fr/la-dijop-organise-le-premier-seminaire-sur-les-etudes-d-impact-des-jeux-olympiques-et-paralympiques>

## NEW CERTIFYING STANDARDS FOR ORGANIZING MORE RESPONSIBLE EVENTS

### A REVISED AND ADAPTED ISO 20121 STANDARD

At the initiative of Paris 2024 the ISO 20121 standard has evolved, in line with the organizing committee's ambition to leave a legacy for the events sector and a nod to a standard created for the London 2012 Games.

Several changes to the standard were made including its application to the entire value chain of the event, references to the highest international standards such as the SDGs<sup>35</sup>, impact and legacy assessment, and provisions on sustainable procurement with precise rules for contracting authorities, bidders and suppliers.

The new version of the ISO 20121 standard was approved by the voting countries in March 2024 and was published in April 2024.<sup>36</sup>

### THE "TERRAIN D'ÉGALITÉ" LABEL

Paris 2024 has placed the organization of the Games within the methodological framework of the "Terrain d'Égalité" (Equal Playing Field) label, which reflects Paris 2024's Equality and Diversity strategy, a concrete commitment and tool for managing the actions implemented within the organizing committee. This label, which applies to all types of sporting events regardless of size, is based on a 20-criteria specification covering both the preparation for the event and its actual organization phase. The commitments related to the "Terrain d'Égalité" label apply both to the internal organization and to the stakeholders of events wishing to be labeled.

### THE FIRST PARALYMPIC DAY, TO HELP CHANGE PERCEPTIONS OF DISABILITY

On October 8<sup>th</sup>, 2022, Paris hosted the first ever Paralympic Day on Bastille Place. Twelve partners (All - Accor Live Limitless, Allianz, Bridgestone, Carrefour, Crédit Coopératif, Decathlon, EDF, Le Coq Sportif, Orange, Ottobock, Toyota, Visa) offered activities and Para sport practice areas in the presence of numerous athletes, providing an immersive experience for visitors and contributing to the success of this unprecedented event.

In 2023, the second Paralympic Day marked the official launch of the Paralympic ticket sales.

Thanks to these two events, tens of thousands of people, including thousands of people with disabilities, were able to discover the Paralympic movement.



<sup>35</sup> United Nations Sustainable Development Goals

<sup>36</sup> The new version of the ISO 20121 Standard is accessible at the following link: [https://www.iso.org/standard/86389.html?utm\\_medium=social&utm\\_source=linkedin&utm\\_campaign=event%20management](https://www.iso.org/standard/86389.html?utm_medium=social&utm_source=linkedin&utm_campaign=event%20management)

## INFRASTRUCTURES FOR LOCAL COMMUNITIES, THAT WILL REMAIN LONG AFTER THE GAMES

### THE OLYMPIC AQUATICS CENTER IN SAINT-DENIS

Under the supervision of SOLIDEO, the Olympic Aquatics Centre is the only permanent sports facility built for the Paris 2024 Games. Beyond the Games, it was designed to benefit the Seine-Saint-Denis area and its inhabitants, who are particularly lacking in sports facilities. Its legacy will be twofold, as it will also be used by French swimming, which will now have a facility capable of hosting major national and international competitions. Connected to the nearby Stade de France by a walkway over the A1 motorway, it represents a significant public investment for the area.

The design and construction of the building are based on extremely innovative eco-construction solutions, making it a pioneering project in terms of environmental and social transformation, including:

- **THE PRIORITY USE OF BIO-SOURCED MATERIALS** such as its wooden frame and structure;
- **A WOODEN FRAME, A TRUE GLOBAL INNOVATION** (90m span) with concave shape reducing the heated and ventilated interior volume by 30% compared to a flat roof (project supported by SOLIDEO's Innovation and Ecology Fund);
- **AN EFFICIENT CARBON FOOTPRINT**, less than 30,000 tons of CO<sub>2</sub> equivalent;
- **PHOTOVOLTAIC PANELS COVERING NEARLY 5,000 M<sup>2</sup> OF ROOFS**, making it one of the largest solar farms on a public building in the Paris region and providing around 20% of the complex's electricity needs;
- **REDUCED ENVIRONMENTAL NUISANCES AND IMPACTS** (outdoor air filtration, recovery of 50% of used water, 90% renewable or recovered energy supply);
- **MANUFACTURE OF 3,000 GRANDSTAND SEATS** by a social and solidarity economy company located in Aubervilliers, made from plastic bottles and caps (project supported by SOLIDEO's Innovation and Ecology Fund);
- **FULL-GROUND AREAS AND 102 PLANTED TREES**, creating ecological continuities within the Plaine Saulnier development zone, and around twenty refuge areas for wildlife.

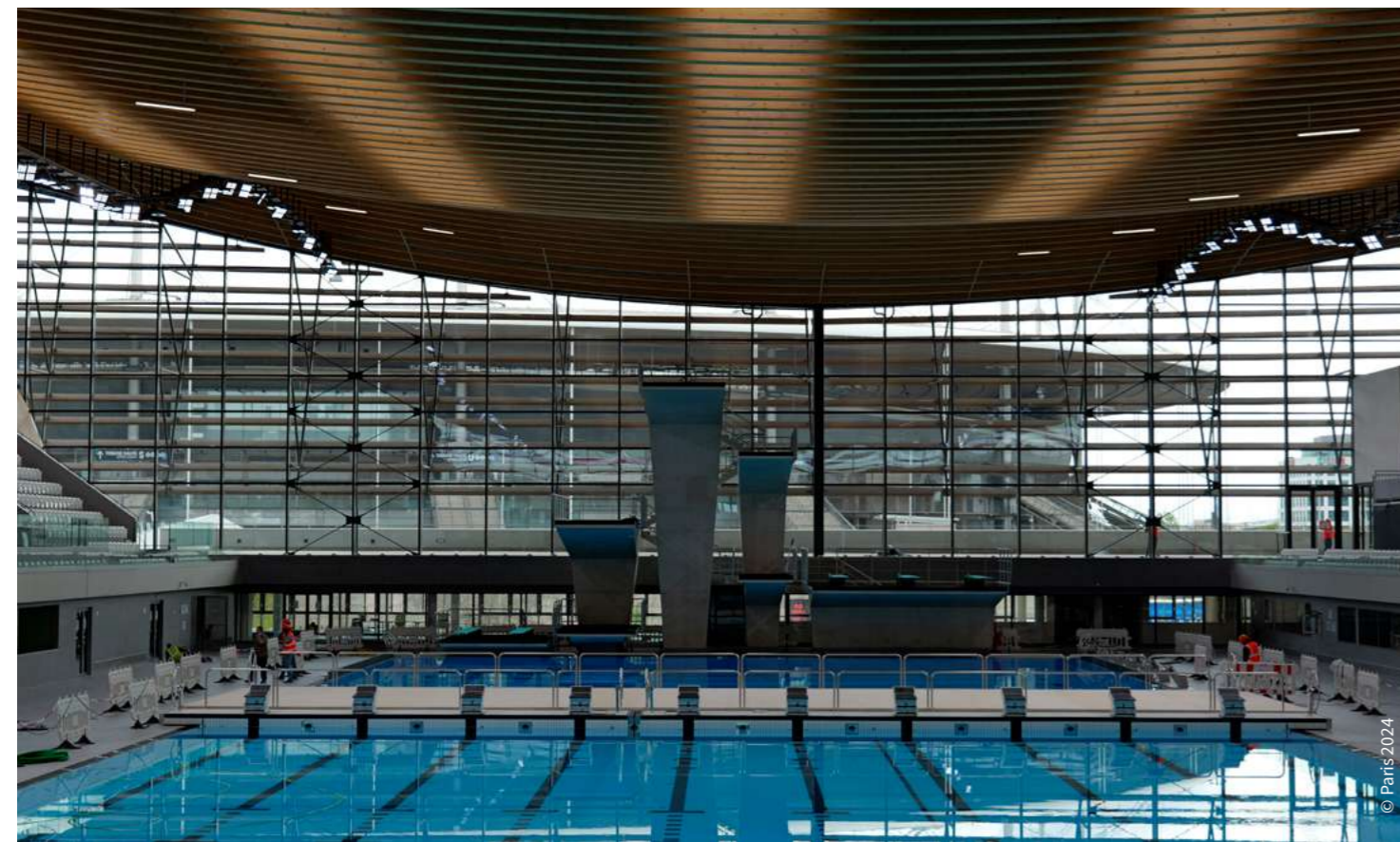
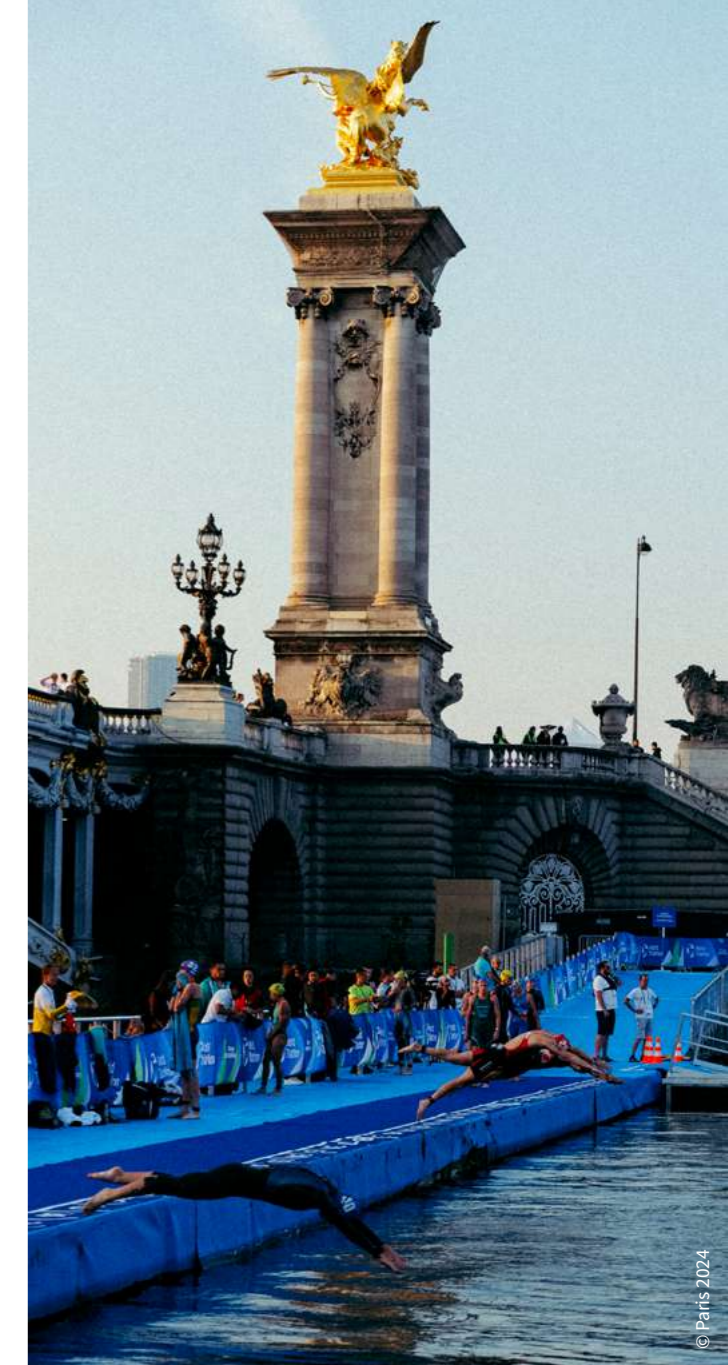
### SWIMMING IN THE SEINE

Reclaiming the water quality of the Seine is a major ecological challenge that has been accelerated by the Paris 2024 Games. In line with the sporting needs of Paris 2024, but also with legacy in mind, many public actors (local authorities, Seine stakeholders) have overseen the necessary work under the direction of the State and the City of Paris, among which:

- **THE COMMISSIONING IN EARLY SUMMER 2023 OF THE DISINFECTION** of effluents from the two wastewater treatment plants upstream of Paris on the Seine and the Marne;
- **THE GRADUAL COMPLIANCE** of improper building connections and boat hookups;
- **THE CONSTRUCTION OF THE AUSTERLITZ STORAGE BASIN**, which will store more than 50,000 m<sup>3</sup> of water, equivalent to 20 Olympic-size swimming pools, thus preventing sewage discharge into the Seine during heavy rains.

During the Games, the triathlon, paratriathlon and marathon swimming events will take place in the Seine, in the heart of the capital, at the Pont Alexandre III, at the foot of the Grand Palais and Les Invalides.

After the Games, swimming opportunities are intended to become permanent. Following an initial call for expressions of interest, around twenty heritage swimming venues have been proposed in the Greater Paris region, with 3 sites in Paris starting in 2025.



### OLYMPIC POOLS REUSED IN SEINE-SAINT-DENIS

For the swimming events, two temporary 50-meter competition and warm-up pools will be deployed by Myrtha Pools, Official Supporter of the Paris 2024 Games, at the Paris La Défense Arena venue during the Games. After the Games, Paris 2024 has committed to donating them. A call for expressions of interest was published in December 2020 by Paris 2024, the prefecture and the departmental council of Seine-Saint-Denis. The winning municipalities of Sevran and Bagnolet are working closely with Paris 2024 to enable this reuse and ensure a diversity of uses. Myrtha Pools will reinstall the pools in these cities after the Games. This collectively prepared reuse solution, prepared collectively, addresses:

- **STRONG TERRITORIAL INEQUALITY ISSUES:** Seine-Saint-Denis is the most underserved department in terms of swimming pools per population, with only 38 pools for a population of 1.6 million inhabitants;
- **ENVIRONMENTAL ISSUES:** by fully embracing a circular economy and waste reduction approach.

### MORE ACCESSIBLE VENUES AND INFRASTRUCTURES

Paris 2024 will leave a legacy to the host territories in terms of universal accessibility. On a practical level, this involves creating everyday facilities that are accessible to everyone or making existing facilities accessible. Paris 2024 has worked closely with the host communities and the SOLIDEO to ensure that the Olympic and Paralympic sites will be accessible to all in the summer of 2024.

**PARIS 2024 THANKS EVERYONE WHO CONTRIBUTED TO THE WRITING OF THIS SUMMARY AND THE FULL REPORT.**

This document and the report will be updated after the Olympic and Paralympic Games.





**PARIS 2024  
THANKS ITS  
PARTNERS  
FOR THEIR  
DEDICATION.**

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