

CODE OF ETHICS PARIS 2024





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TONY ESTANQUET

In 2024, our country will host the Olympic and Paralympic Games, the biggest sporting event in the world and the largest event ever held in France.

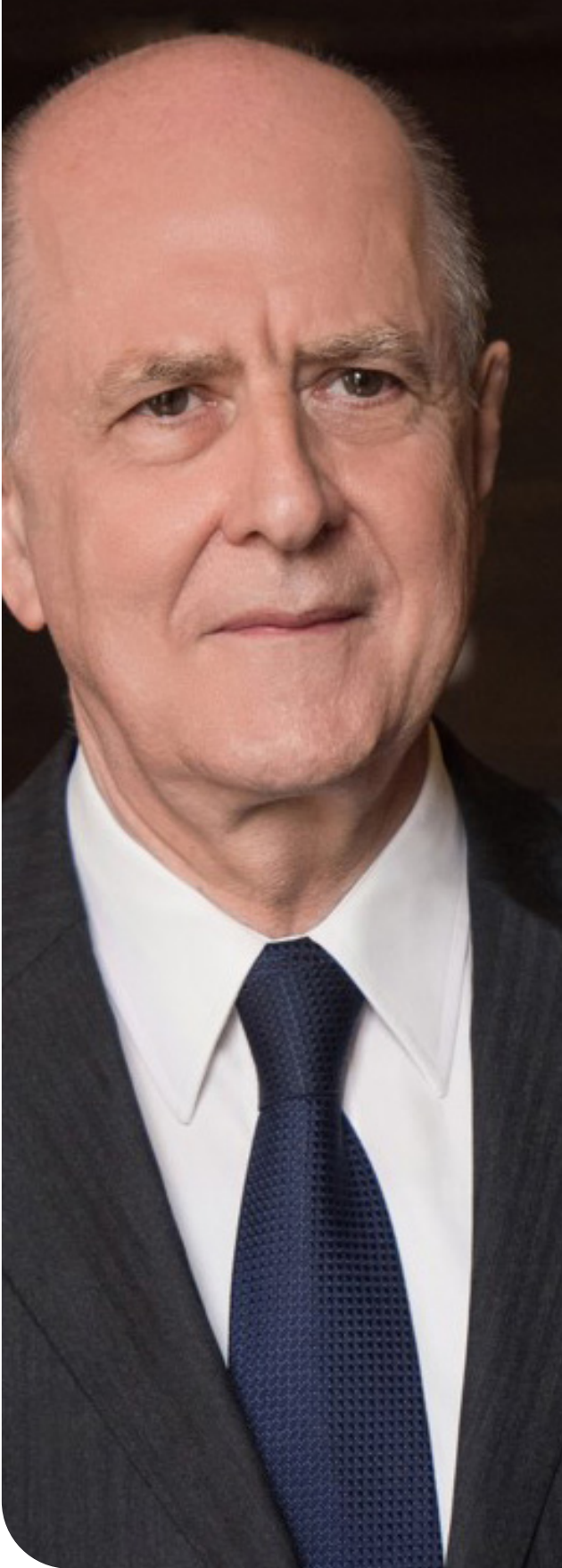
Organising the Games is a challenge in every sense. It is also a responsibility, one that involves living up to Olympic and Paralympic values and inspiring them in as many people as possible.

The Paris 2024 Code of Ethics is the reference document that will, through to 2024, guide the actions of all the partners, volunteers and actors involved in the organisation of the Games. It is a text that expresses a commitment and which seeks to embody the principles of integrity, neutrality and fair play, in which we firmly believe. It is the essential foundation of the relationship of trust that we hope to forge with the public and all stakeholders in successfully creating a new Games model with them.

We are firmly of the belief that these values will be embraced with passion and conviction by the women and men who will help make the Paris 2024 Olympic and Paralympic Games a reality.

It is time for us to play our part.

A handwritten signature in black ink that reads "Tony Estanguet".



JEAN-MARC SAUVÉ

The Paris 2024 Code of Ethics is the bedrock for the construction of an Olympic and Paralympic Games that will set a new benchmark. It brings together the finest principles from the International Olympic Committee's (IOC) Code of Ethics, documents of reference, texts detailing recent Games experiences, best international practice, and our own internal regulations. It seeks to address, in a simple, clear and thorough way, the ethical challenges involved in organising the Games.

It acts as a blueprint for the drafting of the Guide of Ethical Best Practice, which shall specifically implement its principles and the opinions that the Ethics Committee is obliged to give or pass on at the request of the stakeholders, members, employees and partners of Paris 2024.

The Code establishes a frame of reference but is not in itself a guarantee of ethical behaviour. Only the everyday actions of each of its actors can ensure that the Paris 2024 Olympic and Paralympic Games will be beyond reproach in an ethical sense.

ACTING ON
A PROPOSAL
MADE BY THE
ETHICS
COMMITTEE,
THE EXECUTIVE
BOARD
APPROVED THE
FOLLOWING
CODE OF
ETHICS



Olympism is a philosophy of life, exalting and combining in a balanced whole the qualities of body, will and mind. Blending sport with culture and education, Olympism seeks to create a way of life based on the joy of effort, the educational value of good example, social responsibility and respect for universal fundamental ethical principles. — Olympic Charter

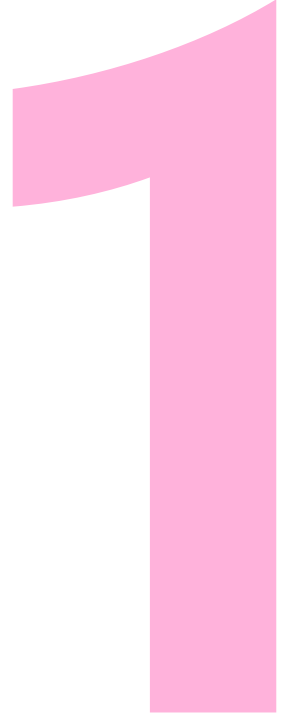
The Organising Committee for the Paris 2024 Olympic and Paralympic Games declares its strong connection to the Olympic Charter and to its core principles in particular. It reaffirms its loyalty to the Olympic ideal inspired by Pierre de Coubertin and to respecting the Olympic spirit, which demands mutual understanding, the spirit of friendship, solidarity and fair play.

It approves this Code of Ethics of the Paris 2024 Olympic and Paralympic Games, which is founded on the core principles enshrined in the IOC's Code of Ethics. It is a Code that seeks to promote the culture of ethics and integrity.

This Code applies to the activities of Paris 2024. It must be observed by the members of its governance bodies (executive board and committees), its employees and volunteers, and it acts as a guide for Paris 2024's

ethical policies and practices. It inspires the actions of Paris 2024 in organising the Olympic and Paralympic Games and, in particular, in its relations with the authorities, institutions, companies and any other persons involved in making these Games a success and a benchmark event. The actions of Paris 2024 are also informed by the Organisation for Economic Co-operation and Development's (OECD) Guidelines for Multinational Enterprises.

MAIN PRINCIPLES



ARTICLE 1

Paris 2024 respects the International Olympic Committee's Code of Ethics and the texts that provide for its implementation.

Its actions are guided in particular by respect for the Olympic Movement's principle of universality and political neutrality.

ARTICLE 2

Paris 2024 devotes its efforts, in all circumstances, to safeguarding the dignity of the individual.

Paris 2024 protects its members, employees and volunteers against all forms of discrimination.

It rejects all forms of harassment, abuse and practices that infringe the rights of the individual.

ARTICLE 3

Paris 2024's members, employees and volunteers shall carry out their duties with impartiality, integrity and probity. They are responsible and lead by example.

RESPONSIBLE BEHAVIOUR

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ARTICLE 4

In compliance with the applicable laws, Paris 2024 guards against all acts of fraud and corruption and, in general terms, any actions involving a lack of integrity.

ARTICLE 5

I. In taking the appropriate measures, Paris 2024 guarantees the prevention of conflicts of interest, which are regarded as any situation in which there is a competing interest between Paris 2024 and an interest in the private or public sector that would influence or seem to influence the independent, impartial and objective exercising of the functions of a member, employee or volunteer.

II. Members, employees and volunteers shall strive to prevent and bring an immediate end to any situations of conflict of interest in which they find or may find themselves.

To that end, and without prejudice to the possibility of alerting the Paris 2024 Ethics Committee directly:

- any employee who believes themselves to be in a situation of conflict of interest must alert their line manager or, if appropriate, the person responsible for compliance at Paris 2024;

- any volunteer who believes to be in a situation of conflict of interest must alert the entitled person designated by Paris 2024 to be in charge of the resolution of eventual difficulties encountered by volunteers, or if appropriate, the person responsible for compliance at Paris 2024;
- any member who finds themselves in a situation of conflict of interest must alert the person responsible for compliance at Paris 2024.

Members, employees and volunteers who believe themselves to be in a situation of conflict of interest shall refrain from any action relating to it. In particular, they shall refrain from making decisions, using their commission or taking part in the deliberations of a collegial body likely to have or having an impact on any interests at hand.

III. The legal representatives of Paris 2024 and the people to whom they delegate their powers and power of signature, as defined by the applicable laws and regulations, shall forward a declaration of interests and a declaration of assets to the High Authority for Transparency in Public Life, in accordance with the conditions set out in Article 11 of Act no. 2013-907, dated 11 October 2013, relating to transparency in public life.

They shall send their declaration of interests to the president of the Ethics Committee.

ARTICLE 6

In executing the contracts that it signs with service providers, Paris 2024 respects the rules for public tender, chiefly with a view to preventing any risk of conflict with interests other than those for which it is responsible.

For those same purposes, Paris 2024 respects in its partnership agreements the principles of impartiality, openness and transparency in the conditions set out by Act no. 2018-202, dated 26 March 2018, relating to the organisation of the Paris 2024 Olympic and Paralympic Games.

ARTICLE 7

Paris 2024 may offer or accept, while maintaining a sense of proportion, words of appreciation or friendship.

In performing their duties, the members or employees of Paris 2024 may only accept, in a personal capacity, gifts and invitations of very small monetary value. In line with the procedures set out by Paris 2024, they must inform their respective supervisor of any invitations and gifts sent to them. They must refuse any gifts that are likely to lead to their impartiality or integrity being questioned or, if this is not possible, hand them directly over to Paris 2024. They must turn down invitations that pose the same problems.

They may attend events relating to the organisation of the Olympic and Paralympic Games and to which they are invited as official representatives of Paris 2024.

Paris 2024 shall take specific measures to ensure that these obligations are implemented and respected.

ARTICLE 8

The members and employees of Paris 2024 shall demonstrate loyalty and professional discretion. Without prejudice to Paris 2024's communication policy, they shall respect the need for restraint when making public declarations, and they shall refrain from any act that may damage the image or reputation of Paris 2024.

ARTICLE 9

In the event of departing their posts before the start of the Games, the members and employees of Paris 2024 must refrain from becoming, within a reasonable time period, employees or service providers for a company or organisation for whom they have, as part of the duties they have effectively exercised, taken decisions or taken part in decisions that have brought them financial advantage, particularly through the conclusion of contracts.

In taking into account the nature and significance of the decision taken, this principle assesses the actual influence of the Paris 2024 member or employee on said decision and the nature and strength of the existing links between the member or employee and the company in question. The reasonable time period mentioned in the preceding paragraph runs from the moment at which the person in question ceases, in carrying out their duties at Paris 2024, to have any dealings with the company or organisation concerned and the moment when they are hired by said company or organisation.

INTEGRITY OF SPORTING COMPETITIONS



ARTICLE 10

Within its field of competence, Paris 2024 is committed to taking all necessary measures to ensure the integrity of the sporting events, and specifically to prevent any manipulation, corrupt conduct or inside information, as set out in Article 2 of the Olympic Movement Code on the Prevention of the Manipulation of Competitions, likely to undermine this integrity.

ARTICLE 11

In accordance with the IOC's Code of Ethics, Paris 2024 shall undertake to implement measures enabling the authorities responsible for the fight against doping to fulfil their duties.

ARTICLE 12

The members and employees of Paris 2024 shall not take part, directly or indirectly, in any direct or indirect online gambling relating to the Paris 2024 Olympic and Paralympic Games.

ARTICLE 13

Paris 2024 adopts a transparent policy for the distribution of tickets to the sporting events and strives to prevent any act of fraud or corruption relating to this distribution.

FINAL PROVISIONS

ARTICLE 14

Paris 2024 pays particular attention to the protection of personal data for which it is responsible.

ARTICLE 15

Paris 2024 shall appoint a compliance manager who shall have the task of ensuring that this Code is properly implemented and of proposing, where appropriate, any changes to the Code that they deem necessary.

ARTICLE 16

To ensure the Code is respected, the Ethics Committee shall give opinions that form its doctrine.

Of its own initiative, it may look into questions that fall under its jurisdiction.

It may also be called upon to do so by the president of the Organising Committee, the president of the French National Olympic Committee (CNOSF), the president of the French National Paralympic Committee (CPSF), the mayor of the City of Paris, the Minister for Sport, the president of the Ile-de-France region, the president of Seine-Saint-Denis Departmental Council, and the president of Greater Paris.

ARTICLE 17

The Ethics Committee may also be called upon by any member of the Executive Board and by any employee or partner of Paris 2024, either with regard to their own personal situation or when they believe that a situation is likely to involve an ethical issue.

ARTICLE 18

With a view to enabling the implementation of the principles of Code of Ethics, Paris 2024 shall draft a Guide of Good Ethical Practice which shall be submitted to the Ethics Committee for opinion.

