

BEST PRACTICE GUIDE

ACTING WITH INTEGRITY
FOR GAMES THAT SET AN EXAMPLE



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ACTING WITH INTEGRITY FOR GAMES THAT SET AN EXAMPLE

Every time France has held the Games, the country has worked to leave its mark in Olympic history — whether by breaking new ground by allowing women to compete for the first time in 1900, or by creating the first Olympic village in 1924, or by creating a new dimension to the opening ceremony when organised by Philippe Découflé in Albertville in 1992, which has since continued and flourished.

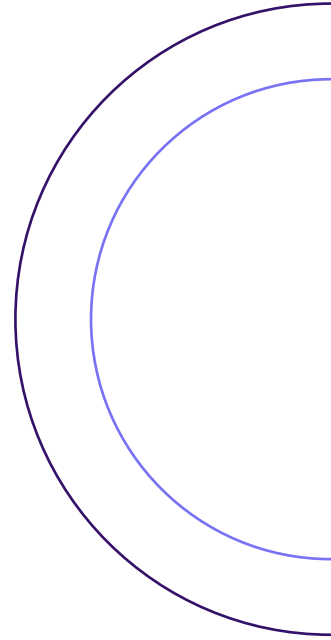
We now aim to mark the 2024 Games by demonstrating that same creativity, in all dimensions of our project — celebration, engagement, and legacy. **Our collective success requires a foundation of strong ethical principles.**

These principles contribute to the identity and reputation of Paris 2024 every day. **You are contributing to our shared ambition.** To create a unique and unifying event, we must set an example in all areas.

WHY CREATE A GUIDE OF BEST PRACTICE?

THE PARIS 2024 CODE OF ETHICS, adopted by the Executive Board on 17 April 2019, includes the principles of **INTEGRITY, NEUTRALITY** and **FAIR PLAY** that we should implement in order to put these commitments into practice and build a **RELATIONSHIP OF TRUST** with the public and all stakeholders.

This guide provides the tools to apply these principles on a daily basis. Of course, they are general guidelines, whose application will require careful scrutiny of the particular circumstances of each situation. It is a living, evolving tool, that will adapt accordingly with our activities.



WHO IS IT FOR?

This guide applies to all of us — all of the members, employees and volunteers in all roles at Paris 2024, as well as directors.

In the coming years, those roles may see us take decisions that could affect the image and responsibility of Paris 2024, and any one of us could face risks exposing us to disciplinary and penal sanctions.

This guide will help you identify these risks and make ethical decisions in your daily activities.

POINTS TO REMEMBER

HOW CAN YOU PREVENT RISKS?

In day-to-day life, risk prevention depends on two essential reflexes:

Asking yourself questions before making decisions

- Would it be a problem if your decision was made public knowledge?
- Are you being given this present as a matter of courtesy, or with a view to get something in return?
- Can your words be perceived as discriminatory?
- Are you the right person to speak out publicly on behalf of Paris 2024?

- Is this the right amount of money for the service carried out?
- Did you act in the interest of Paris 2024, or were you influenced by other motives?
- Does your behaviour give an unfair advantage to a company that wishes to work with Paris 2024?

If in doubt, ask for help

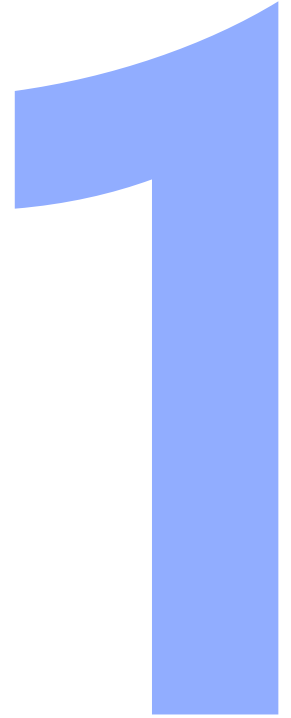
Your colleagues, line manager and the Paris 2024 Compliance Officer are here to help you identify and resolve high-risk situations.

GOT A QUESTION?

Contact the compliance director to get answers to your questions in complete confidentiality.

You can also directly contact the Chair of the Paris 2024 Ethics Committee. If your question is submitted to the Ethics Committee it can, at your request, be kept anonymous.

PREVENTING CONFLICTS OF INTEREST



SUMMARY

A **CONFLICT OF INTEREST** situation arises when your personal interests or those of your friends or family interfere with your ability to carry out your duties in the interest of Paris 2024 in an **IMPARTIAL** way or may give the impression of doing so.

Report any situations that could lead to a conflict of interests or give the impression of doing so. This will enable us to assess the level of risk and, if necessary, take the necessary measures to prevent this conflict from occurring.

DEFINITIONS

A **CONFLICT OF INTEREST** arises when an employee finds themselves (or seems to find themselves) capable, through their role, of having an **INFLUENCE** on decisions such as hiring choices, the awarding of contracts, etc. from which they or their acquaintances, particularly family or friends, could gain a personal **ADVANTAGE**.

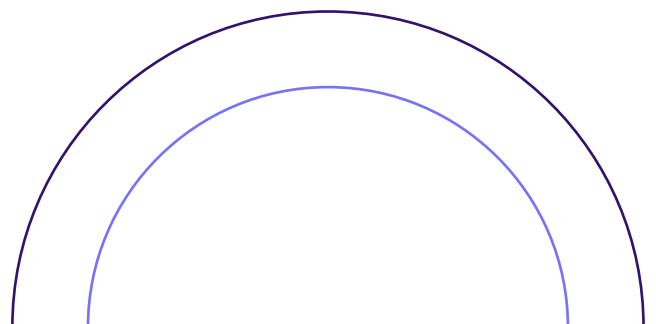
A conflict of interest leading to a partial decision may be an act of **CORRUPTION**. Having an interest in a company that Paris 2024 works with may also, in some cases, represent an unlawful taking of interest.

GUIDELINES

Every person naturally forms connections of either a professional or personal nature with other people over the course of their life. These connections may lead to conflicts of interest.

Some examples:

- You have interests that could jeopardise your independence, either directly or through an intermediary, in a rival company or a company that has or may have a business relationship with Paris 2024 due to its activity;
- You accept a present, invitation, advantage of a non-symbolic nature that could make you feel indebted to someone else;
- You take part in an assessment, selection or inspection of an employee or applicant with whom you have a personal relationship;
- You carry out an external activity or assignment that could influence your decisions or judgement with respect to professional responsibilities for Paris 2024;
- You take part in a procurement process involving a company with which you have a link, either directly or through family or friends;
- You have made a personal investment in a supplier;
- You are leaving Paris 2024 to become an employee or service provider over the next three years for an organisation for whom you have, as part of your previous role, made decisions or taken part in decision-making giving you financial advantages, particularly through contracts.



IN PRACTICE: HOW SHOULD YOU REACT?

One of your friends or family members is head of a company that Paris 2024 could use as a supplier or service provider. Are you banned from entering into an agreement with this company?

No, but you must declare the existence of this connection with you line manager and be in no way involved in the procurement process.

One of your children has to do an internship as part of their studies. Can you ask a supplier with whom I have been working for Paris 2024 to employ them as an intern?

You should not ask any of your suppliers to provide a job or internship to any of your friends or family.

Former colleagues from a company you used to work for have offered their services to Paris 2024. Can you respond to their application?

Access to Paris 2024 calls for tender is as freely open as possible; there is therefore no need to exclude a company from the selection procedure upstream. However, you should treat all applicants equally (i.e. provide the same information to all interested companies) and make sure that choices are made in an impartial and transparent manner; you should therefore refrain from participating if you have prior knowledge of the internal workings of an applicant company.

Any behaviour that could give an advantage to a company at the expense of other applicants may be considered favouritism.

In this type of situation, you may respond to the company but you should ensure that a colleague with no conflict of interest with the service provider processes their case entirely.

POINTS TO REMEMBER

- Manage your cases transparently.
- Do not allow for any confusion between your professional and private lives.
- In the event of a conflict of interest, report it and do not take part in either the discussion or the decision made regarding the subject in question.

GOT A QUESTION?

Any potential conflict of interests should be identified and reported to your line manager and/or the human resources department (PEM). If you are unsure or have any questions, contact the Compliance Officer.

OUTSIDE WORK



SUMMARY

“Outside work” is any work you undertake in addition to the duties you perform for Paris 2024, whether on your own initiative or on behalf of Paris 2024.

When you sign an employment contract with Paris 2024, you cannot work for any other company on a full-time basis. This rule applies throughout your employment within the Organising Committee.

Should you be given the opportunity to undertake paid or voluntary work during your contract, you must speak to your manager so that you can assess whether this work would be compatible with the performance of your duties within Paris 2024.

DEFINITIONS

Employees who wish to undertake **WORK IN ADDITION** to their primary employment, whether on behalf of their employer or on their own initiative, must determine whether this work would be **COMPATIBLE** with the duties they perform for Paris 2024.

GUIDELINES

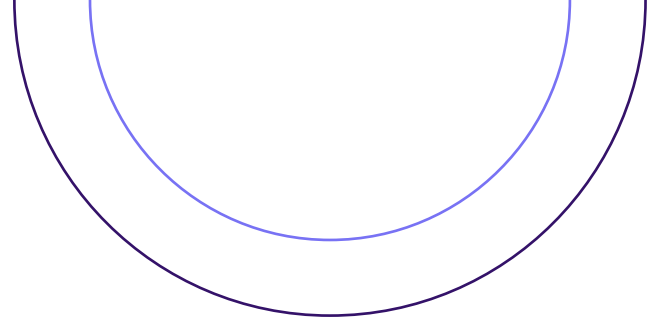
In theory, Paris 2024 employees cannot engage in any work in addition to their duties within Paris 2024 once they have signed a contract to become Organising Committee members.

However, they can take on certain types of work, provided they have sought the prior approval of their manager or, if necessary, the head of the Compliance Department or the Ethics Committee.

The following questions must be taken into consideration prior to **undertaking work on behalf of Paris 2024** (school/university visits, corporate seminars, project presentations made to relevant stakeholders):

- How could the context and objective of the work in question be described?
- Would the work be compatible with the image Paris 2024 seeks to project?
- Would there be a risk of a conflict of interest?
- What workload would be involved and how would it fit in around the employee's duties in their primary employment?

Employees undertaking work on behalf of Paris 2024 do not receive any additional remuneration for so doing. Any expenses incurred as a result of this work (e.g. travel, accommodation and food) should preferably be covered by Paris 2024.



The following questions must be taken into consideration prior to **undertaking work unrelated to that performed for Paris 2024** (writing/reviewing journal articles on occasion or providing sports commentaries, etc.):

- Would the work be compatible with the employee's duties within Paris 2024 or could the workload prevent them from carrying out their duties to the best of their ability in a timely manner?
- Could undertaking the work lead to a real or apparent conflict of interest? The following factors must be looked at: the employee's position in the company, their past involvement (if any) with the structure in question, the remuneration involved (if any) and the nature of Paris 2024's dealings with the structure (negotiations, potential compensation, etc.).

- Would the type of work, the person for whom it would be undertaken or the place where it would be based affect Paris 2024's image?

When seeking the approval of their manager, the employee must inform them and the HR Department about any remuneration they might receive for their work. This remuneration must be proportionate to the work undertaken by the employee and reasonable in relation to that received for their primary duties. Expenses incurred as a result of the work can be covered within reason.

VOLUNTEERING

Paris 2024 employees can engage in volunteer work provided it does not impact their ability to perform their primary duties and it takes place outside their work hours at Paris 2024. Employees cannot use Paris 2024 facilities or resources for the purpose of the volunteer work or deviate from the interests of Paris 2024.

Some aspects of volunteer work can prove as tricky as certain kinds of secondary employment. When the work is carried out in the public eye, entails decision making (as part of a board of directors, an audit committee, etc.) or reveals the employee's political leanings (election mandates), it may raise suspicions about Paris 2024's impartiality.

All employees are free to express opinions and engage in social and political activities in their personal time. However, they have a duty to exercise self-restraint and professional discretion so as not to bring any discredit on Paris 2024.

Furthermore, employees who are asked or wish to engage in volunteer work that could interfere with Paris 2024's interests in some way or influence the decisions they make as part of the duties they perform for Paris 2024 must speak to their direct line manager and the Compliance Department.

A case-by-case review process focuses on employees' responsibilities and the type of work involved.

In any case, you must be aware that, as a Paris 2024 employee, you may be associated with Paris 2024 even when you engage in outside work, which means you are ambassadors for its image.

PRACTICAL ADVICE

I have been asked to speak on behalf of Paris 2024 at a conference in Marseille on safety at major sporting events. I would receive remuneration for my work. Can I accept this opportunity?

I must speak to my manager to determine whether this opportunity is compatible with my duties and the interests of Paris 2024. If it is, I can accept the offer provided I inform the contact person that I cannot accept remuneration for my work and any travel and accommodation expenses will be covered by Paris 2024.

As a former elite athlete, I have been offered a minor role in a feature film produced by a company unaffiliated with Paris 2024. I would appear in a scene featuring a sports competition. Under what conditions could I take part in this interesting personal project?

I must discuss the following points with my manager or the Compliance Department:

- Filming must not conflict with my schedule at Paris 2024 or adversely affect my ability to fulfil my duties within Paris 2024. It must take place in my free time, either at weekends or on my days off.
- The remuneration must be proportionate to the part I play and must not be influenced by my position at Paris 2024.
- The content of the film may be reviewed to ensure it is in line with Paris 2024's values.
- I must not wear any visible brands or logos connected to Paris 2024 or the Games in general.

POLITICAL NEUTRALITY

3

SUMMARY

The Organising Committee is committed to upholding the principle of political neutrality.

As a Paris 2024 employee, you are entitled to hold your own political beliefs and engage in political discourse. However, bear in mind that you still represent Paris 2024 in your interactions at work and, to a certain extent, outside work.

You are prohibited from publicly taking a stance on political parties and candidates on behalf of Paris 2024, particularly around elections (whether presidential, general, regional, departmental, local, etc.), and from using your position at Paris 2024 to influence or further the interests of candidates and political parties.

DEFINITIONS

Paris 2024's commitment to "political neutrality" means that it does not let political leanings or stances influence its decisions and projects.

The Olympic Charter refers to this concept in the fundamental principles of Olympism. Paris 2024 must remain impartial and cannot support candidates or political parties. It should take particular care to remain impartial around local and general elections.

GUIDELINES

Article 1 of Paris 2024's Code of Ethics states that its actions must be guided by the principle of political neutrality.

Everyone is free to support whatever ideas or political parties they see fit. However, Paris 2024 employees must exercise self-restraint when acting in a professional capacity, whether it involves talking in public, speaking on behalf of Paris 2024 or engaging in work-related interactions.

Likewise, employees who wish to undertake volunteer work that is directly or indirectly related to politics, particularly around election time, must speak to the Compliance Department, which reviews requests on a case-by-case basis.

PRACTICAL ADVICE

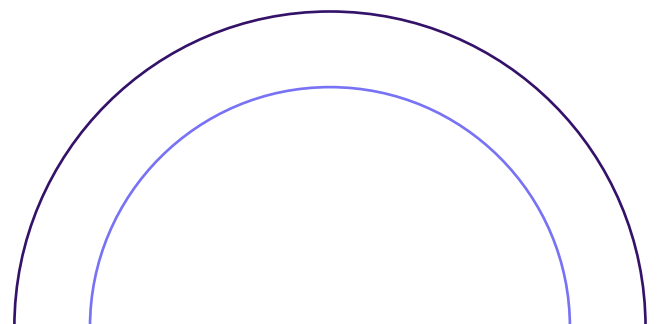
You should exercise vigilance before publicly taking stances.

If you wish to engage in political activities (parties, mandates, party lists, etc.), you must:

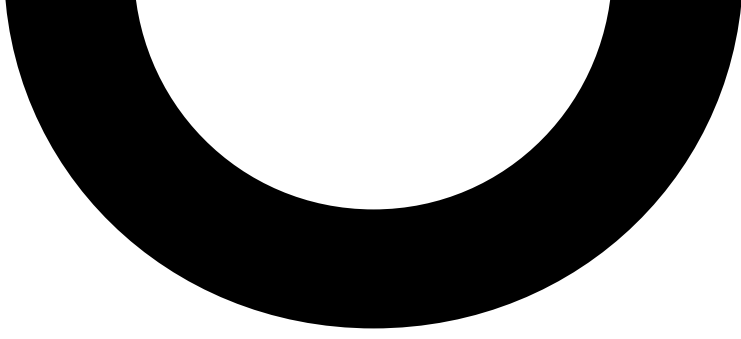
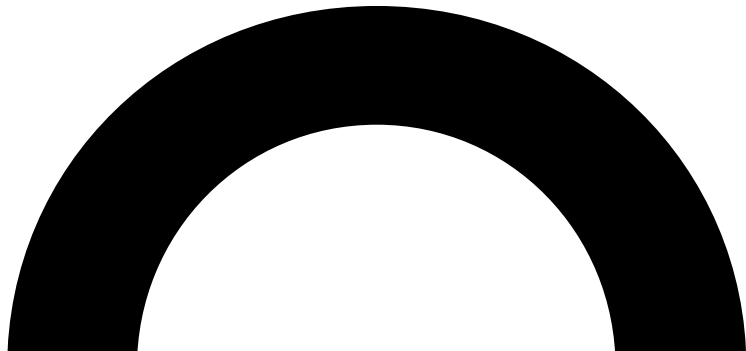
- contact the Compliance Department first to discuss and assess the risks it would involve;
- ensure it would not influence any of your decisions within Paris 2024;
- always make it clear that you are acting on your own behalf and not on that of Paris 2024;
- clearly state whether you are speaking in a personal or a professional capacity when taking stances in public communications (in the press, on social media, etc.);
- avoid conflicts of interest if you hold an important role as a decision maker or an advisor.

The following advice becomes even more crucial around election time:

- Make sure that your decisions, actions and communications in the run-up to an election are not perceived as electoral interference.
- Postpone or tone down any planned talks that could call Paris 2024's impartiality into question and spark controversy during an election campaign.



PRESENTS AND INVITATIONS



SUMMARY

You build the reputation of Paris 2024 every day through your actions. As you carry out your duties, you may offer or receive invitations or presents as a courtesy and to establish good professional relationships.

However, when giving or accepting presents, you must follow certain rules so that it is not considered as a form of corruption or seen as a way of obtaining or granting an inappropriate advantage, and to avoid influencing decision or lead to a suspicion of conflict of interests. You must therefore assess whether it is reasonable, check the professional context and communicate about it transparently to your line managers.

DEFINITIONS

A **PRESENT** here refers to any form of payment, bonus, advantage, gift or service that is offered or received.

INVITATION here means any form of social event, entertainment (such as sporting or cultural events, holidays, seminar, etc.), trip, accommodation or meals that is offered or received.

GUIDELINES

In principle, the rule is to not accept any presents or invitations.

All presents and invitations, received or offered, directly or indirectly, should:

- follow the laws and regulations in force;
- be given or received on behalf of Paris 2024 and not on a personal basis; and
- not serve as a vehicle for a hidden agenda and may be known by all parties without provoking problems or questions. Their value and the conditions within which they are offered or received must be well documented so that any verification can be carried out without difficulty.

PRESENTS

Employees of Paris 2024 **SHOULD NEVER ACCEPT A PRESENT** other than promotional objects of a low value (goodies from institutional partners such as pens, t-shirts, notebooks, mugs, calendars) and presents of a limited value linked to certain countries' cultural traditions, in the context of a standard meeting with foreign visitors for example. Accepting inexpensive gifts from the same person or organisation on a regular basis can also be problematic.

You should never:

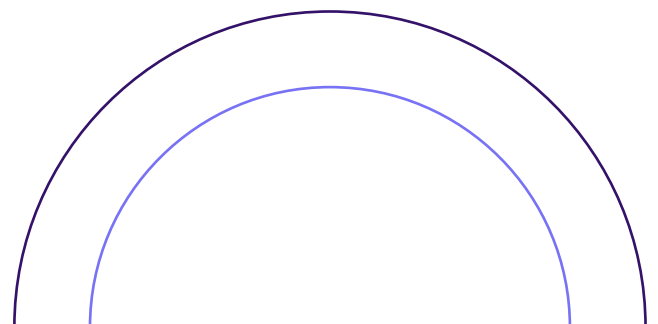
- accept a present in the form of cash or a financial asset;
- divulge your personal address in order to receive a present at your home;
- accept a present in the form of a service of another benefit in kind (for example, an offer of work to a friend or family member, a tourist trip, a loan or free work);
- accept a present or advantage for a friend or family member;
- request a present or advantage for yourself or a friend or family member;
- accept or offer a present of any value during a call for tenders or decision-making likely to involve the issuer of the invitation.

UNUSUAL GIFTS

Unusual gifts that seem particularly expensive or are unrelated to your duties are a **RED FLAG**. Examples include luxury trips, invitations to VIP events and objects worth thousands of euros.

This type of gift may be intended as a bribe. Decline the gift and report the incident to the Compliance Department immediately.

Any valuable gifts you receive in ceremonial or diplomatic contexts also belong to Paris 2024. Bring them into the office and let the Compliance Department know.



GOT A QUESTION?

You should politely but firmly refuse any present that does not follow the principles outlined above. If in doubt, ask for help from your line manager or the compliance team.

Any presents received (such as end-of-year gifts for example) should be politely returned to the giver. If refusing a present risks causing offence, and only in this rare case, it may be accepted on behalf of Paris 2024 and kept in a specific place and incorporated into the accounts, after having informed the Compliance Officer **using this form**. According to the volume of these presents, a decision will be made regarding the conditions of their distribution at the dissolution of Paris 2024 (such as through a charity auction or raffle).

INVITATIONS

Invitations should always be:

- professional in nature, involving only the employee of Paris 2024 and never their family or friends;
- be subject to prior approval of a line manager, having shared with him all related information (the purpose, date, location, schedule, participants and expenses of the invitation).

You can accept invitations to:

- **STANDARD HOSPITALITY EVENTS OR PROGRAMMES**, such as conferences, exhibitions or trade shows or events that have been sponsored by suppliers as long as they are of proven professional interest to Paris 2024 and your line manager has been notified in advance. In this case, the expenses of logistics and accommodation must be covered by Paris 2024.
- **TO LUNCH, IF THE INVITATION IS OF A PROFESSIONAL NATURE AND AT A REASONABLE AND APPROPRIATE LEVEL.** Where possible, it is better to pay for other people's lunch rather than the other way round. Any meals offered to and accepted by a member of the Executive Board in the carrying out of their duties will be communicated to the Compliance Officer.

• TO SPORTING EVENTS:

- as long as they are of proven professional interest to Paris 2024;
- organised at chosen or potential Olympic sites, as long as the invitation does not conflict with the interests of Paris 2024;
- that may be of interest in terms of organising the Games for Paris 2024;
- addressed to Paris 2024 and not on a personal basis, where the attendance of representatives of Paris 2024 constitutes a public relations operation and promotes Paris 2024;
- outside of calls for tender or periods of decision-making likely to involve the issuer of the invitation. During these periods, no presents should be offered.

Accepting an invitation to an event as part of your role or to a non-sports related event is possible if it does not have a personal aspect but contributes to promoting the activities of Paris 2024.

You should politely but firmly refuse any invitation that does not follow the principles outlined above. If in doubt, ask for help from your line manager.

IN PRACTICE: HOW SHOULD YOU REACT?

If one of Paris 2024's current service providers wants to give me a bottle of champagne and a box of fancy chocolates at the end of the year, can I accept these gifts?

No, because the risk of a conflict of interest, even an apparent one, could cast doubt on the impartiality of Paris 2024's past or future decisions.

Even if the gift is from one of Paris 2024's existing marketing partners or contractors, negotiations regarding existing and future contracts continue to be conducted. The best option is to return the gift to the sender using the letter template available online.

A partner gave Paris 2024 employees a local football jersey during a site visit. You did not know how to refuse the gift at the time. What should you do?

The easiest option in situations like these is to refuse the gift straightaway, mentioning our Code of Ethics.

However, if you get carried away in the moment or do not know how to decline the gift, you can always get in touch with the Compliance Department afterwards and hand over the gifts in question.

A service provider has invited you out to dinner at a Michelin-starred restaurant. Can you accept?

No — given that this is an invitation of obvious significant value, you cannot accept because it could influence your judgement in later decisions, or appear to. You should also weigh up the utility and need for this professional meeting to take place over a meal. Turn down dinner invitations where possible, as they create a more markedly personal relationship. If holding this meeting over lunch could be justified, it is strongly recommended that you (on behalf of Paris 2024) pay for others rather than be paid for by them, and that you choose a restaurant of a reasonable and appropriate level for the image that Paris 2024 wants to portray to the outside world and for the person(s) you are inviting.

Paris 2024 would like to enter into a partnership agreement with a potential sponsor. The prospect with whom you have been in contact has made it clear that they are a football fan and, knowing that Paris 2024 is in close contact with the French Football Federation, would like to be invited to some of the French football team's matches. Can you tell them that it is a possibility?

No, you should draw your contact's attention to the fact that this invitation could be considered corruption, and puts you at risk of incurring criminal penalties. Ask them to familiarise themselves with the Paris 2024 Guide of Best Practice and inform your line manager of the situation.

An equipment supplier has invited you to a professional market abroad, all travel and accommodation expenses included. Can you accept?

No. Given that this is an invitation of obvious significant value, you cannot accept because it could influence your judgement in later decisions, or appear to. If your attendance at this market is deemed necessary by your line managers, the expenses will be covered by Paris 2024.

You are at a working seminar organised by an external partner when you are invited to an extra professional activity. Should you accept?

Yes, as long as the time spent carrying out this activity remains minimal compared with the purpose of the invitation and it is inexpensive.

The management of Paris 2024 has given you two invitations to a sporting event run by a federation in contact with Paris 2024. It is not linked to your professional activities in the organising committee. Can you accept anyway?

Yes, you can accept. Given that the invitation came from the management of Paris 2024, it should not lead to any suspicion of conflict of interests.

You and a person of your choice are invited to a concert at a future venue for events at the Games. Can you accept?

Although the site has been chosen as a venue for events at the Games, the event you have been invited to is not of a proven professional nature. In addition, this invitation has been extended to your entourage, reinforcing the personal aspect. You should not accept this invitation.

GOT A QUESTION?

As a general rule, Paris 2024 should not ask for any invitations from its partners, unless explicitly called for as part of the contract between them. Invitations that are accepted by special dispensation and applying the principles outlined previously must be systematically reported to the compliance team.

RELATIONSHIPS WITH PARTNERS AND SUPPLIERS

5

SUMMARY

In its business relationships with partners, Paris 2024 may be held responsible for mistakes made by third parties acting on its behalf. We must therefore exercise the utmost vigilance before entering into contracts with partners. The aim is to make sure that our partners follow the laws and regulations in force, particularly in terms of fighting against corruption.

Generally speaking, relationships with external service providers should be carried out as part of a framework of respect and vigilance, conducive to responsible business relationships.

DEFINITIONS

PARTNERS are companies with whom Paris 2024 has entered into marketing agreements to allow them to use the Olympic brands in exchange for financial contributions or contributions in kind, often accompanied by exclusive rights.

SERVICE PROVIDERS are all of the companies from which Paris 2024 orders goods, services or work in order to carry out its activities.

GUIDELINES

As employees of Paris 2024, we must establish responsible relationships with suppliers.

Purchasers and other employees that interact with suppliers contribute to the image of Paris 2024 outside of the organisation. Their personal ethics, integrity and professionalism directly influence the reputation of Paris 2024 among third parties.

The quality of our relationships with suppliers often has a direct impact on the quality of the goods and services that they provide to us, and therefore on the quality of the events organised by Paris 2024.

Paris 2024 wants to establish relationships based on lawfulness, integrity, efficiency and best practices. We also expect our suppliers to follow current legislation in their relationships with Paris 2024, as well as with their own employees and suppliers.

In our relationships with both direct and indirect suppliers with whom we interact both regularly and occasionally, Paris 2024 employees must aim to:

- maintain open and honest dialogue in line with best practices in business relationships; treat suppliers with respect and courtesy, even in the event of a legal dispute or complaint about the quality of products or services delivered. In daily communication, even if you have an excellent relationship with a service provider, you should address them formally to maintain equal treatment between companies;
- notify suppliers if they ever fail to meet their obligations, in order to best defend the interests of Paris 2024;
- protect the confidentiality of information shared between the different parties;

- abstain from any games, competitions and promotions run by a supplier that could result in personal gain, with the exception of those for which Paris 2024 acts as a representative and that are held under reasonable, fair conditions and comply with caps on benefits in kind;
- abstain from requesting or accepting money, presents, tips, trips, invitations, corporate events sponsorship or any other favour or advantage of any kind;
- report to their line manager ahead of any negotiation, selection of a supplier or other significant interaction, as well as information about current or potential suppliers with whom they have a nonprofessional relationship or are family or friends, or suppliers in whom they have a financial interest (such as share ownership); in this case, they must abstain from any involvement in the business relationship between this supplier and Paris 2024;
- only accept requests for business meetings over a meal where strictly necessary and, where possible, invite and pay for suppliers rather than the other way round.

Invitations through partnerships

Professional meals and trips taken by employees of Paris 2024 are subject to current rules and payment limits. However, in certain specific cases linked to our partnership strategy, an exemption from these rules may be justified — see “**In practice**”.

ENGAGING WITH PARTNERS AND SERVICE PROVIDERS

When carrying out your duties, if called upon to enter into contracts with partners, be careful to identify upstream those who may follow our principles of integrity to avoid getting Paris 2024 involved with a business relationship that could put it at risk. You should be even more careful where partners are likely to act in our name. Our partners, suppliers and subcontracts can have an impact on our image and our reputation. It is essential that they share and apply the rules and principles of Paris 2024, particularly in terms of preventing corruption. Gathering targeted information, the nature of which will depend on the profile of the partner or intermediary, should enable you to assess the corruption risk they are likely to represent.

In all cases, and subject to the specific rules that apply to public contracts:

- Business relationships should be formalised through a contract referring to the Paris 2024 Code of Ethics.
- Partners should be remunerated at a level that is reasonable and appropriate for the services rendered.
- The services rendered should be duly documented and approved before any payment is made to the partner in question.

If a partner makes a request that goes against the rules defined by this guide or you find yourself in an ambiguous situation:

- **DO NOT MAKE A DECISION ALONE, IN HASTE OR UNDER PRESSURE;**
- **ASK A COLLEAGUE TO BEAR WITNESS TO THE SITUATION;**
- **ASK FOR THE REQUEST TO BE MADE OFFICIAL IN WRITING,** and inform the partner that it will be transmitted to your line manager for approval, and that any agreement decided upon must be recorded in writing.

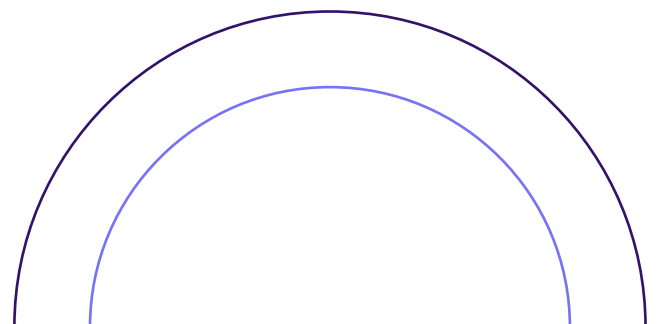
“FACILITATION PAYMENTS” (BRIBES) AND “POLITICAL CONTRIBUTIONS”

These may be small amounts requested by service providers to carry out or facilitate the services that we rightfully expect of them, or money offered to officials at customs, immigration and other agencies in order to accelerate the provision of services or permits.

These payments are illegal under French law.

The employees of Paris 2024 should never engage in these practices in their duties or condone them in their relationships with private and public partners, or in their relationships with users.

In addition, Paris 2024 shall not use its activities to make financial contributions to political parties.



If you receive an invitation from a supplier, should you accept?

Invitations to trade shows, presentations of products or services, public relations operations and visits to suppliers can only be accepted as long as they are made for professional reasons and interest and do

not go against the rules outlined previously (i.e., do not restrict free will or contradict competition rules) and that any logistical expenses will be covered by Paris 2024.

If a partner invites you to an event, should you accept?

If a partner of Paris 2024 invites you an event to which you have contributed:

In the context of an event brought about through an active partnership, a partner may wish to cover, in part or in full, the transport or accommodation costs of an employee of Paris 2024.

This may be a possibility when the expenses involved may be directly linked to this operation and particularly in the case of universal transport or shared accommodation in a privately-booked hotel for an event related to the partnership, or in order to ensure the efficiency of logistical support provided by Paris 2024.

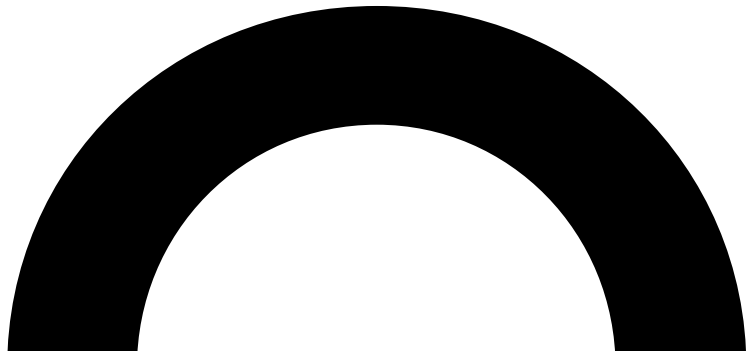
If you are invited to an event that could help you expand your professional network:

Being invited to certain prestigious events, where access is restricted to a select number of people, will allow you to enter circles of power and meet future potential partners or important contacts for Paris 2024. For these purposes, you may accept an invitation, but any related expenses (such as for transport or accommodation) should, preferably, be covered by Paris 2024.

If you invited to an event that is unrelated to the organisation of Paris 2024 by a current or potential partner:

To ensure the reciprocity of communications with certain partners, an invitation may, exceptionally, be accepted, with caution and moderation, if demonstrably necessary to preserve the balance of the relationship. Nevertheless, the rule is to make sure that Paris 2024 covers as much of the expenses as possible during the contract negotiation phase.

FIGHTING AGAINST DISCRIMINATION AND HARASSMENT



SUMMARY

Our values only have meaning if they are followed in our daily relationships at the workplace and beyond, between us and the third parties with whom we work.

The law sets out certain criteria that should never be the basis of unjustified inequalities of treatment. The power of the Paris 2024 project will be strengthened by the diversity of the people behind it.

DEFINITIONS

DISCRIMINATION is when a person is treated differently due to their race, sex, age or because they belong or do not belong to any group or community. Unequal treatment becomes discrimination when it is carried out according to illegal criteria.

GUIDELINES

Above all, we want to value the diversity of the teams behind the Paris 2024 project,

irrespective of their origins, name, sex, age, family situation, pregnancy, physical appearance, economic vulnerability, place of residence, state of health or disability, genetic characteristics, customs, sexual orientation, gender identity, political opinions, involvement in union activities, ability to express themselves in a language other than French and lastly whether or not they belong to, or seem to, a certain ethnicity, nation, race or religion.

Be careful; sexual harassment in particular can take many forms, and the first signs — whistling, comments on clothes or physique, staring, intrusive questions, inappropriate physical gestures, etc. — are often normalised.

IN PRACTICE: HOW SHOULD YOU REACT?

An employee just returned from maternity leave and would like the company to send her on a training course. Can you refuse?

A decision must be taking according to the utility of this training course for Paris 2024 and the career path of the employee in question, regardless of any consideration of their pregnancy.

Human resources have presented me with an applicant who is Deaf; can they have a sign language interpreter with them at their interview?

YES, this would enable them to overcome their disability and be on equal footing with other applicants.

A manager regularly comments on how female employees are dressed when they walk in to the open space.

Feel free to **INTERVENE** and perhaps get other witnesses involved to make this manager aware of the inappropriateness of their remarks. If they do not change his behaviour, **TELL** the Human Resources department.

PRACTICAL INFORMATION

Report all cases of harassment

If you witness or are a victim to recurrent bullying (derogatory comments, intimidation, insults, etc.) from a colleague or anyone working with Paris 2024, report it to your line manager, the Human Resources contact, the sexual harassment contacts at the work council or the compliance director. People who report or fight against bullying cannot be punished for doing so.

WHISTLEBLOWING SYSTEM

7

SUMMARY

As Paris 2024 employees, you have the right to report any incidents or behaviour that infringe the Paris 2024 Code of Ethics or its legal framework.

Appropriate procedures exist to ensure that reports are processed quickly and effectively.

DEFINITIONS

A “whistleblower” is an individual who, impartially and in good faith, discloses or reports an incident that constitutes either a serious and clear infringement of the law or the Paris 2024 Code of Ethics, or a threat or serious damage to the public interest.

As a Paris 2024 employee, you can use the whistleblowing system if you believe that you have been a victim of or witness to an act manifestly contrary to the law or ethics.

GUIDELINES

Any act that infringes the Paris 2024 Code of Conduct or Code of Ethics may be reported. Acts that may be reported include cases of fraud or corruption as well as personal data breaches, illegal activities, discrimination, harassment or any form of physical, verbal or psychological violence or bullying.

The procedure in place to gather these reports guarantees strict confidentiality, protecting the identities of whistleblowers. Whistleblowers benefit from **SPECIFIC PROTECTION** from sanctions.

However, in order to benefit from that protection, the whistleblower must act:

- **IMPARTIALLY.** They must not make a report based on personal grievances or for personal gain. They will not receive any advantages or be remunerated for their report; and
- **IN GOOD FAITH.** They must have a reasonable belief in the truth of the incidents and acts that they report and must not be driven by malicious intent. They should report incidents or behaviour that they have witnessed personally, rather than information that they only have vague and indirect knowledge of. They should expose these incidents as precisely and objectively as possible and provide information or documents in any form to back up their report.

IN PRACTICE: MAKING A REPORT

The procedure currently in place at Paris 2024 leads to direct and confidential contact with the relevant person or team.

Depending on the degree of severity and nature of the report, you may submit your report in writing to the following points of contact in the order listed below:

- **Your direct line manager**
- **The next level up of management**, particularly if the report is related to your direct line manager
- **The human resources (PEM) contact**
- **The sexual harassment contacts at the work council**
- **The compliance team** or its **Director**
- **The Chair of the Paris 2024 Ethics Committee**

When the incidents or behaviour in question may be considered a crime or an offence leading to a serious and imminent danger, or where there is a risk of irreversible harm, the whistleblower may report directly to the legal authorities or the police without going through the steps described above.

Processing the report

When you submit a report, and once its admissibility has been determined, an investigation may begin in order to take stock of the situation and the incidents that have been reported.

You will be kept updated as the investigation progresses.

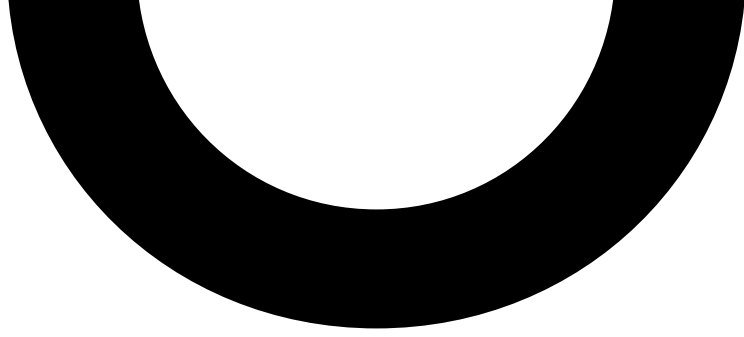
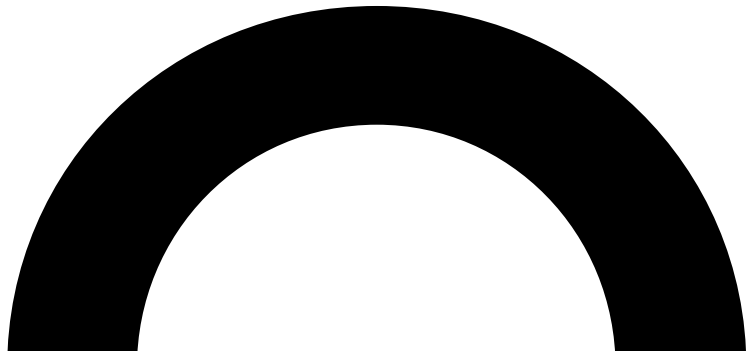
If, after submitting your report, you have not received any confirmation of its delivery or any notification that it is being processed within three months, even after you request that information, you may report the events to the public authorities should you deem it necessary.

PRACTICAL INFORMATION

You can also submit reports to staff representatives (the work council), who will help the whistleblower navigate the process at the company. They may submit reports on the following subjects:

- Human rights abuses
- Risks of serious and imminent danger
- Serious risks to public health and the environment
- A problematic economic situation for the company
- A problematic labour situation

PROFESSIONAL DISCRETION AND DUTY OF CONFIDENTIALITY



SUMMARY

As an employee of Paris 2024, you should avoid any behaviour that could damage the image or reputation of your employer.

Be careful about how you represent Paris 2024 in your personal and professional lives so that you do not expose yourself to unnecessary risk.

DEFINITIONS

Professional discretion and the duty of confidentiality refer to preserving the confidentiality of information you have access to in your work, and the obligation to remain moderate in the expression of your personal opinions, orally and in writing.

This obligation applies solely to the expression of your opinions and not their content which is, naturally, free.

It also applies to the need to handle information to which you have access through your activities for Paris 2024 with care, particularly personal data, which should be processed according to the General Data Protection Regulation (GDPR).

GUIDELINES

Your professional and personal behaviour affects all of the Paris 2024 teams. Your remarks — whether made in our offices, at event venues or even in the private sphere — may have an impact on the image of the Games.

Your actions should be guided by three principles:

- **Exercising loyalty:** for example, if you want to work for Paris 2024 while maintaining another external professional activity — paid or not — you should report it to your line manager. This sideline activity should not hamper the activities of Paris 2024, nor create a situation of conflict of interests.
- **Handling data carefully:** as an employee of Paris 2024, you must act in good faith and discretion, particular as regards information of a confidential nature that you may come across while carrying out your duties.
- **Being careful about how you express yourself in public:** if you are asked to speak in public in your role as an employee of Paris 2024, notify the Communications department in advance to make sure that the subjects covered align with what Paris 2024 wants to highlight.

PRACTICAL INFORMATION?

On a night out, a friend asks you where the event for their favourite sport will be held. What can you tell them?

All employees of Paris 2024 are bound by a duty of confidentiality. **YOU SHOULD NOT DISCLOSE ANY INFORMATION THAT IS NOT YET PUBLIC.** If someone asks you about a subject that is still being handles or has not yet been made public, simply respond by saying that you cannot disclose any information.

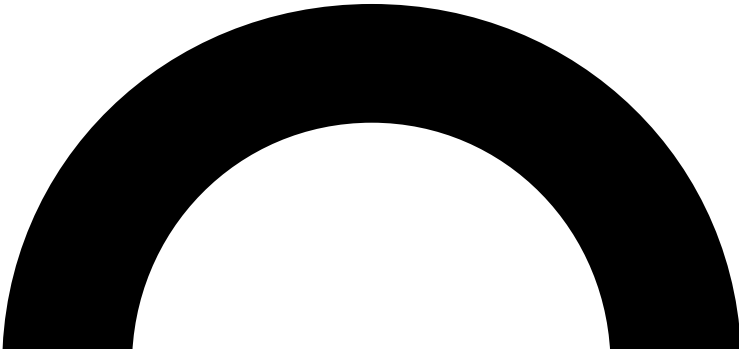
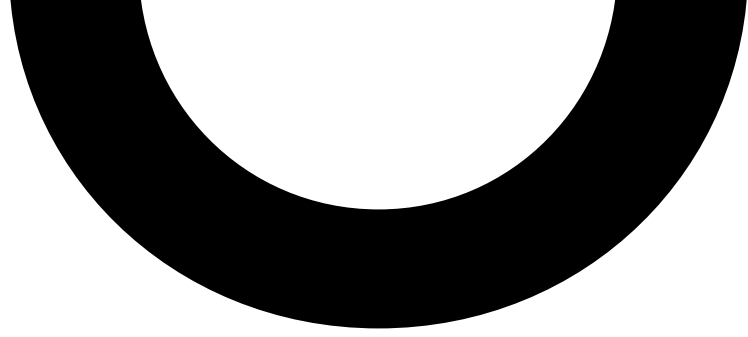
Tips:

- Check the Paris 2024 website beforehand to make sure that the information has been made public.
- Explain the subject without giving away any conclusions if this information is not public knowledge.

PRACTICAL INFORMATION

Cybersecurity training sessions are organised regularly. Take part and adopt the right behaviour to protect the data entrusted to you (password choices, use of Wi-Fi networks, vigilance regarding USBs, conduct when travelling, etc.).

DATA PROTECTION AND CYBERSECURITY



SUMMARY

As part of *your* role with Paris 2024, *you* may be required to share some of *your* personal data, just as *you* may be required to collect and process the personal data of others, either directly or indirectly.

Data **COLLECTED** and **PROCESSED** with respect to the 2024 Games must be done so in compliance with the General Data Protection Regulation (GDPR) to which Paris 2024 is subject. Should *you* have any questions regarding data collection and processing, please contact the Data Protection Officer (DPO) (dpo@paris2024.org).

SUMMARY SUITE

Data protection is inherently linked to cybersecurity. Paris 2024 is an organisation that is particularly targeted by cyberattacks. As an employee of Paris 2024, you are asked to remain especially alert and cautious regarding the protection of any sensitive data you may handle as part of your job.

DEFINITIONS

“Personal data” means any information relating to an identified or identifiable individual. An individual can be directly or indirectly identified using a piece of personal data. These data can lead to the identification of a particular person, either directly (name and surname) or indirectly (telephone number, social security number, fingerprint, voice recording, image, browsing history, etc.).

“Personal data processing” refers to any operation or series of operations using personal data, including its collection, recording, modification, use, transmission or communication. Examples of such processing includes payroll management, the management of personal access badges, and sub-contractor management.

The use of personal data is protected by the GDPR at European level, and by the 1978 data protection act (loi informatique et libertés) in France.

It is forbidden to collect and use data considered as sensitive, such as data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, as well as genetic or biometric data, health-related data and data concerning a person’s sex life or sexual orientation. Only health-related data, in a very specific and controlled legal frame, might be collected by Paris 2024, in particular in the context of Paralympic Games.

APPLICATION OF THE GDPR DATA PROTECTION PRINCIPLES

Paris 2024 is subject to the legal requirements of the French data protection act of 6 January 1978 and the GDPR, and stipulates in its Ethics Charter that it “*pays particular attention to the protection of personal data for which it is responsible*” ([article 14](#)).

In accordance with this legal framework, Paris 2024 therefore pledges to comply with the data protection principles, which include:

- **LAWFULNESS, FAIRNESS AND TRANSPARENCY:** any personal data processed by Paris 2024 is done so for a specific reason that is both lawful and legitimate.
- **PURPOSE LIMITATION AND DATA MINIMISATION:** the personal data processed by Paris 2024 are relevant to achieve a specific purpose, and are strictly necessary to complete that purpose.
- **STORAGE LIMITATION:** The amount of time any category of personal data can be stored must be set and adhered to, depending on the type of data recorded and the purpose identified.

- **INTEGRITY AND CONFIDENTIALITY:** Paris 2024 must be able to guarantee the security and confidentiality of the personal data it holds, in particular by ensuring that only authorised persons may access such data. Physical, organisational and technical protection measures are applied to safeguard personal data.
- **INDIVIDUAL RIGHTS:** individuals whose data is collected have the right to access, rectify, request data portability or restrict processing of their data. Paris 2024 guarantees the individual rights of all its employees are respected. Anyone who wishes to exercise their rights should contact the Paris 2024 Data Protection Officer (dpo@paris2024.org).

SAFEGUARDING PERSONAL DATA

Paris 2024 ensures the proper application of the fundamental principles of data protection by encouraging all its employees to adopt best practice when carrying out their duties.

As part of your job, you are required to handle personal data from a variety of sources, which may concern employees, partners, contractors, volunteers or members of sports clubs.

In order to ensure compliance with GDPR, you must adhere to the following rules:

- Report any new requirement to process personal data to the Data Protection Officer by sending an email to dpo@paris2024.org so as to ensure it is registered.
- Ensure only personal data that are strictly necessary are collected and processed by reporting any use of “sensitive” data where applicable.
- Set the period of time personal data may be stored, as they must be deleted as soon as they are no longer necessary.
- Ensure that only authorised persons are able to access personal data.
- Respect the rights of individuals by informing the DPO of any requests you may receive from people wishing to exercise their rights.
- Immediately inform the cybersecurity team in the event any personal data is lost, unintentionally divulged, unavailable or inadvertently modified.
- Apply the data protection rules that correspond to the level of confidentiality of the data in question.

For example, personal data breaches include situations where data is deleted and not backed up, or where a database containing data that could serve to identify our partners or any other stakeholder is hacked, and such breaches must be reported as soon as they are identified.

As employees, you may exercise your rights to access, rectify, object to, erase, request portability and restrict processing where applicable by sending your request to the Data Protection Officer dpo@paris2024.org.

CYBERSECURITY: PROTECTING MY DATA AND THAT OF PARIS 2024

THE OLYMPIC AND PARALYMPIC GAMES ORGANISING COMMITTEE ARE PARTICULARLY TARGETED BY CYBER ATTACKS.

By working for the Paris 2024 Games, you may be required to handle sensitive and confidential information. You must remain especially alert and cautious regarding cyber threats. Beware of phishing emails, USB attacks (using for example a device, e-cigarette or mobile phone), and malicious connections to websites, etc.

Les gestes que vous devez adopter à titre individuel sont les suivants:

- Use only the IT tools and software authorised by TEC for your work.
 - ✓ **Use only authorised software:** Teams, Sharepoint, Oodrive, work Outlook address.
 - ✗ **Do not use unauthorised software:** Zoom, Skype, WeTransfer, personal email address, Google Drive, etc.
- Use a confidentiality filter on your computer whenever working in a public space.
- Beware of emails from unknown sources or that you suspect are phishing, never click on a link or download an attachment from an email you believe to be suspicious.
- Avoid using the hotel safe when travelling, instead use a secure mail envelope for sensitive documents.
- Set solid, robust passwords.
- Do not accept requests from people you do not know on your professional social media accounts. Certain LinkedIn profiles are set up to look like a person works at Paris 2024. If you come across such a profile, do not accept the request and notify the cybersecurity team.
- Only accept technical support from or allow repair work to be carried out on your work computer or telephone by the Paris 2024 TEC team and never an external contractor.
- Never download any software or application to your work computer without prior approval from TEC or the Helpdesk.

PRACTICAL ADVICE

A Paris 2024 employee left the OCOG, but certain important documents, which are essential to the project, were kept in the inbox of their work email rather than being saved on the sharepoint. Can I ask the TEC team to access their inbox?

Employment contracts drawn up by Paris 2024 state that any work document created by an employee as part of their job at Paris 2024 become the property of Paris 2024. As such, Paris 2024 is in principle authorised to recover such documents.

However, GDPR sets out a number of precautions that should be taken when accessing the inbox or work calendar of an employee so as to ensure the level of access remains proportionate to the need and the risk of intrusion into the employee's privacy stays as limited as possible.

When organising a fun event for Paris 2024, you put together a questionnaire you want to send to participants. It asks for basic information (name, surname, department, etc.) and other more specific information (clothing size, favourite sport, disability, etc.). Is there a process you need to follow in this situation?

Before communicating any questionnaire, you must first consult the Data Protection Officer (DPO@paris2024.org). They will help to ensure the information you are asking for are truly necessary to fulfil your objectives and will offer advice about collecting health-related data, which are considered particularly sensitive. It will also provide the opportunity to ensure that the file created is secure, accessible only to people who require access and that we do not store the data longer than absolutely necessary.

GOT A QUESTION?

You can contact the Paris 2024 Data Protection Officer via dpo@paris2024.org should you have any questions about accessing, protecting or processing personal data.

If you come across anything that seems suspicious, such as phishing emails or fake LinkedIn accounts, please immediately inform the cybersecurity team.

USING SOCIAL MEDIA PROFESSIONALLY

10

SUMMARY

Social networks have become a standalone source of media, with their own codes. They currently offer great freedom of expression in spaces that, even when private, remain accessible to all. Everyone should therefore follow certain rules and adopt a framework to be aware of the risks and therefore protect themselves appropriately.

Paris 2024 does not ban its employees or volunteers from using social media. If you want to express yourself on social media, you do so in full knowledge of our collective goals and the related image.

DEFINITIONS

In France, 89% of people have internet access — a number that rises to 100% for 18-24 year olds, and drops to 60% for the over 70s (according to BMD/media). Over half of internet users use social media.

Social networks, social media and the social web: what's the difference?

“**SOCIAL NETWORKS**” are platforms that facilitate communication between users. We can distinguish between social networks used for “contact” (such as LinkedIn, Facebook and Tinder) and social networks used for “content” (such as Twitter, YouTube, Flickr, SlideShare, etc.).

“**SOCIAL MEDIA**” refers to other services that facilitate the sharing of information, such as Wikipedia or blogs, messaging services or chatrooms, and forums.

“**THE SOCIAL WEB**” refers to the universe formed by the internet in the age of social media, encompassing its culture and new codes and usages.

GUIDELINES

Whenever you speak on social media, it is public — anyone can read, listen, participate or share it. It therefore represents a real opportunity to communicate with different audiences, better understand the expectations of people in France, and raise awareness of Paris 2024. It is also a useful tool for you to keep an eye on the context of your activities, discover new trends, find points of comparison, communicate with your peers, and more.

We all have full freedom of expression. However, we must also be responsible and apply to the principles of loyalty, confidentiality and discretion.

Therefore, if an employee makes it known on social media — directly or indirectly — that they work for Paris 2024, they essentially speak as a member of the Committee and therefore contribute to its image and its reputation.

As an ambassador for Paris 2024, you play an important role to help us share content about the Games. So, any time you like, share or otherwise highlight this content will help us reinforce our online presence.

Go for it!

Tips:

- **Protect your private life by separating it from your professional life:** our posts contribute to internet users' opinions on Paris 2024. You should be clear in your comments and avoid posting private content on your professional accounts.
- **Bear in mind that all publications can damage Paris 2024:** the information posted should not be internal or confidential. Check beforehand that the information you want to post has already been published on the Paris 2024 website or social media accounts.
- **Meet the duty of confidentiality:** legal precedence recently established that this principle applies to blogs and social networks. For example, you are not allowed to publicly make abusive comments about the company or your management, colleagues or any member of staff working with Paris 2024.
- **Always be civil and polite:** on social media, you should behave how you would in any other public place such as in a meeting or at a café with friends, applying the same rules and etiquette. The social web is not a place for comments of an abusive, offensive, defamatory or racist nature. Such comments may lead to prosecutions.

IN PRACTICE: HOW SHOULD YOU REACT?

You notice that someone is plagiarising Paris 2024 on social media — either through a fake account or by hacking the official account.

Should you intervene?

If you notice fake accounts, send a link and screenshots to the Legal department.

But remember to get the date in your screenshots to facilitate the department's follow-up work.

If someone challenges you in your role as an employee of Paris 2024, how should you react?

If someone challenges you, respond with factual information, directing them to the website if necessary.

If you face questions or complaints, ask for advice from the Communications department.

SEPARATING WORK FROM YOUR PERSONAL LIFE

11

SUMMARY

With the increase of remote working, locating the fine line between your professional and personal lives may have become more difficult.

But finding a good balance is crucial to well-being at work and performance; as such, it's one of the major aims of Paris 2024 in order to ensure a positive employee experience.

DEFINITIONS

Paris 2024 encourages all employees to maintain a good work-life **BALANCE**, so that they have a healthy relationship with their work – an important factor in professional **FULFILMENT** and performance.

GUIDELINES

Finding a good work-life balance involves establishing best practices in how working hours are organised, both individually and collectively. Everyone should therefore stick to certain rules, including:

- Only sending professional emails and messages during office hours, i.e. between 8 am and 7 pm on weekdays
- Protecting rest time – evenings, weekends and time off. Employees are encouraged to switch off from all professional activities during these periods

- Holding meetings during working hours, outside of lunchtime, except in the event of an emergency. We therefore strongly recommend that you do not organise meetings before 9 am or after 7 pm, or between 12:30 pm and 2 pm
- Organising the day's work according to the opening hours of the premises where you work, i.e. from 7 am earliest and until 9 pm at the latest
- Take time off regularly and throughout the year, in order to maintain a good balance between rest time and work, while accounting for compulsory leave during shutdown periods. Paris 2024 encourages all employees to use all of their leave every calendar year

What's more, people working from home should adopt the following good habits:

- Setting up a specific spot to work in at their remote working location wherever possible
- Planning activities and a schedule for professional and personal time
- Take regular breaks to go for a walk and get some fresh air

PRACTICAL INFORMATION

Training

The Paris 2024 training platform provides Paris 2024 employees with training courses on work-life balance and organising their working hours.

Psychological support

All Paris 2024 employees have access to a freephone number and an online platform that offer help with all kinds of issues (management consulting, listening service, psychological support, strategic advice, etc.), assisted by a team of psychologists.

All conversations, no matter the subject, are entirely confidential and anonymous.

Employees can find all the information about this psychological support service on the Paris 2024 server.

SPORTS BETTING

12

SUMMARY

Sports betting, the most popular form of online betting, can be linked to scams and the manipulation of sports competitions.

To ensure **TRANSPARENCY** and **PREVENT** the use of inside information, Paris 2024 employees are not allowed to place bets on any sporting events held as part of the Paris 2024 Olympic and Paralympic Games.

DEFINITIONS

“Sports betting” is the act of wagering money on the outcome of a sporting competition, either online or in person. French sports betting websites operate under a licence from ANJ, the country’s national gambling authority.

With a national platform in place to combat the manipulation of sports competitions, France strives to prevent and combat the manipulation of sports competitions linked to betting activities in order to protect athletes and bettors acting in good faith.

GUIDELINES

To prevent the manipulation of sports competitions, sports stakeholders in Europe are not permitted to bet on their own sport.

Following competitions, ANJ can cross-check data to determine whether sports stakeholders have bet on their own sport. Therefore, Paris 2024 members and employees are prohibited from betting on any sporting event held as part of the Olympic and Paralympic Games.

The ban applies to all bets, whether placed directly or indirectly. Paris 2024 employees who use sports betting websites during the Games can face disciplinary sanctions or proceedings.

PRACTICAL INFORMATION

The ban on employees engaging in online sports betting applies to monetary bets only. Employees are free to make non-monetary bets with one another.

If anybody tries to involve you in the manipulation of a sports competition or you witness any suspicious activity, please report the incident on <http://www.signalesport.fr/> (website available in French only).

GLOSSARY

CORRUPTION is an act where a person in a given role asks for or makes a donation, offer or promise, with a view to influence a decision related to their role (for example to accomplish, delay or omit to accomplish an act).

DISCRIMINATION is unequal treatment or unfavourable treatment based on certain criteria set out by law (race, sex, pregnancy, physical appearance, economic vulnerability, state of health, disability, customs, sexual orientation, age, political opinions, etc.).

FAVOURITISM is obtaining or attempting to obtain an unjustified advantage for a company, going against the principle of applicants having free and equal access to public contracts.

HARASSMENT consists of recurrent bullying that may infringe on a person's rights or dignity, affect their physical or mental health, or jeopardise their career.

INFLUENCE PEDDLING is when a person tries to use their real or presumed role or influence in order to influence a decision taken by a third party.

UNLAWFUL TAKING OF INTEREST is when a person with a public function has a direct or indirect interest in a company or operation that, at the moment of the act, they are responsible for monitoring or managing.

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Source :

a free translation from articles 222-33-2, 225-1, 432-11, 432-12, 432-14 and 433-2 of the French penal code (code pénal).

MAIN REFERENCE TEXTS

- [French law no. 2016-1691 of 9 December 2016 on transparency, the fight against corruption and the modernisation of the economy](#)
- [The IOC Code of Ethics](#)
- [The OECD guidelines for Multinational Enterprises](#)

FOR MORE INFORMATION ABOUT THE INTERNAL RULES OF PARIS 2024:

- The Paris 2024 Code of Ethics
- The procurement process
- Rules on expense and travel reports
- Work from home guide

