



INTERNATIONAL PARIS AIR SHOW

Paris Le Bourget 19 > 25 june 2023

CORPORATE SOCIAL RESPONSABILITY REPORT

2023 EDITION



siae.fr



Gilles FOURNIER
Chief Executive Officer

The reputation and scale of the Paris Air Show have thrust it to the forefront of the events sector. The PAS is aware of the responsibility that goes hand in hand with that position and with the challenges of today, which is why we launched a corporate responsibility strategy a decade ago. For example, the Show became a trailblazer when it achieved ISO 20121 certification in 2013, making it the first trade Show in the world to attain that level of recognition.

But over the course of the last three years, the events sector has had to face a series of major challenges. Those challenges include the COVID-19 pandemic, the war in Ukraine, volatile energy prices, unusual fluctuations in demand and disruptions to maritime transport. These factors have shone a light on the vulnerabilities of our linear model of resource consumption and have led to significant changes within the events sector.

So, for its 2023 edition, the PAS made the circular economy its main focus, with special emphasis on waste management. We assembled substantial financial, human and logistical resources to raise our material recovery rate from 15% in 2019 to 42% this year.

We intend to continue this work in future editions of the Show, when our approach will target more upstream activities ahead of the Show by incorporating eco-design into planning our own and our Exhibitors' set-ups and fittings, with communications in the form of awareness campaigns.



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Construction of the new Hall 3

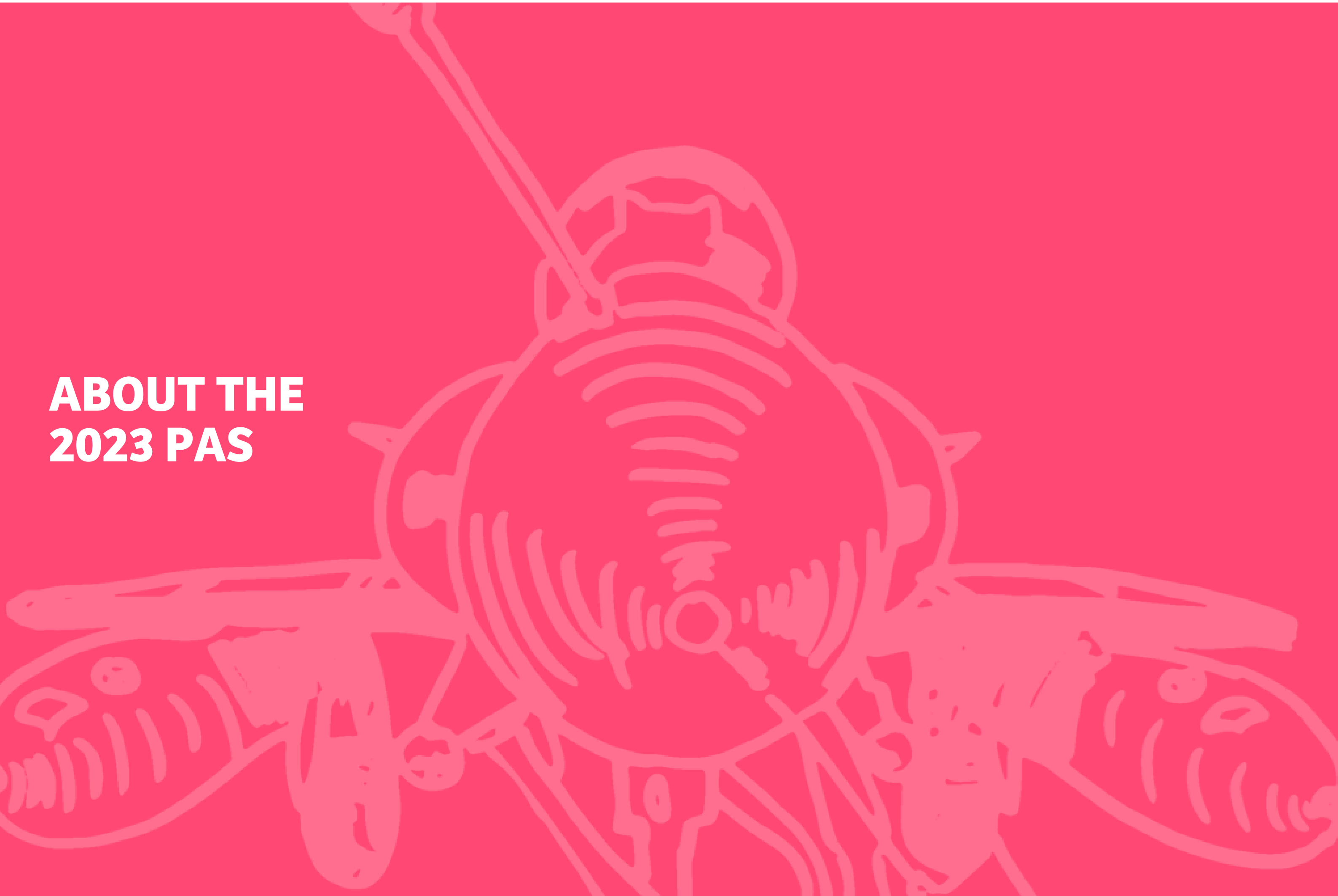
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ABOUT THE 2023 PAS

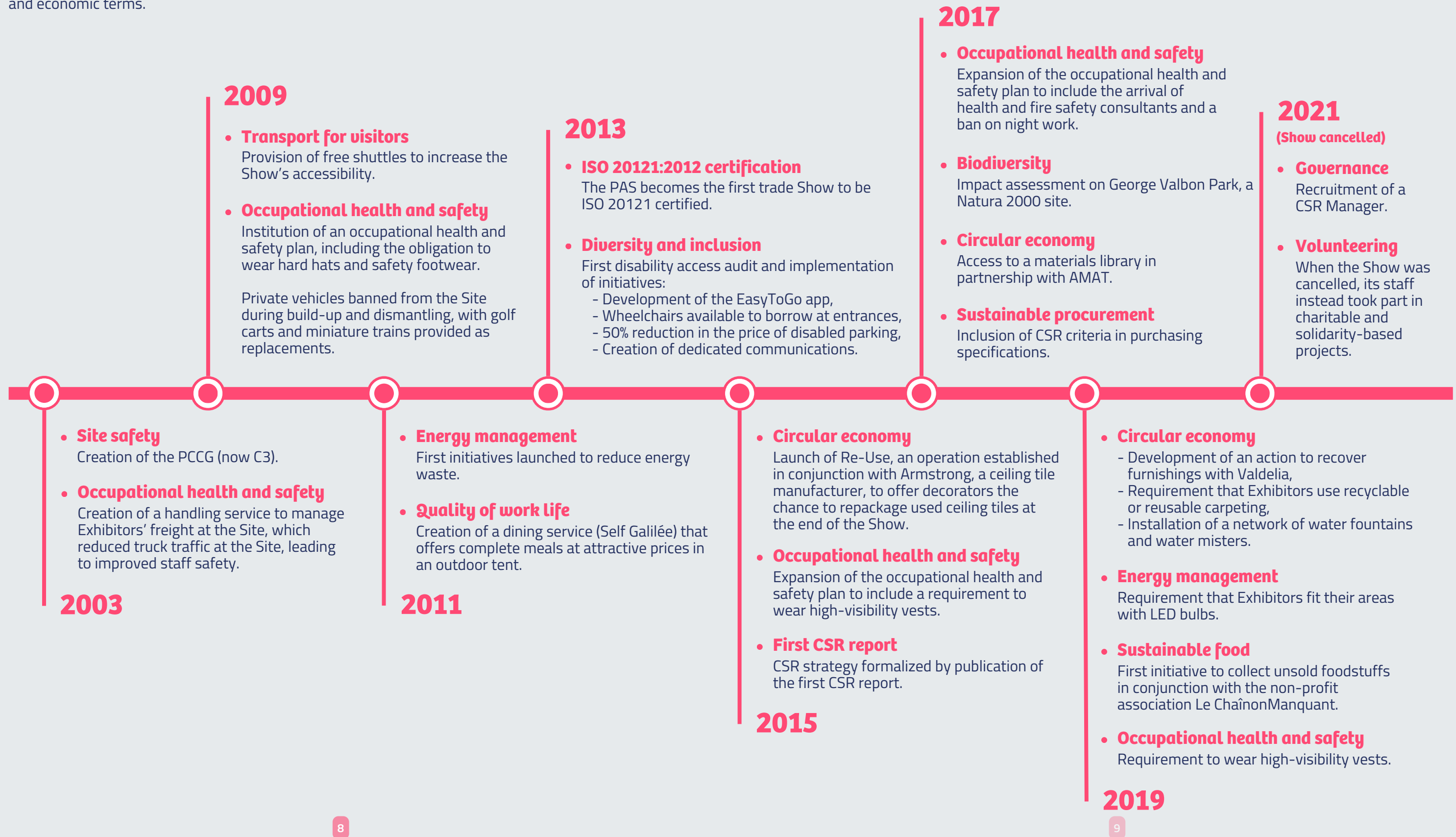


HISTORY OF THE CSR STRATEGY

The PAS has had a sustainable development strategy in place for more than 10 years now. In its last six editions, that commitment has resulted in the implementation of a series of actions aimed at reducing the Show's negative impacts and maximizing its positive impacts in social, environmental and economic terms.



To give structure to its strategy and bolster its CSR ambitions, in 2013 the Paris Air Show became the third event and the first trade show in the world to be certified under the international standard ISO 20121:2012. Developed for the Olympic Games London 2012, this management system incorporates and promotes event sustainability.



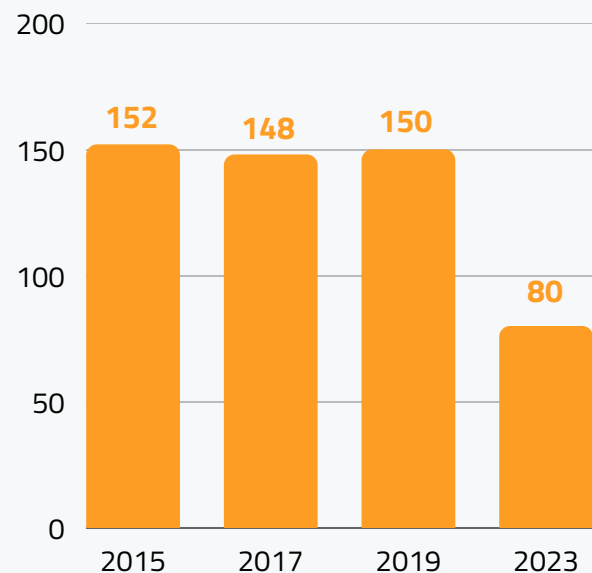
THE 2023 SHOW IN FIGURES

SOCIAL

ENVIRONMENTAL

SOCIETAL

Number of reported accidents at work

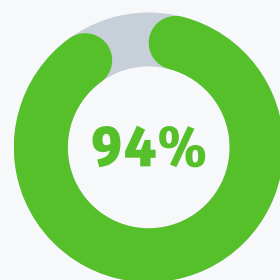


9,1 /10 Satisfaction score for temporary teams on their experience at the PAS

3 T of bio-waste collected and recovered

76 T of materials given to operators in the social and circular economy

101 disabled parking spaces



1 192 meals collected in the Exhibitor Chalets

68% compared with 2019 edition

of Hall 3 demolition waste recycled

Reduction of **7%** of electricity consumption (between 2019 and 2023)



41%

waste recovery rate, with a target set at **50%**



0 plastic bottle sold by the PAS in public catering outlets



89%

of the volume of purchases excluding VAT were subject to consultation with CSR criteria

85%

of patients treated on Site were able to return to work the same day thanks to the medical system put in place

66%

of the volume of purchases (excl. VAT) made from companies based in the Ile-de-France

1 865 425 working hours for the organisation and construction of the Show from may to june 2023



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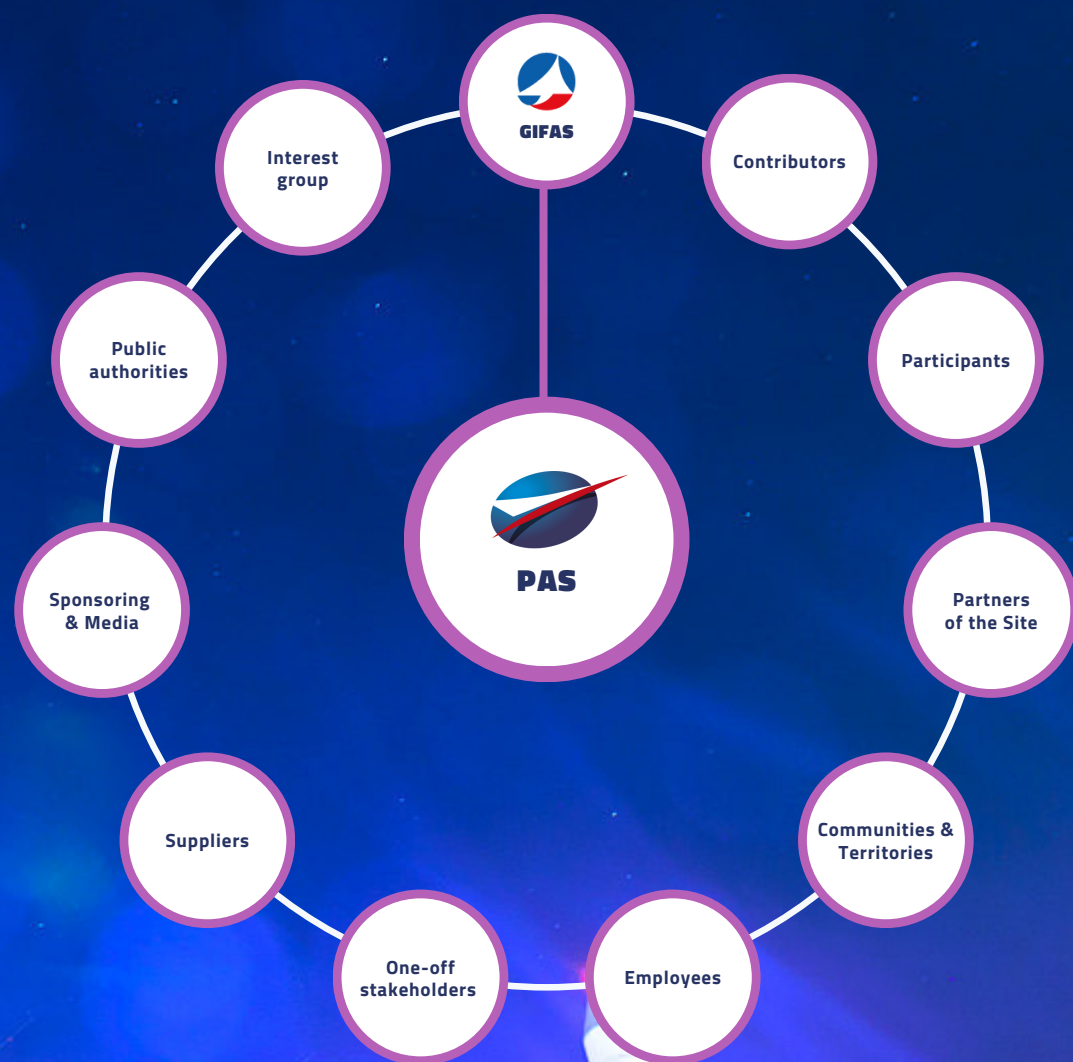
STAKEHOLDERS AND MATERIALITY

OUR ECOSYSTEM OF STAKEHOLDERS

The Show's organization relies on the active participation and cooperation of a whole ecosystem of actors. Whatever their level of engagement and responsibility, these stakeholders play an essential role in the event's fulfilment and reputation.

As a result, dialogue with the actors in this ecosystem is of vital importance. Dialogue provides insight into each stakeholder's needs and aspirations, so their perspectives can be incorporated into the PAS's decision-making processes. Consideration of their expectations is a fundamental pillar of effective governance of the PAS and represents a strategic point of leverage for boosting performance.

In addition, dialogue is a key component of the Show's social, environmental and economic responsibility. It has also proved to be crucial in building lasting, trust-based relationships with these different actors, which further advances the long-term appeal and reach of the Paris Air Show.



COLLECTIVE MOBILISATION OF STAKEHOLDERS

In 2021, the PAS performed an exercise that involved mapping its stakeholders, with the participation of the organization's various departments. These actors were identified and classified based on a variety of criteria:

- The framework of ISO 20121:2012, which describes the types of stakeholders who could be involved, depending on the specifics of the events sector.
- An analysis of stakeholder maps for other international events.
- An assessment of the actors considered to be essential and unique to the Show's organization.

Those stakeholders were then categorized according to their expectations, their roles and their influence within the ecosystem, as well as the impact of the Show's activities on them. That map will systematically be reviewed following the end of each Show, to help prepare for the next edition of the event.

Based on this exercise, the PAS identified and categorized the following stakeholders:

GIFAS

Contributors

Exhibitors & Principals
Pilots & Crews

Employees

Permanent employees
Temporary employees

Partners of the Site

Le Bourget Airport (ADP)
Air and Space Museum
VIPARIS
Fixed Based Operators (FBO)

Interest group

UNIMEV

Public authorities

Relevant government departments
Regulatory authorities

Participants

Professional visitors
General public
Journalists
Official delegations and institutional visits

Suppliers

PAS suppliers
Exhibitors' suppliers
VIPARIS suppliers

Sponsoring & Media

Official sponsors
Media partners

On-off stakeholders

Official visits
Société du Grand Paris
SOLIDEO

Communities & Territories

Residents
Associations
Local authorities

MATERIALITY ASSESSMENT

Building on the map of stakeholders, the PAS finalized its first materiality assessment in 2022. A materiality assessment is a strategic business intelligence tool that ranks identified issues based on the company’s priorities and those of its stakeholders. The conclusions of this analysis, presented in the form of a matrix, define the PAS’s strategic orientations in respect of corporate social responsibility. They also make it easier to understand the stakeholders’ expectations and incorporate them into the Show’s overarching strategy.

METHODOLOGY

A materiality assessment was carried out in-house by a steering committee involving all internal departments at the PAS. That analysis was launched in June 2021 and completed in February 2022.

IDENTIFICATION OF ISSUES

The PAS adopted a rigorous methodology to draw up an exhaustive list of all the relevant economic, environmental and social issues. First, it used the Global Reporting Initiative (GRI), an international standards organization, as its starting point for identifying a list of pertinent topics. That list includes 33 cross-cutting topics relating to all types of companies. Next, a process of enrichment and adaptation was applied to that list, entailing an analysis of the CSR issues facing other major events actors. Then, the list was adapted and enriched again to reflect the specifics of the Show’s activities. Lastly, to ensure that the list covered all the important aspects, the Sustainable Development Goals (SDGs) were reviewed in order to identify action areas that had not been considered in earlier steps.

EVALUATION AND PRIORITIZATION

A quantitative survey was conducted in the form of an online questionnaire sent to 192 stakeholders from the PAS ecosystem.

49% response rate

The participants were asked to rank the issues by order of priority. Those rankings were then aggregated and converted into an average score out of 10.

RESULTS OF THE ASSESSMENT

In the end, this materiality assessment identified 18 issues revolving around the three fundamental pillars of sustainable development: social, environmental and economic.

CSR ISSUES OF THE PAS

SOCIAL



Guaranteeing the best possible health, safety and comfort conditions for all our stakeholders

- Visitor health and safety
- Occupational health and safety
- Quality of work life
- Inclusion & Diversity

ENVIRONMENTAL



Promoting responsible consumption of resources and reducing our environmental impact

- Circular economy
- Sustainable food
- Energy management
- Transport for visitors
- Protection of biodiversity
- Pollution & Nuisances
- Climate change

SOCIETAL



Setting an example and developing economic activity in our region

- Sustainable procurement
- Site safety
- Responsible communication
- Stakeholder engagement
- Territorial anchoring & Socio-economic benefits
- Leadership & Innovation Development (B)
- Quality of welcome & Visitor experience (B)

This report will not detail all the issues listed. The PAS is working to improve its CSR strategy, and some areas for action have not yet been addressed. The circular economy was the main issue at 2023 edition.

(B) = Business issue

THE MATERIALITY MATRIX



NATIONAL AND INTERNATIONAL ROADMAPS

THE PARIS AIR SHOW, HELPING TO TRANSFORM THE EVENTS INDUSTRY

The development of environmental and social practices within the events industry is an important part of the Paris Air Show's CSR strategy. In its capacity as a major player in the sector and a member of UNIMEV (French Meeting Industry Council), the Show uses its reputation and scale as a point of leverage to drive positive change.

The PAS actively participates in a variety of task forces focused on vital social and environmental issues. One such topic is an initiative to standardize health and safety rules and awareness tools between trade show organizers. There is also a task force working on transitioning the events industry to a circular economy. On that same subject, the PAS has already begun a study of the circularity of event fittings and set-ups, the results of which will be shared with the entire sector.

The PAS actively contributes to UNIMEV's ECV (Commitment to Green Growth). The goal of that initiative is to rethink the way events are organized, so as to minimize their environmental impact and encourage more sustainable practices.

On the whole, the PAS serves as a driving force for these key initiatives, capitalizing on its leadership status within the industry to promote beneficial changes directed towards sustainable development within the events ecosystem.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



The PAS has incorporated the United Nations Sustainable Development Goals (SDGs) into its CSR strategy.

The SDGs, also known as the Global Goals, are a set of 17 universal objectives that were adopted by the United Nations in September 2015 as part of the 2030 Agenda for Sustainable Development. The Goals aim to provide guidance for global efforts to eradicate poverty, protect the planet and deliver prosperity for all by the year 2030. They cover a wide range of challenges, from poverty and hunger reduction to access to education, gender equality, good health, clean water, justice, peace and protection of the environment.

The PAS intends to align its actions with globally recognized roadmaps for sustainable development and actively contribute to the achievement of these goals. The SDGs' incorporation into the Show's CSR strategy is presented in Appendix.



SOCIAL ISSUES

VISITOR HEALTH AND SAFETY

Protecting the health and safety of our visitors – be they Exhibitors, members of the general public or professional attendees – is of the utmost importance to the PAS. So, for each edition of the Show, the PAS and the local prefecture jointly establish a comprehensive public safety plan, included in a document called an Operations Order, whose purpose is to assess, prevent and mitigate accidental, health and natural hazards risks on and around the grounds of the event. The PAS also works closely with local authorities, regulatory bodies and healthcare professionals to define, or even impose, the necessary measures for ensuring that each edition of the Show is safe for one and all.

OUR APPROACH

IMPLEMENTATION OF SYSTEMS THAT EXCEED REGULATORY REQUIREMENTS

Given the unique features of the Show, the PAS is reinforcing those statutory measures with its own mechanisms that go further towards preserving everyone’s health and safety than the applicable regulation. These additional mechanisms are developed by appropriate prefecture authorities and based on the expert advice of health and fire safety consultants from the PAS Aerosafety team and are listed in the Operations Order.

Health safety

The PAS has a twofold emergency system, involving first aid workers in accordance with the requirements of the provisional emergency system on the one hand and trained professionals stationed at up to five first aid posts spread across the entire Exhibition Centre during the period of operation of the Show. This means that five doctors and five nurses are on Site on the general public weekend, to support the 71 first aid workers. These human resources are supplemented by substantial logistical resources, including for example two ambulance golf carts, five first aid vehicles, 10 bicycles for roaming first aid workers and 50 stretchers on the general public weekend.

Fire safety

The PAS fire safety system is scaled according to current regulations and the recommendations of the Paris Fire Brigade, which have enriched the standard fire prevention system.

On the ground, these safety mechanisms are coordinated by the Command and Control Centre (C3), the team responsible for managing all the Show’s safety and security systems.



OUR RESULTS FOR THE 2023 EDITION

526 consultations
were carried out during the Show's operating period

340 Visitors et **117 Exhibitors**
were able to benefit from medical assistance

5 doctors
5 nurses
71 rescuers present during the weekend General public



Up 5 to emergency stations distributed throughout the Site during the period of Operation

OUR AREAS FOR IMPROVEMENT FOR 2025

- 1** Create shaded areas to offer Visitors rest areas where they can protect themselves from the sun and rain.
- 2** Increase the number of water points from set-up to dismantling, particularly in anticipation of hot weather.
- 3** Improve the first-aid post system, with the aim of optimising the responsiveness of medical intervention teams.

OCCUPATIONAL HEALTH AND SAFETY

The PAS has made occupational health and safety an absolute priority, covering the safety of its employees, its service providers and all other stakeholders who are present at the Show. The preservation of each individual's health and safety is seen as a fundamental responsibility that is shared by all the involved actors. The PAS continuously strives to promote a culture of health and safety in the workplace amongst all of its stakeholders.

For each new edition of the event, the PAS implements a series of rigorous measures that exceed the legal requirements in terms of occupational health and safety. The goal is to protect the health and safety of everyone at the event's Site, from build-up to dismantling.

OUR APPROACH

ZERO TOLERANCE POLICY FOR HEALTH AND SAFETY

The PAS has a clear zero tolerance policy when it comes to health and safety in the workplace. This policy is reiterated several months before the start of the Show, during the Exhibitors / service providers meeting. To guarantee this policy is enforced, the PAS devotes substantial resources to ensure compliance with current regulation by all the stakeholders working on Site at the Show.

Amongst the other measures put in place, the use of PPE is carefully checked at the entrance to the Site, during both build-up and dismantling. In addition, to confirm that badges and PPE are correctly worn, random inspections are carried out across the entire Site.

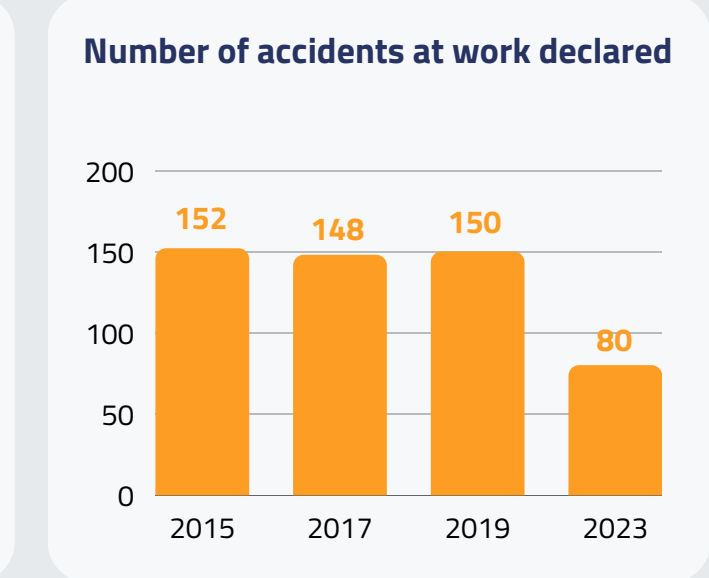
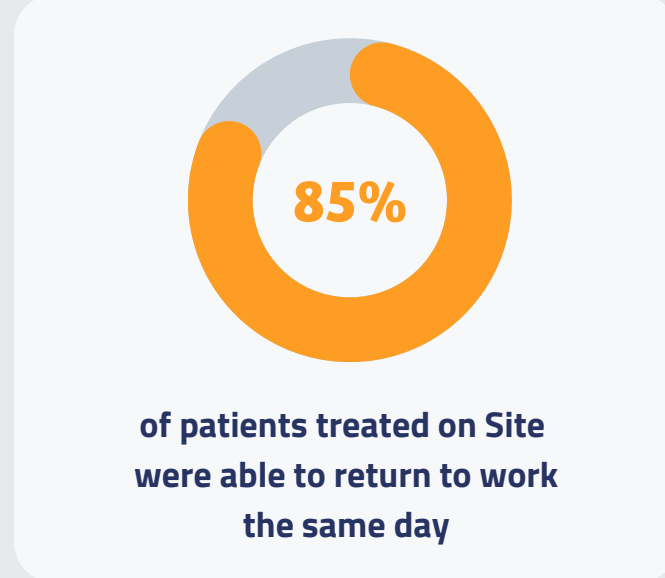
The PAS also issues regular reminders of the rules on wearing PPE. Educational posters are placed in the halls to recall the safety requirements, and audio messages are played every hour throughout the Site with reminders of the instructions. This measure aims to continuously ensure raise the awareness of all the stakeholders as to the importance of following safety rules on the job.



OUR RESULTS FOR THE 2023 EDITION

187 consultations
were carried out during the build up and dismantling of the Show

1 865 425 working hours
for the organisation and construction of the Show from may to june 2023



OUR AREAS FOR IMPROVEMENT FOR 2025

- 1 Work with other players in the events industry to develop common, standardised practices in the field of health and safety at work.
- 2 Improving and developing on-site signposting for good health and safety practice in the workplace.
- 3 Develop communication tools to be shared on Site to remind and banish inappropriate behaviour in the workplace.



QUALITY OF WORK LIFE

Quality of work life is an essential part of the PAS's CSR strategy. This concern applies to all personnel, both permanent and temporary, and to the service providers involved in the event. The PAS recognizes that employee well-being and the quality of the work environment are crucial to ensuring the success of the event. As such, the PAS has launched various initiatives and services that aim to improve the quality of work life for all the stakeholders involved in the Show's fulfilment.

OUR APPROACH

PERMANENT AND TEMPORARY EMPLOYEES

The PAS has instituted a variety of measures to protect the well-being of its permanent and temporary staff. Some examples of its initiatives include:

- Creation of a free communal dining service throughout the duration of the Show.
- Coverage of nights at a hotel near the Site during the Show's operations, for the permanent teams and certain reinforcements.
- Establishment of a shuttle service between the RER station and the Show.
- Hiring of cars and coverage of fuel expenses for permanent employees.
- Access to an osteopath during build-up.

THE ORGANIZER'S AND EXHIBITORS' SERVICE PROVIDER TEAMS

The PAS places great importance on the well-being of service provider personnel and is committed to implementing services and amenities designed to enhance their comfort and their satisfaction during the event. Below are some concrete examples of these initiatives:

- Access to a dining service (Self Galilée) that offers complete meals at attractive prices, all in the covered space of an outdoor tent.
- The service of small trains activated along a specific route at the Site, to improve the ease of moving around the Site and reduce the need to cover long distances on foot
- Set-up of base camps to give the teams an area where they can relax and refresh themselves.
- Installation of a network of water fountains, in place from build-up to dismantling, to guarantee quick and easy access to free drinking water.
- Placement of mobile toilets across the Site, so employees do not have to travel far to find one.

OUR RESULTS FOR THE 2023 EDITION

9,1 /10 Satisfaction score for temporary teams on their experience at the PAS

2 400 m2 of living facilities installed for the well-being of our Service Providers' teams

412 overnight stays paid for by the PAS for its teams

9 conference days funded by the PAS to its teams during the COVID period

Satisfaction of temporary teams



■ Not satisfied ■ Not very satisfied ■ Satisfied ■ Very satisfied



OUR AREAS FOR IMPROVEMENT FOR 2025

- 1 Formalise training plans for permanent teams.
- 2 Maintain and develop workplace well-being services (osteopath) during the Show.
- 3 Reinforce the correct application of the policy on overtime.



INCLUSION AND DIVERSITY

The PAS believes that guaranteeing the event’s accessibility and the quality of the visitor experience for all attendees, whether they have special needs or not, is a fundamental priority. In 2013, the PAS launched a process of continuous improvements to meet the specific needs of various groups of visitors, particularly those with accessibility needs. Relating to everything from the Site’s physical infrastructure to the information made available to visitors, to the services and facilities provided, these improvements aim to create an environment where everyone can make the most of their time at the Show.

OUR APPROACH

GUARANTEEING THE SHOW'S ACCESSIBILITY

Over and above the regulatory obligations that apply to venues that are open to the public, the PAS has launched a series of measures designed to improve accessibility for people with special needs. These initiatives include:

- Creation of disabled parking spaces.
- A mobility equipment hire service to make it easier for visitors to get around the Site.
- A free golf cart service that takes visitors with disabilities and their companions directly to their meeting places.
- Creation of priority queues for people with disabilities.
- Installation of audio induction loop systems at the entrances and certain information kiosks, to ensure optimal communications with people wearing hearing aids.
- A gradual revision of the graphic charter for the Show’s signage, from one edition to the next, with the goal of delivering legible information to people with visual impairments.
- Hiring of wheelchair platform lifts and stairlifts to fit out the infrastructure managed by the organizer.
- Awareness-raising for Exhibitors and regular reminders of current accessibility regulations.

AUDITING OUR PRACTICES


As part of the PAS’s continuous improvement process, it has been bringing in specialized companies to conduct disability access audits since 2013. For the 2023 edition, the firm Atipy was hired to perform this assignment. Atipy organized a comprehensive disability access audit of the Show and held a meeting to consult with various non-profits. The PAS will take that audit’s conclusions into account in order to make improvements to the event’s accessibility in 2025.

YOUR RESULTS FOR THE 2023 EDITION

An accessibility audit

produced by
the company 

38 rentals

of disabled mobility
equipment thanks to 

101
disabled
parking spaces

↑ 68%
compared to the
2019 edition



A free disabled golf cart service
available to Exhibitors and
Professional Visitors

OUR AREAS FOR IMPROVEMENT FOR 2025

- 1 Ensuring that content and services are digitally accessible to people with disabilities.
- 2 Providing subtitles for the presenters' commentaries during aerial demonstrations broadcast on the giant screens.
- 3 Raising Exhibitors' awareness of the importance of making their facilities accessible, particularly in the Chalet line.

PROMOTION OF EQUAL OPPORTUNITIES

As a major international aeronautics event, the PAS provides an ideal platform for awareness-raising, educating and rallying the entire aerospace industry to social causes. In other words, it is an opportunity to work towards improving diversity, equal opportunities and social inclusion. Amongst these causes, two themes were showcased at the 2023 edition: increasing the number of women working in aeronautics and promoting the employment of people with disabilities within the industry. These issues are of vital importance to GIFAS and the PAS, which are fully committed to playing the role of catalysts for change and increased awareness.

PROMOTION OF WOMEN'S EMPLOYMENT IN AERONAUTICS SECTORS

As part of the Careers Plane, GIFAS shone a light on the pivotal cause of increasing women's employment in the aeronautics industry. That initiative aimed to raise awareness, educate and encourage more women to consider a career in a sector that has long been dominated by men. Four key actions were organized:

- A round table on daring to take action for more women in aerospace, organized by ISAE-SUPAERO.
- A conference on training paths for women, organized by the ENAC Foundation, ISAE-SUPAERO and AiremploiEspace Orientation.
- An award ceremony for female representation, organized by AiremploiEspace Orientation.
- A tour of the women-focused non-profit EllesBougent for 200 girls and female mentors, giving them a glimpse into different career paths in aeronautics.



PROMOTION OF THE PROFESSIONAL INSERTION OF PEOPLE WITH DISABILITIES

Hanvol is a non-profit that was created by GIFAS to train and encourage the employment of people with disabilities in aeronautics and air travel.

Hanvol participated in the Careers Plane by inviting job seekers to visit its stand to learn about career in the sector, as well as advisers from employment support services for people with disabilities and job centres in Ile-de-France.

A meeting was arranged during the Show to present Hanvol's actions, results and outlook to companies, institutional partners and media in attendance.





ENVIRONMENTAL ISSUES

CIRCULAR ECONOMY

Like the rest of the events sector, the PAS recognizes the need to transition to alternative modes of production and consumption of natural resources. From this perspective, the PAS made the circular economy the cornerstone of its 2023 edition. The PAS's approach to the circular economy focuses on material recovery, meaning the reuse or recycling of waste. To achieve a high recycling rate, significant financial, human and material resources were required to raise stakeholder awareness at the Site and to set up waste sorting stations.

OUR APPROACH

FUNDING FOR WASTE MANAGEMENT

Several editions ago, the PAS instituted an environmental tax to help support the cost of waste management. This environmental contribution is calculated at a cost per square metre that varies depending on the type of fit-out (stand, chalet or outdoor area). The purpose of this tax is to support the financing of waste management operations, during both build-up and operation of the event. It also helps to fund initiatives like a collaboration with RE'UP for the 2023 edition.

AWARENESS-RAISING ON RECYCLING FOR STAKEHOLDERS

It is vitally important to raise the awareness of the different stakeholders (Exhibitors and service providers) in order to ensure effective waste management and the attainment of defined targets. The PAS has set up sustained communications on this subject:

- Production of detailed recycling guides that explain the waste management procedures applied during the different phases of the Show (build-up, operation and dismantling), as well as special arrangements.
- Continuous awareness efforts throughout the Show in the form of actions by RE'UP's recycling teams.
- Posting of informational panels in the halls, reminding everyone of sorting instructions, accompanied by audio messages played across the Site..

For purposes of future improvements, the PAS acknowledges the importance of raising Exhibitor awareness beginning in the marketing phase, in order to transmit key messages. Consequently, this approach will be a priority area for improvement for 2025.



Sorting guides

WASTE MANAGEMENT DURING BUILD-UP

Waste generated during the build-up phase accounts for about 20% of the total waste produced by the Show. To improve the recycling rate, the PAS has taken the following initiatives:

- Creation of voluntary drop-off points in the halls and the Show's static display areas, to simplify the collection of sorted waste.
- Assignment of RE'UP Recycling Rangers to static display areas, where they coordinated waste management and acted as points of contact for the service providers.
- Performance of additional, manual waste sorting at the Site.

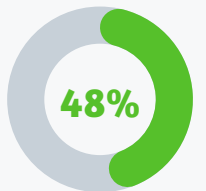
WASTE MANAGEMENT DURING SHOW OPERATIONS

Waste generated during the operations phase accounts for about 10% of the total waste produced by the Show. Because of the size of the exhibition Site, the PAS uses skips for waste collection. For this edition, the PAS instituted a source separation system with one skip for recyclables (yellow) and another for non-recyclables (grey). However, the results in terms of recycling rates were less than expected. As a result, improving this collection process will be a priority for the 2025 edition.

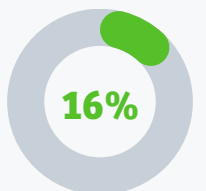
WASTE MANAGEMENT DURING DISMANTLING

Waste generated during the dismantling phase accounts for about 70% of the total waste produced by the Show. During dismantling, the Exhibitors' service providers had three options for managing their waste: take it away with them, sort it into single material skips at advantageous pricing or leave it unsorted with application of a dissuasive surcharge. The objective of this approach was to encourage service providers to sort and recycle their waste.

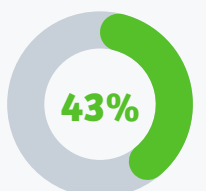
For the first time ever, the PAS established a sorting area outside in the car park, where skips filled with unsorted non-hazardous industrial waste were emptied and sorted. That sorting area was a great success and also made it possible to retrieve materials for reuse (see next page).



recovery rate at build up versus 15% in 2019



recovery rate in operation versus 8% in 2019



recovery rate on dismantling versus 14% in 2019

AN INITIATIVE TO REUSE MATERIALS

From build-up to dismantling, RE'UP's assignment encompassed on-site stakeholder awareness-raising about waste sorting, the performance of additional sorting during build-up and the retrieval of discarded materials to be given to actors involved in the circular and solidarity economy.



Recipients of gifts of used materials



OUR AMBITIONS WITH THE EVENTS SECTOR

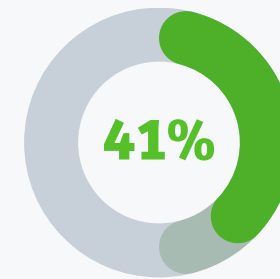
Over the course of the past three years, the events sector was hit hard by a series of factors such as the COVID pandemic, the war in Ukraine, the rising price of energy, unusual fluctuations in demand for materials and disruptions to maritime transport. This convergence of challenges shone a light on the vulnerabilities of our linear model of resource consumption, which has brought our world face to face with a series of environmental, social and economic challenges. The PAS works with other industry stakeholders to initiate change in practices within the sector and to promote the principles of the circular economy.

One example of this commitment was a study conducted by the PAS on the circularity of the different fit-outs at the Show. Its objective was to quantify and qualify the streams of materials used to create event fittings and set-ups. The conclusions of this study will be shared with other actors in the sector and will play a role in defining circularity targets for the industry. The complete study results are available on request by sending an email to rse@siae.fr.



Methodology of the circularity study

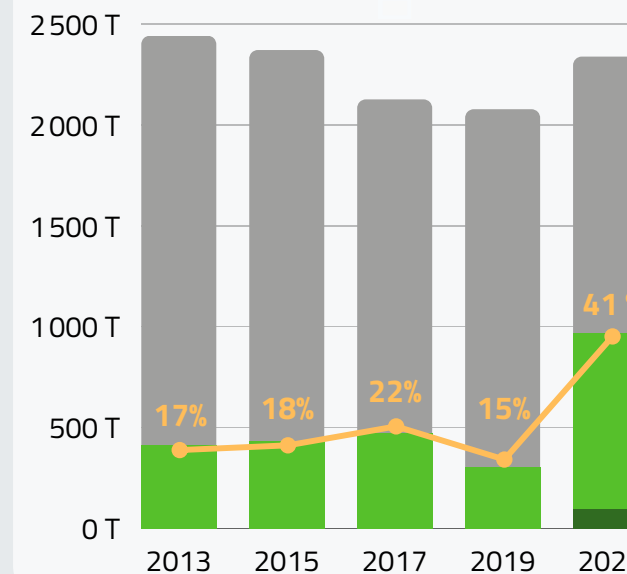
OUR RESULTS FOR THE 2023 EDITION



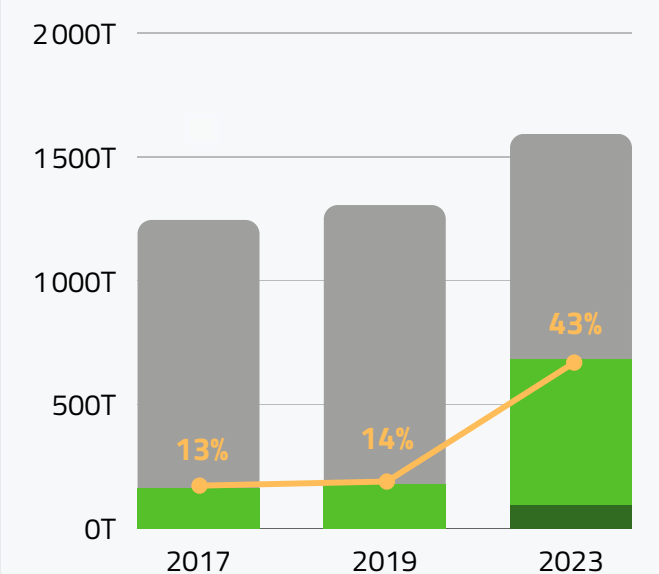
waste recovery rate, with a target set at 50%

75,5 T of materials were recovered and donated to organisations involved in the circular and solidarity economy

Waste management in all phases (Organiser and Exhibitors)



Waste management during dismantling (Organiser and Exhibitors)



■ Landfill or energy recovery facilities ■ Recycling facilities ■ Reuse networks — Recovery rate

OUR OBJECTIVES FOR THE 2025 EDITION

- To reduce the quantity of waste produced by Organisers and Exhibitors in all phases (build up, operation and dismantling) by **10%** based on 2023.
- To achieve a **55%** recovery rate (recycling + reuse) for Organiser and Exhibitor waste in all phases (build up, operation and dismantling).
- Achieve a **10%** re-use rate for Organiser and Exhibitor waste, i.e. materials distributed to solidarity re-use channels.



SUSTAINABLE FOOD

With 292,000 visitors, including 30,000 Exhibitor employees and several thousand people involved in the Show's fulfilment, food is vitally important to the PAS, for two key reasons. First of all, food undeniably contributes to the success and appeal of the event. And second, because of the large quantities of meals served, the PAS has a role to play in promoting food practices that are environmentally friendly, socially responsible and economically viable. There are three types of dining options at the Show:



Public dining, encompassing all the food service locations available to visitors.



Private dining, covering catering services hired by Exhibitors for their reception areas.



Communal dining, referring to Self Galilée, a dining area created for the staff of the organizer and service providers.

≈ **250 000 meals**
served at public dining venues

OUR APPROACH

COLLECTION OF SURPLUS FOOD



For the 2019 edition, the equivalent of 1,000 meals were collected from public dining venues. This requirement was renewed in the service provider's specifications for 2023. Unfortunately, the collection company chosen by the service provider was unable to deliver the service. This action will however be revived in 2025.



For the first time, the PAS launched an action to collect surplus food along the row of chalets, in collaboration with the specialized firm Savr. In spite of the challenges that it faced, this initiative resulted in the recovery of a total of 775 kilograms of food. First and foremost, the PAS has no authority of the choice of caterers, as those decisions are made by the Exhibitors. Consequently, the success of this action was wholly dependent on the Exhibitors' willingness to participate. In addition, it proved to be a real challenge to maintain the cold chain, since most caterers did not have refrigeration units on Site other than insulated bags. This means that some caterers, who were unable to guarantee proper food conservation until the time of collection at the end of the day, refused to take part. Lastly, various logistics problems, like issues with access to the Site's outdoor areas and variable end of service times, were obstacles to an optimal collection process.

COLLECTION OF ORGANIC WASTE

Beginning on 1 January 2024, in accordance with European legislation and the French anti-food waste circular economy law (AGEC), source separating biowaste will become an obligation for all waste producers in France. To prepare as well as possible for this new regulation, the PAS took the initiative of setting up a biowaste collection experience in every dining area for the 2023 edition.

The main goal of this approach was to identify the constraints associated with that type of waste collection, understand different practices employed by the various service providers (caterers, communal dining services and food trucks) and estimate the quantity of biowaste generated. These efforts aimed to ensure the next edition of the Show in 2025 would be prepared for full compliance.

≈ **17 000 meals**
served at the communal dining area

The company Moulinot was hired to perform these collections. Biowaste containers were installed in various locations around the Site. Their contents were then collected in a skip after the Site closed each day.



A total of 1.1 tonnes of biowaste was collected from public dining options. Two significant improvements were identified for application in 2025. First, it is essential that the containers' locations be planned when building the map of dining areas (which changes from one Show to the next) in order to ensure that a container is assigned to each food service provider so as to encourage more effective waste collection. Second, it will be necessary to enhance the communication of sorting instructions to food service providers.



Although it was initially excluded from the scope of biowaste collection, an experiment was run in the row of chalets, thanks to the collaboration of the caterer Momense for the Exhibitor Airbus. This initiative recovered 100 kilograms of organics. Looking ahead to 2025, the PAS plans to revisit the collection methods used, as it appeared that the 2023 containers were not well suited to the row of chalets.



The collection of organics from Self Galilée was a true success story, with 2 tonnes of biowaste recovered. The clearness of the sorting instructions, which were effectively communicated to a single point of contact on Site, was a contributing factor in this success.

OUR RESULTS FOR THE 2023 EDITION

0 plastic bottles

in public dining venues served by the PAS

69 water fountains

spread across the entire event Site



1 192 collected meals

at the Exhibitors in the Chalets with



3T of bio-waste collected

in public and private dining venues with



2 500 donated to the

with a system of donation boxes for Ecocup® cups



OUR OBJECTIVES FOR THE 2025 EDITION

- 1 Optimise the collection of surplus food for private catering by improving the communication of instructions and implementing collection logistics that are better adapted to catering services.
- 2 Improve the efficiency of organic waste collection for the public dining sector by better communicating guidelines and plans, while setting up a specific collection system for the private catering sector.
- 3 Increase the number of water fountains on the Site.
- 4 Taking advantage of the strategy put in place for the Paris 2024 Olympic Games to minimise the use of single-use packaging for meals and drinks in the Public Catering sector.



ENERGY MANAGEMENT

The PAS's energy strategy is based on two main lines. First of all, it aims to improve energy efficiency by modernizing the Paris Le Bourget Exhibition Centre through investments in infrastructure and more energy-saving facilities. These investments will also benefit the other event organizers who use the Site. In parallel, the PAS is committed to reducing energy usage by optimizing its own operations whilst raising Exhibitor awareness about the need to adopt more energy-efficient practices.

OUR APPROACH

SIZEABLE INVESTMENTS IN PARIS LE BOURGET EXHIBITION CENTRE

As the owner of Paris Le Bourget Exhibition Centre, the PAS began modernizing the Site many years ago, with special attention given to reducing its energy consumption levels. This concern became a great priority when it came to designing the new Hall 3.

Since 2010 for example, the PAS has made investments in extending the electrical power supply to certain parts of the Site that had previously been powered by generators. Since then, only three generators (500 kWh) are delivering energy to the most remote areas at the Site. The other generators are used as backups for critical services like the Flying Display Office and the Command and Control Centre.

In 2018, the PAS also launched a programme to replace the lighting in the halls. The installation of energy-efficient lighting systems was completed in 2021, covering a total surface area of 61,000 m².

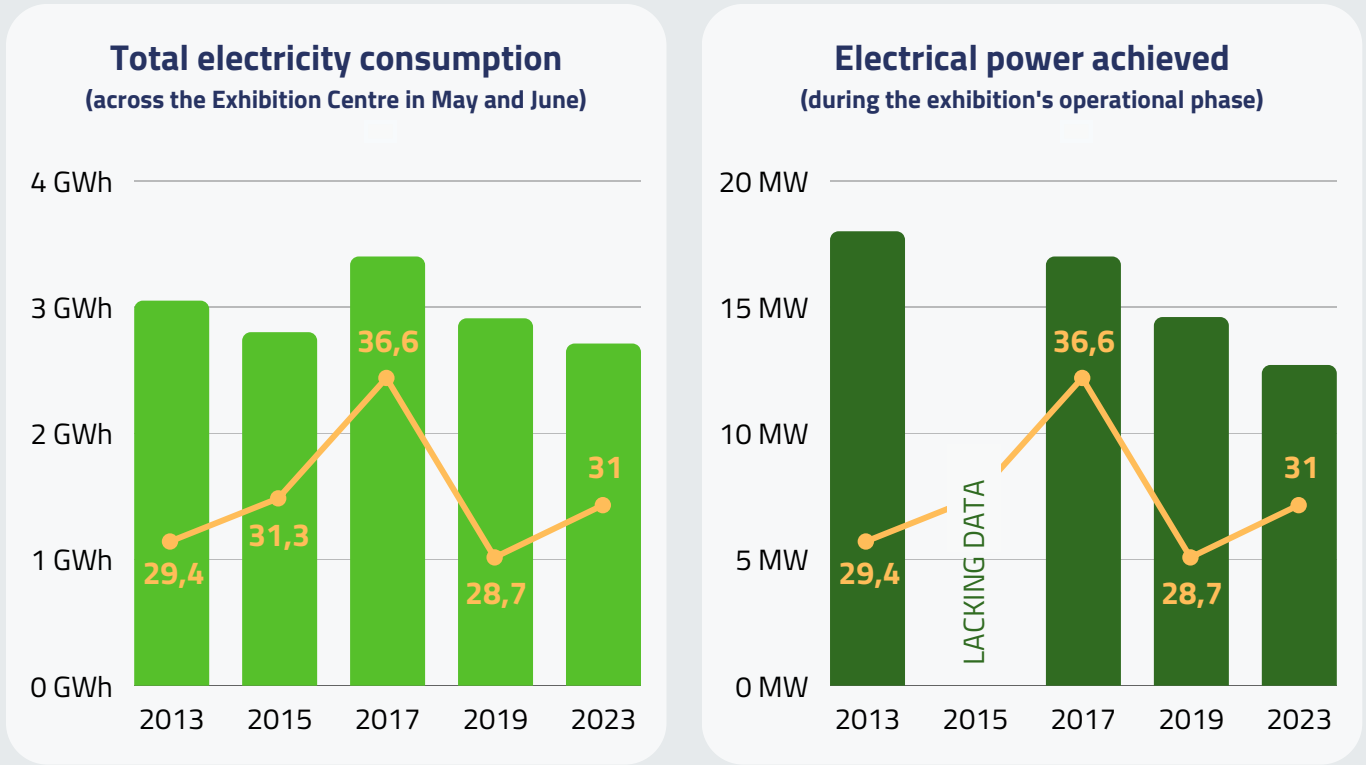
AWARENESS-RAISING FOR EXHIBITORS

Exhibitor awareness is a non-negligible component of the PAS's overall energy strategy. Awareness-raising efforts can be seen in the energy sobriety conditions laid down in the technical guide, as well as in recommendations in respect of the management of electrical boxes.

Since 2019, Exhibitors have been required to use LED lighting for all their set-ups.



OUR RESULTS FOR THE 2023 EDITION



Reduction of **7%** of the energy consumption (between 2019 and 2023)

Maximum temperature measured

OUR OBJECTIVES FOR THE NEXT EDITIONS

- On 25 July 2023, the Council of the European Union set Member States the target of reducing final energy consumption by at least 11.7% by 2030 compared to 2020.

The PAS hopes to maintain its efforts and reduce the total electricity consumption of the Site by **7%** by 2025, based on 2023 figures.
 - Reducing energy consumption for cooling the Halls.
 - Continuing the awareness-raising campaign on energy efficiency aimed at Exhibitors.
- Investing in equipment to improve fluid flow metering throughout the Le Bourget Exhibition Centre.



TRANSPORT FOR VISITORS

The Show takes place on the Site of Paris Le Bourget Airport, a location that comes with its own limitations on access. The fact is that the PAS has had to face significant logistical challenges linked to the structural context (long distance between the Site and public transport options), a congested intersection (A1 and N2 motorways), access controls on vehicles, a reduced number of parking spaces, management of traffic from official delegations and building work for the Paris 2024 Olympics and the future Metro station.

OUR APPROACH

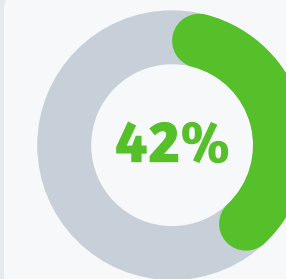
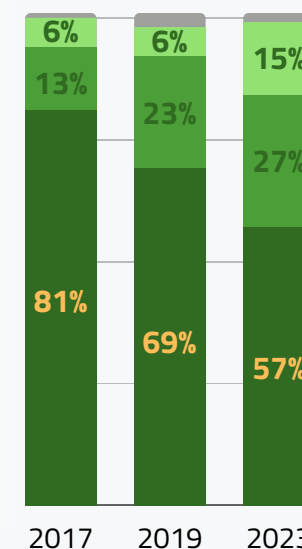
ESTABLISHMENT OF PUBLIC TRANSPORT SERVICES

To address the traffic-related challenges, the PAS has rolled out a range of transport services for recent editions, including connections to the RER rail station, the Aubervilliers train station, Charles de Gaulle Airport, Porte Maillot and the temporary car park in Villepinte. This initiative aims to simplify visitor mobility by lessening their dependence on personal vehicles to travel to the Site whilst promising a high level of comfort and safety. Before the Show, the PAS also runs an awareness campaign directed at all its visitors, encouraging them to opt for public transport. Despite the PAS's initiatives, recent trends have demonstrated a decline in the use of public transport (due in particular to passenger congestion) in favour of cars, especially vehicles with drivers. The PAS has high hopes that the launch of Grand Paris Express Lines 16 and 17 will help to reverse this trend in the years to come.



OUR RESULTS FOR THE 2023 EDITION

Local transport mode (Professional and General Public visitors)



of Professional and General Public visitors used the shuttle service



A car-sharing platform initiative with



OUR OBJECTIVES FOR THE 2025 EDITION

- 1 The PAS has noted an increase in the use of bicycles by Visitors. The PAS will therefore consider installing bike racks and communicating with Visitors about this.
- 2 Tackle traffic and parking issues more effectively in collaboration with public authorities and local communities.
- 3 Enable traffic officers to familiarise themselves with the terrain and take part in training on the day before the Show.
- 4 Improve on-site communication, by reinforcing it on a daily basis, to encourage visitors to use the shuttle service.



SOCIETAL ISSUES



SUSTAINABLE PROCUREMENT

The selection of suppliers is of capital importance to the PAS, as these choices have a direct impact on the event’s success, reputation, customer retention and therefore economic results. To uphold this key aspect, the PAS has implemented rigorous purchasing procedures that emphasize ethical, responsible practices.

Along those lines, the PAS has a firm commitment to complying with the principles of transparency, integrity and fair treatment of stakeholders, and to incorporating sustainability criteria into its selection of suppliers and their products.

OUR APPROACH

OBJECTIVE SUPPLIER SELECTIONS

The selection of the PAS’s suppliers is based on a rigorous approach that relies on objective criteria. It revolves around tender processes that are open, transparent, competitive and fair.

To guarantee total transparency, the PAS endeavours to clearly define the entire selection process for all potential tenderers. Each supplier and service provider is treated equitably, with no form of discrimination or favouritism.

Given the extraordinary scope of the Show, suppliers are chosen according to their ability to meet its demanding requirements in terms of quality, pricing, performance, volume and sustainability.

ASSESSMENTS OF SUPPLIER CSR PRACTICES

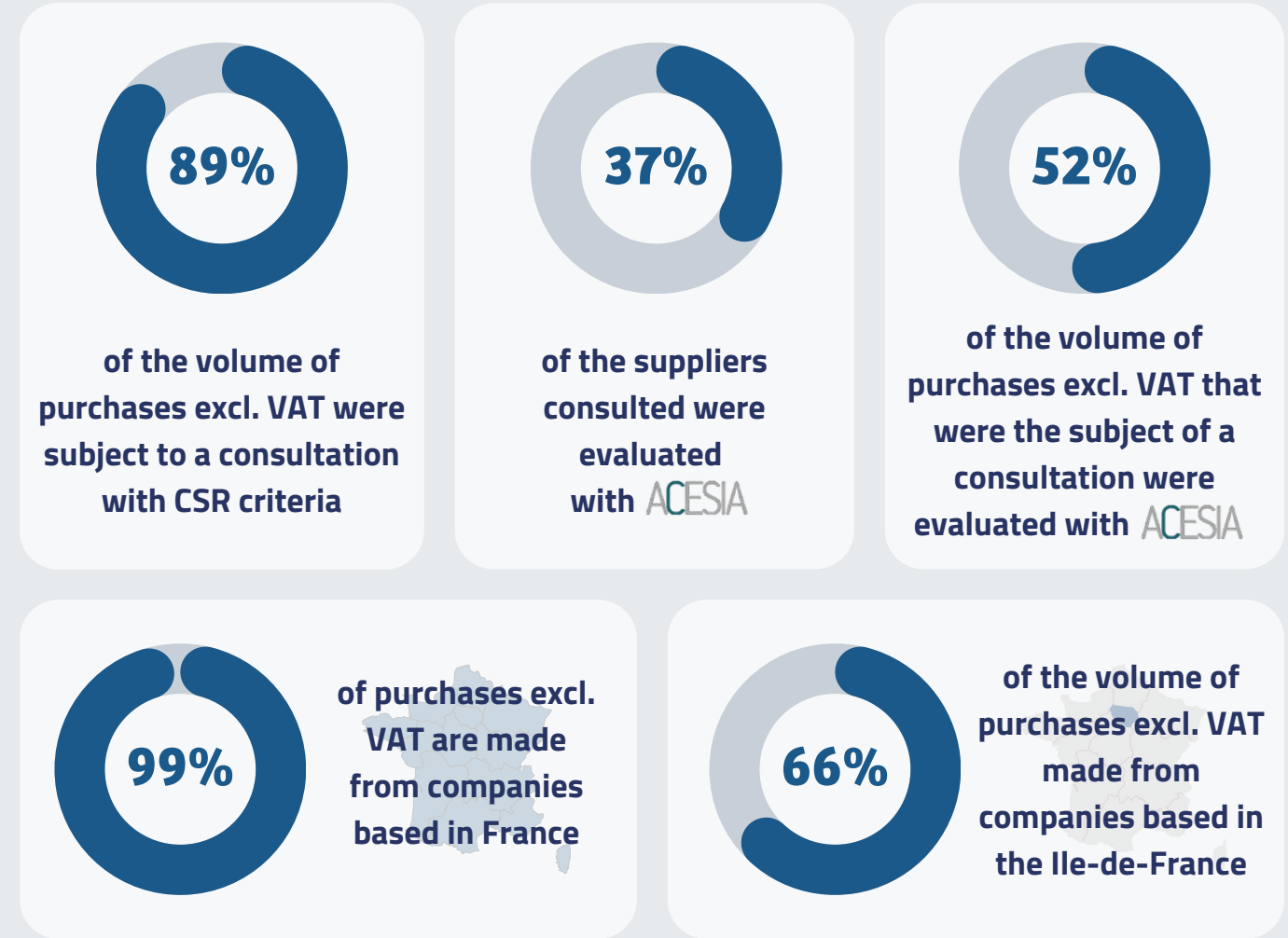
For the first time in 2023, the PAS used the ACESIA evaluation platform developed by AFNOR Certification. That tool makes it possible to assess suppliers’ CSR practices by means of a questionnaire aligned with standard ISO 26000.

Available in two versions (depending on the size of the supplier organization), suppliers are asked to self-assess their maturity between four levels and to provide documented proof for each answer they give.

The 2023 Show was a trial edition for the ACESIA platform, which was integrated with the purchasing procedure over the course of the year. In 2025, CSR evaluations for all potential suppliers will systematically be done on that platform.



OUR RESULTS FOR THE 2023 EDITION



OUR OBJECTIVES FOR THE 2025 EDITION

- 1 Evaluate with ACESIA **90%** of the volume of purchases excluding VAT that will be subject to consultation.
- 2 Increasing purchases from economically-integrated structures and/or the protected and adapted sector.
- 3 To provide financial support to small and medium-sized suppliers by covering the cost of auditing their ACESIA questionnaire. The aim of this initiative is to offer these companies, which have limited financial resources, the opportunity to benefit from a free CSR diagnosis. This approach will enable them to promote this report to other clients and thus raise the profile of CSR issues within the events industry.

SITE SAFETY

As the organizer of a large-scale event, the PAS places the utmost importance on Site safety and security, encompassing both the prevention of wrongdoing by third parties and the efficient management of flows of people and vehicles. The PAS's safety and security set-up demands coordination and cooperation between private and public actors. This complex stakeholder collaboration is essential to guaranteeing a safe, peaceful environment for all the Show's participants.

OUR APPROACH

PRIVATE STAKEHOLDERS

The private resources deployed by the PAS for safety and security purposes are organized by multiple specialized services which are all coordinated from the Command and Control Centre (C3). The C3 plays a central role in this arena, as it also coordinates the Show's health and fire safety services, handling services and technical services, and maintains ongoing contact with State Services.

The specialized services utilized by the PAS include a private security service that manages access, checks tickets and implements safety measures whilst supervising pedestrian foot traffic. There is also a traffic service in charge of managing vehicle flows at the Show, where some 2,000 vehicles and 500 golf carts circulate each day. Lastly, a specifications compliance audit is performed to verify that the private security agents are adequately following the Show's rules and instructions, and to confirm the number of agents on Site.

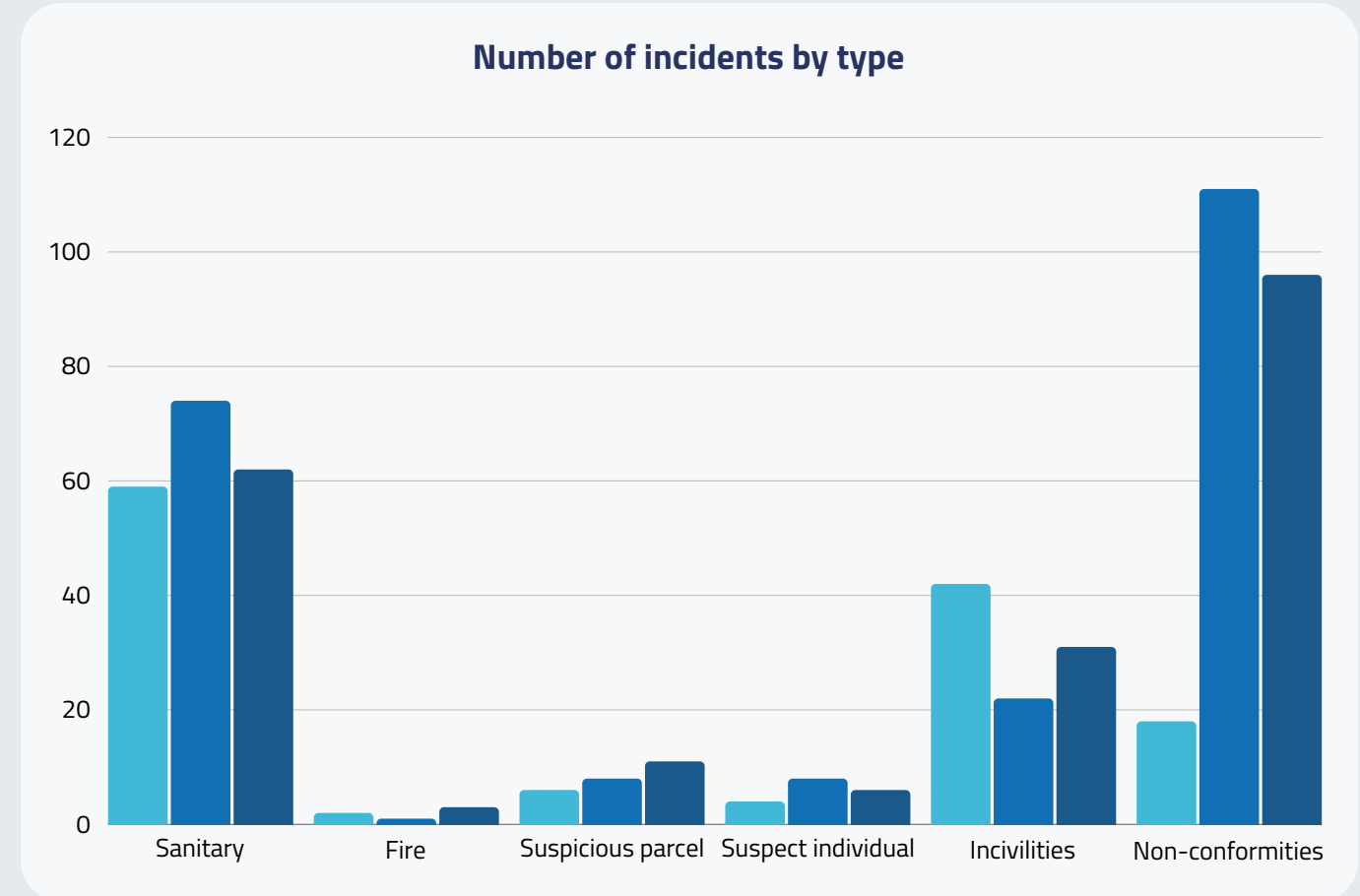
PUBLIC STAKEHOLDERS

The second aspect relates to the resources deployed by State Services, which operate under the supervision of the prefecture. Coordinated from the Joint Command Centre (PCC), these government resources encompass:

- the Department of Public Order and Traffic (DOPC), which is responsible for managing traffic and safety at the Site with the support of Sentinelle, the Air Force and French Intelligence.
- the Air and Border Police (PAF), the Air Transport Gendarmerie (GTA) and the Civil Aviation Safety Department (DSAC), which are in charge of safety on the ground and in the air.
- Municipal Police forces from neighbouring communities, which contribute to overall safety.
- the Seine-Saint-Denis Department is also involved, regulating vehicular traffic around the Site.



OUR RESULTS FOR THE 2023 EDITION



OUR OBJECTIVES FOR THE 2025 EDITION

- 1 Maintaining the quality of reception and the professionalism of the agents.
- 2 Promote and finance collaboration with local players to improve traffic management.
- 3 Gradually introduce new technologies in a targeted way, which are less intrusive and more effective.

SKILLS SPONSORSHIPS

Faced with the cancellation of the 2021 edition due to the COVID-19 pandemic, the PAS responded by making its teams available to various skills sponsorship projects. PAS teams spent several months actively involved in those initiatives, putting their experience and expertise to good use in beneficial and constructive actions. This helped sustain their engagement and their productivity during that difficult time, whilst putting their skills to work for rewarding projects.

PROJECTS

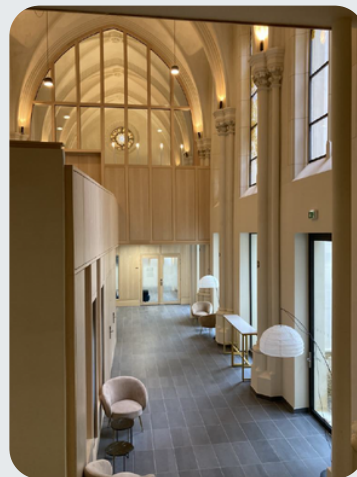


RENOVATION OF MAISON SAINT-CHARLES, A SOCIAL, INTERGENERATIONAL CENTRE

Maison Saint-Charles is the fruit of an encounter between nuns from the Congregation of Dominican Sisters of Charity of the Presentation of the Blessed Virgin, who have been living there for 150 years, and Habitat & Humanisme, a charity that works on housing, professional inclusion and recreating social bonds.

Out of a desire to perpetuate the soul of this hospitable, humanist location, the Congregation of Sisters wanted to convert it into a residence that would foster social and intergenerational mixing. This project includes an intergenerational residence, a refurbished chapel, guest rooms, shared workspaces, and housing.

The PAS teams were tasked with creating, arranging, furnishing and decorating a variety of spaces. The teams' diverse skill sets were harnessed to ensure their assignment was successfully completed.



RENOVATION OF PROPERTY OF LE PARIS HISTORIQUE, A NETWORK COMMITTED TO SAFEGUARDING FRENCH HERITAGE

Rempart is a national organization made up of local and regional heritage conservation associations that have decided to unite in order to share their experiences and bear their common values with pride. The PAS was tasked with suggesting a layout plan for the premises of a member of its network Le Paris Historique, which occupies a mediaeval house that is a listed historic monument in the Marais district of Paris.



CREATION OF SOLIDARITY FOOD TRUCKS FOR THE ORDER OF MALTA TO COMBAT SOCIAL ISOLATION AND FOOD INSECURITY

The Order of Malta is a charitable Catholic hospitaller organization that dates back nearly 1,000 years and whose engagement focuses heavily on charity. It works with the most vulnerable members of society through initiatives on the ground, in sectors relating to solidarity and health, healthcare and first aid. The goal of a solidarity food truck is to allow people in unstable situations, who live in "dead zones" with little to no coverage by charitable institutions, to enjoy a sociable moment over quality food served by a dedicated team. The PAS was asked to convert the trucks, forge local partnerships, find premises and purchase equipment to fit out the trucks.



**FOCUS
ON**

THE CONSTRUCTION OF THE NEW HALL 3

On 31 January 2023, after 7 years of work, including 2 years of design and 20 months of construction, the PAS took delivery of the new Hall 3 at the Paris-Le Bourget Exhibition Centre. The new building now has an exhibition area of 19,260m², compared with 12,040m² in the old Hall.

This Hall will house the International Broadcast and Production Centre for the 2024 Olympic and Paralympic Games.



FOCUS ON THE CONSTRUCTION OF THE NEW HALL 3

Plans to demolish, rebuild and expand Hall 3 at Paris Le Bourget Exhibition Centre (PEX) provided the perfect opportunity to create a new building that could accommodate the Media Centre for the Paris 2024 Olympics and offer up a glimpse at future developments to make the other exhibition halls more welcoming, more environmentally friendly and more sustainable.

ENVIRONMENTAL REVIEW

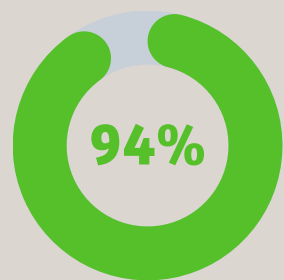
The reconstruction of Hall 3 comes with lofty energy and environmental efficiency ambitions, in line with concerns relating to the organization of the 2024 Olympics as well as with the policy enacted by the Site's operator in connection with respect for the environment, control over the carbon footprint associated with the building plans and operations, and consideration of biodiversity in the project's design.



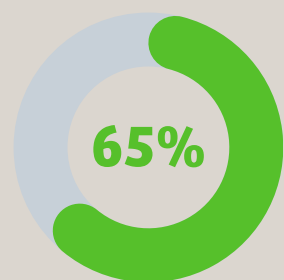
Certified HQE et BREEAM (ongoing)



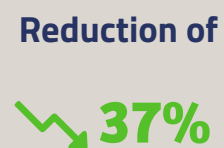
To ensure compliance with these environmental commitments, this project is part of proactive applications for NF HQE (High Environmental Quality) and BREEAM certification. In addition, a life cycle analysis was carried out in order to assess the project's total carbon impact (construction and operations).



of demolition waste recycled



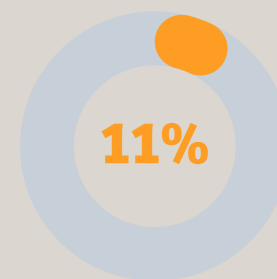
of waste reused or re-employed



Reduction of
in energy consumption compared with the previous Hall 3

SOCIAL REVIEW

In 2018, SOLIDEO's Board of Directors adopted a Charter in favour of employment and territorial development for construction operations linked to the organisation of the Games, which includes Hall 3. According to the contract specifications, the companies carrying out the works and the project management must dedicate at least 10% of the hours worked to people who are far from employment and eligible for the social clauses procedure. When the work on Hall 3 was completed, nearly 22,968 hours had been worked, representing 11.37% of the total number of hours worked (201,955 hours), for a total of 49 people benefiting from the social inclusion clauses.



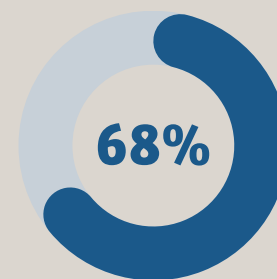
of the hours worked were done by people who were not in employment



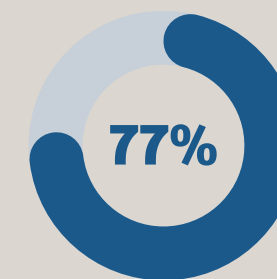
of beneficiaries were from the 93 département

SOCIETAL REVIEW

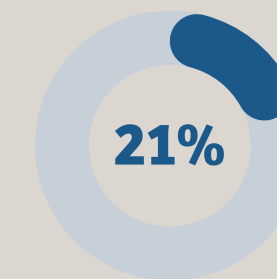
The Charter in favour of employment and regional development also aims to guarantee access to public contracts for SMEs, VSEs and structures from the Social and Solidarity Economy (SSE) by devoting 25% of the total value of contracts to them. For the construction of Hall 3, 21% of the contract value was awarded to VSEs and SMEs, and 11.3% to companies based in the 93 département.



of the companies involved were based in the Paris Region



of the companies involved were VSEs and SMEs



of the amounts committed were made to VSE and SME companies

APPENDICES

PRIORITIZATION OF SUSTAINABLE DEVELOPMENT GOALS

Not all 17 Sustainable Development Goals (SDGs) are of equal importance to a company. And so, the PAS decided to create a hierarchy of SDGs as a function of the social and environmental impact that its activities can have on those goals. The PAS materiality matrix served as a starting point for this exercise.

METHODOLOGY

To connect the Show's CSR issues with the SDGs, the PAS used the SDG Compass, a tool that provides guidance for companies on how they can align their strategies as well as measure and manage their contribution to the realization of the SDGs. An inventory existing business indicators against the SDGs. The indicators included in the inventory were selected from reporting standards commonly used by businesses, such as GRI's (Global Reporting Initiative) and CDP's (Carbon Disclosure Project). This way, we were able to align the Show's CSR issues with the SDGs and their targets.

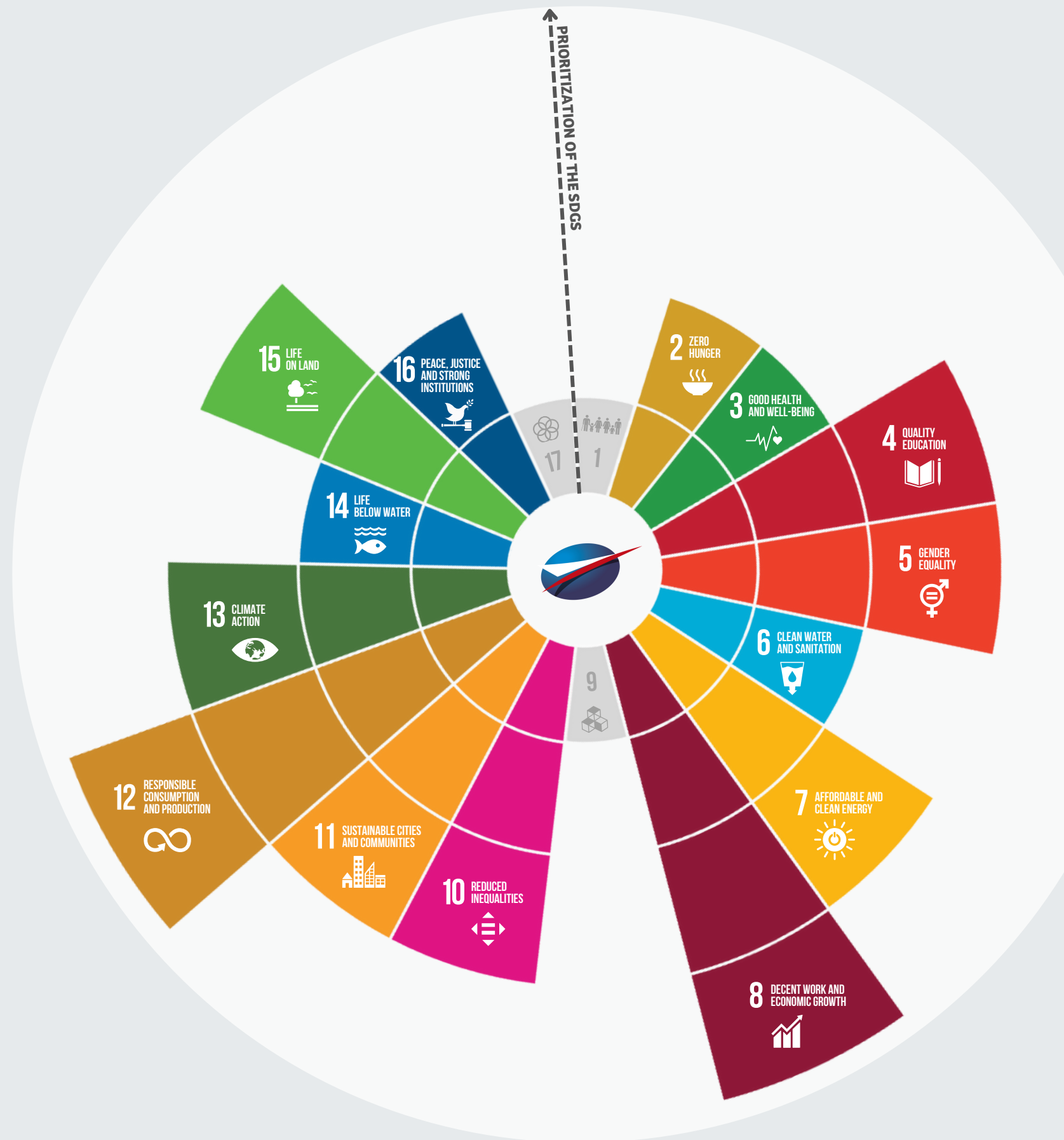
As a reminder the materiality matrix was produced by prioritizing the Show's CSR issues. Those rankings were then aggregated and converted into an average score out of 10 (with one score for the PAS and another for the stakeholders).

So, for each SDG, an average score on the related CSR issue was assigned as shown here (for both the Show and the stakeholders):

Then, for each SDG, the assigned scores were totalled as shown below:



This method accounts for the frequency of the SDGs and generates the associated map. According to this hierarchical approach, Sustainable Development Goals 12 and 8 stand out as key priorities for the Paris Air Show. These SDGs were identified as the most affected by our organization's activities, so they will require special attention and targeted efforts in order to achieve them.



SDG TARGETS

SUSTAINABLE DEVELOPMENT GOALS		2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
SOCIAL ISSUES	Visitor health and safety									11.7					
	Occupational health and safety							8.8							
	Quality of work life			4.3 4.4				8.5							
	Inclusion & Diversity				5.1 5.2				10.2	11.7					
ENVIRONMENTAL ISSUES	Circular economy							8.4			12.2 12.4 12.5			15.2	
	Pollution & Nuisances		3.9							11.3	12.4				
	Sustainable food	2.3									12.3		14.4		
	Energy management					6.4	7.2 7.3	8.4			12.2	13.1			
	Protection of biodiversity							8.4						15.5	
	Transport for visitors								10.2	11.2		13.1			
	Climate change											13.1			
SOCIETAL ISSUES	Quality of welcome & Visitor experience (B)														
	Sustainable procurement				5.1			8.3 8.5 8.8			12.2 12.7				
	Leadership & Innovation Development (B)														
	Stakeholder engagement										12.6				
	Territorial anchoring & Socio-economic benefits							8.3 8.9		11.a	12.b				
	Responsible communication							8.4			12.2 12.6				
	Site safety														16.1



54th INTERNATIONAL
PARIS AIR SHOW
LE BOURGET
JUNE 19-25, 2023

