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16·22 JUIN 2025

INTERNATIONAL
PARIS AIR SHOW
SALON INTERNATIONAL
DE L'AÉRONAUTIQUE ET DE L'ESPACE
PARIS · LE BOURGET

Where
THE FUTURE OF
AEROSPACE
MEETS

CSR policy
Corporate Social Responsibility

Foreword

As Managing Director of the International Paris Air Show (PAS), I am proud to reaffirm our firm commitment to an ambitious approach to Corporate Social Responsibility, which has been deeply rooted in our identity for over ten years. As early as 2013, we were pioneers in obtaining ISO 20121 certification, and today we are continuing our efforts and our desire to go beyond regulatory and standard requirements. Our CSR approach focuses on three major areas: social, environmental and societal.

On the social front, we are determined to offer all our stakeholders the best possible conditions in terms of health, safety and quality of life at work. To achieve our goal of zero accidents, we are continually strengthening our prevention systems, with the priority of eliminating hazards and reducing risks. We are also developing a proactive health and safety culture, based on consultation and participation of all those involved. As part of this, we are aiming to achieve ISO 45001 certification by the 2025 edition of the Show, by implementing all the necessary actions to meet and even exceed the regulatory and standards requirements. In addition, we aim to obtain the 'Great Place to Work' label in order to ensure that our quality of life at work policy is part of a continuous improvement process.

In terms of the environment, we will be taking a key step forward with the completion of our first greenhouse gas emissions assessment. This will enable us to accurately assess our impact on the climate and define an effective strategy for reducing our carbon footprint for future editions. In addition, the circular economy remains a strategic priority, with reinforced initiatives aimed at maximising the re-use of materials from our own facilities and those of our exhibitors after the event.

Finally, on the societal aspect, a study has made it possible to accurately assess the economic weight of the PAS in France and its territory. In 2023, the PAS generated €173 million in economic spin-offs in France, mainly in the Île-de-France region (88%) and locally (17% in Seine-Saint-Denis and Val d'Oise), representing 1,057 FTE jobs generated, 25% of which were local. However, the PAS wishes to further strengthen its roots in its host département. To this end, the PAS is actively working to establish partnerships with local players and to create synergies that will have a lasting and positive impact on the area.

The PAS fully recognises the impacts, both positive and negative, generated by its activities. This pragmatic and responsible approach has enabled it to be a forerunner on many issues and will continue to guide its actions in order to strengthen its commitments and accelerate its progress.

Guillaume Bourdeloux
CEO

Main CSR **projects** for SIAE 2025

IMPROVING WORKING CONDITIONS, HEALTH AND SAFETY

Objective
Obtain ISO 45001 certification

Means to achieve this
- Committing resources to improving our accident monitoring tools and procedures
- Stepping up our awareness campaigns
- Reinforcing our 'zero tolerance' principle from assembly to dismantling

Objective
Drawing up a multi-year reduction plan

Means to achieve this
- Complete our first greenhouse gas assessment and deploy an emissions reduction management tool for future editions
- Encourage the use of SAF by our Exhibitors (Sustainable Aviation Fuel)

UNDERSTANDING OUR CONTRIBUTION TO CLIMATE CHANGE

MEETING THE CHALLENGES OF UNIVERSAL ACCESSIBILITY

Objective
Providing an inclusive experience for all audiences

Means to achieve this
- Create a 'Mobility Assistance Service' to improve the visitor experience
- Develop communication media and signage accessible to all
- Make our digital tools accessible

Objective
Intensifying our local commitment

Means to achieve this
- Increase the number of collaborations with local players on various themes (reuse of materials, food donations, etc.))
- Measure and enhance our socio-economic footprint

STRENGTHENING LINKS WITH OUR REGION

Social commitments

HEALTH AND SAFETY OF VISITORS	2023	Objective 2025
Patients treated on Site who were able to continue their visit	97%	100%
Number of people who received medical assistance	457	
OCCUPATIONAL HEALTH AND SAFETY	**2023**	**Objective 2025**
Patients treated on Site who were able to return to work the same day	85%	100%
Number of reported accidents at work	80	<40
ISO45001 certification for PAS 2025	-	Oui
QUALITY OF LIFE AT WORK	**2023**	**Objective 2025**
Positive answers to the average Great Place To Work question	-	65%
Number of training courses as part of the company training plan	-	10
INCLUSION & DIVERSITY	**2023**	**Objective 2025**
Positive responses to the average of audit questions	-	65%
Number of initiatives implemented	-	3

Environmental commitments

CIRCULAR ECONOMY	2023	Objective 2025
Tonnage of waste from SIAE developments (OIW + Recycling + Reuse)	1 266T	1 100T
Waste recovery rate	41%	>50%
Waste recycling rate	37%	45%
Tonnage of waste reused	65T	200T

SUSTAINABLE FOOD	2023	Objective 2025
Public catering: Obtain indicators on the origin of products (organic farming, local production, seasonality)	-	Oui
Number of meals collected and redistributed to charities	1 192	2 000
Tonnage of bio-waste collected	3T	5T
ENERGY MANAGEMENT	2023	Objective 2025
Total electricity consumption (Organiser, Exhibitors and Suppliers)	2,71 GWh	2.52 GWh
VISITOR TRANSPORT	2023	Objective 2025
Percentage of visitors using local public transport	57%	65%
Number of users of bicycle parking	-	1 300
CLIMATE CHANGE	2023	Objective 2025
Drawing up the PAS 2025 greenhouse gas assessment	-	Oui

Social commitments

RESPONSIBLE PURCHASING	2023	Objective 2025
Volume of purchases (excl. VAT) subject to consultation with ACESIA	52%	100%
Volume of purchases excluding VAT from companies based in the Paris Region	66%	70%
TERRITORIAL ANCHORAGE	2023	Objective 2025
Number of initiatives to strengthen the local roots of the PAS	-	5
CSR APPROACH	2023	Objective 2025
CSR policy	Oui	Oui
ISO 20121 certification maintained	Oui	Oui