



season 2022 - 2023

OLYMPIQUE LYONNAIS CSR REPORT

OL FONDATION ACTIVITY REPORT



ACTIVITY REPORT

Discover Olympique Lyonnais' CSR commitments and OL Fondation's achievements throughout the 2022-2023 season.

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season 2022 - 2023

CORPORATE SOCIAL RESPONSIBILITY (CSR)



OL GROUPE'S COMMITMENTS

The principle of corporate social responsibility applies to all areas of OL Groupe, with different methods and objectives depending on the theme: environmental impact, social approach, operation and philosophy of the training academy, OL Fondation activities. Indeed, given the diversity of the Group's activities, the growing number of direct and indirect jobs generated by them, the essential territorial anchoring and the high media exposure, Olympique Lyonnais has a duty to act as a responsible, committed and supportive player.

OL GROUPE'S ENVIRONMENTAL POLICY

As a professional football club, manager of major infrastructures (Groupama Stadium, Groupama OL Training Center and OL Academy) and organiser of major events, OL Groupe has a duty to take an ambitious approach to limiting the negative impact of its activities on the environment. Since 2021, Olympique Lyonnais has been certified as a «Committed Club» by the Fair Play For Planet label, a result that recognises the Group's overall environmental policy, embodied in an ambitious action plan and a continuous improvement approach.

TRANSPORT AND ACCESSIBILITY

Transport is a major factor in OL Groupe's environmental approach, particularly in terms of the greenhouse gas emissions it generates (spectators, employees, service providers, visitors).

Groupama Stadium's accessibility has been taken into account from the outset, and the site offers a number of advantages to encourage the use of soft modes of transport, including a 500-space bicycle parking facility, and the cost of providing free event services on OL match days (park-and-ride, shuttle bus and streetcar services).

During the 2022/2023 season, a number of accessibility measures have been perpetuated and reinforced:

- The partnership with StadiumGo was renewed. Over the past season, 343 reservations were made, representing 50,000 km travelled. This carpooling avoided the emission of 5.8t of CO₂.
- Building on its success in the summer of 2022, OL, together with its partners Greater Lyon and JDC Decaux, has renewed its plan to set up a «Vélo'v» station. Since April 2023, the station operates 24/7, facilitating use and offering an alternative solution in active mode.
- To encourage the use of bicycles, OL, in collaboration with Unis Bike, offered its supporters a free bike servicing at its last match of the season.
- OL took part in the 2023 edition of the Challenge Mobilité, to raise employee awareness about the many mobility options available for commuting.

In addition, all players from the Olympique Lyonnais professional teams benefit from an electric company vehicle, with charging stations installed at the Groupama OL Training Center. These installations will continue over the next few exercises, for employees, customers and other site users in the stadium parking lots.

ENERGY AND WATER CONSUMPTION

Certified as a «Committed Club» by the Fair Play For Planet label since 2021, in April 2023 Olympique Lyonnais obtained the renewal of this environmental label until 2025. The club obtained a final score of 77/100, an increase of 4 points compared with the assessment carried out in 2021.

Since July 2022, Olympique Lyonnais has been using photovoltaic panels on the car parks at Groupama Stadium. These are now producing electricity at a rate of almost 9,000 MWh/year, equivalent to 80% of the stadium's annual consumption. Since the beginning of 2023, the training center's electricity consumption has been self-consumed by the photovoltaic installation on the training center's covered pitch.



WASTE MANAGEMENT

Optimal waste management is one of the stadium's operating objectives, in close collaboration with the waste management, collection and treatment service providers. To this end, a waste collection area within the stadium enables the various types of waste to be separated at source, in compliance with «5-stream» regulations.

Results for the 2022/2023 season include :

- a 6-fold increase in the tonnage of plastic bottles collected compared with the 2019/2020 season
- a rate of only 4% for the downgrading of recyclable waste collected
- a 17% reduction in refuse collection rotations compared with the 2021/2022 season
- a 2% increase in overall material recovery compared with the previous season, despite the substantial increase in ordinary industrial waste.

Also of note, waste from the company restaurant is composted directly on site, thanks to composters set up since November 2020 near the Groupama OL Training Center. Lastly, a complimentary scheme helps avoid the production of food waste thanks to the partnership established since 2016 with the Banque Alimentaire du Rhône and Sodexo, the stadium's catering service provider. This partnership has made it possible to re-distribute around 1.5 tonnes of food during the 2022/2032 season, to partner associations of this food bank.



BIODIVERSITY

Olympique Lyonnais' concern for biodiversity is an integral part of the site's operations. The Club has taken a number of steps to address these concerns, including the planting of species adapted to the climatic conditions around Groupama Stadium, the maximum use of non-thermal equipment and the absence of phytosanitary products for the upkeep of green spaces, as well as the reasoned use of these products for the development of the lawns at Groupama Stadium and the Groupama OL Training Center.

Groupama Stadium's environmental indicators

	Season 2020/2021	Season 2021/2022	Season 2022/2023
Electricity consumption	8 132 MWh	9 529 MWh	8 612 MWh
Water consumption	34 543 m ³	23 640 m ³	36 323 m ³
Proportion of spectators using public transport on match days or major events	-	52 %	55 %
Waste production	135 tonnes	340 tonnes	414 tonnes
Percentage of waste recycled or recovered	27 %	29 %	31 %
Quantity of food collected by the Banque Alimentaire	3,1 tonnes	6,8 tonnes	1,5 tonne
Number of major events (sports and concerts)	-	37	36
Number of seminars held	NA	482	453

These indicators relate to the Groupama Stadium perimeter, excluding the Groupama OL Training Center, and do not include the «OL Vallée» buildings which are not the responsibility of OL Groupe (hotel, office building, leisure center, medical center, etc.). Some indicators are not provided for the 2020/2021 season, which had been heavily impacted by sanitary constraints.



THE SOCIAL APPROACH TOWARDS EMPLOYEES



Olympique Lyonnais does everything in its power to be a quality employer, and works actively on initiatives to attract and retain employees. Indeed, OL Groupe is counting on an average workforce of 550 employees for the 2022-2023 season, and attaches great importance to the management of its human resources.

PROFESSIONAL TRAINING & SKILLS DEVELOPMENT

Developing skills and thus contributing to the lifelong employability of its employees is a major focus for OL Groupe, which has always invested in training through the OL Academy and its corporate training plan.

An ambitious training plan was implemented in 2022/23, with 9,758 hours of training given over the year, representing an average of 29.7 hours of training per person. 329 people benefited from the training program, representing 60% of employees. In addition to compulsory training, the training policy focused on skills directly applicable to the job (sports diplomas, IT skills, English, etc.) and on personal development, particularly for managers.

The management course initiated in 2021 for experienced managers has been extended and supplemented by co-development, enabling everyone to continue to develop their practices. At the same time, a course for local managers has been set up to provide them with the fundamentals of management.

Skills development has led to professional mobility for 54 employees, who have progressed in their positions, and to 9 work-study students being offered permanent or fixed-term contracts. Employability and career advancement are key elements for OL Groupe, which encourages internal mobility.

QUALITY OF LIFE AT WORK

Olympique Lyonnais aims to provide good working conditions for all on a daily basis. A number of initiatives during the season were aimed at bringing employees together and creating a sense of cohesion:

- 7 integration days for new arrivals
- 6 «Fun & serious» get-togethers to present the organization and latest department news
- 6 social evenings bringing together company employees for moments of togetherness
- 7 «Vis ma vie jour de match» (Live my life on match day), giving new employees a behind-the-scenes look at the matches
- 4 management meetings to communicate information on business, corporate strategy and priorities for the year
- 2 visits to the LDLC Arena, currently under construction, to give all employees an insight into the Group's new business.

The company concierge service for employees continued to expand, and the partnership with a gym in the immediate vicinity of the workplace was renewed.

Finally, Group employees have continued their volunteer actions during working hours to contribute to OL Fondation's missions with its associative or hospital partners. Since the launch of this programme in 2018, more than 200 employees have become involved, creating a strong connection between the external solidarity approach and responsible commitment among employees.

Integration course



SOCIAL DIALOGUE

The 2022/2023 season was marked by professional elections held in May and June. Employees are now represented by 27 full members and 14 alternates across the Group and its filials, ensuring a rich social dialogue.

This social dialogue covers all business sectors, since the sports sector is also represented by elected players.

SAFETY POLICY

Over the course of the season, the Group formalized an Annual Program for the Prevention of Occupational Risks and Improvement of Working Conditions (PAPRIACT), aimed at better anticipating and managing occupational risks within the company. This work has enabled us to identify areas for improvement, for which actions are currently being studied, notably with regard to the handling and working space of logistics personnel, and the anticipation of workplace accidents among male and female players.

Efforts have also continued in the fight against harassment and sexist harassment among employees, with an awareness-raising meeting for the «managers' committee», and the training of harassment referents. Lastly, 7 employees have taken a «Mental Health First Aid» training course to enable them to provide initial support to people in crisis or suffering from mental health problems. These measures have been put in place as part of a preventive approach to health in the workplace.

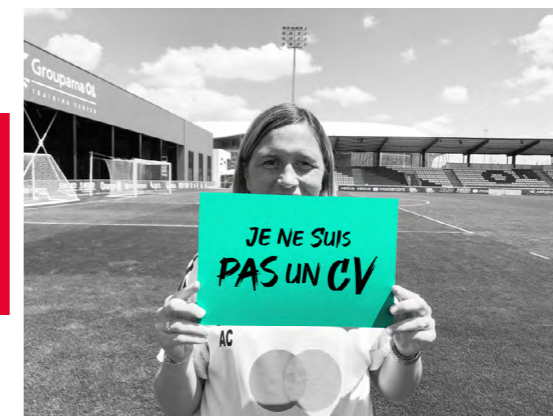
A SOLIDARY HR POLICY

Olympique Lyonnais is committed to combating all forms of discrimination within its organization, in particular as an employer, and to implementing an HR policy that promotes diversity and equal opportunities.

A pioneer in the development and professionalization of women's football since 2004, Olympique Lyonnais is also a driving force in professional equality between men and women in terms of employment, employee status and internal promotion. Within OL Groupe, women account for 29% of the workforce, and in particular 30% of managers, a population where the representation of women has been steadily increasing for several years, but where there is still room for improvement.

In this context, a broader «Diversity and Inclusion» project was launched during the season, with the aim of reinforcing internal commitments. Five working groups were set up to address the themes of disability in the workplace, professional equality and inclusion of people on the margins of employment. The resulting action plans will be rolled out over the coming season and beyond.

Training and support for young people is another important issue for OL. To this end, the Group is committed to promoting their professional integration by taking on a large number of work-study students, numbering 40 for the 2022/2023 financial year.



THE RESPONSIBLE VISION OF A COMMITTED FOOTBALL CLUB



OL ACADEMY, AN INSTITUTION DEDICATED TO DEVELOPMENT



Dakar Sacré Coeur - OL Academy players take an initiatory trip to Senegal



The Academy continues its vocation of training, innovation and exploration, while preserving values handed down from generation to generation.

The balance sheet for the 2022/2023 season includes very good «performance results», reflected in the number of young players integrated into the two professional teams and very good academic results.

In addition, two major projects were completed to ensure our continued excellence. Firstly, recognition by the French Football Federation and the French government as the 1st women's training center in France to be awarded the «Label», and secondly, the signing of an agreement with the new Arnaud Beltrame college in Meyzieu to provide optimum schooling for every young player.

Sporting and educational training is enriched by social and environmental experiences with partner associations, meetings and testimonials.

In January 2023, the partnership with Dakar Sacré Coeur (partner academy in Senegal) gave the U16 generation the opportunity to share a week's intercultural experience with young Dakar footballers, complemented by charity work in Senegal with the support of OL Fondation.

Finally, in collaboration with the « Colosse aux pieds d'argile » association, Olympique Lyonnais has rolled out a program to raise awareness and prevent the risks of sexual violence, aimed at young people and educators. A Charter of Ethics has been in place since July 1, 2022, with awareness-raising workshops for all adult supervisors (employees and volunteers) and all young people, boys and girls alike. This scheme provides an additional framework for preventing sexual violence in sport, harassment and hazing, and will continue in the years ahead.

ENCOURAGING AND ACCOMPANYING THE AMATEUR WORLD

Olympique Lyonnais has always been committed to supporting associations in the Auvergne-Rhône-Alpes region. Today, 35 partner clubs, divided between the Réseau Sport Excellence and the Réseau Sport, benefit from a close relationship, exceptional quality of service and numerous services provided by Olympique Lyonnais, particularly in terms of development and training.

Through the Olympique Lyonnais training organization, apprenticeships are organized to contribute to the development of amateur clubs and the training of young people in a variety of professions. This season, 50 young people took part in one of the training programs. For the 1st time, a training program called «FIER» was set up for young people from the training center and refugee people, in the administrative and reception jobs.

In addition, short training courses lasting one or two days enabled 150 educators from amateur clubs to come to the OL Academy to discuss 16 topics directly linked to the development of sports organizations and the field of sports coaching. These training initiatives were carried out over the course of the season with several partners (FORMAPI, CIEFA Groupe IGS, etc.), with the aim of contributing to the professionalization and structuring of amateur clubs. For the 2022/2023 season, more specific support measures have been proposed to each structure. The introduction of several decentralized sessions in partner clubs has not only enabled us to step up our immersion training initiatives, but also to strengthen local ties.

Finally, as a thank-you to its partner clubs, Olympique Lyonnais continued its match-day promotion initiatives: ball boys and girls, the Orange challenge, but also by taking part in private sessions at professional team training sessions.

International partnerships (Lebanon, Vietnam, China, Senegal, Morocco, etc.) also provide employment and training opportunities, which are regularly opened up to the network of partner clubs. The educators selected then receive specific training within the OL Academy before sharing OL's know-how with these foreign clubs.

Finally, in another form of collaboration between the Club and its amateur partners, the 2022/2023 season marked the 1st year of OL Fondation's support to Lyon La Duchère, co-financing the «Pôle Prévention Ecoute et Médiation». Following on from OL Academy's work with the « Colosse aux pieds d'argile » association, OL Fondation is supporting Lyon La Duchère in its efforts to raise awareness and prevent violence, particularly in the sporting world.

Sharing skills with international partners



OL Fondation and « sOLidaire » endowment fund are the two tools that Olympique Lyonnais has used, since 2007 for the former and since 2009 for the latter, to embody its values of solidarity and commitment.



In August 2022, OL Fondation celebrated its 15th anniversary, with dedicated actions and special invitations to the OL - AJ Auxerre match.



season 2022 - 2023

OL FONDATION ACTIVITY REPORT



Since the creation of OL Fondation, a number of organisations have benefited from strong support thanks to the resources made available by Olympique Lyonnais and its teams:

- FINANCIAL SUPPORT
- SPOTLIGHTING
- NETWORKING

The strategy of OL Fondation and « sOLidaire » endowment fund is based on 3 major objectives, which guide the choice of partnerships and projects supported:

OFFERING HOPE AND EMOTION THROUGH FOOTBALL

PROMOTING EQUAL CHANCES

IMPROVING OUR ENVIRONMENTAL IMPACT

season 2022 - 2023



FONDATION
SOLIDAIRE SUR TOUS LES TERRAINS



1 HOPE AND EMOTION

10

players visiting the hospital

8000

+ of places offered for matches

1

robot for 18 matches

25

special meetings in training

2 PROMOTING EQUAL CHANCES

86

young girls and boys from Sport Dans La Ville inspired by 4 players

600

+ of people found a job

24

Décines children at the stadium every day for homework help

100

near young people discovered OL professions

400

families helped their energy bill

3 SENSIBILIZATION FOR ENVIRONMENT

2

sites dedicated to biodiversity

400

people attending nature workshops

10

classes reached through the Scol'ère program

OFFERING HOPE AND EMOTION THROUGH FOOTBALL

Pillar n°1

For children with a passion for sport, living a special moment at the heart of their club is an unforgettable experience. In this way, we strive to offer unique moments to bring hope and comfort to people who are ill, disabled or in difficulty. These beneficiaries are invited to meet our players, to attend a training session or a match or to visit the Groupama Stadium.



partner
HÔPITAL FEMME MÈRE ENFANT (HFME)



strong links
CENTRE LÉON BÉRARD

4 HOSPITAL VISITS WITH OUR PLAYERS

HFME - Nicolás Tagliafico, Maxence Caqueret



HFME - Rémy Riou, Alyssia Paljevic



HFME - Ada Hegerberg, Wendie Renard



HFME - Melvine Malard, Dzsenni Marozsán



18 CHILDREN CONNECTED AT THE STADIUM THANKS TO THE OL FONDATION ROBOT

Since 2016, our telepresence robot Awabot has been creating a virtual but warm link between sick children and the Club's highlights. This season, 20 immersions took place on match days and also on special events with young patients from the Femme Mère Enfant (HFME) hospital and the Centre Léon Bérard.

OL/Lorient - Romain



OL/Lens - Eva



OL/Nice - Nathan



OL/PSG - Hugo



OL/Metz - Eliot



TRAINING SESSIONS

25 people attended training sessions for the men's and women's teams. These meetings are organized in conjunction with local associations and medical and social organizations.

Julie



Aubriel



DONATIONS OF MATCH TICKETS

More than 8,000 tickets offered to associations, for matches and visits to the Groupama Stadium.

Museum visit - Brigades Nature



OL/Toulouse - Foyer Odynéo La Charmille



OFFICIAL PHOTOS

Like every year, the official photo shoot of the two professional teams is an opportunity to invite young fans to experience a special moment. For the 2022-2023 season, Céline and Eleanor struck a pose.

Céline and the men's team



Eleanor and the women's team



Pillar n°2
PROMOTING EQUAL CHANCES

In the world of football, social origin is not a decisive factor for success on the pitch. It is with this conviction that we wish to devote all our energy to initiatives that promote equal opportunities: equality between men and women, equality at school, equal access to employment and the fight against precariousness.



ACCESS TO EMPLOYMENT FOR ALL

Since 2007, OL Fondation has been organizing and supporting programs to combat discrimination in access to employment. Since 2016, with the inauguration of Groupama Stadium, regular events have been set up with employment partners. Since 2020, specific actions in favor of the integration of distant publics have been added to the overall scheme, to take account of the changing social context.

MORE THAN 600 PEOPLE HAVE FOUND JOBS THROUGH OUR DIFFERENT PROGRAMS



8 JOB DATING «OL EMPLOI» IN 6 CITIES OF THE LYON METROPOLITAN AREA

500 candidates met, with the support of Nes & Cité



3 EVENTS #JENESUISPASCUNCV ORGANISED AT GROUPAMA STADIUM

23 companies involved, over 300 candidates present



FORUM ALTERNANCE 2023 AT GROUPAMA STADIUM

53 companies, over 1,300 candidates, in collaboration with Pôle Emploi, the OL Business Team community and numerous partners



FIER TRAINING PROGRAMME FOR NEWCOMERS REFUGEES

9 people trained, including 4 integrated into partner amateur clubs



FAIR(E) PROJECT

Since October 2020, 408 people have been supported, 60% of whom have found a job or training course thanks to this innovative remobilisation scheme.

SPORT AND INSERTION WITH « SPORT DANS LA VILLE » ASSOCIATION

4 PLAYERS MET THE ASSOCIATION'S YOUNGSTERS

14/09/22 - Amandine Henry



08/03/23 - Alyssia Paljevic and Griedge Mbock



25/01/23 - Conf des Gones with Corentin Tolisso



5 JOB MEETINGS WITH MANY OL EMPLOYEES, FOR THE «JOB DANS LA VILLE» PROGRAM

«Accélérateur passe décisive», visit OL Academy



Discovering careers



Sports commentators



«Paris Métiers»



«Prépare ta recherche d'emploi»



3 SOLIDARY HIGHLIGHTS, FOR YOUNG PEOPLE AND ASSOCIATION PARTNERS

Dictation Sport Dans La Ville at Groupama Stadium



Gala Sport dans la Ville with Dzszenifer Marozsán and Sara Dábritz



Jogg dans la Ville at Groupama Stadium



EDUCATION ASSISTANCE WITH « MA CHANCE MOI AUSSI » ASSOCIATION

Since 2019, the association has set up a branch at Groupama Stadium. Every day, it welcomes 24 children from Décines-Charpieu city for educational and civic support.

Cooking workshop



Escort Kids OL/MHSC



Christmas party



End-of-year fair



ASSISTANCE TO VULNERABLE PEOPLE



Exceptional measures were decided by the OL Fondation governance in September 2022. In response to the social context, an additional budget of €50,000 was set aside for fuel and food insecurity. This budget was used to help the Rhône Food Bank purchase food and to assist 400 families with their energy bills, via the Habitat et Humanisme association.

As part of its support for the «Entreprise des Possibles» collective, OL Fondation inaugurated a day-care center in Villeurbanne, and joined forces with the «Les Parages» project, run by the Apprentis d'Auteuil, to house students living in social isolation.

ACCESS TO SPORT FOR ALL, WITH ADIDAS

Since 2021, adidas, outfitter of Olympique Lyonnais, has also been involved in OL Fondation's social actions. A sports field renovated thanks to this partnership was inaugurated in autumn 2022 in Vaulx-en-Verin city. Olympique Lyonnais player Melvine Malard was on hand to promote access to sport for girls and young women.



As part of the « Nuits Sonores 2022 » Festival, a unique collaboration between Olympique Lyonnais, Arty Farty, adidas and OL Fondation raised funds for the CARGO association. These funds were used for the TIGALY tournament, a sporting and cultural event based on the values of inclusion and diversity.



Pillar n°3

IMPROVING OUR ENVIRONMENTAL IMPACT

OL Groupe's environmental awareness is expressed first and foremost through its eco-responsible approach to the club's infrastructure. This approach, which began with the design of the stadium, limits the negative impact of the various activities and aims to preserve the environment of the Olympique Lyonnais sites. OL Fondation is fully committed to this objective by raising awareness among the general public.



2 SITES DEDICATED TO BIODIVERSITY

12 beehives, 250kg of honey harvested



Pedagogical garden



A total of 29 workshops and some 350 people reached.



Target groups: Schools / OL Academy / Associations / Medical-social establishment / Medical-educational institute / Employment integration establishment / Accommodation establishment for dependent elderly people / Meyzieu juvenile detention center.

FOOTBALL AND ENVIRONMENT SENSIBILIZATION

Football fresco with Football Ecologie France for OL Academy U16s



OL Fondation offers bike servicing to fans at matches with Unis Bike



RAISING AWARENESS IN SCHOOLS

During the 2022/2023 season, OL Fondation's support for the Fédération Léo Lagrange enabled the «Carbone Scol'Ere» program to be rolled out in 10 classes in the Lyon region, notably in Décines, Vaulx-en-Velin and Vénissieux. This educational and entertaining program informs pupils about environmental issues and proposes everyday challenges to anchor new habits of life and action.





OTHER SOLIDARITY EVENTS IN THE 2022-2023 SEASON



all season long

At every match throughout the season, an audio description system is deployed for visually impaired spectators, in partnership with ASA and ISCPA in Lyon.

october 2022



LEON BERARD «Pink October» solidarity ticket sales for the OL Féminin - 3375 €, in aid of cancer research

Audio description

november 2022



LEON BERARD Presence of OL staff (men's and women's teams) at the Léon Bérard Centre gala dinner

OL Academy and partner clubs take part in Telethon fundraising tournament

january 2023



Support for the victims of the fire on 15 December in Vaux en Velin

may 2023



LEON BERARD «All Star Tour Padel» tournament with the support of Crumbs, Voilà Voilà and All In Padel, in aid of the Léon Bérard Centre



november 2022



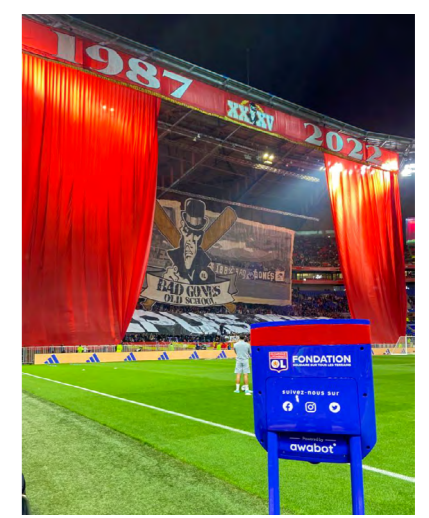
november 2022

5th «Donate blood at Groupama Stadium» day, in partnership with the Etablissement Français du Sang (French Blood Establishment)



january 2023

Dakar Sacré Coeur: «Initiation trip» for OL Academy players in Senegal, and support for 3 local associations via OL Fondation



THANK YOU TO ALL OUR PARTNERS

Founding members OL Fondation



With the support of



During the 2022-2023 season, jerseys worn by Olympique Lyonnais players were put up for sale on this auction site for every Ligue 1 match and for Women's Champions League matches. Part of the proceeds went towards funding OL Fondation projects.



Adidas, committed with OL Fondation on the theme of access to sport for all.

Partners of the « Cité des Entreprises pour l'Emploi »



#JENESUISPASUNCV



Fair[e] project - consortium members and program funders



Photo credits :

Adidas, Banque Alimentaire du Rhône, Brigades Nature, Centre Léon Bérard, Crumbs, Damien LG, Fédération Léo Lagrange, Football Ecologie France, Foyer Odyneó La Charmille, #JenesuispasunCV, Lyubomir Domezetski, Ma Chance Moi Aussi, Maison Métropolitaine d'Insertion pour l'Emploi, Nes&Cité, OL Fondation, OL Play, Réservoir Sun, Seve Romany, Sport dans la Ville

