



# SUSTAINABILITY POLICY

OPA Group is a leader in the events and public relations market and its expertise is based on 4 skills areas: **MEDIA - EVENTS - INCENTIVE SCHEMES - DIGITAL**, shared between the OPA Events, OPA Turquoise, OPA Média, I Love Events and Rayteam agencies based in Neuilly, Paris, Nantes and Rennes.

Combining creative strength and media expertise with excellent logistics and operations skills, we design unique and meaningful tailor-made events which generate lasting images in a constant concern for the development of responsible practices.

OPA Group is **ISO 20121** certified within the scope of the aforementioned subsidiary agencies and involved all staff and stakeholders in this process.

Our approach is built around the following priority issues:

## PROTECTING

ENVIRONMENTAL FOCUS

Our environmental challenge is to support all events by acting in an eco-responsible way.

**CONTROLLING**  
Managing consumption

**IMPROVING**  
Presenting low-impact & eco-designed solutions

## CONTRIBUTING

SOCIAL FOCUS

Our social challenge is to support human resources by acting as a responsible employer.

**PROMOTING**  
Optimising human resources and well-being at work

**ENCOURAGING**  
Helping employees grow their skill set through continuous professional development

**PROTECTING**  
Providing a healthy & safe working environment for employees and external hires

## IMPROVING

ECONOMIC FOCUS

Our economic challenge is to support our ecosystem by adopting an approach based on responsible practices.

**STRUCTURING**  
Developing internal processes to contribute to project performance

**STEERING**  
Making the choice of responsible solutions systematic with stakeholders

Including the principles of the duty of inclusion, duty of vigilance, integrity and transparency, the whole of this approach is based on our core values:

**Performance • Innovation • Sincerity**

In this context, we undertake to provide the support and resources necessary for the implementation and monitoring of this policy with a view to continuous improvement, by ensuring that we have the human, material and financial resources to achieve the objectives set while being a driver for progress and bringing together all our stakeholders. Management is committed to meeting the requirements of the ISO 20121 standard and the legal requirements.

We expect all relevant parties to make a commitment to quality, responding to environmental, societal and economic issues.

Neuilly-sur-Seine, 23 march 2023

**Cyrille TESTELIN**  
Co-Chairmen, OPA Group SAS

**Olivier LOMBARD**