



OLYMPIC & PARALYMPIC GAMES

IMPACT AND SUSTAINABILITY POLICY



THE OPPORTUNITY

Los Angeles is a creative epicenter where imagination is currency and individuals from all over the world pursue their wildest dreams. Home to people from more than 140 nations speaking 224 languages and representing millions of stories and ideas, the region defies a singular identity and is a place of self-expression and possibility. The LA28 Olympic and Paralympic Games will reflect and celebrate Los Angeles' diversity – while seizing the opportunity to use sport as a driver of progress.

The power of sport lies far beyond the field of play, and as the biggest stage in sports and human achievement, the Olympic and Paralympic Games offer a tremendous opportunity to catalyze lasting change. The Games bring people together through shared purpose, providing a platform to uplift communities, strengthen connections, inspire action and champion ideals. With Los Angeles hosting the Olympics for the third time and the Paralympics for the first time in 2028, the Games will leverage the region's existing infrastructure and the community's rich history of sports and live entertainment to deliver the world's first Games to build no new permanent venues – maintaining a focus on people first to create a lasting human legacy.

Together with partners across the U.S. and around the world, the LA28 Olympic and Paralympic Games will execute a comprehensive impact and sustainability plan to drive these efforts forward. Success will be a product of shared responsibility, co-created through a network of human capital with unlimited capacity for innovation. Rooted in the issues of material relevance to LA28 Games stakeholders and guided by the United Nations Sustainable Development Goals, the Olympic Agenda 2020+5 and Los Angeles' Green New Deal, the LA28 Olympic and Paralympic Games impact and sustainability program is organized around three commitments. These commitments will work in tandem to expand equitable access to the benefits leading up to and surrounding the Games.

- 1. Economic Empowerment: Driving shared economic development across the region.**
- 2. Youth Sports: Making it possible for more kids to play and compete, regardless of background.**
- 3. Healthy Environment: Accelerating local sustainability practices and investment.**



THE COMMITMENTS

1. The LA28 Games are committed to expanding access to Economic Empowerment by driving shared economic development across the region.

The Olympic and Paralympic Games are a moment to shine – for both competing athletes and surrounding communities. Hosting the Games in and around Los Angeles will bring a slew of economic opportunities to the region, generating an estimated \$14 billion in economic output and supporting up to 93,000 full-time equivalent jobs. The LA28 Games will leverage these opportunities to lift up neighborhoods and empower future leaders. From creating economic inroads for local business owners to collaborating with partners on long-term workforce development programs, the LA28 Games will promote economic growth, job opportunities and career pathways across the Los Angeles region – with a focus on minoritized and historically disadvantaged communities.

KEY DRIVERS:

- **Equitable Procurement:** Create opportunities for local business owners, including minority-, women- and disability-owned businesses, to participate in Games delivery through an equitable procurement process supported by business development initiatives.
- **Local and Diverse Hiring:** Promote hiring, retention and training efforts around a local and diverse work force while advocating for greater inclusion of underrepresented groups in sports and live entertainment.
- **Workforce and Business Pathways:** Generate skill-building opportunities for community members through professional development programs, local partnerships and career pipelines for teens, young adults and transitional workers, and capacity-building opportunities for local business owners to increase their chances of participating in the Games and other major events in the region.



2. The LA28 Games are committed to expanding access to Youth Sports by making it possible for more kids to play and compete, regardless of background.

The Olympic and Paralympic Games showcase the pinnacle of sport, convening the best athletes in the world to compete on the largest global stage. But the benefit of sport is not reserved for elite competition. Every kid deserves to experience the joy of sport, as playing and competing prepares young people with skills and values that they will carry for life. Sports teach teamwork, hard work, persistence and perseverance, as well as how to win, how to lose and how to endure. Recognizing their transformative power, the LA28 Olympic and Paralympic Games believe sports should be available to everyone – regardless of socioeconomic status, race, gender, physical ability or neighborhood. The LA28 Games will make sports programming more readily available for young people across the region, including adaptive sports in the lead-up to Los Angeles' first Paralympic Games. As part of this commitment, and with support from the International Olympic Committee, the LA28 Games are investing up to \$160 million to bring more sports to kids in Los Angeles, the single largest private investment in youth sports in California's history.

KEY DRIVERS:

- **Accessible Youth Sports Programming:** Support geographically dispersed, low to no-cost quality youth sports programming that expands equitable access to sports for kids from low-income communities while promoting diversity and inclusion across gender, racial minorities and young people with disabilities.
- **Olympic and Paralympic Sport Exposure:** Leverage the power of the Olympic and Paralympic Games to inspire participation in a greater breadth of sports and expand opportunities for kids to explore and discover their passions.
- **Coach and Administrator Development:** Advance the development and training of youth sports coaches and administrators to bolster the creation of safe physical and emotional spaces for kids in sports.

3. The LA28 Games are committed to expanding access to a Healthy Environment by accelerating local sustainability practices and investment.

The Olympic and Paralympic Movement has long understood its unique ability to advance global sustainability. By managing environmental resources and investing in solutions for the Games that positively impact the broader region, LA28's sustainability program will rise to the occasion and serve as a transferable model for responsible mega-events. The approach spans all of Los Angeles, with a focus on under-served communities who are disproportionately affected by the region's environmental challenges – like persistent air pollution and intensifying heat waves. It builds on the progress already achieved in California through aggressive climate policies, practices and innovation – and is designed to fit Los Angeles' unique environment. In a city that has hosted the Games twice prior, this starts with a Games Plan centered upon the radical reuse of existing world-class venues. The LA28 Games will be the first Games in history to utilize all existing and temporary venues.

KEY DRIVERS:

- **Radical Reuse:** Fit the Games to the region via circular design and the maximization of existing venues, infrastructure, local materials and equipment.
- **Climate Action and Resilience:** Minimize greenhouse gas (GHG) emissions through responsible energy, water and waste management while building adaptive capacities to respond to the changing environment.
- **Transformative Technology:** Extend the application of Games-based solutions to the broader community with a focus on clean transportation networks and air quality.

GOVERNANCE

Privately funded through commercial sponsorships, licensing, hospitality, ticketing and the International Olympic Committee, the LA28 Games are grounded in fiscal responsibility, and the impact and sustainability plan will build from this foundation. Rather than creating financial burdens or diverting public resources, the LA28 Games will enhance the community, catalyzing programming for Angelenos of all abilities and identities.

To ensure integrity and transparency across Games operations, a comprehensive sustainability management system [SMS] will firmly embed the impact and sustainability commitments into LA28's organizational structure. With oversight from LA28's independent Board of Directors, the SMS will keep Games planning moving forward while supporting commitments made to stakeholders.

KEY DRIVERS:

- **Strategic Framework:** Establish key performance indicators [KPIs] within each commitment, execute action plans to drive progress toward objectives and integrate shared responsibilities across functional areas.
- **Stakeholder Engagement:** Ensure continuous dialog with community groups, non-governmental organizations, government agencies, commercial partners, delivery partners, and industry associations – including through the activation of working groups, beginning with Community Business and Procurement, Local Hire and Workforce Development and Sustainability. Engage the LA28 Games leadership and workforce through the formation of the internal LA28 Sustainability Steering Committee.
- **Supply Chain Management:** Develop and implement a supplier responsibility strategy that applies equitable environmental, social and ethical criteria to purchasing decisions across all procurement categories.
- **Reporting Systems:** Utilize data tracking systems to measure progress toward objectives and monitor risks and opportunities.
- **Compliance Mechanisms:** Activate policies, training processes and non-conformity procedures to uphold business ethics and anti-corruption and protect human and civil rights across all aspects of Games planning and production, including safety and security practices.
- **Evaluation Method:** Establish a rigorous evaluation method to provide outcome-based accountability, with processes in place for corrective action when required.

As planning and production efforts evolve, the LA28 Games will ensure continuous improvement through the systematic analysis of processes, supporting robust organization-wide engagement in the impact and sustainability plan through the refinement of the strategic framework. The Games will keep pace with the regulatory landscape to assure concordance with prevailing disclosure requirements, aim to align targets with the best available external standards and communicate openly and honestly about organizational progress.

The interconnected nature of LA28's commitments will create a compounding legacy that will make an impact ahead of 2028. Driven by the opportunity to achieve equitable progress, guided by interconnected and stakeholder-centric commitments and anchored by responsible governance, the LA28 Olympic and Paralympic Games will serve as a catalyst for lasting benefits to the region, becoming an example of what's possible for global mega-events.

