



ESG STRATEGY

2025-2030

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EXECUTIVE CHAIRMAN'S STATEMENT

ESG STRATEGY 2025-2030

As a first division football club, Aris FC is driven by progression and the values of determination, humility and togetherness, along with the belief that these values can empower people to lead better lives.

We are proud that Aris FC is a diverse, vibrant and multi-cultural community and we believe that by embracing that diversity and making a commitment to increasing representation across all groups who interact with the club, we will improve our business performance, while ultimately providing greater opportunity for all.

The aim of the equality policy is to promote our own equality objectives and in doing so, help to ensure that everyone is treated fairly and with respect.

The club's commitment is to promote inclusion and to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual

orientation, race, marital status or civil partnership, race, nationality, ethnic origin, religion or belief, ability or disability, pregnancy and maternity and to encourage equal opportunities.

The club is very close with the fans of the city and the fans really have a bond with the club that's why when they refer to them, they mention them as the second team of all the fans plus they have the nickname light brigade.

Aris FC is a club with great potential by having financial health, their fans and fighting to each season for qualification to European championships.

Sincerely,

Executive Chairman



INTRODUCTION

As the world's most popular sport, football has significant social and environmental impact. With that impact comes a responsibility for clubs to move beyond traditional corporate social responsibility and adopt a comprehensive, long-term Sustainability Strategy, a structured programme with clear goals, actions, and performance indicators.

In line with UEFA's Football Sustainability Strategy 2030 and the United Nations Sustainable Development Goals, Aris Limassol F.C. has developed Aris FC Sustainability Strategy 2025–2030. This five-year plan integrates core values such as respect for human rights and the protection of the environment, aiming to embed sustainability into every aspect of the club's operations.

To ensure effective implementation, Aris has appointed a dedicated Sustainability Officer, and through this strategy, we seek to inspire action, engage our community, and help build a more sustainable future for football and society.



APPOINTMENT OF FOOTBALL SOCIAL RESPONSIBILITY OFFICER

ESG STRATEGY 2025-2030

At Aris Limassol F.C., the appointed Football Social Responsibility Officer is responsible for implementing and advancing the club's Sustainability Strategy 2025-2030, fully aligned with UEFA's Football Sustainability Strategy 2030.

The role includes:

- // Leading the design and execution of the club's sustainability strategy, and promoting respect for human rights and environmental responsibility within the football community.
- // Taking action to foster sustainable development, equality, and inclusion across all club operations.
- // Ensuring the safety and wellbeing of all stakeholders by applying policies that promote non-discrimination and protect vulnerable groups, including young athletes

// Adopting and overseeing sustainable practices in infrastructure development, event management, and day-to-day operations.

// Implementing measures to enhance accessibility and participation in football activities, regardless of disability or individual circumstances.

// Driving initiatives that reflect the club's commitment to environmental stewardship, social responsibility, and inclusive growth.

Based on the Board of Directors' minutes, Mr. Athinodoros Agiomamitis has been appointed as the Football Social Responsibility Officer.

ESG STRATEGY 2025–2030 OBJECTIVES

Aris Limassol F.C. ESG Strategy 2025–2030 is established based on the following principles:

To align with UEFA’s Football ESG Strategy 2030.

To develop a comprehensive strategy by defining key action areas, implementation tools, and operational mechanisms.

To redefine the club’s role in relation to modern social and environmental values that shape the sport.

To establish the processes and tools necessary to achieve its sustainability goals.

To generate measurable data on the club’s environmental footprint and social impact.





STRATEGIC FRAMEWORK

At Aris Limassol FC, social and environmental responsibility are core values that guide our commitment to reducing our environmental footprint and enhancing our positive impact on society.

With this vision in mind, we have developed our Sustainability Strategy, focused on building resilient communities and promoting environmental stewardship.

Our strategy is aligned with **UEFA's Football Sustainability Strategy 2030** and the **United Nations Sustainable Development Goals**, ensuring our actions reflect our dedication to meaningful, long-term change.



ENVIRONMENTAL RESPONSIBILITY

GREEN BY NATURE

Climate Change // Circular Economy //
Sustainable Events // Sustainable Facilities

STRATEGIC PILLARS

SOCIAL IMPACT

ARIS FOR ALL

Equality & Inclusion // Anti-Racism // Child & Youth
Protection & Welfare // Football For All Abilities



THE CLUB

Adoption of best environmental and social practices by the club across all areas of its operations.

AREAS OF FOCUS

LOCAL SOCIETY & STAKEHOLDERS

Promoting awareness of key environmental and social issues and embedding sustainable practices through collaboration with local partners who share the club's values, inspiring both fans and the wider community.

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ENVIRONMENTAL RESPONSIBILITY

Green By Nature

Climate Change



Circular Economy



Sustainable Events



Sustainable Facilities



Equality & Inclusion



SOCIAL IMPACT

Aris For All

Anti-Racism



Child & Youth Protection & Welfare



Football for All Abilities



17 PARTNERSHIPS FOR THE GOALS



Transparency, Accountability & Democracy



G

GOOD GOVERNANCE

Strategic Pillars
SDGs & UEFA Policies

STRATEGIC PARTNERSHIPS & COLLABORATIONS

Aris FC collaborated with a range of local and (inter)national partners to deliver its sustainability and social responsibility initiatives, including but not limited to:

// German Oncology Center

// Local Environmental Organization

// Animal Shelter

// Local Medical Institutions

// Local Social Care Foundation

// Educational Institutions

// Local Charity for the Elderly

// Sponsors & Partners

// Local Pediatric Care Center

ENVIRONMENTAL RESPONSIBILITY

GREEN BY NATURE

STRATEGIC FRAMEWORK

CLIMATE CHANGE

THE CLUB



SDGs & UEFA POLICIES



GOALS 2025–2030

Reduction of GHG emissions by adopting environmentally responsible practices across all operations.

ACTIONS

Measure and reduce annual CO₂ emissions from the club’s activities and events.

Implement carbon offsetting actions to compensate for unavoidable emissions.

KPIs

% of annual CO₂ reduction

% of annual CO₂ offsetting

Table 1: «Green By Nature» // Climate Change (1/2)

CLIMATE CHANGE

LOCAL SOCIETY & STAKEHOLDERS



SDGs & UEFA POLICIES



GOALS 2025–2030

Raising environmental awareness within the community.

Collaborations with local authorities and environmental organizations to protect biodiversity and preserve natural ecosystems.

Partnerships with suppliers and commercial partners to collectively reduce the club’s overall carbon footprint.

ACTIONS

Participate in educational activities and awareness raising campaigns.

Participate in tree planting activities, community, beach clean-ups, and biodiversity preservation.

KPIs

Number of educational activities, participants, and impact of campaigns.

Number of initiatives the club participated in and % of CO₂ emissions.

Table 1: «Green By Nature» // Climate Change (2/2)

CIRCULAR ECONOMY

THE CLUB



SDGs & UEFA POLICIES



GOALS 2025–2030

Optimization of the waste management system.

Minimization of single-use plastics.

ACTIONS

Adopt UEFA’s 3R approach.

Utilize recyclable, re-usable and biodegradable products.

KPIs

% waste diverted from landfill.

% of used products made of recycled and/or biodegradable materials.

% of single-use plastics consumed.

Table 2: «Green By Nature» // Circular Economy (1/2)

CIRCULAR ECONOMY

LOCAL SOCIETY & STAKEHOLDERS



SDGs & UEFA POLICIES



GOALS 2025–2030

Collaboration with local organizations for the collection and reuse of sports clothing and equipment.

Development of environmental awareness within the community.

ACTIONS

Install bins for the collection of clothing and sports equipment.

Establish drop-off points for used sportswear and gear.

Launch awareness campaigns and educational initiatives to promote re-use and sustainability.

KPIs

% of re-use of sports clothing and equipment.

Number of educational activities, participants, and impact of campaigns.

Table 2: «Green By Nature» // Circular Economy (2/2)

SUSTAINABLE EVENTS

THE CLUB



SDGs & UEFA POLICIES



GOALS 2025–2030

Enhancement of sustainability of events organized by the club.

ACTIONS

Implement electronic ticketing and sustainable sourcing of merchandise.

Promote environmentally friendly fan mobility options.

Apply circular economy principles during events.

KPIs

% of CO₂ reduction during events.

% of CO₂ reduction related to fan mobility.

Number of fans participating in sustainability initiatives.

Table 3: «Green By Nature» // Sustainable Events (1/2)

SUSTAINABLE EVENTS

LOCAL SOCIETY & STAKEHOLDERS



SDGs & UEFA POLICIES



GOALS 2025–2030

Collaborations to promote optimal and sustainable transportation methods during sports events.

Development of environmental awareness among fans through targeted initiatives and communication.

Collaboration with suppliers to offer food options with a lower environmental footprint and to reduce food waste.

ACTIONS

Participate in campaigns promoting the use of public transportation.

Offer incentives for public transportation or carpooling.

Measure the environmental footprint of fan travel.

Execute awareness raising campaigns.

Increase the availability of plant-based food and donate surplus food to local organizations.

KPIs

Number of campaigns, awareness initiatives, and educational activities.

Table 3: «Green By Nature» // Sustainable Events (2/2)

SUSTAINABLE FACILITIES

THE CLUB



SDGs & UEFA POLICIES



GOALS 2025–2030

Optimization of water management.

Optimization of energy management.

Optimization of waste management.

ACTIONS

Use water-soluble detergents for facility cleaning.

Install recycling bins and bins for re-usable materials throughout the club’s facilities.

Implement water and energy saving installations.

KPIs

% reduction in water consumption.

% reduction in energy consumption.

Table 4: «Green By Nature» // Sustainable Facilities (1/2)

SUSTAINABLE FACILITIES

LOCAL SOCIETY & STAKEHOLDERS



SDGs & UEFA POLICIES



GOALS 2025–2030

Collaboration with local authorities and organizations to develop sustainable sports infrastructure and green public spaces.

ACTIONS

Support the development of sustainable sports facilities and green spaces to improve community wellbeing.

KPIs

Number of projects supported.

Table 4: «Green By Nature» // Sustainable Facilities (2/2)

SOCIAL IMPACT

ARIS FOR ALL

STRATEGIC FRAMEWORK

EQUALITY & INCLUSION

THE CLUB



SDGs & UEFA POLICIES



GOALS 2025-2030

Promotion of equal opportunities for all social groups.

Promotion of gender equality.

ACTIONS

Establish equality and inclusion policy.

Organize educational activities focusing on gender equality.

Develop awareness raising campaigns concerning gender equality.

KPIs

% of female employees and female players in the club in the professional team and on grassroots level.

% employees from disadvantaged social groups.

Number of educational activities and impact of campaigns.

Table 5: «Aris For All» // Equality & Inclusion (1/2)

EQUALITY & INCLUSION

LOCAL SOCIETY & STAKEHOLDERS



SDGs & UEFA POLICIES



GOALS 2025–2030

Leveraging sports as a means for educational development and social integration.

Collaboration with local institutions for the integration of refugees in the community and in the fight against discrimination of all kinds.

ACTIONS

Coordinate sporting events that promote equal treatment & implementation of related educational activities.

Execute awareness campaigns & implement educational programs that combine sports and education.

KPIs

Number of educational activities and impact of campaigns.

Number of collaborations with local institutions and organisations.

Table 5: «Aris For All» // Equality & Inclusion (2/2)

ANTI- RACISM

THE CLUB



SDGs & UEFA POLICIES



GOALS 2025–2030

Proactive measures and response protocols for racial discrimination across all operational levels of the club.

ACTIONS

Establish an anti-racism policy.

Organize educational activities for administrative & technical staff, executives, and players.

KPIs

Number of educational activities and participants in activities.

Table 6: «Aris For All» // Anti-Racism (1/2)

ANTI- RACISM

LOCAL SOCIETY & STAKEHOLDERS



SDGs & UEFA POLICIES



GOALS 2025–2030

Collaboration with schools and municipal authorities to address racial discrimination and promote respect for human rights.

ACTIONS

Develop and implement educational initiatives and awareness raising campaigns regarding human rights issues.

KPIs

Number of educational activities and participants in activities.

Number of collaborations with local institutions and organisations.

Table 6: «Aris For All» // Anti-Racism (2/2)

CHILD & YOUTH PROTECTION & WELFARE

THE CLUB



SDGs & UEFA POLICIES



GOALS 2025–2030

Ensuring a safe environment and conditions for children and young people at all operational levels of the football club.

ACTIONS

Appoint a Child and Youth Protection Officer.

Create a Child and Youth Protection policy & internal regulations and develop a procedure for submitting and handling complaints.

Implement educational activities to identify signs of abusive behaviors toward children and young people.

KPIs

Number of reported incidents of child and youth abuse.

Number of educational activities, participants, and impact of campaigns.

Table 7: «Aris For All» // Child & Youth Protection (1/2)

CHILD & YOUTH PROTECTION & WELFARE

LOCAL SOCIETY & STAKEHOLDERS



SDGs & UEFA POLICIES



GOALS 2025–2030

Engagement in fostering sport values and ethics among young people.

Collaboration with local institutions and suppliers for the promotion of good health and wellbeing of children and youth.

Promotion of animal welfare as part of public health and well-being.

ACTIONS

Actively support and participate in campaigns that raise awareness and take action against child abuse.

Participate in activities aimed at promoting good health and well-being among children and youth.

KPIs

Number of educational activities, participants, and impact of campaigns.

Number of collaborations with local institutions and organizations.

Table 7: «Aris For All» // Child & Youth Protection (2/2)

FOOTBALL FOR ALL ABILITIES

THE CLUB



SDGs & UEFA POLICIES



GOALS 2025–2030

Access for individuals of all abilities to the club’s sports facilities.

Provision of job opportunities and career development for people with disabilities

ACTIONS

Establish a policy for the accessibility of the club’s facilities.

Implement inclusive initiatives that actively engage individuals of all abilities.

KPIs

Number of activities for people of all abilities.

Table 8: «Aris For All» // Football for All Abilities (1/2)

FOOTBALL FOR ALL ABILITIES

LOCAL SOCIETY & STAKEHOLDERS

SDGs & UEFA POLICIES



GOALS 2025–2030

Promotion of the inclusion of individuals of all abilities in sports activities.

Collaboration with local authorities and institutions to improve accessibility in sports and recreational spaces in the community.

ACTIONS

Participate in activities for children and adults with disabilities.

Support initiatives aimed at enhancing access to public recreational areas.

KPIs

Number of participants from vulnerable groups engaged in sports activities.

Stadium and training ground fully accessible.

Table 8: «Aris For All» // Football for All Abilities (2/2)

