

IMOCA

TEAMS CHARTER R




SUMMARY

04	1 - Engaging the team and stakeholders
06	2 - Strengthen diversity, equity and inclusion in our sport
08	3 - Ensure a healthy working environment
10	4 - Work alongside the industry
11	5 - Minimise waste and ensure efficient management
12	6 - Control resource consumption (water and energy)
14	7 - Encourage sensible modes of transport
15	8 - Choose sustainable catering options
16	9 - Understanding our marine environment
18	10 - Promoting responsible communication



ENGAGE THE TEAM

AND STAKEHOLDERS


Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Appoint a Sustainability representative per team, responsible for implementing and monitoring actions.	<ul style="list-style-type: none"> •Toolbox: Launch a sustainability programme • Create a WhatsApp sustainability group to encourage discussion • Workshop programme 	● ● ● ● ● ●	% FTE allocated to impact
Draw up a roadmap, in consultation with the entire team, listing the Team's social and environmental impact objectives. This roadmap may include the 10 themes of the Charter and must be accompanied by resources and deadlines.	IMOCA Team Charter	● ● ● ● ● ●	Yes/No on drafting a roadmap
Allocate resources (time and money) to implement this roadmap. Share responsibilities among the various team members.	IMOCA Team Charter	● ● ● ● ● ●	<ul style="list-style-type: none"> •Yes/No on sharing responsibility for the roadmap and budget allocated to specific impact actions • Budget amount
Adopt a responsible purchasing strategy.	Purchasing library	● ● ● ● ● ●	Yes / No integration of the "impact" criterion by all those who make purchases within the Team
Propose to sponsors that they co-sign the Charter and commit, at a minimum, to carrying out partnership activation actions in a responsible manner.	IMOCA Team Charter	● ● ● ● ● ●	Yes / No Charter signed by the Team
Calculate the team's annual carbon footprint and identify areas for reduction.	<ul style="list-style-type: none"> • Carbon calculator • Purchasing library 		Yes / No Completion of the carbon calculator
Support a contribution project.	Purchasing library	● ● ● ● ● ●	Amount allocated to the contribution project
Share with other teams: participate in a workshop from the "Mission-driven team" programme.	Workshop	● ● ● ● ● ●	Number of workshops attended by a team member
Share with other teams: organise a workshop as part of the "Mission-driven team" programme.	Workshop	● ● ● ● ● ●	Yes/No organisation of a workshop
Organise a "The Week" session within your team.	The Week 	● ● ● ● ● ●	Number of team members who participated in a The Week session

THE WEEK



MAKING A DIFFERENCE THE DIVERSITY, AND INCLUSION IN OUR SPORT

EQUITY

Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Include a multi-year inclusion project (social/disability) within the team, whether in competition or not.	Workshop	● ● ● ● ● ●	Description of the inclusion project implemented by the team
Promote the employment of people most at risk of precariousness.		● ● ● ● ● ●	Number of FTEs employed by people at risk of precarious employment
Adapt an internal recruitment policy to promote the integration of women in both support and sports roles.	<u>Magenta Project</u> 	● ● ● ● ● ●	<ul style="list-style-type: none"> • % women in support roles. • % of women in technical roles. • % women in flight crew
Participate in a mentoring programme (e.g. Female Leadership Development Programme).	Female Leadership Development Programme	● ● ● ● ● ●	Yes/No participation in a mentoring programme



MAGENTA PROJECT





LA VOIX DE L'AVENIR

04 NOVEMBRE 16H00 - 20H00

WAYPOINT IMOCA, RUE DE LA SABLIÈRE
LES SABLES D'OULONNE

A stylized illustration of a person on a boat deck, holding a large sail. The background is a gradient of pink and blue.A QR code located at the bottom left of the poster, with the word "INSCRIPTION" written below it.A row of logos at the bottom right of the poster, including IMOCA, a red logo, a circular logo, and a blue logo.

GUARANTEE A ENVIRONMENT WORK HEALTHY

Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Establish working conditions that meet environmental and health requirements.		● ● ● ● ● ● ● ●	Yes / No regulatory working conditions
Be familiar with the "IMOCA Violence Reporting Procedure", communicate it to the Team and report any violence to the Class.	<u>IMOCA violence reporting system</u> 	● ● ● ● ● ● ● ●	Yes / No communication to the Team of the violence reporting system
Display mandatory information regarding health and safety at work (fire prevention, occupational physician's contact details, anti-discrimination in recruitment, criminal code on moral and sexual harassment, etc.).	<ul style="list-style-type: none"> •List of mandatory: <u>https://hse-reglementaire.com/obligations-affichage-dans-les-entreprises/</u> •List for very small businesses: <u>https://www.petite-entreprise.net/P-292-82-G1-affichage-obligatoire-dans-les-tpe.html</u> 	● ● ● ● ● ● ● ●	Yes / No display of mandatory health and safety information at work
Implement an accessibility policy (for events, in communications, etc.).		● ● ● ● ● ● ● ●	Yes / No Formalise and implement an accessibility policy
Offer weekly time sharing within the team (yoga classes, sports, etc.).		● ● ● ● ● ● ● ●	Yes / No offer of time sharing







Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
For new boat construction, calculate the Eco-score.	<ul style="list-style-type: none"> • Class rules reference • Eco-score tool • Workshop 	● ● ● ● ● ●	Eco-score
If the boat is not newly built, use this tool to identify the various emission sources and understand the scope for improvement.	<ul style="list-style-type: none"> • Eco-score tool • Workshop 		Yes / No use of the Eco-score tool as a management tool
Encourage the sharing of tools (moulds for different parts, containers, cradles, etc.) with other teams.		● ● ● ● ● ●	List of items shared with other teams
Have more than one sail with a lower environmental impact.	<ul style="list-style-type: none"> • RISE (Class rules) • Workshops 	● ● ● ● ● ●	Number of sails considered to be "low-impact sails"
Promote reuse for all non-structural textiles on the boat.	<ul style="list-style-type: none"> • Purchasing library • Workshops 	● ● ● ● ● ●	List of items on the boat made from reused textiles
Prioritise alternative materials (dual-source resins, natural and/or recycled fibres, recycled or lower-impact cores).	<ul style="list-style-type: none"> • Class rules • Purchasing library • Workshops 	● ● ● ● ● ●	List and weight of items made from alternative materials

MINIMISE WASTE AND ENSURE EFFICIENT

Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Identify, with the entire team, all waste that can be avoided or reduced.	<ul style="list-style-type: none"> • Waste guide • Workshop 	●●●●●●●●	Yes / No creation of a waste map and list of actions to be implemented
In the office, ensure that standard waste streams are recycled: paper, packaging, compost, general waste.		●●●●●●●●	Yes / No Sort these 4 waste streams in the office
On site, ensure that at least these 5 waste streams are recycled: paper/cardboard, metal, plastic, glass and wood.		●●●●●●●●	Yes / No sorting of these 5 waste streams on the construction site
Sort and recycle the various types of composite waste for which recycling solutions exist: carbon; carbon separators; compaction and baking tarpaulins, etc. But also PBO; scraps; sails, etc.	<ul style="list-style-type: none"> •Waste guide • Waste collection initiatives by IMOCA 	●●●●●●●●	Number of bins provided on site
Set up different bins in strategic locations around the shipyard (different workstations, cutting and/or laminating rooms, etc.) and provide clear and precise signage. Provide regular training on these topics for the entire team.	<ul style="list-style-type: none"> •Waste guide+ , signage appendix • Workshop 	●●●●●●●●	Waste recovery rate



CONTROL PTION

PTION

(WATER AND ENERGY)

CONSUM CONSUM

a) Energy: adopting an energy efficiency approach

Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Replace traditional construction site lighting with LED lighting.	Purchasing library	● ● ● ● ● ●	Yes / No installation of LEDs
Install a main switch to stop unnecessary consumption in the evening (battery chargers, machines left on, etc.).	Purchasing library	● ● ● ● ● ●	Yes / No installation of a master switch
Subscribe to a green energy supplier.	Purchasing library	● ● ● ● ● ●	Yes / No green energy package
Consult a local energy agency Energy and Climate to achieve for an EPC for the warehouse and ask them recommendations on how to improve the energy efficiency of the premises.	Shopping library Consult an agency specialising in environmental energy (e.g. ALOEN).	● ● ● ● ● ●	Yes / No implementation of a energy performance

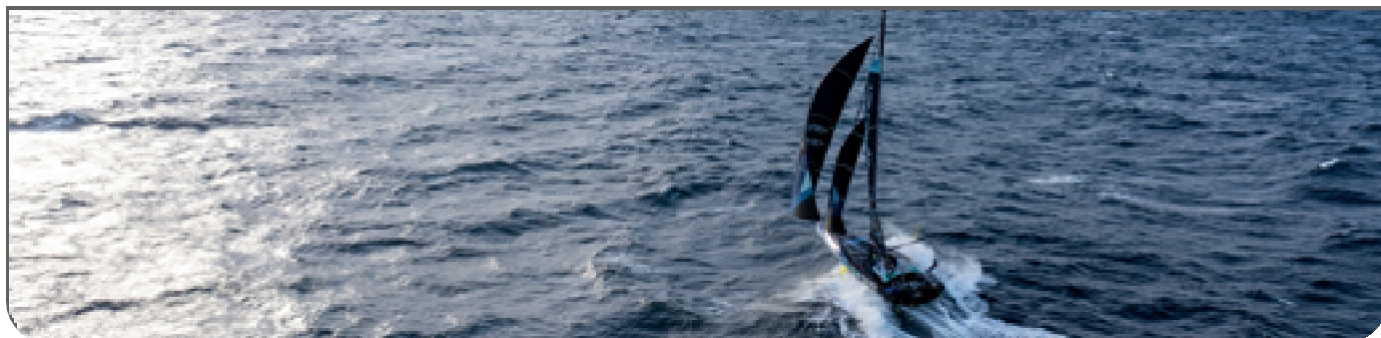
b) Water: reduce water consumption and monitor its quality

Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Set up a water consumption control system.		● ● ● ● ● ●	Yes/No Water regulation system implemented
Install a rainwater harvesting system on the hangars.	Purchasing library	● ● ● ● ● ●	Yes / No installation of a rainwater collection system
Use the facilities provided by the host port to limit the use of drinking water for washing boats.		● ● ● ● ● ●	
Use natural products (detergents, solvents, and other cleaning products) to avoid polluting the water.	Shopping library	● ● ● ● ● ●	Yes / No % of detergents, solvents, etc. that are natural products



ENCOURAGE OF MODE TRAVEL

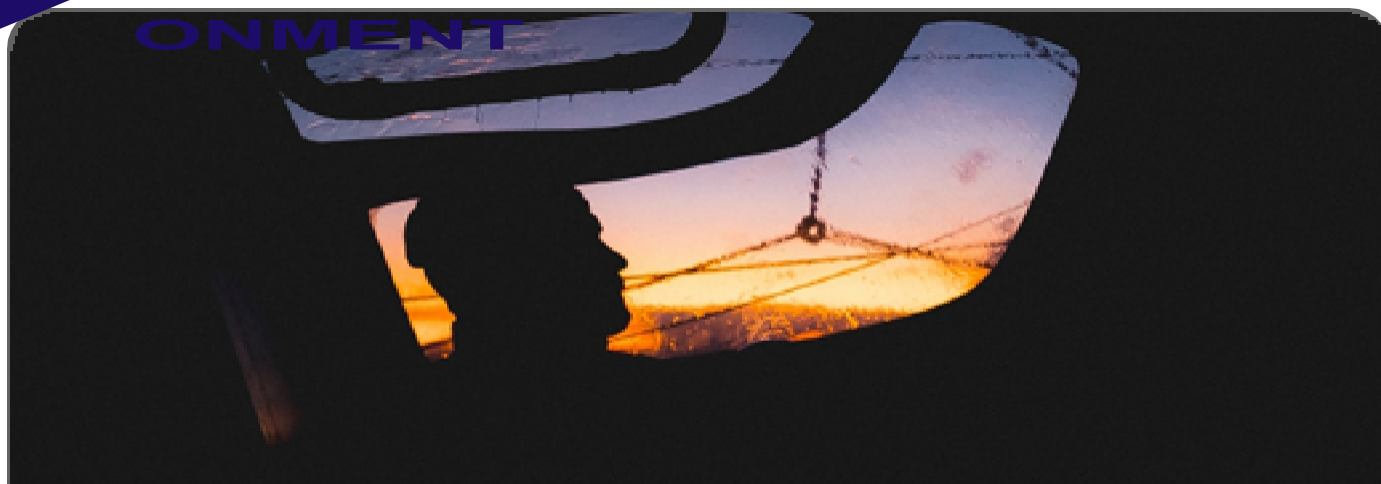
Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Where possible, choose a travel programme that optimises the impact of transport.	Workshop	● ● ● ● ● ●	Yes / No choice of programme based on environmental impact
Encourage internal carpooling for basic travel and external carpooling for errands and technical trips.	WhatsApp group	● ● ● ● ● ●	List of measures implemented to facilitate internal carpooling
Encourage travel by train.		● ● ● ● ● ●	% of kilometres travelled by train / km travelled by plane
Do not fly for flights of less than 3 hours and limit flying for all travel within Europe.		● ● ● ● ● ●	Number of flights under 3 hours (target: 0)
In the race villages and at the team base, encourage the use of soft mobility options: scooters, bicycles, skateboards, walking.		● ● ● ● ● ●	List of measures implemented to promote soft mobility at events
Commit to sharing equipment / No single shipments: grouped containers + semi-rigid vehicles.		● ● ● ● ● ●	List of actions taken to facilitate equipment sharing
Prohibit returns by cargo ship after a transatlantic race, except in cases of technical exemption.		● ● ● ● ● ●	
Make the use of thermal nautical equipment in public relations more responsible.		● ● ● ● ● ●	
Gradually phase out semi-rigid boats with combustion engines. Promote semi-rigid boats with a lower environmental impact.	Purchasing library	● ● ● ● ● ●	List of actions to phase out semi-rigid boats with combustion engines



MAKING THE CHOICE SUSTAINABLE RESTORATION



Objective	Available resources	Ease of implementation	Assessment of the Charter's implementation within your team - Indicator
Ban single-use plastic containers (at sea, on land, for PR days, etc.).	Purchasing library Workshop	● ● ● ● ● ● ● ●	List of measures taken to avoid single-use plastic
Eliminate single-use plastic bottles.		● ● ● ● ● ● ● ●	Yes / No zero single-use plastic bottles
Work with local caterers who are committed to eco-responsibility for PR events and team dinners/lunches.	Purchasing library	● ● ● ● ● ● ● ●	
Prioritise vegetarian meals.			
Choose local, seasonal and organic products for meals at sea.	Purchasing library	● ● ● ● ● ● ● ●	List of measures taken for sustainable catering

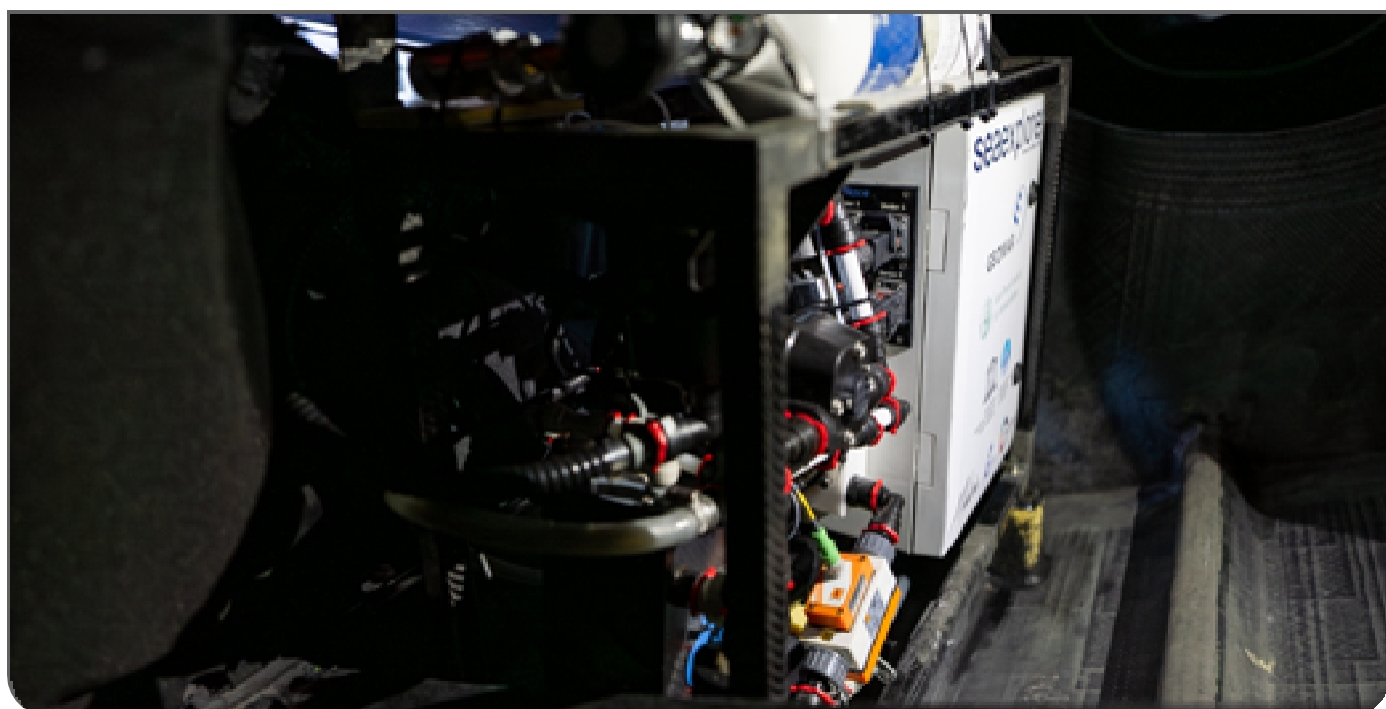


a) Making our maritime activities more responsible


Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Report and record any sightings or collisions with marine animals (during and outside races).	• Hazard Reporting System (HRS) (confidential protocol)	● ● ● ● ● ●	Number of reports made (observation or collision)
During the race, report any loss at sea of equipment or structural parts to the race management within 24 hours.		● ● ● ● ● ●	Number of losses reported
Take collision prevention training at sea.	<u>Training course "Navigating"</u>	● ● ● ● ● ●	Number of team members who have completed the training
Equip IMOCAs with equipment to prevent these collisions.	EXOS25 system	● ● ● ● ● ●	List of equipment to prevent collisions

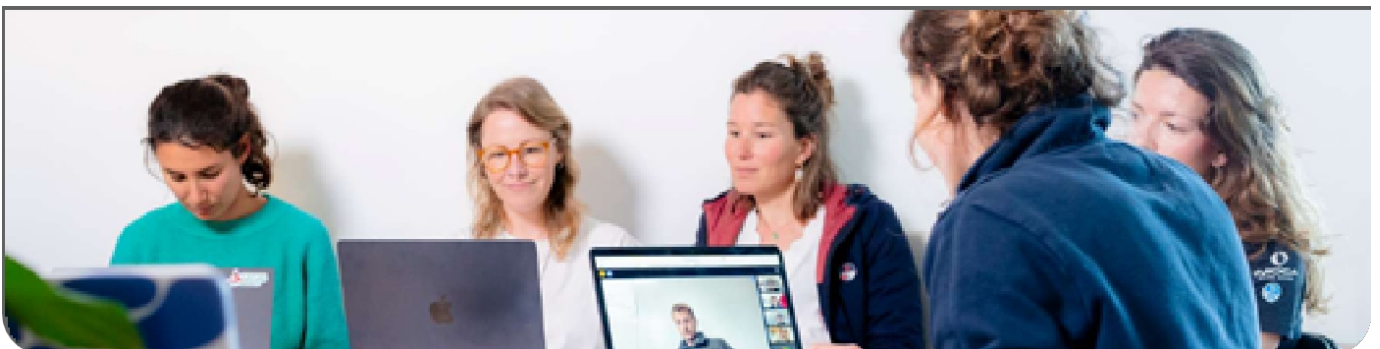
b) Commitment to ocean science

Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Contribute to ongoing scientific collaboration projects.	Internal project or proposed via IMOCA	● ● ● ● ● ●	Number of races in which a scientific collaboration project has been carried out
Contribute to the deployment of scientific instruments during races.	Internal project or proposed via IMOCA		Indicator: Number of scientific instruments deployed



SUGGEST A RESPONSIBLE COMMUNICATION

Objective	Available resources	Ease of implementation	Assessment of the application of the Charter within your team - Indicator
Use language that is appropriate for your team. Objectively promote the actions implemented by your team without resorting to greenwashing.	<ul style="list-style-type: none"> Workshop <i>ADEME guide "Towards more responsible communication"</i>  	● ● ● ● ● ●	
Adopt a list of best practices for digital sobriety.	Proposals for good digital practices	● ● ● ● ● ●	Yes/No Draft and share a list of good digital practices
Choose low-energy web service providers and design an energy-efficient website (if you have one). Choose a less polluting server.	Purchasing library <ul style="list-style-type: none"> Website for calculating a website's carbon footprint: https://www.websitecarbon.com/ (multiply by the number of visitors over a given period) 	● ● ● ● ● ●	Calculate the carbon footprint of your website at https://www.websitecarbon.com/
Share your annual IMOCA helicopter image bank with at least one other team.		● ● ● ● ● ●	Yes/No Sharing of a helicopter for image bank
Use drones for additional image banks at sea.		● ● ● ● ● ●	Number of helicopter image banks replaced by a drone image bank
Do not distribute goodies (except posters) during PR operations or in race villages. Posters and postcards are accepted if printed on recycled paper or FSC or PEFC certified paper.	<ul style="list-style-type: none"> Purchasing library Relevant labels: Blue Angel; European Ecolabel; Nordic Ecolabel; FSC. 	● ● ● ● ● ●	List of actions taken to reduce promotional items
Work with eco-friendly suppliers and short supply chains for marketing products. Promote reusable items without time stamps.	Purchasing library	● ● ● ● ● ●	Number of suppliers the team has worked with, listed in the purchasing library





TEAMS CHARTER



Contact
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