

IMOCA

TEAMS CHARTER



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1

ENGAGE THE TEAM AND STAKEHOLDERS

Objective	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Nominate a Sustainability Representative for each team, responsible for the deployment and monitoring of actions.	Toolbox: Initiate a Sustainability Program Become part of the IMOCA Sustainability WhatsApp Workshops	● ● ● ● ● ●	% of FTE allocated to the topic
Draft a roadmap in consultation with the entire team, listing social and environmental impact objectives. This roadmap can follow the 10 themes of the Charter and must include resources and deadlines.	IMOCA Teams Charter	● ● ● ● ● ●	Yes/No – Roadmap written
Allocate resources (time and money) to implement the roadmap. Share responsibilities among different team members.	IMOCA Teams Charter	● ● ● ● ● ●	Yes/No – Responsibilities shared and budget allocated Amount of budget dedicated to impact actions
Adopt a responsible purchasing strategy.	Purchasing library	● ● ● ● ● ●	Yes/No – “Impact” criteria integrated by all team buyers
Propose to sponsors to co-sign the Charter and at a minimum commit to responsible partnership activation.	IMOCA Teams Charter	● ● ● ● ● ●	Yes/No – Charter signed by the team
Calculate the team’s annual carbon footprint and identify reduction opportunities.	Carbon calculator Purchasing library		Yes/No – Calculator completed
Support a carbon offset or contribution project.	Purchasing library	● ● ● ● ● ●	Amount allocated to the contribution project
Share with other teams: participate in a workshop from the "Team with a Mission" program.	Workshops	● ● ● ● ● ●	Number of workshops attended by team members
Share with other teams: organize a workshop from the "Team with a Mission" program.	Workshops	● ● ● ● ● ●	Yes/No – Workshop organized

2

PROMOTE DIVERSITY, EQUITY, AND INCLUSION IN OUR SPORT

Objective	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Include a multi-year inclusion project (social/disability) within the team, whether during races or off-race.	Workshops	● ● ● ● ● ●	Description of the inclusion project implemented by the team
Promote the employment of people more likely to face precariousness.		● ● ● ● ● ●	Number of full-time equivalents (FTE) carried out by people at risk of precariousness
Adapt internal recruitment policies to favor the integration of women, both in support and technical/sport positions.	<u><i>Magenta Project</i></u> 	● ● ● ● ● ●	% of women in support roles % of women in technical roles % of women among crew members
Participate in a mentoring program (e.g. Female Leadership Development Programme).	Female Leadership Development Programme	● ● ● ● ● ●	Yes/No – Participation in a mentoring program



MAGENTA PROJECT



LA VOIX DE L'AVENIR

04 NOVEMBRE 16H00 - 20H00

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

3

ENSURE A HEALTHY WORK ENVIRONMENT

Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Ensure sanitary and regulatory working conditions		● ● ● ● ● ●	Yes / No Regulatory working conditions
Promote and communicate the IMOCA violence reporting system	<u><i>Presentation of the IMOCA Violence Reporting System</i></u> 	● ● ● ● ● ●	Yes / No communication to the team for reporting violence
Display mandatory health and safety information	List of mandatory documents: <u>https://hse-reglementaire.com/obligations-affichage-dansles-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 mandatory health and safety notices in the workplace
Develop an accessibility policy		● ● ● ● ● ●	Yes/No Accessibility Policy implemented
Offer regular shared time (e.g., yoga/sport sessions)		● ● ● ● ● ●	Yes/No Shared time activities offered





4

WORK ALONGSIDE THE INDUSTRY



Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Use Eco-score in new boat construction	Class rules Eco-score tool Workshops	● ● ● ● ● ●	Yes/No Eco-Score tool used
If there is no new construction, use this tool to identify the various emission sources and understand where there is room for improvement.	Eco-score tool Workshops		Yes/No Eco-Score tool used
Encourage tool sharing among teams		● ● ● ● ● ●	Shared tools listed
Use sails with lower environmental impact	RISE (Class rules) Workshops	● ● ● ● ● ●	Number of reduced impact sails
Reuse non-structural textiles	Purchasing library Workshops	● ● ● ● ● ●	List of items on the boat made from reused materials
Use alternative materials (bio-based resins, recycled fibers)	Class rules Purchasing library Workshops	● ● ● ● ● ●	List/weight of alternative materials used

5

MINIMIZE WASTE AND ENSURE EFFICIENT MANAGEMENT

Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Identify and reduce avoidable waste	Waste guide Workshop	● ● ● ● ● ●	Yes/No Waste Mapping completed
Sort and recycle waste at offices and shipyards		● ● ● ● ● ●	Sorting of 4 waste streams in offices and 5 waste streams in yards
Recycle composite-specific waste (carbon, PBO, sails, etc.)	Waste guide IMOCA waste collection actions	● ● ● ● ● ●	Number of composite bins
Install labeled bins and train team on waste sorting	Waste guide + signage appendix Workshop	● ● ● ● ● ●	Waste recovery rate



CONTROL RESOURCE CONSUMPTION

(WATER AND ENERGY)

a) Energy: Adopt energy-saving practices

Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Replace lighting with LEDs	Purchasing library	● ● ● ● ● ●	Yes/No LEDs installed
Install main switch to cut power at night	Purchasing library	● ● ● ● ● ●	Yes/No switch installed
Subscribe to green energy provider	Purchasing library	● ● ● ● ● ●	Yes/No green energy subscription
Perform an energy audit [DPE] via local agency	Purchasing library Consult an agency the environment and energy [Example: ALOEN].	● ● ● ● ● ●	Yes/No audit performed

b) Water: Reduce consumption and control quality

Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Install water-saving systems		● ● ● ● ● ●	Yes/No installation of water regulation system
Harvest rainwater	Purchasing library	● ● ● ● ● ●	Yes/No rainwater system installed
Use port facilities for boat cleaning		● ● ● ● ● ●	
Use natural, non-polluting products	Purchasing library	● ● ● ● ● ●	Yes/No % of natural detergents



7

PROMOTE SUSTAINABLE TRANSPORTATION METHODS

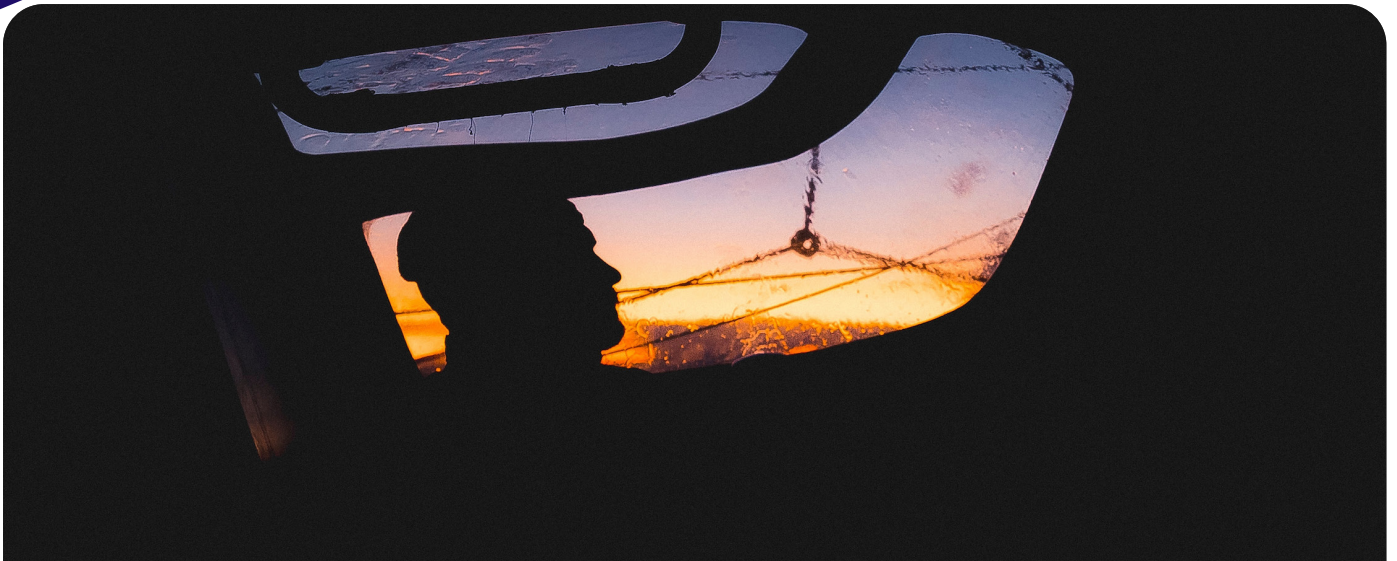
Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Choose race programs to reduce travel impact	Workshops	●●●●●○	Yes / No Choice of programme based on environmental impact
Encourage internal and external carpooling	IMOCA Sustainability WhatsApp Group	●●●●●○	List of measures put in place to facilitate in-house carpooling
Favor train over plane		●●●●●○	Increase the % train vs. air travel
Avoid flights under 3 hours		●●●●●○	Number of short-haul flights (goal: 0)
Promote soft mobility (bike, scooter)		●●●●●○	List of measures put in place to encourage soft mobility during events
Group equipment shipping (containers)		●●●●●○	List of actions taken to facilitate the pooling of equipment
Avoid cargo return after transatlantic crossings		●●●●●○	
Limit use of fuel-powered nautical craft		●●●●●○	
Gradually eliminate thermal-engine RIBs	Purchasing Library	●●●●●○	List of actions to gradually phase out the use of RIBs powered by internal combustion engines



CHOOSE SUSTAINABLE CATERING



Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Ban single-use plastic (on land and sea)	Purchasing library Workshops	● ● ● ● ● ● ● ●	Measures to eliminate plastic
Eliminate plastic bottles		● ● ● ● ● ● ● ●	Yes / No zero single-use plastic bottles
Use local, eco-friendly caterers	Purchasing library	● ● ● ● ● ● ● ●	
Offer vegetarian meals			
Prioritize local, seasonal, organic products for meals at sea	Purchasing library	● ● ● ● ● ● ● ●	Sustainable food sourcing practices

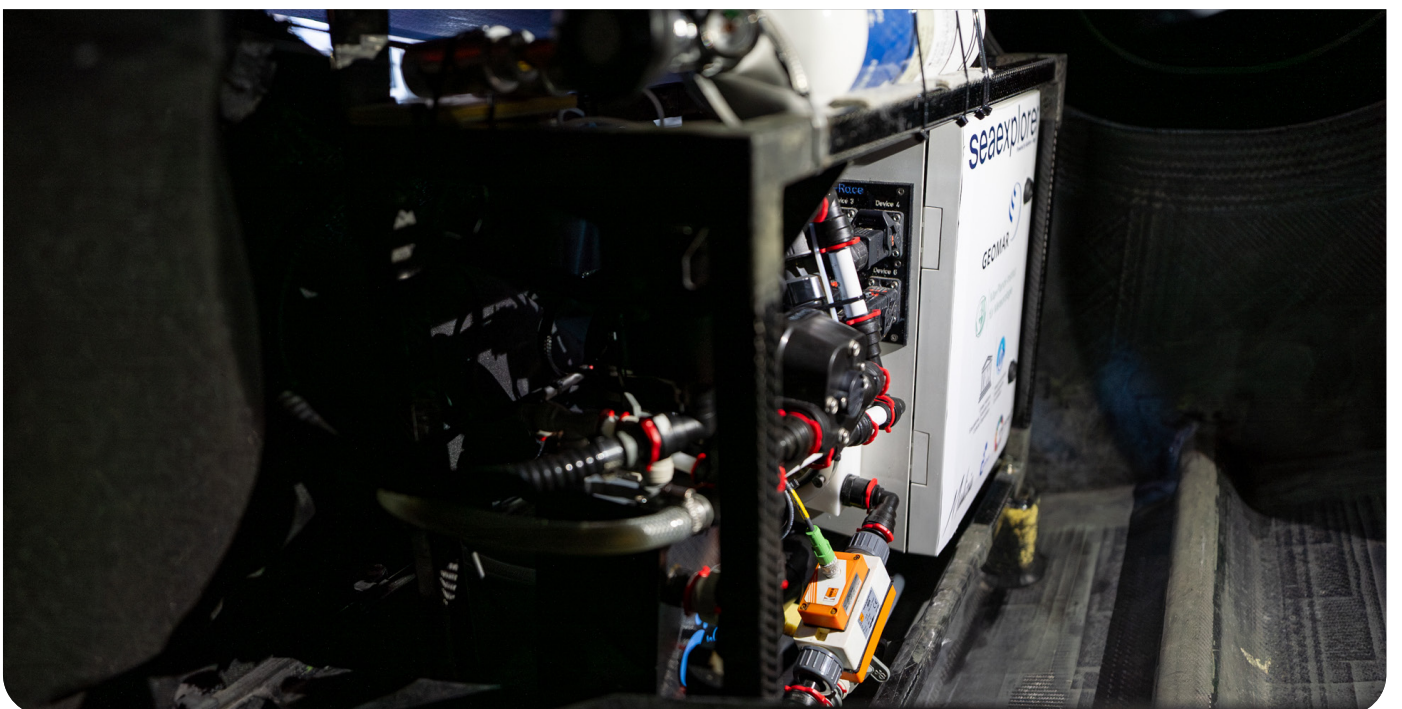


a) Responsible behavior at sea

Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Report marine animal sightings or collisions	Hazard Reporting System (HRS) (protocol confidential)	● ● ● ● ● ●	Number of reports filed
Report equipment lost at sea		● ● ● ● ● ●	Number of losses declared
Complete training on collision prevention	<u><i>Training Sail Together</i></u> <u><i>[only available in French at present]</i></u>	● ● ● ● ● ●	Number of team members trained
Equip boats with collision-avoidance tools	EXOS25 system	● ● ● ● ● ●	Equipment installed

b) Support ocean science

Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Participate in scientific collaborations during races	Internal project or proposed via IMOCA	● ● ● ● ● ●	Number of races on which there was a scientific collaboration project
Deploy scientific instruments at sea	Internal project or proposed via IMOCA		Number of scientific projects and instruments deployed



PROMOTE RESPONSIBLE COMMUNICATION

Objectives	Available Resources	Ease of Implementation	Charter Evaluation Indicator
Use responsible language, avoid greenwashing	Workshops <i>ADEME guide 'Towards more responsible communication' [in French]</i>	● ● ● ● ● ● ● ●	
Draft digital sobriety best practices	Suggestions for good digital practice	● ● ● ● ● ● ● ●	Yes/ No Drawing up and sharing a list of good digital practices
Use low-consumption web hosts Measure and reduce website carbon footprint	Purchasing library Site for calculating a website's carbon footprint: https://www.websitecarbon.com [multiply by the number of visitors over a given period]	● ● ● ● ● ● ● ●	Calculate your team's website carbon footprint at: https://www.websitecarbon.com/
Share helicopter image shoots with other teams		● ● ● ● ● ● ● ●	Yes/ No Pooling of a helicopter for the image bank
Favor drones over helicopters		● ● ● ● ● ● ● ●	Number of image banks helicopter replaced by one image bank drone
Avoid distributing non-essential promotional items	Purchasing library Relevant labels: Angel bleu; European Ecolabel; Nordic Ecolabel; FSC	● ● ● ● ● ● ● ●	List of actions undertaken to reduce goodies
Work with eco-responsible suppliers for marketing materials	Purchasing library	● ● ● ● ● ● ● ●	Number of suppliers with whom the team has worked, listed on the purchasing library





IMOCA

TEAMS CHARTER



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