



IMOCA TEAMS CHARTER 2021-2025

Soutenu par



GOUVERNEMENT

*Liberté
Égalité
Fraternité*

Patronné par le Ministère chargé des Sports
et le Ministère de la Mer



VISION

The IMOCA Teams Charter is part of the IMOCA's Sustainable Development programme, aimed at developing our sports projects towards more sustainable performance and helping to build a responsible legacy for the maritime world.



PREAMBULE

The IMOCA Teams Charter is a collaborative and evolving project during the 2021-2025 IMOCA Globe Series Championship. This charter was created by the IMOCA Class and the Sustainable Development Commission in 2020 and comes into force in 2021.

This document is the common reference to support teams in setting up more environmentally friendly operations.

Through this approach, the IMOCA Class anticipates future legislative constraints linked to the reduction in the impact of human activities [particularly industrial].

The IMOCA Teams Charter brings together 7 themes which each propose objectives with which actions and a given time are associated. A range of tools is suggested (including those from the [Toolbox](#) *) to help teams implement the objectives and actions of the charter.

** The Toolbox = Collaborative digital support tool for the implementation of a sustainable development strategy within your team. The Toolbox is developed by the 11th Hour Racing Team and made available free of charge to the IMOCA Class for its members from 2021.*



THEMES

- 1 - Commitment
- 2 - Mobility
- 3 - Impact Management
- 4 - Nutrition
- 5 - Energy and Water
- 6 - Communication
- 7 - Contribution



COMMITMENT

Through the adoption of the IMOCA Teams Charter, the entire ecosystem linked to the functioning of a team becomes committed.

OBJECTIVES

ACTIONS

TOOLS

TIMELINE

Involve the team

Appoint a **Sustainable Development referent** per team, in charge of the **deployment and follow-up of actions.**

[Toolbox : How to start ?](#)

From now till
December 2021

Formalise the team commitment

Introduce a **green clause** in the appendix of the work/service contract.

Proposal of a contractual clause by IMOCA

From now till
early 2022



COMMITMENT

OBJECTIVES

Put in place the means to implement and achieve the commitments

ACTIONS

Give each employee/independent the **means to develop** his/her activity in accordance with the objectives of the Charter

TOOLS

Toolbox - Identify Issues

Setting up a monthly meeting within the team to understand everyone's needs

TIMELINE

Gradual evolution **until 2024**

Adopt a responsible and respectful communication

Establish and adopt a **code of ethics** supported by **values** within the team

An **annual Sustainability Day**, organised by IMOCA, to familiarise teams with current projects

Gradual evolution **until 2024**



COMMITMENT

OBJECTIVES

ACTIONS

TOOLS

Toolbox - Engage stakeholders

IMOCA Supplier Charter

Sponsors sign the Charter

TIMELINE

Engage the suppliers

Value the suppliers who adopt sustainable behaviours and favourably adopt our supplier policy

Toolbox - Engage stakeholders
IMOCA Supplier Charter

Gradual evolution **until 2024**

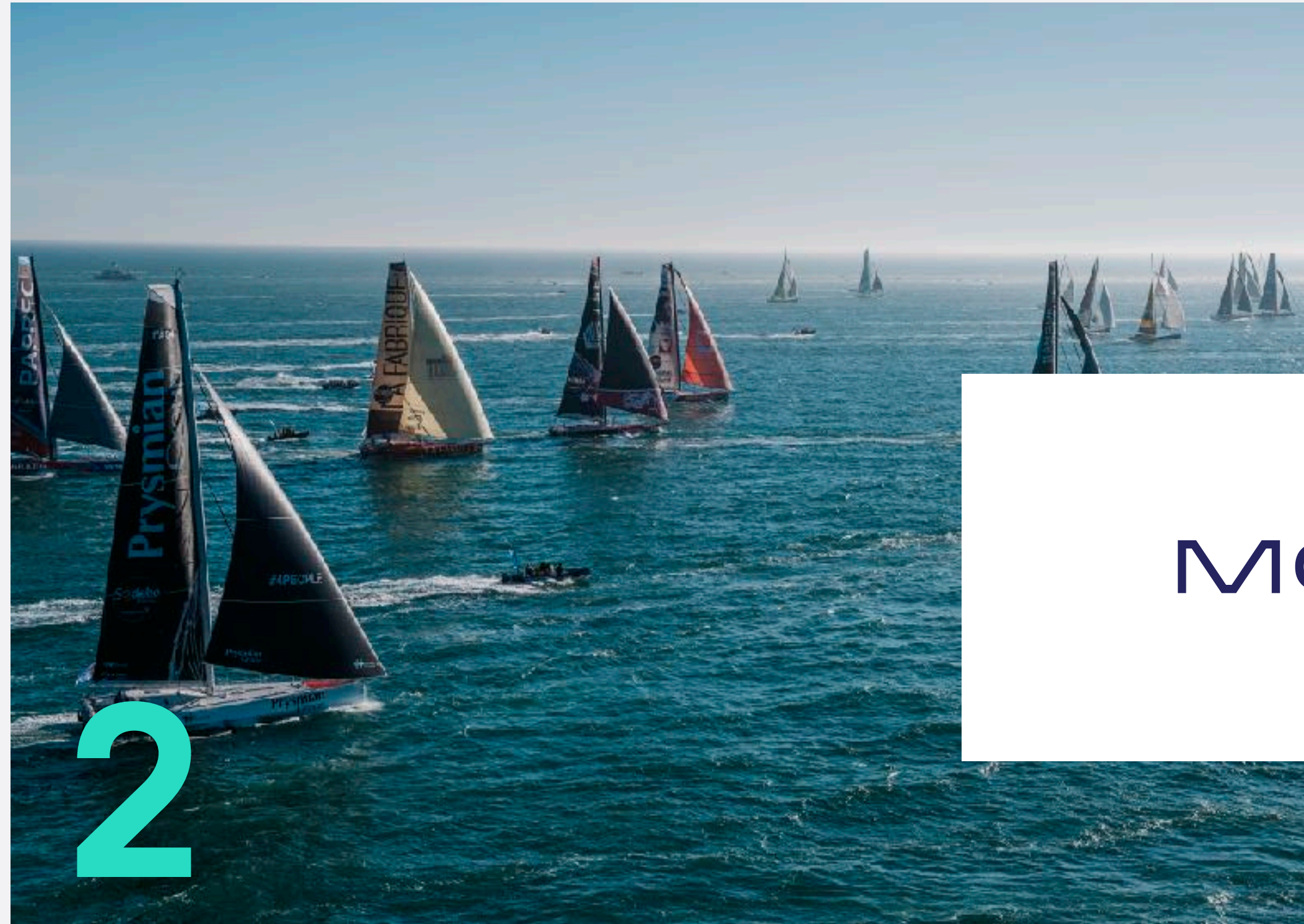
Engage the sponsors

Raising awareness and discussion on the issues addressed by the Charter

Promote positive initiatives implemented by sponsors

Sponsors sign the Charter

From now till **September 2021**



MOBILITY

One of the major areas of progression is to reduce our carbon impact related to travel; both on and off the race course.

OBJECTIVES

Measure our emissions to better understand them, then minimise their impact

ACTIONS

Summary with GHG reduction targets integrated by scope provided by IMOCA for 2021-22

Understand and become conscious of the carbon cost per person

Account for travel-related emissions

Emission offsetting actions/ annual contribution

TOOLS

Toolbox - Carbon Calculator
[cf Drive folder]

Toolbox - Fuel Tracker
[cf Drive folder]

Toolbox - Travel Tracker
[cf Drive folder]

Non-exhaustive list of compensatory/contribution actions provided by IMOCA

TIMELINE

December 2022

December 2021

Continuous work **until 2024**

Annual action **from January 2023 onwards**

OBJECTIVES

Reduce and neutralise our emissions

ACTIONS

Encourage internal car sharing for short trips and external car sharing for race and technical trips

Prohibit internal flights of less than 3 hours if another public transport solution exists

Minimise/mutualise the team trips to the finishes of one way races

TOOLS

WhatsApp Group, internal communication policy

A cycle mileage allowance by the teams for their employees

Toolbox - Travel Tracker**[cf Drive folder]**

Toolbox - Fuel Tracker**[cf Drive folder]**

IMOCA support for stakeholder coordination

TIMELINE

AGM **April/May 2022**

December 2021

Annual action from **2021 onwards**



OBJECTIVES

Reduce and neutralise
our emissions

ACTIONS

Commit to sharing equipment. No
single shipment. Container +
semi-rigid grouped together

Become responsible for the semi-
rigid use during Public Relation
events

Phase out semi-rigid with internal
combustion engines. Favour
more ecological semi-rigid

TOOLS

IMOCA sharing system

Make the semi-rigid profitable
with a minimum fill rate

[IMOCA Purchasing Library](#)

TIMELINE

Continuous work **from
2021 onwards**

Continuous work **from
2021 onwards**

Continuous work **from
2021 onwards**



IMPACT MANAGEMENT

Impact management relates to the working conditions in the yards, as well as waste management both in the yards and at events.



IMPACT MANAGEMENT

OBJECTIVES

ACTIONS

TOOLS

TIMELINE

Set up a workspace that meets environmental and health requirements

Collaborate and adopt the sustainable purchasing guide

Report to the IMOCA Sustainability Committee at least 1 virtuous process change implemented / year

Commit to using the list of consumables and alternative processes proposed to teams by the Sustainability Committee

[IMOCA Purchasing Library](#)

Include within the annual Sustainability Report

IMOCA Best Practice Guide

April/May 2022

Continuous work **from 2021 onwards**

Continuous work **from 2022 onwards**



IMPACT MANAGEMENT

OBJECTIVES

ACTIONS

TOOLS

TIMELINE

Waste Management

Adopt a systematic waste reduction policy

[IMOCA Purchasing Library](#) +
Waste Management in
boatyard & office

Continuous work **from
2021 onwards**

Giving a second life to waste material

Give Box (Lorient), Zero
Waste, Low Tech Lab...

Continuous work **from
2021 onwards**

Waste sorted by stream in the
yards

Toolbox - Carbon Calculator
[cf Drive folder]

Continuous work **from
2021 onwards**

Specific waste sent to a dedicated
recycling/reuse channel (if
possible in the team's home
country)

IMOCA to set up specific and
collaborative waste
collections

Continuous work **from
2021 onwards**

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NUTRITION

This theme concerns food at sea and also on land; it is linked to the generation of waste but also to the impact of consumption.

OBJECTIVES

**Global waste reduction on
land and at sea**

ACTIONS

ON LAND

Refuse single-use packaging

Prohibit plastic bottles in yards
and offices

TOOLS

[IMOCA purchasing
library](#)

Use reusable water
bottles

TIMELINE

Continuous work **from
2021 onwards**
[MANDATORY IN 2025]

December 2021

OBJECTIVES

**Global waste reduction on
land and at sea**

ACTIONS
AT SEA

Replace single-use packaging
with reusable or biodegradable
solutions (low-tech or high-tech)

Replace water bottles with
reusable solutions on board for
training, PR days and races

TOOLS

[IMOCA Purchasing Library](#)

Indicated in the IMOCA Class
Rules

TIMELINE

Continuous work **from
2021 onwards**

April 2021

OBJECTIVES

**Engage the local
community / Invest in the
local economy**

ACTIONS

ON LAND

Work with local caterers in an
eco-responsible way for PR days
and team dinners/lunches

AT SEA

Favour local, seasonal and
organic products for meals at sea

TOOLS

[IMOCA Purchasing Library](#)

[IMOCA Purchasing Library](#)

TIMELINE

Continuous work **from
2021 onwards**
[MANDATORY IN 2025]

Continuous work **from
2021 onwards**

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ENERGY & WATER

Adopt a sober approach to
water and energy management
on land, just like at sea.

OBJECTIVES

ACTIONS

TOOLS

TIMELINE

Adopt an energy-saving approach

Replace conventional site lighting with LEDs

Install a general switch to stop unnecessary consumption in the evening (battery charger, machines, etc.)

Subscribe to a green energy supplier

Replace heating and air conditioning systems with a clean system (reversible heat pump)

[IMOCA Purchasing Library](#)

Early 2022

Early 2022

Early 2022
[unless contractual commitment doesn't allow]

2024

OBJECTIVES

**Reduce water
consumption**

ACTIONS

Set up a system to regulate
water consumption

Rainwater collecting system on
hangars

TOOLS

Toolbox - Carbon Calculator

Cf Drive folder

TIMELINE

2023

2024



COMMUNICATION

Even if it is less visible, our communication has an impact, whether it is digital or event-based .

OBJECTIVES

ACTIONS

TOOLS

TIMELINE

Lower the digital impact

Adopt a best practice list

Good Digital Practice Guide

Continuous work **from
2021 onwards**

Choosing low energy web
providers

[IMOCA Purchasing Library](#)

2024

Choose less polluting servers

[IMOCA Purchasing Library](#)

2023

OBJECTIVES

**Generate a positive
impact around
communication and
marketing**

ACTIONS

Obligation to share the annual
IMOCA helicopter image bank
with at least one other team

Use drones for complementary
image banks at sea

Display the team's cause on the
boat [cf. theme 7]

Work with eco-responsible and
local suppliers for marketing
products

TOOLS

In addition: shared IMOCA
image bank of the race
starts

[IMOCA Purchasing Library](#)

TIMELINE

December 2021

December 2021

2021

Continuous work **from
2021 onwards**



CONTRIBUTION

Give meaning to projects by associating them with environmental and social causes.

OBJECTIVES

ACTIONS

TOOLS

Collaborative project:
observation & feedback

Internal project or
proposed via the IMOCA
Endowment Fund

TIMELINE

- Enhance and protect biodiversity
- Commit to ocean science

- Contribute to the research project on cetacean collisions
- Participate in a concrete action to help science (Ocean Decade programme) at each major race of the year

- Continuous work from 2021 onwards
- Continuous work from 2021 onwards [MANDATORY in 2024]

OBJECTIVES

ACTIONS

TOOLS

Internal associative commitment or commitment proposed by the IMOCA Class.

Concrete action with an association/cause with evolving objectives until 2024

TIMELINE

Have a positive social impact

Include a multi-annual inclusion project (social/disability) within the team, on or off the race course

Continuous work from 2021 onwards

OBJECTIVES

Promote diversity and combating discrimination

ACTIONS

Adapt the internal recruitment policy to encourage the integration of women in both support and sports functions

Strengthen the presence of women in decision-making bodies

Implement non-discriminatory communication

TOOLS

Carry out a communication campaign based on women in sailing

Why not... Include a subtitling option for the hearing impaired in videos

TIMELINE

Continuous work **from 2021 onwards**

Continuous work **from 2021 onwards**



CONTACTS

Imogen Dinham-Price

imogen.dinhamprice@imoca.org

Claire Vayer

claire.vayer@imoca.org