



This code sets minimum expectations for all suppliers of goods and services, including sub-contractors supplying human resources. This code includes the specifications to which we require subcontractors and suppliers of goods and services to meet. We refer to this code of conduct as one of the criteria used in the selection of suppliers and subcontractors.

OUR COMMITMENT

The Ocean Race makes a deep commitment to ethical, fair, responsible and sustainable business practice, and promises to place care for the planet and people at the heart of our decisions.

The Ocean Race aims to achieve the highest level of sustainable sourcing for each area of our supply chain, and to uphold our values and commitments outlined in our [Sustainability Policy](#), [Values Charter](#) and [Sustainable Sourcing Code](#).

Our ambition is to identify the most sustainable sourcing options, achieved through working with our supply chain and through influencing or including contract specifications, to those who source materials and supplies on our behalf (sub-contractors).

The Ocean Race's sustainable purchasing approach can be summarised as:

- Always considering resource conservation when planning purchases.
- Preferentially choosing locally-produced items.
- Choosing items that have been sustainably-produced, to relevant industry standards.
- Avoiding items with toxicity in production, use or disposal.
- Choosing items that allow responsible and sustainable end-of-life disposal, prioritising circularity.
- Choosing items with low water, carbon and plastic footprints.
- Choosing items that have been produced with fair and safe working conditions.

COMPLIANCE

Suppliers and subcontractors must have the systems and processes in place to ensure compliance with this code.

Subcontractors must ensure that all those staff performing work on behalf of themselves and The Ocean Race are aware of this Code and capable and agree to comply with it.

SUPPLIER CODE

Legal and other requirements

Suppliers and subcontractors must comply with all applicable laws and regulations of the country of manufacture or where operations are undertaken, relating to labour, health and safety and environmental protection.

For operations onsite, this includes deploying recognised international industry best practice, regardless of minimum standards in a particular event destination.

Ethics

Suppliers and subcontractors must demonstrate high ethical standards, and comply with applicable laws and regulations and industry standards related to bribery and anti-corruption.

The giving or receiving of gifts or hospitality to **The Ocean Race** employees or its representatives in alignment with decision timing is discouraged. Any gifts or hospitality valued at more than €50 will not be accepted without management approval.

Invitations to visit supplier or partner headquarters, fam trips as part of legitimate business discussion and decision making are not considered gifts.

Fair and Safe Labour / Supply Chain

Suppliers and subcontractors must show respect for human rights in their value chain, and no employee shall suffer harassment, physical or mental punishment, or other form of abuse.

Suppliers and subcontractors will treat workers with respect and dignity and ensure workers are not subjected to any form of physical, sexual, psychological or verbal harassment, corporate punishment or abuse.

Suppliers and subcontractors must not employ forced or compulsory labour. Specifically there must be compliance with relevant [International Labour Organization](#) standards where this is relevant.

Suppliers must provide proof, upon request, that in their own supply chains, they are not complicit in human rights abuses, forced or child labour, and that fair and safe labour practices are in place.

Fair and Safe Labour / Worker Welfare / Event Work

The Ocean Race ensures a fair and safe working environment onsite. Our risk assessment and safety strategies ensure a safe working environment for our staff and subcontractors.

This includes working hours, leave and entitlements, a fair living wage in each economy in which we work.

Subcontractors providing labour-based services, must operate with safe and healthy working conditions provided for all employees.

Subcontractors must show respect for the right of employees to the freedom of association and collective bargaining.

Discrimination

The Ocean Race will not work with suppliers who discriminate on the basis of race, gender, political or religious beliefs, social, ethnic or national origin, marital status, age sexual orientation, or disability.

Environmental Management

Environmental protection, sustainable resource use, circularity and decarbonised supply chains are important elements of **The Ocean Race's** sustainability commitments.

Likewise, we require our suppliers and subcontractors to have environmental commitments and be taking strong action in environmental management.

The Ocean Race expects all suppliers and subcontractors to have plans to ensure action is taken on:

- Always considering resource conservation
- Embedding local and short-travelled items in their own supply chain
- Meeting industry best practice standards and certifications
- Operating on 100% renewable energy
- Having relevant environmental management systems (e.g. ISO 14001) in place.
- Undergoing adequate environmental impact assessments
- Consider nature-rights in resource extraction
- Eliminating toxic and hazardous substances from products and operations
- Working towards circularity, and taking a producer-responsibility approach
- Reducing water consumption and measuring and reporting product's water footprint
- Reducing single-use plastic in the sourcing, production, packaging and use of the product or service.
- Measuring and reporting the plastic footprint
- Measuring and reporting the carbon footprint
- Have ambitious net zero GHG emissions targets including 50% reduction by 2030 and contributing to global net zero emissions by 2050.

Policy and Performance Disclosure

The Ocean Race seeks to work with suppliers and subcontractors who make commitments to sustainable, environmental and socially responsible company practices.

Suppliers and subcontractors are expected to have made climate reduction and circularity commitments and targets, and to report, via relevant industry mechanisms, on their performance and improvement.

Suppliers and subcontractors are expected to recognise the UN Sustainable Development Goals (SDGs) and to include in commitments, policies and reports, their contributions to meeting relevant global goals.

Certification

The Ocean Race encourages all suppliers and subcontractors to meet relevant industry environmental, sustainability, and labour-based certifications.