



# VALUES CHARTER

**Sitting at the crossroads of sport, nature and global business, The Ocean Race is uniquely placed to connect a vision for a healthy ocean to a world-class sporting competition which uses the ocean as our field of play.**

Racing through some of the most remote and unseen regions of the planet using just the power of the wind, means that nature drives us.

Since 1973, The Ocean Race has been sport's ultimate test of a team. Considered by many as the pinnacle of offshore ocean racing, winning the coveted trophy has long been an obsession for the world's best professional sailors – from Olympic champions, to pioneers and record breakers.

Sailing is a sport that provokes great passion among millions of fans around the world, and is a powerful platform for positive change.

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

## Our Vision

The Ocean Race's vision is to unite and motivate people to achieve the extraordinary, driving change towards a healthier, sustainable planet.

We want everyone to understand that the health of our seas is critical for all life on earth, and we want to inspire action that leaves a positive impact on the planet.

We believe a healthy ocean means a healthy planet for all. Sustainability for us is balancing human needs now and for future generations, protecting human and nature's rights.

***"The Planet is the only shareholder we report to."***

Richard Brisius  
September 2020

**The Ocean Race Values Charter** embodies the principles, ethics and standards we uphold, and expect our partners, key suppliers, subcontractors and affiliate organisations to join us in these fundamental commitments.

## Our Commitments

As organisers of The Ocean Race, we recognise the responsibility to embed sustainability into the heart of our operations, to make decisions that support our ambition to be a leader in sports and sustainability, and to work with organisations that share these values.

We consider what we stand by and stand for, as an organisation and as people working with this Race. We work hard to embed sustainable development principles and company values into our organisational culture and to reflect back on these values in day-to-day business and when making the big decisions.

We support the principles of sustainable development; inclusivity, integrity, environmental stewardship, transparency and supporting good labour standards and upholding human rights. We recognise the rights of nature too, and through our programmes and outreach, we're advocating for the development of a Universal Declaration of Ocean Rights.

These principles are embodied in our company values, and enacted through our organisation's policies, partnership agreements, competition rules, operations and event access. Through our sourcing choices, we support fair labour practices and ensure we are not complicit in any human rights abuses in our supply chain or business dealings.

We only work with stopover cities, partners and key suppliers who align with these values. Our contractual agreements with teams and stopover cities include identifying restricted sponsor categories, which have a high degree of risk of conflict with sustainable development principles and Race values. Host cities are required to share contract clauses with third parties (key suppliers and partners) to ensure the values and principles are enacted and enforced within these agreements.





# TRUST / EXCELLENCE / CARE



We are a family. It's not about me, it's about we

We are trustworthy

We promise accountability

We have high integrity and ethics and treat everyone equally

We communicate effectively

We always do our best, working with passion

We have high ambitions and aim to deliver the extraordinary

We are creative, proactive and open to change

We strive for sustainable and innovative solutions

We never give up and don't abandon our goals prematurely

We care for people, their well-being, success and safety

We care for the success of our customers and other stakeholders

We care about building positive relationships and enjoying life

We care about sailing and the benefits of sport

We care about the Ocean and our Planet

# Principles and Protocols

We work hard to embed sustainable development principles and values into our organisational culture and to reflect back on these values in day to day business and when making the big decisions. Doing this allows us to assess if the decision conflicts with the organisation's values.

Our approach reflects protocols and standards such as:

- [Sustainable Development Goals](#)
- [UN Global Compact](#)
- [Universal Declaration of Human Rights](#)
- [International Labour Organization](#)
- [UNFCCC Race to Zero and Sports for Climate Action](#)
- [Greenhouse Gas Protocol](#)
- [United Nations Convention on the Law of the Sea and the High Seas Treaty](#)
- [Global Reporting Initiative](#)
- [ISO 20121: Event Sustainability Management System](#)
- [World Sailing's Sustainability Agenda 2030 & Sanctioned Event Charter](#)

## Sustainable Development Goals

The seventeen **SDGs** were established by the UN as the framework for the 2030 Agenda for Sustainable Development. By focussing on these key global sustainability challenges, organisations can frame their approach to and support of sustainable global development.

The Ocean Race's efforts align with many of the SDGs, and our ocean protection and climate change and plastic pollution focuses of course align directly with **SDG 12 Responsible Consumption and Production**, **SDG 13 Climate Action** and **SDG 14 Life Below Water**.

See [this infographic](#) for how we map our strategic sustainability aims to the SDGs and their targets.



## Global Reporting Initiative

The Ocean Race aligns relevant GRI standards to report our management approach and measured outcomes and results.

The **GRI Standards** are the first global standards for sustainability reporting. They feature a modular, interrelated structure, and represent global best practice for reporting on a range of economic, environmental and social impacts.

Details on our sustainability goals and targets, and alignment to the SDGs and GRI standards can be found in the [Sustainability Action Plan](#) and annually via our [Sustainability Reports](#).

# **APPENDIX**

# Environmental Stewardship, Ocean Health and Advocacy

Nature has been integral to The Ocean Race since we first set sail in 1973. It's at the heart of what we do – the race track that we compete on and the wind that powers our boats – but it is deteriorating fast.

We're seeing firsthand the devastating impact of pollution, climate change and industrial overfishing on our ocean. At the same time we have a greater understanding of how important our seas are, not just to the sport we love, but in regulating our climate and providing us with food, jobs and the air we breathe.

It's time to act, which is why we are harnessing the determination and ambition of our round-the-world race and the unifying power of sport, to expand the conversation around ocean health and drive change. We are Racing with Purpose, working with 11th Hour Racing, Premier Partner of The Ocean Race and Founding Partner of our sustainability programme, and many others to go far beyond just being a responsible sports event organiser (though we are that too).

We are in a decade of action, where there needs to be major changes to how we treat the planet, if we are to reach critical targets by 2030. At The Ocean Race we believe that we have the platform to educate, inspire and accelerate action for our blue planet at this critical time in history.

We're committed to delivering a programme that is a catalyst for action to restore ocean health.

Our ambition is to align with, amplify or contribute to ocean health, marine protection and ocean science programmes, campaigns, innovations and solutions.

We hope to raise awareness and increase understanding and appreciation of the importance of ocean issues, and through science communications, raise awareness and inspire action and advocacy for good ocean governance and policy.

## Climate change

Focusing on climate change and its connection to the ocean, we are spotlighting solutions to reduce the effects of climate change on the ocean, and the role of the ocean as a climate hero through solutions such as blue carbon.

We support the global goals of halving GHGs by 2030, becoming net zero by 2040 and keeping warming below 1.5 degrees celsius.

## Marine protection

We advocate for policy, commitments and action on ocean protection and effective governance.

This includes marine protected areas and governing the high seas, action on plastic pollution prevention, and a just and sustainable fishing industry. We will continue our focus, advocacy and action on marine pollution, single-use plastic avoidance, and microplastics.

## Ocean Rights

We are providing a platform and hosting a series of workshops (The Genova Process) convening experts from across the world, including policy makers, businesses, NGOs, scientists, sailors and ocean advocates, to drive the ambitious goal of giving the ocean a voice.

We are working towards the inherent rights of the ocean being recognised at all levels from policy to action.

# Environmental Stewardship, Ocean Health and Advocacy

## Suppliers, Partners and Environmental Stewardship

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, subcontractors, and partners to have environmental commitments and be taking strong action in environmental management.

Suppliers, subcontractors and partners 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, subcontractors and partners 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.

The Ocean Race expects these stakeholders to have plans and to prioritise:

- 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.

# Diversity and Inclusion

The sport of sailing, our Race's global reach, local activations with Ocean Live Park and our sustainability messages together offer us many opportunities to work on making our Race and our events welcoming and accessible to all.

The company has a Diversity Plan to enhance gender and cultural diversity among employees, sailors, shore crew, contractors, volunteers and visitors to Ocean Live Park.

We focus on physical accessibility within Ocean Live Park, making sailing accessible, gender balance in our race teams, youth sailing development and access to experience, personal and professional development through our volunteer and internship programmes.

The Ocean Race works with partners or 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.

With nine diverse destinations and delivery partners, host city protocols, our own organisation's various functional areas, and key partners' own programmes, rigorous attention is given to diversity and inclusion. To be successful, consideration for these issues is integrated into partnership agreements, recruitment processes, production and programming across all stakeholders and functional areas.

As a global event, celebrating diversity is at our core. We stop in multiple destinations and attract global visitation. Travelling the Race across so many continents, cities, and cultures, we have the opportunity to celebrate and embrace a global community and share this experience, especially with our fans and followers unable to attend the stopovers.

In our opening ceremonies, entertainment and other programming content we ensure to reflect, celebrate and respect local culture and heritage. Entertainment includes celebration of the local region's cultural identity.

Consideration for cultural diversity is also given within our catering service. We of course reflect local food in our hospitality, especially within our corporate

guest programme to bring local tastes to catering.

The whole programme and activations are translated in local languages everywhere.

Our Volunteer Programme offers an amazing opportunity for our vastly international workforce to work with local people with an invaluable cultural exchange and lasting friendships formed. It is also a great place for our accessibility and diversity focus to be enacted through our volunteer recruitment – with inclusion of people of all abilities, and balanced and diverse placement of people into various volunteering roles.

## Female Sailor Development

As one of the few sports where mixed gender teams can compete at an equal level, it's important our Race offers opportunities for female sailors to compete at the highest level. To encourage this, the Race rules are designed to encourage female sailors on every team.

Women in the Race are also championed through The Magenta Project, created after the 14-15 Race, through the all-female team SCA. The project works on providing a pathway for professional female athletes to compete at the highest level of sport. The Ocean Race will continue to support The Magenta Project's efforts.

## Youth Sailor Development

It is the ambition of many young sailors to make it to the top of their sport and to compete as an elite athlete in our high performance sailing event. We include accessibility to the sport for all and development of young talent in our strategic plan.

With the move to two classes in The Ocean Race (VO65's and IMOCA) there comes the opportunity to increase the youth sailor talent through the focus on under 30's sailors on the VO65's.

Youth sailors and reducing barriers to sailing are also included through our Youth Academy, sailing club outreach, Learning Programme and try-sailing organised by stopover cities as part of Ocean Live Park.



# Fair & Safe Labour

## Suppliers & Subcontractor's Code of Conduct

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.

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

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, and employees must be free to leave employment after reasonable notice. 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.

They are encouraged to meet relevant industry environmental, sustainability, and labour-based certifications.

These values and principles are expected to be embraced and adhered to by all partners and affiliates of The Ocean Race.

## 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.

These values and principles are expected to be embraced and adhered to by all partners and affiliates of The Ocean Race.

## Gifts & Hospitality

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, famil trips as part of legitimate business discussion and decision making are not considered gifts.