



World Sailing Human Rights Policy

1. Policy Statement

World Sailing is the international federation responsible for the governance, regulation, promotion and development of the sport of sailing worldwide.

In accordance with the **World Sailing Constitution**, World Sailing is committed to:

- acting with integrity and responsibility;
- ensuring that sailing is practised in a manner consistent with fairness, equality and respect;
- protecting participants and stakeholders from harm;
- promoting ethical conduct and good governance across the sport.

This Human Rights Policy gives effect to those constitutional principles by setting out World Sailing's commitment to respect, protect and promote internationally recognised human rights across all its activities and relationships.

World Sailing recognises its responsibility to prevent, mitigate and address adverse human rights impacts linked to its governance, competitions, commercial partnerships, supply chains and event delivery. This policy reflects World Sailing's commitment to ethical leadership in sport and to the creation of safe, inclusive and respectful environments for all participants and stakeholders.

This policy is guided by the principles of dignity, equality, inclusion, accountability and transparency.

2. Scope

This policy applies to:

- World Sailing's governance and operations
- World Sailing-owned, sanctioned and recognised events
- Athletes, officials, staff, volunteers and contractors

- Host venues, Local Organising Committees (LOCs) and event delivery partners
- Commercial partners, sponsors and suppliers where World Sailing has influence or leverage.

World Sailing expects all organisations and individuals operating under its authority to uphold the standards set out in this policy.

3. International Frameworks and Standards

World Sailing's approach to human rights is informed by and aligned with:

- **The UN Guiding Principles on Business and Human Rights (UNGPs);**
- **The International Bill of Human Rights;**
- **The ILO Core Labour Standards**, including the prohibition of forced and child labour;
- **The UK Modern Slavery Act 2015;**
- **ISO 20121:2024 – Sustainable Event Management;**
- **The Centre for Sport and Human Rights – Human Rights Playbook**

These frameworks underpin World Sailing's commitment to embedding human rights into decision-making, risk management and operational control.

4. Commitment to Respect Human Rights

World Sailing commits to:

- Respecting all internationally recognised human rights
- Avoiding causing or contributing to adverse human rights impacts
- Addressing impacts where they occur through effective remedy
- Using its leverage to promote respect for human rights throughout the sport of sailing

This commitment applies equally to governance, events, commercial relationships and development activity.

World Sailing places particular emphasis on risks relevant to sport, including:

- Safeguarding children and young people
- Non-discrimination, equality and inclusion
- Freedom from harassment, abuse and exploitation
- Fair and safe working conditions

- Accessibility and participation
- Athlete welfare and integrity

5. Key Human Rights Issues in Sailing

World Sailing recognises that the following human rights issues are particularly salient in the context of international sailing:

5.1 Safeguarding and Protection from Harm

World Sailing has zero tolerance for abuse, harassment, exploitation or violence in any form. Safeguarding is a core human rights priority across all World Sailing activities.

5.2 Equality, Diversity and Inclusion

World Sailing is committed to providing equal opportunities and eliminating discrimination on the basis of sex, gender identity, sexual orientation, race, ethnicity, disability, religion, age or any other protected characteristic.

5.3 Labour Rights, Working Conditions and Modern Slavery

World Sailing is committed to:

- prohibiting forced labour, child labour and human trafficking;
- promoting fair recruitment, lawful employment and decent working conditions;
- preventing exploitative practices within its supply chains, events and commercial partnerships

5.4 Athlete Rights and Wellbeing

World Sailing recognises athletes as rights-holders and is committed to protecting their physical, mental and emotional wellbeing and to upholding integrity in sport.

5.5 Access and Participation

World Sailing seeks to remove barriers to participation and promote accessibility and inclusion across all levels of the sport.

6. Human Rights Due Diligence

(UNGP's & ISO 20121 Clause 6 and 8 alignment)

World Sailing commits to a continuous human rights due diligence process that includes:

- identifying and assessing actual and potential risks of human rights abuse;

- integrating risk mitigation into governance, event requirements and procurement processes;
- setting expectations for suppliers, hosts and partners through policies and contracts;
- monitoring compliance and effectiveness of controls;
- taking proportionate action where risks or breaches are identified

Human rights risks are considered within World Sailing's broader risk management, sustainability and event governance systems, including ISO 20121-aligned event management processes.

7. Events, Hosts, Suppliers and Commercial Partners

World Sailing expects:

World Sailing expects event organisers, hosts, venues and commercial partners to:

- identify and manage human rights risks relevant to their activities;
- implement appropriate safeguards and controls;
- comply with applicable laws, regulations and World Sailing requirements;
- cooperate with World Sailing oversight and reporting mechanisms.

World Sailing will work collaboratively with partners to improve human rights performance and reserves the right to take appropriate action in accordance with its regulations and agreements.

8. Reporting, Grievance and Remedy

(UNGPs Pillar III)

World Sailing supports access to effective grievance mechanisms and encourages individuals to raise concerns without fear of retaliation.

- Reporting channels are made available for safeguarding, integrity and conduct concerns;
- concerns are handled confidentially, fairly and without retaliation;
- appropriate corrective action and remedy are pursued where harm has occurred.

9. Roles and Responsibilities

- **World Sailing Board:** Overall responsibility for governance and oversight;
- **Executive Leadership:** Implementation of this policy
- **Member National Authorities, LOCs, Event Organisers and Hosts:** Operational delivery and compliance

- **Staff, Officials and Volunteers:** Acting in compliance with this policy;
- **Partners and Suppliers:** adherence to contractual human rights expectations

10. Monitoring, Review and Continuous Improvement

(ISO 20121 Clause 10 alignment)

World Sailing will:

- review this policy on a regular basis;
- monitor its implementation and effectiveness;
- update the policy to reflect legal developments, best practice and lessons learned;
- Report transparently on progress where appropriate, to support continual improvement across the sport

11. Approval and Publication

This Human Rights Policy is approved by the World Sailing Board and is publicly available. This policy is adopted by World Sailing as part of its governance framework and supports the objectives and principles set out in the World Sailing Constitution.