



# IIHF Environment and Social Responsibility Guidelines



## **1. Commitment of the IIHF to Human rights, Sustainability and Social Responsibility**

The International Ice Hockey Federation (hereinafter referred to as the “IIHF”), in consistency with its objectives, emphasizes the great importance of human rights and acknowledges the significance of promoting climate action as well as contributing to a sustainable environment around the game of Ice Hockey and urges all stakeholders and contractors to act in accordance with these Guidelines.

IIHF Stakeholders including IIHF Suppliers and their subcontractors shall use best efforts to comply with health and safety legislation and industry standards. All suppliers of services are encouraged to mitigate health and safety risks and report all accidents to the IIHF in order to ensure a common solution.

## **2. Human Rights**

The IIHF emphasizes without limitation the importance of the following human rights:

### **a. Protection from Discrimination:**

No one shall engage in discrimination of any kind. Such discriminations may be based on different factors such as race, religion, culture or other social background and include without limitation the following vulnerable groups: workers, local communities, indigenous people, women and girls or people with disabilities.

### **b. Civil and political rights:**

Fundamental rights of the people to a life in dignity, free from torture, in personal security as well as the freedom of opinion and association, which includes the right to collective negotiation of employees, shall be respected.

### **c. Economic, Social and Labor Rights**

For the organization and implementation of all Ice Hockey related activities, the IIHF stresses the importance of maintaining the local culture of employees, providing them with favorable working conditions, appropriate medical care and social protection. Everyone is expected to take a proactive approach in ensuring that the employees have proper housing, clothing, an adequate standard of health and wellbeing and adequate food. Further, the employers should facilitate access to clean water and electricity and ensure that the working hours are not excessive and living wages are paid.

The working conditions shall be safe and hygienic. No child labor and forced labor shall be tolerated.

The Ethical Trading Initiative (ETI) Base Code shall set the minimal standards to comply with.



### **3. Remedies in accordance with international law**

All parties concerned by these Guidelines shall ensure that any violation of human rights is remedied in a manner consistent with international agreements, applicable laws and regulations and the United Nations Guiding Principles on Business and Human Rights.

### **4. Animal Welfare**

High standards of animal welfare both for animals that are raised for meat and dairy products, and for animals used for work and transport need to be respected. Any hides used in products must be a by-product of the food industry. The IIHF will use best efforts not to procure any products that make use of any fur, skins, food ingredients of plants or animal (including fish) of any species specified in the IUCN Red List of Threatened Species or Red List published by the Marine Conservation Society for seafood.

### **5. Active Role of the IIHF in guarding Human Rights**

The IIHF is committed to creating and maintaining a positive health and safety culture which secures the commitment and participation of all its employees, volunteers, contractors, partners, suppliers and licensees.

### **6. Sustainability**

#### **a. Clean Environment:**

All parties concerned by these Guidelines shall be aware of their influence on the environment and make best efforts to limit their impacts on climate change. They shall take a climate neutral approach in all its dealings as best as possible. That includes the reduction of carbon emissions associated with goods and services, including travel and freight, minimizing packaging, reuse of all goods and enforcing recycling and zero-waste-concepts.

#### **b. Sustainability in Materials and Substances:**

The IIHF encourages affiliated parties to use materials and substances that represent a low risk to human health and the environment. All hazardous materials and candidates for SVHC (Substances with very high concern) should be avoided as best as possible.

#### **c. Sustainability during IIHF Events**

The IIHF takes a climate favorable approach during all its Events and Competitions. This approach includes without limitation the following actions:

- i) Production of waste shall be minimized, and waste recycling shall be encouraged;
- ii) The use of non-renewable energies shall be minimized;
- iii) Optimizing or reducing personnel transport;
- iv) Use of existing infrastructure if possible;
- v) Use of sustainable products (locally produced, recycled, certified etc.).



## **7. Social Responsibility**

### **a. Fair operating practices**

The IIHF strongly condemns any appearances of bribery, fraud, money laundering, embezzlement, concealment or obstruction of justice and points out the significance of the IIHF Code of Conduct and its provisions in this regard. The IIHF reminds all stakeholders and suppliers of fair competition, property rights and a responsible political involvement.

### **b. Community Development**

The IIHF invites all stakeholders and suppliers to contribute to local community involvement. The education of children, women and vulnerable groups shall be supported, and the IIHF appreciates all engagements in social projects within local communities.