

TRAJNOSTNA POLITIKA

Soča Outdoor Festival

Soča Outdoor Festival se zaveda svoje odgovornosti do naravnega okolja, lokalne skupnosti in vseh udeležencev dogodka. Trajnost razumemo kot celovit pristop, ki upošteva okoljske, družbene, kulturne in ekonomske vplive našega delovanja – danes in v prihodnosti.

Skladno z dobrimi praksami trajnostnega turizma si prizadevamo zmanjševati negativne vplive dogodka ter hkrati ustvarjati pozitivne učinke za lokalno okolje in skupnost.

Naša zaveza temelji na naslednjih stebrih:

- trajnostno upravljanje,
- varovanje okolja,
- odgovoren odnos do skupnosti in kulture,
- spoštovanje človeka in vključenost,
- dostopnost za vse.

TRAJNOSTNI MANAGEMENT

Dogodek upravljamo sistematično in odgovorno, saj trajnost ni enkratna aktivnost, temveč proces stalnega izboljševanja: Spoštujemo veljavno zakonodajo in dobre prakse trajnostnega upravljanja, spremljamo vplive dogodka na okolje in družbo, vključujemo deležnike (lokalne skupnosti, ponudnike, organizacije), redno zbiramo povratne informacije udeležencev in partnerjev in pripravljamo letna poročila o trajnostnih ukrepih in napredku.

OKOLJSKA POLITIKA

Zavezujemo se k zmanjševanju okoljskega odtisa dogodka z naslednjimi ukrepi:

- Upravljanje tras: Udeleženci se gibljejo izključno po označenih poteh. Oznake se odstranijo takoj po dogodku. Načrtovanje tras preprečuje preobremenitev naravnega okolja.
- Zmanjševanje količine odpadkov: Politika brez plastike za enkratno uporabo. Spodbujanje uporabe lastnih bidonov in kozarcev, krožnikov in pribora. Ločeno zbiranje odpadkov na vseh ključnih točkah. Ponovna uporaba materialov in označb. Digitalizacija (virtualne darilne vrečke).
- Energija in voda: Spodbujamo racionalno rabo energije in vode. Prednost dajemo naravnim in energetsko učinkovitim rešitvam. Ozaveščamo udeležence in partnerje o varčni rabi virov.
- Trajnostna mobilnost: Spodbujamo prihod z javnim prevozom, kolesom ali souporabo vozil (tekačem nudimo popust na štartnino). Računamo parkirnino na festivalskem prizorišču, da spodbujamo prihod več ljudi v istem avtomobilu. Trudimo se vključiti čim več lokalnega prebivalstva v organizacijo dogodka.
- Ogljični odtis: Omogočamo pogozdovanje kot kompenzacijo emisij (vsak tekmovalec ima ob registraciji možnost donirati za namen pogozdovanja Krasa).

1. VIRI PORABE ENERGIJE IN NAČRTI ZA OPTIMIZACIJO

1.1.: Poraba energije pred dogodkom: Poraba energije v pisarni (računalniki, razsvetljava, ogrevanje/hlajenje, tiskanje). Potovanja v Tolmin med pripravo dogodka (službena potovanja, sestanki, dostave, ogled prizorišča).

Optimizacija: Uporabljati energetske učinkovite pisarniške opreme in LED razsvetljavo. Spodbujati oddaljene sestanke za zmanjšanje nepotrebnih potovanj. Spodbujati souporabo vozil ali javni prevoz za poti ekipe v Tolmin.

1.2.: Poraba energije med dogodkom: Med festivalom za prehrano skrbi catering - hrano pripeljejo že pripravljeno. Imamo hladilnik v VIP prostoru, ki pa ne prejme veliko gostov. Vsi razstavljalci so priključeni na naš vir elektrike, ki je vezan na Elektro Primorska. Imamo napovedovalko z mikrofonom in zvočnike v štartnem in ciljnem prostoru, na katerih se predvaja tudi glasba. Dodatne razsvetljave ne uporabljamo. Sanitarije za obiskovalce so samo zunaj v prenosnih wc-jih, kjer ne uporabljamo dodatne osvetlitve.

Optimizacija: Razstavljalcem smo dali v podpis našo Zeleno zavezo, v kateri se zavezujejo, da bodo varčno ravnali z energijo. Ugašanje luči, ko niso potrebne. Izklopiti naprave po uporabi. Identificirati energy hotspots.

1.3.: Dodatna področja: Transport in logistika med dogodkom (dostave, premikanje osebja, prevoz znotraj prizorišča). Zdravstvene in varnostne službe (prva pomoč, hlajenje zalog, osvetlitev).

Optimizacija: Zmanjšati uporabo vozil na prizorišču z uporabo električnih vozil ali koles za osebje. Čimbolj združiti vse Transporte.

1.4.: Dolgoročne izboljšave: Razviti letni načrt spremljanja porabe energije z evidenco porabe po posameznih področjih. Sodelovati s partnerji in dobavitelji za skupno zmanjšanje porabe energije. Redno pregledovati in posodabljeni strategiji optimizacije porabe energije na podlagi zbranih podatkov.

DRUŽBENA IN KULTURNA ODGOVORNOST

- Lokalna skupnost: Prednost dajemo lokalnim ponudnikom hrane, storitev in materialov. Vključujemo lokalne prostovoljce, vodnike in organizacije. Spodbujamo razvoj lokalnega gospodarstva.
- Spoštovanje kulture: Izpostavljamo lokalno dediščino in zgodbe. Spoštujemo kulturne posebnosti in zaščitena območja.
- Prostovoljstvo in izobraževanje: Omogočamo vključevanje mladih in razvoj kompetenc. Spodbujamo izmenjavo znanja o trajnosti.

GOSPODARSKA TRAJNOST

Spodbujamo sodelovanje z lokalnimi podjetji. Razvijamo dolgoročna partnerstva s trajnostno usmerjenimi sponzorji. Pri izbiri dobaviteljev upoštevamo lokalno poreklo, kakovost in trajnostne standarde. Za podizvajalce, sponzorje in ponudnike smo pripravili Zeleno zavezo, ki jo morajo podpisati pred dogodkom.

POLITIKA SPOŠTOVANJA ČLOVEKA IN VKLJUČENOSTI

Soča Outdoor Festival je prostor spoštovanja, varnosti in enakih možnosti za vse. Zavezuje se, da:

- ne dopuščamo diskriminacije ali nadlegovanja,

- zagotavljamo varno in vključujoče okolje,
- spodbujamo medsebojno spoštovanje med udeleženci,
- omogočamo anonimno prijavo neprimerne vedenja,
- spoštujemo človekove pravice in dostojanstvo vseh.

POLITIKA ENAKOSTI IN PODPORE TEKAČICAM

Zavezuje se k izboljševanju pogojev za ženske udeležence in večji vključenosti:

- Udobje in varnost: ločene in jasno označene sanitarije, dostop do higienskih pripomočkov, varne okrepčevalnice z mešanimi ekipami, jasni postopki prijave neprimerne vedenja.
- Enakost: enake nagrade za moške in ženske, enakovredna promocijska zastopanost, vidnost ženskih dosežkov.
- Izkušnja: ustrezni časovni limiti prilagojeni za ženske, jasne informacije o trasah, prilagoditve opreme in logistike.
- Dolgoročni razvoj: spodbujanje večje udeležbe žensk, razvoj ženskam prijaznih programov, zbiranje povratnih informacij tekačic.

DOSTOPNOST

Naš cilj je, da je festival dostopen vsem, ne glede na njihove sposobnosti.

- Ključni cilji: fizična dostopnost infrastrukture, jasna in dostopna komunikacija, usposobljeno osebje, stalno izboljševanje.
- Infrastruktura: dostopna parkirišča, poti brez ovir, kjer je mogoče, dostopna stranišča in tuši, dostopne pitne točke, rezervirana mesta za osebe z omejeno mobilnostjo.
- Program: vključujoče aktivnosti in spremljevalni program, sodelovanje z organizacijami za vključevanje ranljivih skupin (v preteklosti smo sodelovali s parafestivalom, letos bomo izvedli tekmovanje za gluhoslepe).
- Komunikacija: jasne informacije o dostopnosti pred dogodkom, označbe na prizorišču, info točka za pomoč.
- Usposabljanje: protokoli za nujne primere, vsaj en prostovoljec je usposobljen za delo z različnimi skupinami.
- Zbiranje povratnih informacij: po dogodku zbiranje povratnih informacij udeležencev s potrebami po dostopnosti za ugotavljanje vrzeli in izboljšav.

IZOBRAŽEVANJE IN OZAVEŠČANJE

Pred in med dogodkom udeležence informiramo o trajnostnem ravnanju, vključujemo trajnostne vsebine v program dogodka, izvajamo kampanje za odgovorno vedenje.

SPREMLJANJE IN POROČANJE

Po dogodku vsako leto izvedemo trajnostne analize, zbiramo povratne informacije od udeležencev festivala in javno komuniciramo dosežke in cilje.

POLITIKA ZAPOSLOVANJA

Naša organizacija se zavezuje k pravičnemu, vključujočemu in odgovornemu zaposlovanju, ki temelji na preglednih postopkih, enakih možnostih ter spoštovanju vseh posameznikov. Pri tem sledimo vrednotam trajnostnega razvoja, vključevanja skupnosti in dolgoročnega vlaganja v ljudi.

- Notranji postopki zaposlovanja: Vsako delovno mesto je jasno opredeljeno z opisom nalog, odgovornosti in zahtevanih kompetenc. Postopki izbire vključujejo javno objavo prostih mest, pregled prijav, razgovore ter objektivno ocenjevanje kandidatov. Zaposlovanje poteka skladno z načeli enakih možnosti, preglednosti in zaupnosti. Spodbujamo tudi notranjo mobilnost in napredovanje obstoječih članov ekipe.
- Dolgoročni cilji: Vzpostaviti stabilno, motivirano in strokovno ekipo. Vlagati v stalno strokovno rast in usposabljanja. Spodbujati delovno okolje, ki temelji na medsebojnem spoštovanju, psihološki varnosti ter ravnovesju med delom in zasebnim življenjem. Razvijati trajnostne kadrovske prakse, ki podpirajo dolgoročni vpliv na lokalno skupnost.
- Politika pravičnega plačila: Razvito imamo jasno in pregledno politiko pravičnega plačila za vse sodelavce dogodka. Politika opredeljuje pravične urne postavke, nadomestila in pogoje dela. Vse informacije o plačilu so komunicirane odprto in dostopno, s poudarkom na transparentnosti in enakopravnosti.
- Politika nediskriminatornega zaposlovanja: Sprejeli smo politiko nediskriminatornega zaposlovanja, ki zagotavlja enake možnosti za vse, ne glede na spol, starost, etnično pripadnost, spolno usmerjenost, versko prepričanje ali druge osebne značilnosti. Vsi kadrovske postopki so usklajeni s to politiko, vključno z razpisi, izborom, napredovanji in sodelovanjem v projektih.

PODPORA MLADIM IN PRIHODNJIM GENERACIJAM

Zavedamo se pomembnosti vključevanja mladih in jim zato ponujamo več poti za pridobivanje izkušenj.

- Prostovoljske priložnosti, kjer lahko razvijajo timsko delo, reševanje problemov in vodstvene veščine.
- Sodelovanje z izobraževalnimi institucijami za nudenje pripravništev ali praktičnih usposabljanj.
- Dostop do delavnic in izobraževalnih vsebin, ki pokrivajo področja organizacije dogodkov, trajnosti in vključevanja skupnosti.

POLITIKA PROSTOVOLJSTVA

Vzpostavili smo jasno politiko prostovoljstva, ki vključuje:

- Pravice prostovoljcev – npr. topli obrok med izmeno, pijača, majica dogodka ipd.
- Pošten in nediskriminatoren postopek izbora prostovoljcev.
- Priložnost za učenje, ki poudarja, da je prostovoljstvo predvsem priložnost za učenje in pridobivanje izkušenj, še posebej za mlade, ki prvič sodelujejo na takih dogodkih.

KODEKS VEDENJA

Velja za: udeležence, osebje, prostovoljce, prodajalce in obiskovalce Soča Outdoor Festivala.

1. SPOŠTUJ NARAVO

- Gibajte se izključno po označenih poteh in trasah, da zaščitite okolje in preprečite erozijo.
- Ne motite divjih živali in njihovih habitatov – obnašajte se odgovorno in z zavedanjem, da ste gostje narave.
- Ne puščajte smeti – uporabite označene koše za odpadke in reciklažo, če so na voljo ali jih odnesite s seboj.

2. SPOŠTUJ LJUDI

- Vsakogar obravnavajte z vljudnostjo, spoštovanjem in prijaznostjo, ne glede na starost, spol, narodnost, vero, spolno usmerjenost ali druge osebne značilnosti.
- Spodbujajte pošteno igro, športni duh in sodelovanje – festival je prostor za povezovanje in pozitivne izkušnje.
- Poskrbite, da bodo vsi udeleženci, tudi tisti z manj izkušnjami, imeli priložnost za varno in prijetno sodelovanje.

3. VARNOST NA PRVEM MESTU

- Vedno upoštevajte uradna navodila organizatorjev, varnostnega osebja in prostovoljcev.
- Spoštujte vse varnostne protokole, vključno z informacijami o vremenu, trasah in nujnih postopkih.
- Če opazite nevarne situacije ali poškodbe, jih nemudoma prijavite najbližjemu osebju.

4. NAČELO NIČELNE TOLERANCE DO NEPRIMERNEGA VEDENJA

- Ne bomo tolerirali nasilja, nadlegovanja, diskriminacije ali kakršnih koli oblik neprimernega vedenja.
- Kršitve tega kodeksa lahko vodijo do izključitve z dogodka, brez povračila stroškov.
- Organizator si pridržuje pravico do prepovedi udeležbe na prihodnjih dogodkih za kršitelje.

SKUPNA ZAVEZA

Soča Outdoor Festival ni le športni dogodek, temveč platforma za trajnostno, vključujočo in odgovorno skupnost. Vsak udeleženec, partner in organizator prispeva k temu, da: varujemo naravo, spoštujemo ljudi, podpiramo lokalno okolje, ustvarjamo pozitivno izkušnjo za vse.

SUSTAINABILITY POLICY

Soča Outdoor Festival

Soča Outdoor Festival is aware of its responsibility towards the natural environment, the local community and all participants in the event. We understand sustainability as a comprehensive approach that takes into account the environmental, social, cultural and economic impacts of our operations - today and in the future.

In accordance with good practices of sustainable tourism, we strive to reduce the negative impacts of the event while creating positive effects for the local environment and community.

Our commitment is based on the following pillars:

- sustainable management,
- environmental protection,
- responsible attitude towards the community and culture,
- respect for people and inclusion,
- accessibility for all.

SUSTAINABILITY MANAGEMENT

We manage the event systematically and responsibly, as sustainability is not a one-time activity, but a process of continuous improvement: We respect applicable legislation and good practices of sustainable management, monitor the impacts of the event on the environment and society, involve stakeholders (local communities, providers, organizations), regularly collect feedback from participants and partners and prepare annual reports on sustainability measures and progress.

ENVIRONMENTAL POLICY

We are committed to reducing the environmental footprint of the event through the following measures:

- Routes management: Participants move exclusively along marked routes. Markings are removed immediately after the event. Route planning prevents overloading the natural environment.
- Waste reduction: Single-use plastic-free policy. Encouraging the use of your own water bottles and glasses, plates and utensils. Separate waste collection at all key points. Reuse of materials and markings. Digitalization (virtual gift bags).
- Energy and water: We encourage the rational use of energy and water. We prioritize natural and energy-efficient solutions. We raise awareness among participants and partners about the economical use of resources.
- Sustainable mobility: We encourage arrival by public transport, bicycle or car sharing (we offer runners a discount on the entry fee). We charge parking fees at the festival venue to encourage more people to arrive in the same car. We try to involve as many local people as possible in the organization of the event.
- Carbon footprint: We enable afforestation as an emission compensation (each competitor has the option to donate to the purpose of afforestation of the Karst upon registration).

ENERGY CONSUMPTION SOURCES AND OPTIMIZATION PLANS

1.1.: Energy consumption before the event: Energy consumption in the office (computers, lighting, heating/cooling, printing). Travel to Tolmin during the preparation of the event (business trips, meetings, deliveries, viewing the venue).

Optimization: Use energy-efficient office equipment and LED lighting. Encourage remote meetings to reduce unnecessary travel. Encourage car sharing or public transportation for team trips to Tolmin.

1.2.: Energy consumption during the event: During the festival, catering is provided - food is brought in already prepared. We have a refrigerator in the VIP area, but it does not receive many guests. All exhibitors are connected to our electricity source, which is connected to Elektro Primorska. We have an announcer with a microphone and speakers in the start and finish areas, where music is also played. We do not use additional lighting. Sanitary facilities for visitors are only outside in portable toilets, where we do not use additional lighting.

Optimization: We have given exhibitors to sign our Green Pledge, in which they commit to being energy efficient. Turning off lights when not needed. Switching off devices after use. Identifying energy hotspots.

1.3.: Additional areas: Transport and logistics during the event (deliveries, moving staff, transport within the venue). Health and safety services (first aid, cooling of supplies, lighting).

Optimization: Reduce the use of vehicles at the venue by using electric vehicles or bicycles for staff. Combine all transport as much as possible.

1.4.: Long-term improvements: Develop an annual energy consumption monitoring plan with consumption records by individual areas. Work with partners and suppliers to jointly reduce energy consumption. Regularly review and update the energy consumption optimization strategy based on the collected data.

SOCIAL AND CULTURAL RESPONSIBILITY

Local community: We give priority to local providers of food, services and materials. We involve local volunteers, guides and organizations. We encourage the development of the local economy.

Respect for culture: We highlight local heritage and stories. We respect cultural specificities and protected areas.

Volunteering and education: We enable the inclusion of young people and the development of competencies. We encourage the exchange of knowledge about sustainability.

ECONOMIC SUSTAINABILITY

We encourage cooperation with local businesses. We develop long-term partnerships with sustainability-oriented sponsors. When selecting suppliers, we consider local origin, quality and sustainability standards. We have prepared a Green Pledge for subcontractors, sponsors and providers, which they must sign before the event.

POLICY OF RESPECT FOR HUMANS AND INCLUSION

Soča Outdoor Festival is a place of respect, safety and equal opportunities for all.

We are committed to:

- not tolerating discrimination or harassment,
- providing a safe and inclusive environment,
- promoting mutual respect among participants,
- enabling anonymous reporting of inappropriate behavior,
- respecting the human rights and dignity of all.

POLICY OF EQUALITY AND SUPPORT FOR FEMALE RUNNERS

We are committed to improving conditions for female participants and increasing inclusion:

Comfort and safety: separate and clearly marked restrooms, access to hygiene products, safe refreshment areas with mixed teams, clear procedures for reporting inappropriate behavior.

- Equality: equal rewards for men and women, equal promotional representation, visibility of women's achievements.
- Experience: appropriate time limits adapted for women, clear information about routes, adjustments to equipment and logistics.
- Long-term development: encouraging greater participation of women, developing women-friendly programs, collecting feedback from runners.

ACCESSIBILITY

Our goal is to make the festival accessible to everyone, regardless of their abilities.

- Key goals: physical accessibility of infrastructure, clear and accessible communication, trained staff, continuous improvement.
- Infrastructure: accessible parking, barrier-free routes where possible, accessible toilets and showers, accessible drinking points, reserved places for people with reduced mobility.
- Program: inclusive activities and accompanying program, cooperation with organizations for the inclusion of vulnerable groups (we have previously collaborated with the parafestival, this year we will hold a competition for the deaf-blind).
- Communication: clear information on accessibility before the event, signage at the venue, help desk.
- Training: emergency protocols, at least one volunteer trained to work with different groups.
- Feedback collection: After the event, we collect feedback from participants with accessibility needs to identify gaps and improvements.

EDUCATION AND AWARENESS RAISING

Before and during the event, we inform participants about sustainable practices, include sustainable content in the event program, and conduct campaigns for responsible behavior.

MONITORING AND REPORTING

After the event, we conduct sustainability analyses every year, collect feedback from festival participants, and publicly communicate achievements and goals.

EMPLOYMENT POLICY

Our organization is committed to fair, inclusive, and responsible employment, based on transparent procedures, equal opportunities, and respect for all individuals. In doing so, we follow the values of sustainable development, community involvement, and long-term investment in people.

- Internal recruitment procedures: Each job position is clearly defined with a description of tasks, responsibilities, and required competencies. The selection process includes public announcement of vacancies, review of applications, interviews and objective assessment of candidates. Recruitment is carried out in accordance with the principles of equal opportunities, transparency and confidentiality. We also encourage internal mobility and advancement of existing team members.
- Long-term goals: To establish a stable, motivated and professional team. Invest in continuous professional growth and training. Promote a working environment based on mutual respect, psychological safety and work-life balance. Develop sustainable HR practices that support long-term impact on the local community.
- Fair pay policy: We have developed a clear and transparent fair pay policy for all event employees. The policy defines fair hourly rates, compensation and working conditions. All information about pay is communicated openly and accessible, with an emphasis on transparency and equality.
- Non-discriminatory employment policy: We have adopted a non-discriminatory employment policy that ensures equal opportunities for all, regardless of gender, age, ethnicity, sexual orientation, religious beliefs or other personal characteristics. All human resources procedures are aligned with this policy, including calls for applications, selection, promotions and participation in projects.

SUPPORTING YOUTH AND FUTURE GENERATIONS

We are aware of the importance of involving young people and therefore offer them several ways to gain experience.

Volunteering opportunities where they can develop teamwork, problem-solving and leadership skills. Cooperation with educational institutions to offer internships or practical training.

Access to workshops and educational content covering the areas of event organization, sustainability and community involvement.

VOLUNTEERING POLICY

We have established a clear volunteering policy, which includes:

Volunteer rights – e.g. hot meal during shift, drink, event t-shirt, etc.

Fair and non-discriminatory volunteer selection process.

Learning opportunity, which emphasizes that volunteering is primarily an opportunity to learn and gain experience, especially for young people who are participating in such events for the first time.

CODE OF CONDUCT

Applies to: participants, staff, volunteers, vendors and visitors to the Soča Outdoor Festival.

RESPECT NATURE

- Move exclusively along marked paths and trails to protect the environment and prevent erosion.
- Do not disturb wild animals and their habitats – behave responsibly and with the awareness that you are guests of nature.
- Do not leave litter – use marked waste and recycling bins if available or take them with you.

RESPECT PEOPLE

- Treat everyone with courtesy, respect and kindness, regardless of age, gender, ethnicity, religion, sexual orientation or other personal characteristics.
- Encourage fair play, sportsmanship and cooperation – the festival is a place for networking and positive experiences.
- Ensure that all participants, even those with less experience, have the opportunity to participate safely and enjoyably.

SAFETY FIRST

Always follow official instructions from organizers, security staff and volunteers.

Follow all safety protocols, including information on weather, routes and emergency procedures.

If you notice any dangerous situations or injuries, report them immediately to the nearest staff.

ZERO TOLERANCE POLICY FOR MISCONDUCT

We will not tolerate violence, harassment, discrimination or any form of inappropriate behaviour.

Violations of this code may result in exclusion from the event, without refund.

The organizer reserves the right to ban violators from future events.

COMMON COMMITMENT

Soča Outdoor Festival is not just a sporting event, but a platform for a sustainable, inclusive and responsible community. Every participant, partner and organizer contributes to: protecting nature, respecting people, supporting the local environment, creating a positive experience for everyone.