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UICN
CONGRÈS
MONDIAL DE LA
NATURE
Marseille



SUSTAINABILITY REPORT

IUCN WORLD CONSERVATION CONGRESS

Marseille, September 3rd - 11th, 2021





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INTRODUCTION AND KEY FIGURES



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« AN AMBITION IN TERMS OF SUSTAINABILITY IN LINE WITH THE STAKES OF THE EVENT »



The IUCN World Conservation Congress is a major international event for biodiversity protection gathering thousands of experts, government agencies and civil society organisations from around the world.

Achieving a sustainable Congress has been a priority since the beginning of the project design, first due to the IUCN engagements for the environment and therefore the sustainability objectives and guidelines it included in the Congress specification documents. These guidelines perfectly matched with France ambition to be a leader in the green economy and sustainable development. This particularly applies to the standards required for large international events organized by France such as COP21, G7 2019, the Generation Equality Forum and the future 2024 Olympic Games in Paris.

This report provides a detailed overview of the sustainable development approach adopted for the Congress and the main actions implemented in order to minimize the Congress carbon footprint, to secure the participation of the greatest number of people, and maximize the legacy for local territories and stakeholders.

TESTIMONIALS

ENRIQUE LAHMANN

IUCN Global Director of the Union Development Group

"As co-organizers of the world's largest event for nature conservation, IUCN and France decided from the outset to set an example of environmental responsibility and equity. The ISO 20121 certification and the Large Event Gender Equity Label awarded to the IUCN Congress are proof that our joint efforts have been successful."



"Since the COP 21, we can't hold an event like this without a sustainable development strategy that has been thought out from the very beginning of the project, and that is meticulous and exhaustive on all the dimensions of sustainability. We wanted an eco-designed and eco-responsible Congress. In an extremely complicated pandemic context, this required numerous adaptations, including two postponements, without any compromise on our sustainable development objectives."

MARC STRAUSS

Director of Large International Projects
at Ministry of Ecological Transition
(MTE)

OLIVIER ROBIN

Legacy & sustainable development advisor -
Ministry of Ecological Transition (MTE)

"Through the ISO 20121 certification, the implementation of the legacy commitment will allow to accompany local stakeholders in raising their standards in sustainability for the Congress and continuing to improve their sustainable practices after."



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PAMELA GASEMANN

IUCN Congress Manager

"The Large Event Gender Equity Label allowed us to challenge our approaches, go beyond our objectives, particularly in terms of anti-harassment and gender equity policies."

KEY FIGURES

93%

of materials and equipments rented or reused by suppliers and service providers



100%

of compostable or reusable tableware

91%

of waste reused (donations) or recycled through 24 sorting categories and 40 companies or associations

1,8

tons of food donations to 13 associations

35%

of freight vehicles coming from less than 150 km



42 000

km of piggyback transportation for 800 tons of transported materials



of women among participants, organisation and suppliers staff

46,5%

17

Marseille hotels with Green Key label or under labeling process for the Congress and in preparation of 2024 Olympic Games

1 900

hours achieved of professional integration missions

9 200

participants of which 3 500 digital only



43%

of services supplied locally (PACA Region)

100%

of local restaurants of which more than 50% with ISO 20121 certification or Ecotable label

25 000

general public visitors of which 3 000 students and teachers, 10 structures for aged and fragile people, 55 invited associations



1 000

conferences, workshops, summits, events and plenary sessions

350

project holders for 430 animations and events in Nature Generation Areas (general public and schools)

4

certifications and labels pursued in the context of the Congress of which ISO 20121 certification and Large Event Gender Equity Label were awarded to the event

100%

of public procurement markets with CSR criteria assessed with a weight of up to 25% of total rating (particularly for building & fit-out)



483

MWh of electrical consumptions covered by renewable energies

6 339

tons CO2 equivalent emitted, 100% offset by funding projects with positive environmental and social impact



II

ISO 20121 CERTIFICATION & SUSTAINABLE DEVELOPMENT POLICY



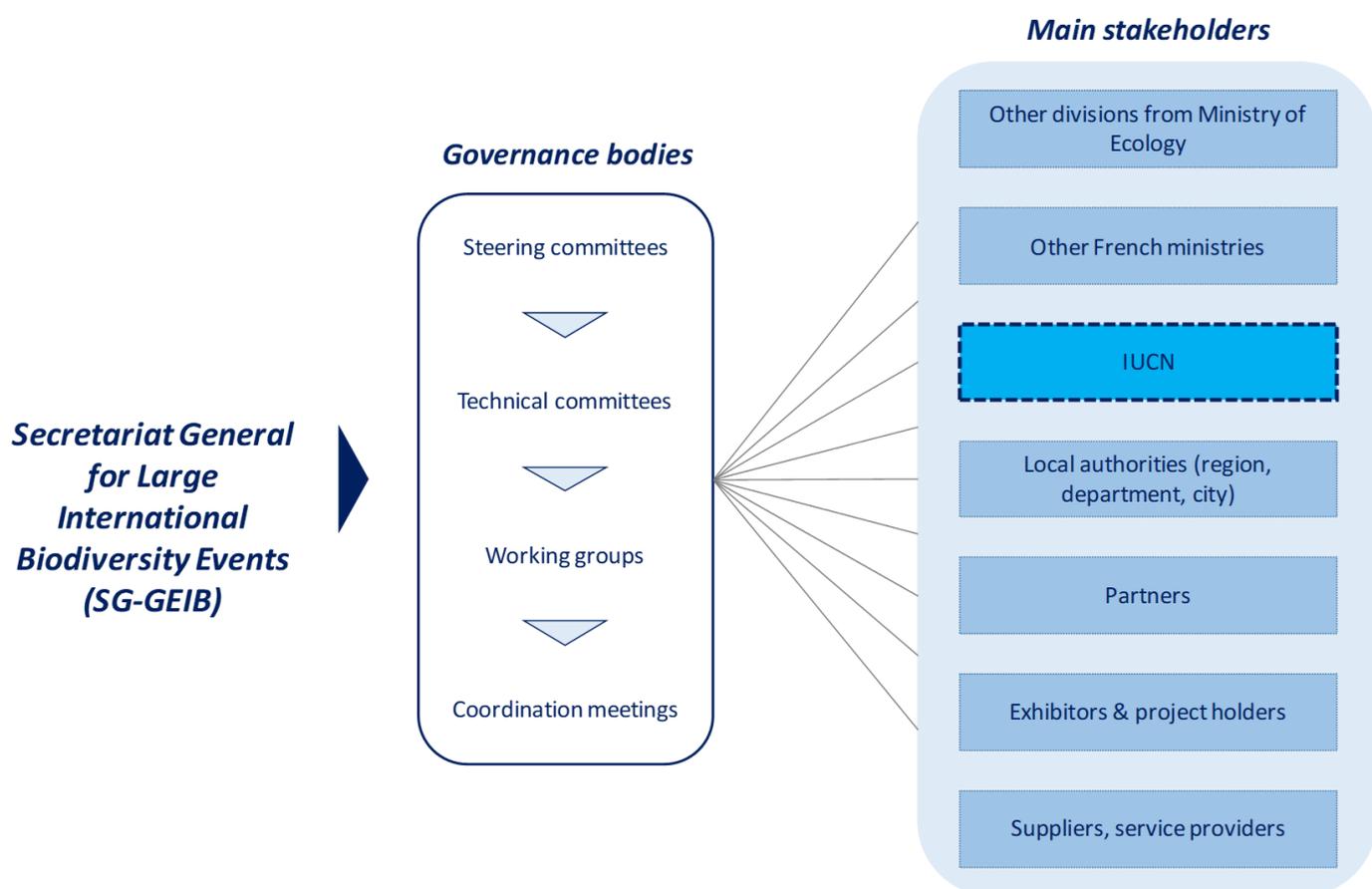
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II.1. ISO 20121 CERTIFICATION



From the start of the project, the Ministry of Ecological Transition (MTE) and IUCN decided to use the ISO 20121 standard to ensure the implementation of responsible project management that takes into account environmental, economic and social issues.

At the heart of this approach, listening to and mobilizing stakeholders was made possible by conducting interviews, between July and September 2019, with more than fifteen stakeholders from the MTE, other French ministries involved, IUCN, local authorities and service providers.



A governance system integrating all the stakeholders was set up with frequencies adapted to the different levels of involvement.

Weekly coordination meetings between the MTE and IUCN, working groups, technical committees and steering committees at the local and interministerial levels have made it possible to inform and mobilise all stakeholders throughout the preparation of the Congress.

The MTE has entrusted the Secretariat General for Major International Biodiversity Events (SG-GEIB) with the implementation of key procedures for responsible project management, including: defining sustainability and social responsibility strategy and objectives, monitoring a sustainable action plan, managing responsible procurement, compliance with legal and quality requirements, stakeholder communication, risk management, self-assessment and continuous improvement.

These procedures were subject to an internal audit as well as an external audit by a certifying body on the basis of formalised documents and working tools, followed by a visit to the Congress to observe the proper implementation of the principles of responsible management and compliance with the principles of inclusion, vigilance, integrity and transparency.

As a result of these audits, the IUCN World Conservation Congress was awarded ISO 20121 certification on September 7th, 2021.



© Laurent Villeret / MTE



In the continuity of this certification, the Congress organization presented the actions implemented during a conference "Sustainable Congress" held on September 8th, 2021 at the French Pavilion and broadcasted live on the Internet.

II.2. SUSTAINABLE DEVELOPMENT POLICY

By listening to the key stakeholders, the IUCN World Conservation Congress has formulated a sustainable development policy based on four major commitments, broken down into 21 objectives, in line with the Sustainable Development Goals defined by the United Nations:

ENVIRONMENTAL COMMITMENT

Implement an eco-responsible, low-carbon organization that minimizes the use of resources and waste production and promotes the circular economy.

ECONOMIC AND SOCIAL COMMITMENT

Maximize the territorial commitment and impact, by giving the opportunity to the different local stakeholders to be involved in the event and by facilitating the employment of all and the voluntary work.

LEGACY COMMITMENT

Strengthen the sustainable territorial dynamics, by promoting the local nature heritage and sustainable practices for nature conservation and biodiversity preservation.

INCLUSION COMMITMENT

Organize a unifying event, offering the possibility to everyone to participate in the event in the right conditions of comfort, equity, safety and integrity for all.



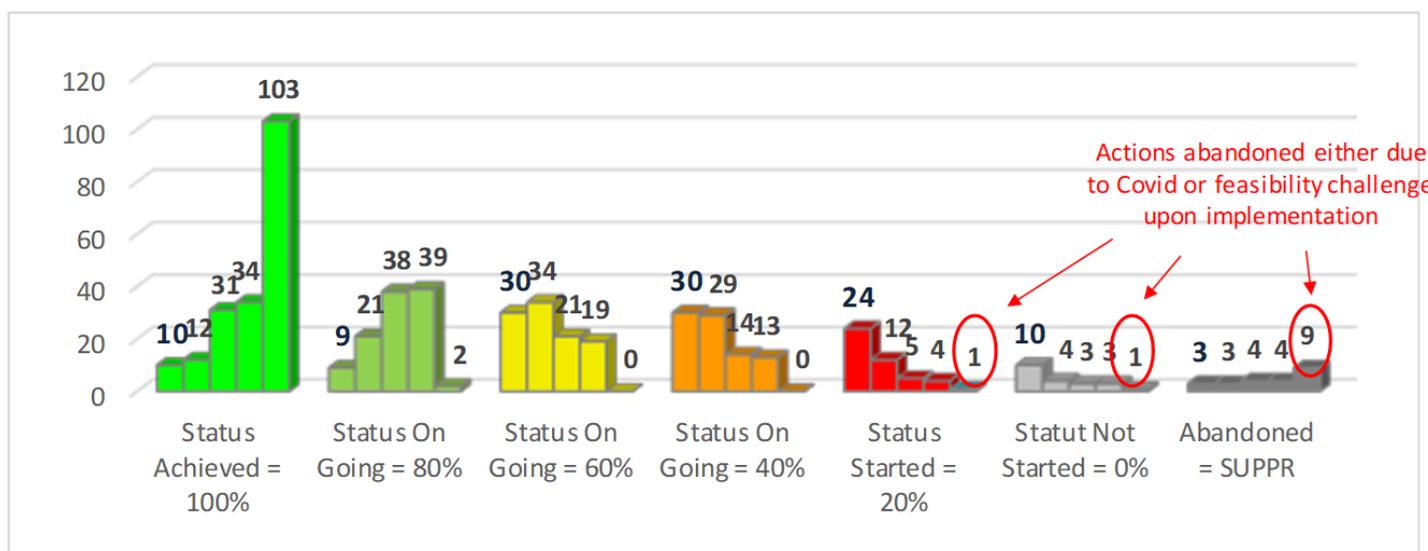
Signed by the Secretary of State for Biodiversity, Ms. Bérengère Abba, the sustainable development policy was published on the Congress website and distributed to all stakeholders involved in the organisation of the event.

An action plan of 116 initiatives was defined in order to achieve the sustainability objectives and regularly updated (every 6 weeks) to reflect the progress of the working groups. More than 90% of the initiatives have been completed, the remaining 10% having been abandoned mainly for reasons due to the health context.

SUSTAINABLE ACTION PLAN

EVOLUTION OF ACTION STATUS - FROM 30/03/21 TO 20/11/21

	Total Actions of which =>	Status Achieved = 100%	Status On Going = 80%	Status On Going = 60%	Status On Going = 40%	Status Started = 20%	Status Not Started = 0%	Abandoned = SUPPR
Environmental commitment	43	40	1	0	0	0	0	2
Economic and social commitment	17	14	0	0	0	1	0	2
Legacy commitment	30	25	0	0	0	0	1	4
Inclusion commitment	26	24	1	0	0	0	0	1
TOTAL Congress	116	103	2	0	0	1	1	9



II.3. SUSTAINABLE DEVELOPMENT COMMUNICATION

In order to maintain the commitment of all the stakeholders throughout the preparation of the Congress, a specific communication plan for sustainable development was conducted.

BEFORE THE CONGRESS

- Nearly 70 people have been directly sensitized in dedicated sessions and have relayed to their respective teams and organizations the objectives and actions of sustainable development.
- 3 Sustainable Development newsletters were sent to stakeholders concerning eco-design, waste management, gender equity and anti-harassment.
- Detailed sustainable development guidelines have been integrated into 5 guides for project leaders, exhibitors, school groups, participants and staff of the organisation / service providers / local authorities.

DURING THE CONGRESS



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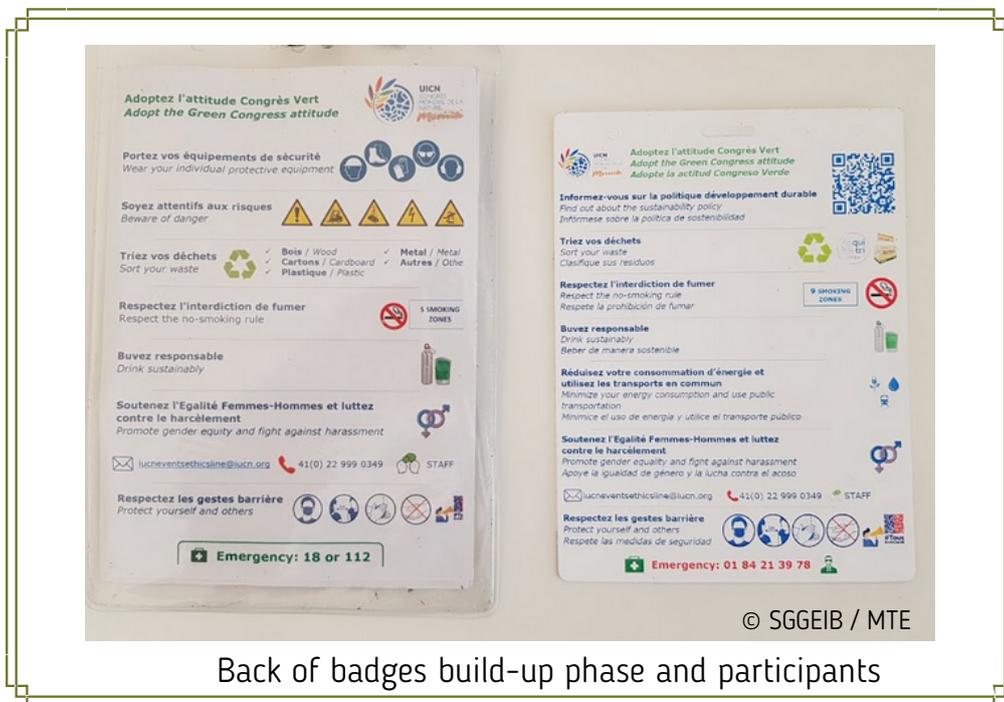


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A Sustainable Development information desk was set up at the "General Public Visitors" entrance and animated throughout the Congress (interactive games) to make visitors aware of the eco-gestures and waste sorting actions to be taken.

Numerous posters were displayed in the different areas to inform about the "Green Congress Actions" as well as the commitments in terms of gender equity and the fight against harassment and discrimination.

The main eco-gestures were printed on the back of all the badges of the participants, exhibitors, service providers and members of the organization.



The sustainable actions of the Congress were presented during a conference on the French Pavilion.



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© Amélie Laurin / MTE

III

ENVIRONMENTAL COMMITMENT



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At the heart of the environmental commitment is the minimisation of the Congress carbon footprint. This was done mainly in the following areas: eco-design and sustainable materials, transport and sustainable energy, waste management and the circular economy, and responsible food.

In addition to these actions, the Congress organization committed to offset 100% of the residual CO2 equivalent emissions of the Congress, including those related to the travel of participants, organization staff and service providers.

III.1. RESPONSIBLE PROCUREMENT AND ECO-DESIGN



The responsible purchasing policy during the Congress was structured around 12 main service contracts governed by the French public procurement rule, guaranteeing transparency in the publication of specifications, the analysis of the bids received and the final selection.

Detailed CSR guidelines were included in each of these contracts (see chapter 6 of the SCCs) and were assessed with a weighting of up to 25% of the final score, particularly in the main contract for build and fit-out.



In the same way, the nearly 40 partners of the Congress were evaluated with regards to their sustainable development policy and social practices. It should be noted that these assessments also considered continuous improvement and ongoing efforts.

Thanks to the strong expectations set by the CSR guidelines, important eco-design actions were carried out among which :

- 93% of the material and equipment was rented or reused by the service providers. This was the case, for example, for the entire furniture contract or for the immersive stands either created for the Congress to be reusable after (e.g. Maison Régionale de l'Eau by IMMERSIO) or already existing and reused during the Congress (e.g. CNES dome).



© Damien Carles / MTE



© Amélie Laurin / MTE



- The use of carpeting was reduced to a minimum. The carpet used for the IUCN Exhibition in the Palais des Evénements (58 tons) was entirely rented, requiring the use of protective flooring during assembly and dismantling operations. In the Palais de la Méditerranée (Nature Generations Areas), the installation of carpeting was forbidden except under specific derogation related to the scenography of certain particular sites and subject to the responsible procurement of materials and their reuse or recycling at the end of the event. 4 sites benefited from this exemption.

- The selection of recycled and/or recyclable materials manufactured with little or no harmful products for health. For example, OSB wood is preferred, as well as Oeko Tex Standard 100 certified brushed cotton fabrics and chemical ink-free printing.



- Also noteworthy is the implementation by the cleaning service provider of a centralized solution for diluting cleaning products, which greatly reduces plastic pollution and improves control of the composition of the products used.



III.2. TRANSPORT AND ENERGIES

The choice of Marseille to host the IUCN World Conservation Congress facilitated the use of sustainable transportation thanks to the accessibility of the city by all modes of public transport and also to the rate offers implemented by the local authorities to encourage soft mobility during the Congress.

The railway station of Marseille St Charles served by the TGV (high-speed train) allowed the travel by train of a great part of the teams and participants coming from the other French regions in particular the Paris region, but also from countries such as the United Kingdom, Belgium, the Netherlands or Germany benefiting from connexions with Eurostar, Thalys and TGV-East.



© stephanielowezanin



© Valérie Vrel

The Marseille Chanot Exhibition & Convention Centre location near many hotels, with direct metro service from the Marseille St Charles train station, also meant that a large number of members of the organisation, service providers and participants could be accommodated close to the Congress and access on foot, by bicycle, metro/tramway or bus.

Accessibility to public transport was reinforced by the more than 5,000 transport passes distributed free of charge or at a preferential rate to participants, school groups, volunteers, members of the organisation and VIPs.

The main Build & Fit-out contractor of the Congress also used a piggyback solution (via TAB Rail Road) for the transport of 49 of the 54 trucks that had to make the Paris-Marseille journey, representing 800 tons of material transported and 42,000 km.

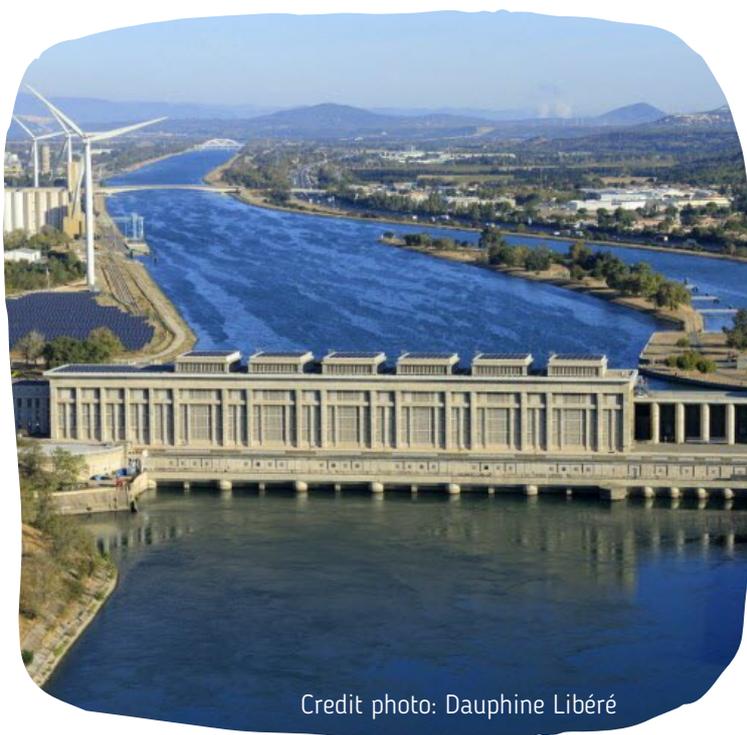
When possible, the other contractors used transport from storage facilities located in the PACA region. In total, 35% of the vehicles that transported freight came from less than 150km away.



Transport module for piggyback transportation



© SGGEIB / MTE



Credit photo: Dauphine Libéré

CNR Hydroelectric power plant of Bollène

In addition to efforts to limit the carbon footprint of transport, the Congress organisation has entered into a partnership with the Compagnie Nationale du Rhône in order to cover 100% of the 483 MWh of electricity consumed by the Congress with renewable energies produced by the Bollène hydroelectric power plant, which is located in the heart of the Donzère-Mondragon hunting and wildlife reserve, one of the 22 French sites labelled as a "green list" of protected areas by the IUCN.

III.3. MATERIALS AND WASTE MANAGEMENT

Resources & Waste management during the Congress was part of the broader circular economy approach adopted during the event, particularly through the implementation of the 5Rs principle: Refuse, Reduce, Reuse, Recycle, Return to Earth (compost).

As presented previously, the eco-design efforts made by the organization, the build & fit-out contractors and the exhibitors strongly contributed to the objectives of reduction and reuse of materials with 93% of materials and equipment rented or reused by the service providers.



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© Les Connexions



© Les Connexions

Reuse of materials

Materials and equipment report (in tons)

Materials and equipment (in tons)	TOTAL
Wood	217,3
Furniture	405,8
Metal	442,3
Concrete	350,2
Plastic films	1,8
Visuals / polyester tarps	3,5
Hard plastics	5,4
Cardboards	3,9
Paper	0,3
Compostable tableware	4,1
Fabrics (brushed cotton, fleece, lycra)	6,0
Fiberglass wool	24,3
IT equipment / electronics	20,4
Audio-visual equipment / Lighting	117,1
Security equipment	8,0
Water fountains	0,8
Health materials & equipment	6,3
Plants, greenery	66,9
Other materials exhibitors	1,5
Total materials & equipment	1 682,0

Rental / reuse rate by suppliers

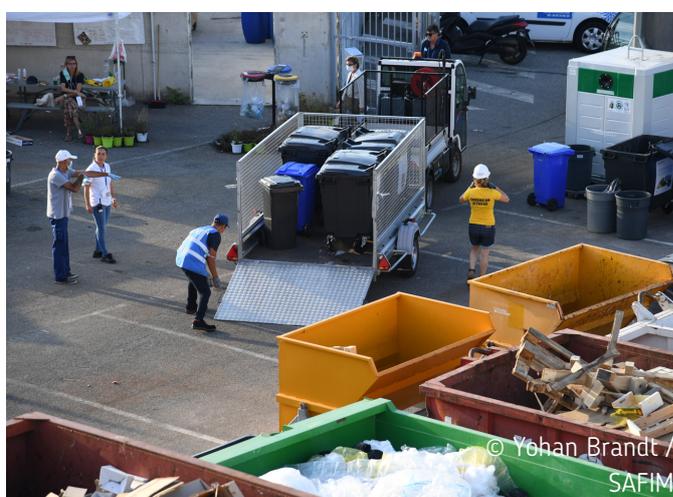
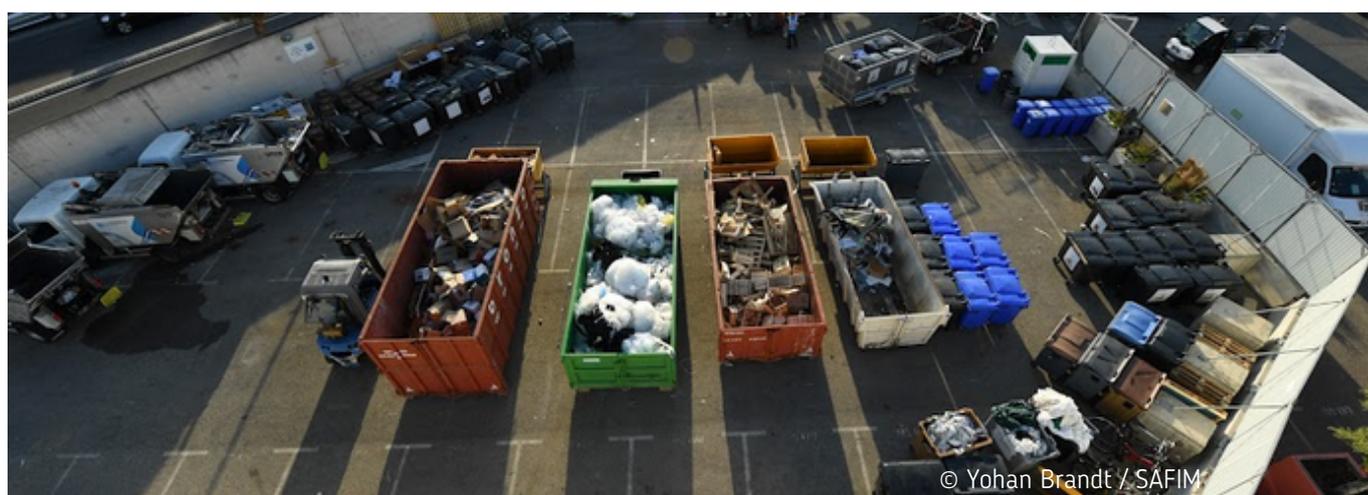
93,4%

In addition, the use of plastic bottles was prohibited for all restaurants at the congress, as well as for all refreshments for participants and speakers during workshops and conferences.

Similarly, paper consumption was reduced as much as possible by encouraging exhibitors and project holders to use collective communication supports, while respecting health measures.

Throughout the congress, the members of the organisation accompanied the exhibitors in the implementation of these recommendations and ensured that no single-use leaflets, brochures or documents were distributed. The use of printing paper was limited to less than 300kg for the duration of the event.

In order to implement maximum reuse of waste (excluding reuse already implemented by the service providers for their own materials & equipment) as well as efficient waste sorting, many players had to be involved both to ensure rigorous logistics throughout the Congress, but also to propose all the necessary recycling and reuse channels.



Waste management: Main Waste Massification Point

Six main players were involved in raising awareness, onsite sorting, collection, weighing and traceability, and finally, removal of the waste to the recycling facilities. Private companies (SAFIM, ONET), local authorities (Métropole Aix-Marseille-Provence), and associations (Les Connexions, Les Alchimistes, Recyclop) were part of this joint partnership, which took a long time to implement because it was new. In the end, it was a true success during the Congress and the collaboration between the various players was exemplary.

Some specificities of the Congress had to be taken into account in the design of the waste management system:

- The diversity of the participants from all over the world and the important presence of the local general public with different practices in terms of waste sorting;
- A very short dismantling phase due to the set-up of the Marseille Fair immediately afterwards, limiting the space and time for the sorting and donation of materials;
- The variety of materials and equipment used.



Waste sorting stations



© Yohan Brandt / SAFIM

Waste sorting stations were deployed :

- during build-up / dismantling
 - 20 waste sorting stations in 660L containers for wood / cardboard / plastic films and common industrial waste
 - Separate specific sorting carried out by the build & fit-out contractors for other materials such as metal, suspended ceiling tiles, fiberglass wool, brushed cotton fabrics, etc.
- during Congress operations
 - more than 50 indoor waste sorting stations in cardboard-boxes (household waste / paper-packaging-cans / organic waste / Covid waste)
 - 22 outdoor waste sorting stations in 120L containers (household waste / paper-packaging-cans / organic waste)
 - Separate sorting by restaurants for kitchen organic waste, glass, food oils)

Once collected from the sorting stations, the waste was transported to the Massification Points where it was sorted by Les Connexions and Onet, weighed and recorded, and then placed in the right containers for removal to the sorting and recovery centres.



Waste onsite sorting and weighing

Nearly 40 companies specialized in recycling, subcontractors, technicians and associations from 6 neighbouring departments were involved in the reuse, recycling and, as a last resort, energy recovery (electricity production) of the waste.

A materials exchange organized onsite during the dismantling phase by the main build & fit-out contractor Decoral, allowed the donation to- and reuse of materials by 18 different entities (companies, associations-material markets, individuals).

In total, 24 different sorting channels have been implemented:

- 51% of the waste was reused through donations / transfers of materials
- 40% of the deposits and waste were recycled
- 8% of the waste was recovered energetically, mainly through the production of electricity



Among the specific efforts made, one can also stress the sorting and collection / treatment of organic waste carried out by Les Alchimistes, reinforced by the use of 100% compostable tableware for the Congress restaurants, achieved significant results:

- 50 bins (35L each) were distributed to restaurant kitchens, allowing for the collection of 1.4T of organic waste collected with an electrical three-wheeler.
- Adding the organic waste of the participants and visitors, more than 3.6T of total organic waste was collected for composting.
- In addition, 1.3T of green waste (mainly natural grass used in the Nature Generation Areas) was also recovered into compost.
- Once composted, 1400 bags (2L each) of compost will be distributed during local events or directly to residents.



9 interactive ashtrays were also installed on the event site and 1,250 pocket ashtrays were distributed by the Recyclop association, which collected and prevented pollution from approximately 18,000 cigarette butts.

Waste management report by waste category and treatment type

Resources / Waste (in kg)	Build-Up	Run	Dismantling	TOTAL Congress	Treatment type
Wood	4 565	123	57 068	61 756	Reuse & Recycling
Wood - Reuse	0	0	43 116	43 116	Reuse
Wood - Recycling	4 565	123	13 952	18 640	(R3) Recycling
Plastic Films	1 359	249	147	1 755	(R5) Recycling
Visuals / Polyester tarps	0	0	2 499	2 499	Reuse
Metal	295	3	7 662	7 959	Reuse & Recycling
Metal - Reuse	0	0	2 097	2 097	Reuse
Metal - Recycling	295	3	5 565	5 862	(R4) Recycling
Cardboard	2 030	1 193	677	3 900	(R3) Recycling
Fabrics (brushed cotton, fleece, lycra)	0	0	5 260	5 260	Reuse & Recycling
Fabrics - Reuse	0	0	2 790	2 790	Reuse
Fabrics - Recycling	0	0	2 470	2 470	Recycling
Fiberglass wool	0	0	6 220	6 220	Reuse & Recycling
Fiberglass wool - Reuse	0	0	3 640	3 640	Reuse
Fiberglass wool - Recycling	0	0	2 580	2 580	Recycling
Other recyclables	0	0	1 073	1 073	Reuse & Recycling
Other recyclables - Reuse	0	0	1 072	1 072	Reuse
Other recyclables - Recyclable	0	0	2	2	Recycling
Paper, packaging, plastic bottles, cans	421	960	254	1 635	(R3/R4/R5) Recycling
Glass	74	1 404	243	1 720	(R5) Recycling
Organic waste	585	2 759	306	3 650	(R3) Compost organic waste
Food oils	0	0	52	52	(R1) Energy recovery
Food donations	590	982	208	1 781	Reuse
Green waste	0	0	1 209	1 209	(R3/R10) Compost greenery
Horse manure	0	97	0	97	(R3) Worm compost
Common industrial waste	1 686	69	2 425	4 180	(R1/R5/D5) Mix* Recycling (20%) / Energy recovery (65%) / Specialized landfill (15%)
Domestic waste	1 243	3 226	1 717	6 186	(R1) Energy recovery > electricity production
COVID waste	0	5	2	6	(R1) Energy recovery > electricity production
Sanitizer refill pouches	0	15	0	15	(R1) Energy recovery > energy substitution combustible
Electronic waste	119	5	94	217	(R4/R5) Recycling
Batteries	0	15	0	15	(R4/R5) Recycling
Light bulbs	0	0	1	1	(R4/R5) Recycling
Cigarette butts	4	4	0	8	(R1) Energy recovery > electricity production
Hazardous waste	1	0	0	1	(R1) Energy recovery > electricity production
Total Resources & Waste	12 971	11 107	87 116	111 193	

*% recycling of common industrial waste revised down to 20% due to congress onsite sorting having already oriented large part of waste to

Reuse / Recycling rate = **91,4%**
of which reuse **51,3%**
of which recycling **40,1%**
Energy recovery rate = **8,1%**
Specialized landfill rate = **0,6%**

III.4. SUSTAINABLE FOOD

Food trucks



© Romain Jeannot / Carle Organisation



© Romain Jeannot / Carle Organisation

In terms of catering, a sustainable food charter was formulated with the following objectives:

- 100% seasonal products, 70% organic / local products
- 0 plastic waste, 100% compostable tableware
- 0 endangered species (especially for meals with fish)
- 1 vegetarian option minimum

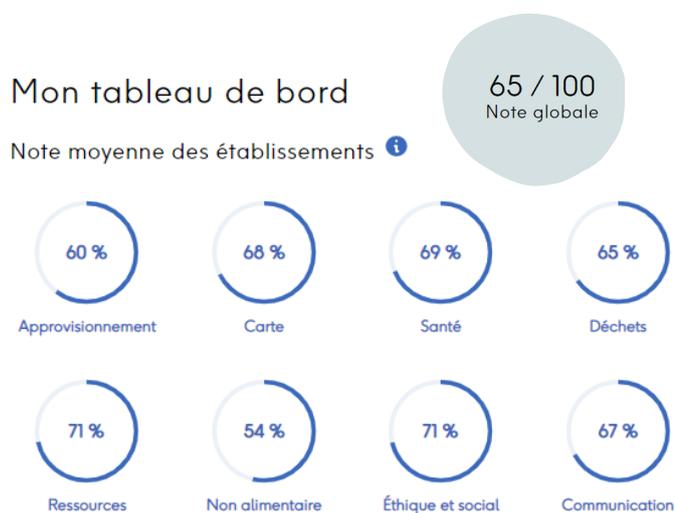
This charter served as the basis for the selection of the restaurants and caterers involved in the event. Its implementation was entrusted to a service provider dedicated to the coordination of the restaurants and the monitoring of commitments in terms of sustainable development.



© Romain Jeannot / Carle Organisation

In order to reinforce this support and to promote the efforts of the restaurants, an audit and certification process for the restaurants present at the Congress was carried out with the Ecotable label and its platform "Impact by Ecotable".

- 90% of the restaurants were evaluated by Ecotable on their sustainable development practices: sourcing, menu, health, waste, resources, non-food, ethical and social, communication.
- 55% of restaurants completed the full audit by also sharing their procurement invoices during the Congress.
- The audited restaurants achieved an overall performance of 65%, fairly homogeneous across all criteria, with particularly good scores on the Natural Resources, Ethical and Social, and Health dimensions, and a priority improvement area concerning Non-Food (cleaning products, textiles, furniture, etc.).
- 3 restaurants obtained 1 Ecotable label - level 1, 1 restaurant obtained Ecotable label - level 2.
- The Ecotable team came to check during the event that the commitments made were respected and that the elements transmitted were really implemented.



Crédits photo: Unikeco

Crédit photo: Tracks & Georget

As part of the supply of 100% compostable tableware to restaurants to limit plastic pollution and guarantee the quality of sorting, the organization was also keen to support a French innovation, the Georgette, a 3-in-1 and compostable cutlery.

With the contribution of the Métropole Aix-Marseille-Provence, 15,000 reusable cups were deployed in the restaurants with a deposit system.

This measure limited the consumption of plastic bottled water and was accompanied by the installation by the Société Eau de Marseille Métropole of 20 water fountains and a water bar available to all those present at the event as soon as the build-up phase.

More than 10,000 water bottles were distributed to participants, volunteers, school groups, members of the organisation and service providers to encourage the use of water fountains.



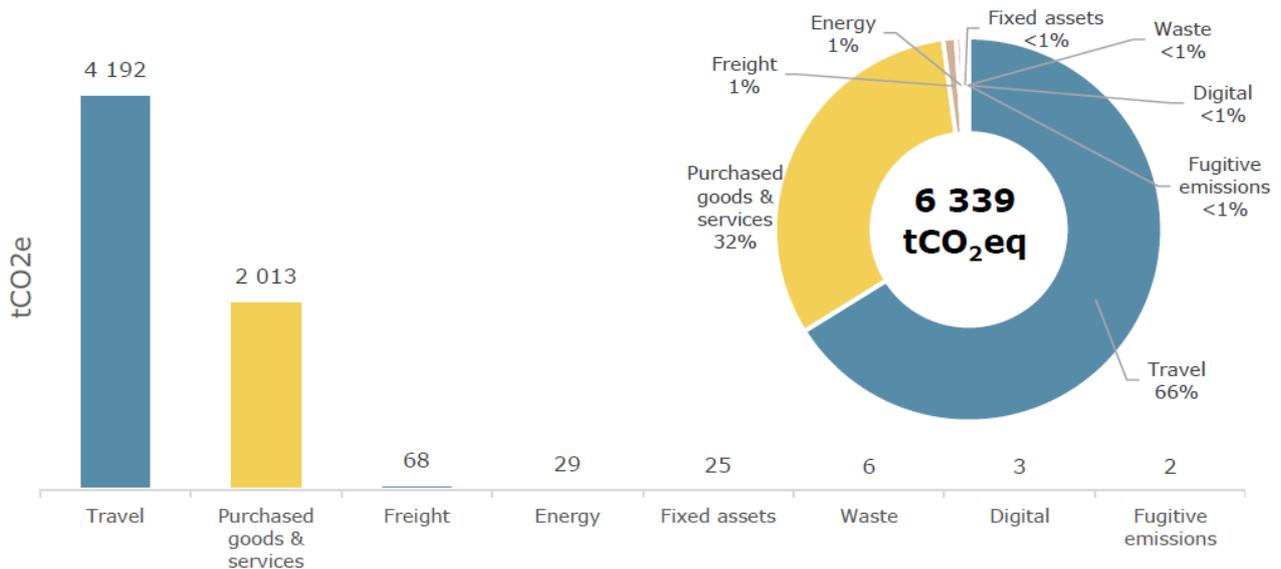
Crédit photo: Société Eau de Marseille Métropole

III.5. CARBON FOOTPRINT AND CARBON OFFSET PROJECTS

The carbon footprint of the Congress was measured and managed through two Carbon Footprints carried out with Ecoact before and after the Congress.

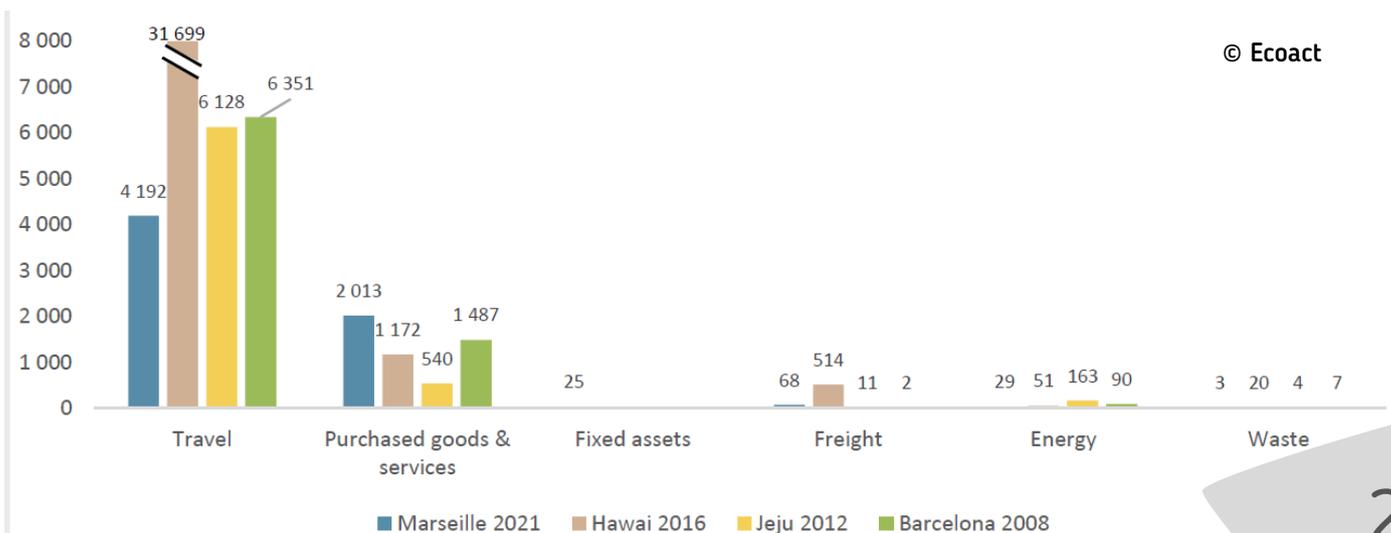
These Carbon Footprints included the largest scope of carbon emissions (scopes 1 to 3), particularly with the integration of emissions linked to the transport of materials and equipment as well as to the travel of all participants and staff of the organisation and service providers.

The final carbon footprint of the Congress was **6,339 tCO₂eq**, lower than the previous 3 editions.



© Ecoact

This result is mainly linked to the lower number of international participants and also to the higher proportion of European participants, and more particularly French participants, which had a positive impact on the air travel footprint (fewer air journeys with the use of the TGV and also less average distance travelled by air). As a result, the carbon footprint of all travel was approximately -2,000 tCO₂eq less than at the Barcelona Congress in 2008, which was comparable in terms of location. In total, travel accounted for 2/3 of the Congress' carbon footprint, i.e. 4,192 tCO₂eq.

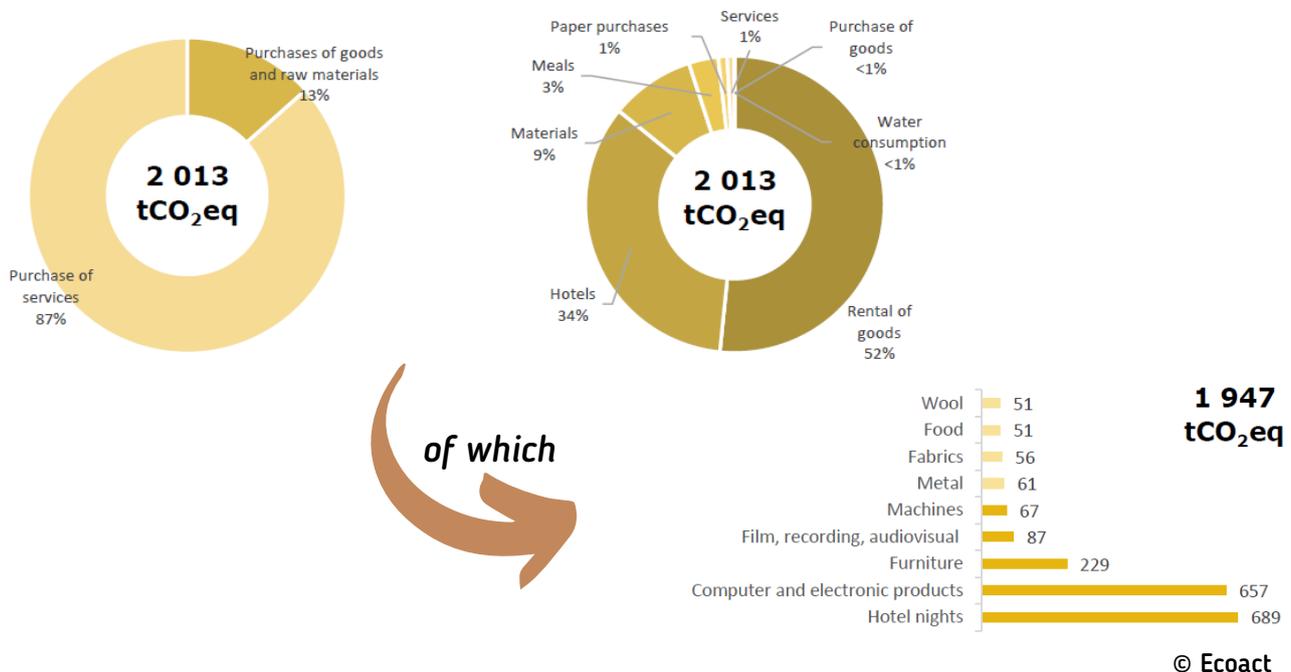


© Ecoact

On the other hand, Inputs (all purchases of goods and services), representing the second highest emitting item with 2,013 tCO₂eq (31% of total carbon emissions), are higher than previous Congresses, reaching almost double the level of the Hawaii Congress. Among the main reasons for this increase :

- The specificities of the Congress site with a high proportion of bare surfaces and halls, requiring significant build & fit-out.
- The creation, for the first time in the history of IUCN Congresses, of an area dedicated to the general public, the Nature Generations Areas, which involved almost 1/3 additional space.
- The exhaustivity of the footprint assessment, in particular of the materials and equipment used and the overnight stays of all the stakeholders.

85% of the emissions of the Inputs category are represented by hotel accommodation,, rental and use of computer, audiovisual and security control equipment, and finally furniture.



© Ecoact

Of the remaining 2% of emissions, the following should be noted:

- A freight-logistics carbon footprint that is much smaller than that of the Hawaii Congress due to the central and more accessible location of the Marseille Congress. Nevertheless, the footprint is higher than that of other congresses due to the greater number of facilities to be built and fit-out and the exhaustive evaluation of all the logistics flows involved.
- Energy has the smallest carbon footprint of the last 4 Congresses, due in particular to the lower carbon emissions of the French energy mix taken into account in the French Carbon Footprint methodology. It should be noted that covering 100% of the Congress electricity consumption with renewable energy produced by the Compagnie Nationale du Rhône would represent a reduction of almost 10 times the energy footprint with a "classic" mix as taken into account in the "location-based" approach of the French Carbon Footprint methodology.

The MTE and IUCN committed to offsetting all emissions through the financing of projects in various countries around the world, selected with the help of Ecoact.

CMA-CGM, a key partner of the Congress, has offset 100% of the Congress carbon emissions through the financing of projects with a positive environmental and social impact, selected with the MTE and IUCN.

Furthermore, nearly 40% of the participants present in Marseille opted to voluntarily offset their emissions, which was allocated to a panel of projects around the world. All of these offsetting actions result in a net negative carbon balance for the World Conservation Congress of 2,462 tCO₂eq.

It should be noted that the final allocation of funds to projects and the transfer of carbon credits will be completed by early 2022.

The projects supported contribute to preserving biodiversity, limiting deforestation, supporting local communities, women and education, providing access to drinking water and reducing air pollution. The projects are located throughout the world and include the following:

Deraytaw (Myanmar - VCS certified)

=> Restoration of a mangrove ecosystem, support to women education and training in planting and clam culture.



Madre de Dios (Peru - VCS/CCB certified)

=> Protection and sustainable management of 100 000 hectares of Amazon forest, support to education and ecotourism development.

Jumuia Forestry (Tanzania - VCS / CCB certified)

=> Protection and sustainable management of 42 000 hectares of forest, training of local communities in sustainable agriculture and microfinance.



Les Verreries-de-Moussans (France - LBC certified) => Reforestation following a fire (Cedars and Beechs).



© Ecoact

DarfurStoves (Soudan - Gold Standard certified) => Distribution of improved cooking stoves (LPG).

Kupika (Kenya - Gold Standard certified) => Distribution of improved cooking stoves.

Hifadhi Livelihoods (Kenya - Gold Standard certified) => Manufacture and supply of improved cookstoves to local populations.



© Ecoact



© Ecoact

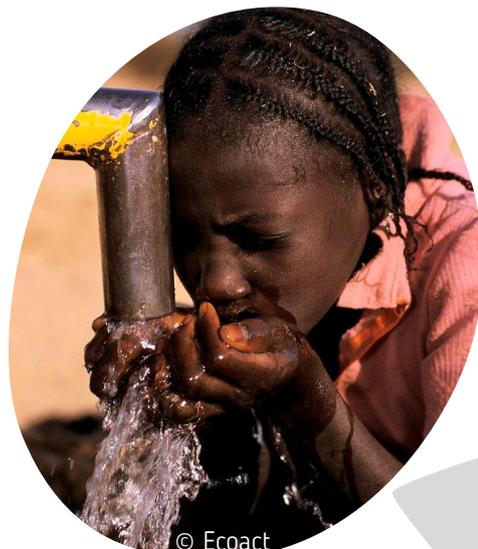


© Ecoact



© Ecoact

Rano Waters (Madagascar - Gold Standard certified) => Improving access to drinking water through the restoration of wells and the installation of solar water purification systems.



© Ecoact

IV

ECONOMIC AND SOCIAL COMMITMENT



© Amélie Laurin / MTE

IV.1. LOCAL ECONOMIC BENEFITS

The local economic and association network was mobilised thanks to the focal points established through the project governance and the territorial authorities.

Four information meetings attended by nearly 400 participants were organised to give local businesses and associations a clearer picture of the opportunities for participating in the organisation of the Congress and the related application procedures and timetable.



After consulting the various service providers, 40% of the services (calculated in terms of turnover including tax) were estimated by the organisation to have been provided locally.

Moreover, 100% of the restaurants and caterers involved in the Congress were also from the PACA region and served the equivalent of more than 20,000 meals.

An impact of almost 40,000 roomnights was also estimated for the Marseille area based on the attendance recorded, data from the booking platform and declarations from service providers concerning the accommodation of their staff.

The call for projects for the Nature Generations Areas was widely communicated and made it possible to mobilize local structures, with 45% of project holders coming from the PACA region. 5 local projects were more specifically supported by the Bouches du Rhône Department with grants of up to €50k per project. More than 80 structures from the social economy and green economy were also represented.

IV.2. VOLUNTEERS AND PROFESSIONAL INTEGRATION

Volunteering opportunities were made available for individuals, companies and organisations wishing to involve their employees in the Congress, particularly in welcoming, informing and guiding participants, or as Eco-ambassadors, to raise awareness of eco-gestures and to participate in waste onsite sorting.



The City of Marseille deployed a major volunteer recruitment, training and coordination system, which will be continued and improved between now and the 2024 Olympic Games.

Nearly 550 missions were carried out, involving around 250 people.

Similarly, 80 high school students were also able to help welcome and guide visitors.

In terms of professional integration, social clauses were included in the build & fit-out, landscaping, furniture and OPC (hosting) contracts for a total of 1,400 hours.

These were largely exceeded with a total of 1,900 hours achieved, thanks in particular to:

- the OPC contractor with 1,127 hours of hosting mission, a first time for the service provider,
- a mission to sort materials for reuse for the build & fit-out contractor.
- handling tasks during the build-up/disassembly phases for furniture and landscaping contractors.



In order to ensure that working conditions and related regulations were respected, the Congress organisation worked closely with the local authority in charge labour law and working conditions enforcement, DREETS - Regional Direction for the Economy, Employment, Labour and Solidarity.

The latter was able to provide advice and guidelines for compliance with the regulations, and then carried out checks during the Congress to ensure that the various contractors complied with labour law.

V

LEGACY COMMITMENT



© IUCN

V.1. NATURE GENERATIONS AREAS

Given the investment required for the event and its exposure, the legacy commitment was an essential element of the Congress sustainable development policy.

It was articulated around 3 main dimensions:

- a legacy in terms of content with the creation of a village of biodiversity, the Nature Generations Areas, in addition to the Congress programme,
- encouraging and supporting the implementation of sustainable practices and public-private-associative partnerships
- the promotion of local natural heritage and sustainable territorial initiatives
-



© Damien Carles / MTE

For the first time in the history of IUCN Congresses, the host country and IUCN have created a special area dedicated to the general public.

The IUCN World Conservation Congress has thus become a real opportunity for the inhabitants of Marseille and its region to discover the extent of biodiversity and to meet a wide variety of associations and companies committed to protecting biodiversity.

A place of discovery, learning, wonder and encounters, the Nature Generations Areas aimed to leave a legacy of enrichment, awareness and a desire to get involved, at one's own level.



© Amélie Laurin / MTE



© Damien Carles / MTE



© Damien Carles / MTE



© Damien Carles / MTE

With nearly 20,000m² and more than 400 activities and events carried out by 350 project holders, the Nature Generations Areas offered a multitude of free experiences dedicated to the general public (families and adults without children), school groups and specific audiences (Bel âge, disabilities, social integration).

Nearly 25,000 visitors from the general public and 3,000 students and teachers visited them, with guided thematic tours for school groups.

75% of general public visitors were satisfied or very satisfied with the experience offered. Among the areas for improvement, information and guidance on all the projects and events present onsite should have been better communicated to enable visitors to select the stands according to their interests and better plan their visit.



© Damien Carles / MTE

In addition to the Nature Generations Areas, the general public and students were also mobilised around biodiversity through initiatives carried out in parallel with the Congress, both before and during the event.

The Congress was an opportunity to organise events such as the Planète Biodiv exhibition (1,600 participants) or a travelling photographic exhibition promoting the Calanques National Park (70 classes and 15,000 visitors).



© Damien Carles / MTE

The schools were also mobilized on many other occasions, including the participation of 150 students from primary to high school in the Conference of Youth with 6 workshops on the negotiation of international agreements for the environment and biodiversity, and 1 plenary session.

9 thematic booklets on biodiversity were also created for students and distributed in digital format (4800 USB keys).



© Damien Carles / MTE



© Damien Carles / MTE

V.2. SUSTAINABLE PRACTICES AND PARTNERSHIPS

The organisation of the Congress wanted to leave a legacy by highlighting existing sustainable practices in the region but also by encouraging the adoption of new sustainable practices. The Congress was thus a real opportunity to aim for more demanding objectives and to implement new partnerships for increased environmental and social impact.

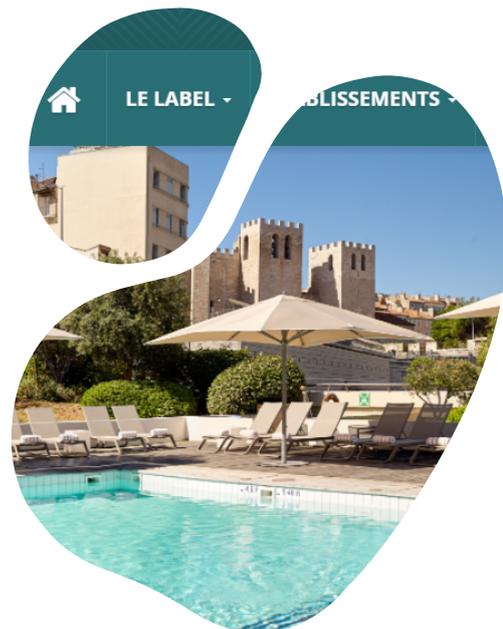


First of all, through the requirements of the specifications of public contracts, service providers have been encouraged to offer sustainable solutions and services, and some have even committed to an ISO 20121 certification process.

For example, SAFIM, the operator of the Marseille Chanot Exhibition & Convention Centre, was certified in February 2019, as part of its preparation for the Congress and its desire to ensure that the actions capitalised on and/or initiated on this occasion continue after the Congress.

Several other important service providers such as the OPC (Professional Congress Organizer) - Live by GL, the official caterer of the Congress - La Truffe Noire, the IT contractor - Leni or the main build & fit-out company - Decoral were also ISO 20121 certified or in the process of certification.

It is in the same spirit that the organisation, in partnership with the City of Marseille, was keen to encourage the hotels and restaurants involved in the Congress to adopt more sustainable practices.



Crédits photo: Clef Verte

A preparation program to the Green Key label and 50% of the label granting audit have been financed each year by the City of Marseille under the steering of the Marseille Metropolitan Tourist and Convention Office to a selection of volunteer hotels.

At the time of the Congress, 17 Marseille hotels had been granted the Green Key label or were in the auditing process, one of the highest scores for a French city.

Without certification, hotels that nevertheless demonstrated a genuine internal sustainable development policy were also highlighted.

The preparation to and audit for the Ecotable label (see part III.4.) were offered by the Congress organisation to the 8 main restaurants for a period of one year to enable them to continue the learning process started during the Congress, particularly in terms of sourcing and menu adaptations, thanks to the advice and contacts provided by the "Impact by Ecoact" platform.



For those restaurants who wish to do so, a second audit over a longer period than the Congress (2-3 months) could allow them to aim for an Ecotable label valid for the whole year.

The organisation also participated in the promotion of the circular economy and the reuse of material deposits, through the 20 structures, companies or associations, mostly local, which were able to benefit from donations or transfers of material (see part III.3) at the end of the Congress for a total volume of 55 tons.



© Les Connexions



© Yohan Brandt / SAFIM

The operational partnerships made it possible to strengthen or create links between various local stakeholders, who may be able to reproduce the positive actions carried out during the Congress. For example, SAFIM, the operator of Marseille Chanot Exhibition & Convention Centre, expressed its desire to duplicate and improve some of the experiments carried out during the Congress at future events, particularly in terms of waste management.



© SGGIEB / MTE

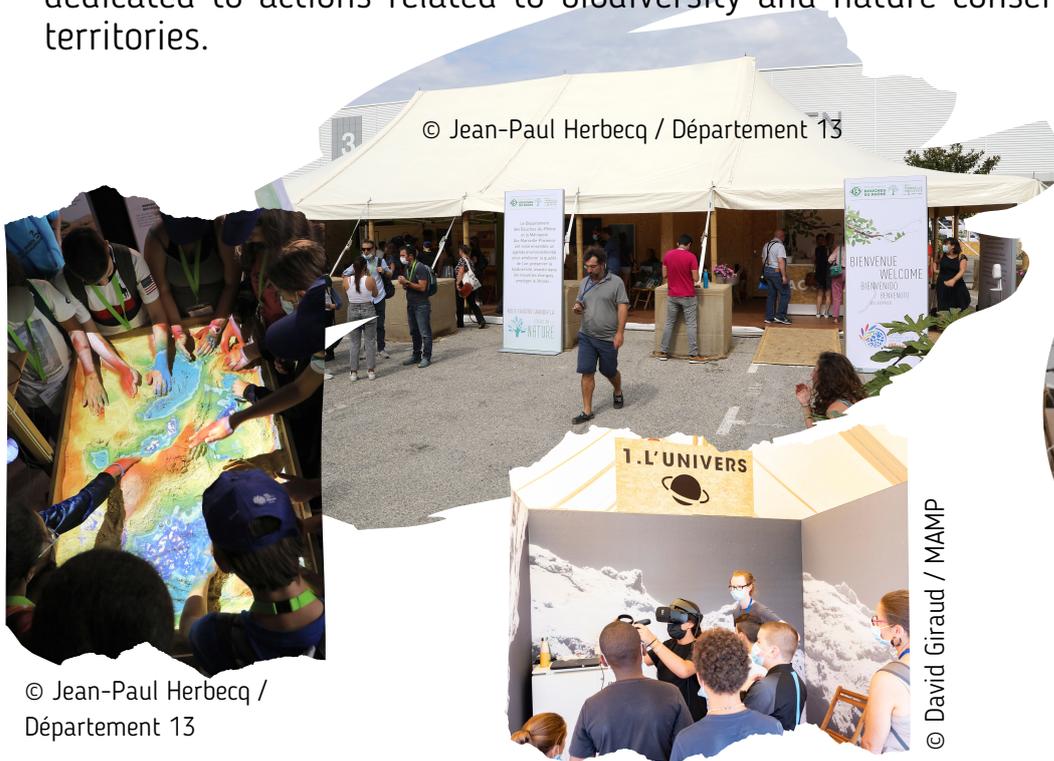
V.3. LOCAL NATURE HERITAGE AND INITIATIVES

The Congress was an opportunity to give strong international visibility to the rich local nature heritage in terms of biodiversity and sustainable management practices, but also to all the actions carried out by France as well in mainland France as in French overseas territories.



© UICN / Ecodeo / Sam Hollenshead

The 4 local authorities (the Provence Alpes Côte d'Azur Region, the Bouches du Rhône Department, the Métropole Aix-Marseille-Provence and the City of Marseille) held pavilions dedicated to actions related to biodiversity and nature conservation carried out on their territories.



© Jean-Paul Herbecq / Département 13

© David Giraud / MAMP



© Amélie Laurin / MTE

In addition, 59 excursions were proposed to the participants, allowing them to discover various natural parks, reserves, museums and remarkable sites in terms of biodiversity and ecology.



© P. Richaud



Posidonie © F. Launette

The French Pavilion, located at the entrance to the IUCN Exhibition in the Palais des Événements, also highlighted numerous sustainable initiatives at the local level and more generally in all the territories of mainland France and overseas, through its exhibition space and, also a rich programme of events.

In total, 80 events were organised under the patronage of the French Pavilion, for nearly 3,000 participants in person and several thousand estimated remotely thanks to the live broadcasting.



© Amélie Laurin / MTE



© Amélie Laurin / MTE



© Amélie Laurin / MTE

Finally, two summits on the official Congress programme were aimed at sharing and developing sustainable practices between local and regional authorities at national and international level:

- On 03/09, the IUCN Local and Regional Action Summit brought together nearly 25 speakers from around the world, including regional presidents, mayors, IUCN programme officers and other organizations, government agencies and universities.
- On 08/09, the Summit "Local and Regional Authorities and their networks on the way to COP 15" was organised by the French Association of the Council of European Municipalities and Regions with the presence of regional presidents, mayors, IUCN programme officers and other organisations.



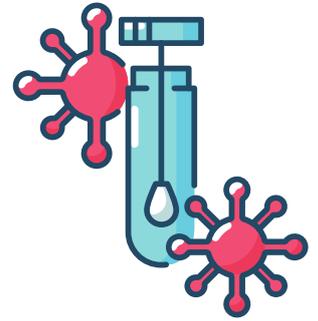
INCLUSION COMMITMENT



© Amélie Laurin / MTE

VI.1. HEALTH AND SECURITY MEASURES

Held in the midst of the Covid-19 pandemic, the priority objective of the Congress in terms of inclusion was first and foremost to maintain the Congress onsite in Marseille, mixing both presential and virtual sessions, and to make it accessible to as many participants as possible, regardless of their country of origin, in order to guarantee the representativeness at the core of IUCN. The definition of a strict health protocol and collaboration with local and national health authorities made it possible to achieve this objective despite the risks encountered even in the last two months before the Congress.



A detailed health protocol was validated on July 13th, 2021 and additional adjustments were made at the beginning of August 2021 following changes to the law on the Covid-19 crisis management. All of these measures were communicated in advance and then implemented, thus making it possible to reassure all participants that they could come to the event if they wished so.



A specific travel assistance unit was set up to provide the necessary advice and answer questions concerning health measures and conditions for entering France.

In an uncertain climate, and taking into account the commitments required to launch orders and manufacture for the main contractors and service providers, a strict health protocol was chosen, stricter than the regulations, to deal with a possible deterioration in the health situation in the final weeks of the Congress.



43 %

of workshops and conferences held in-person.

57 %

of workshops and conferences held in an hybrid format (both in-person and virtual) or only in virtual format.

Among the main measures implemented :

- Facilitation of a quarantine stay prior to the Congress for sponsored delegates from orange countries who wished to attend.
- Health pass control at the entrances, carried out by the hosts and hostesses for all persons accessing the Congress (participants, exhibitors, service providers, etc.), regardless of their country of origin.
- Real-time entrance / exit counts to monitor the event gauge.



- Set-up of a temporary screening center dedicated to congress participants, members of the organization and service providers, and able to perform antigenic and RT-PCR tests. 1484 tests were performed, of which only 2 were positive (0.13%) for which prevention and containment measures were immediately taken according to the protocols established by the health authorities.

- CO2 measurements twice a day in all halls.
- Ventilation of rooms with 100% outdoor air input, doors kept opened as soon as possible to facilitate air renewal.
- Display and signage to remind people of protective measures, distancing measures and circulation directions.



- Wearing of masks indoors and outdoors and installation of protective screens on information / reception counters and on indoor restaurant tables.
- Installation of 100 hydroalcoholic gel dispensers at the entrances to the park, buildings and in the corridors, and distribution of individual sanitizers to all participants, as well as sanitizer dispensers on the tables of the speakers, stands and at the information and reception points.
- Regular disinfection of contact surfaces for participants and staff

These health measures were part of a broader approach aimed at ensuring the safety of all the stakeholders involved in the event throughout the Congress.

Therefore, a "Major Event" decree was issued for the Congress to enable the mobilisation of all the resources required to hold such an event with the highest levels of security.

An adapted system mobilising the various law enforcement agencies was deployed at the entrances and onsite. Horse patrols circulated in the various outdoor areas while respecting the experience of participants and visitors.



© Amélie Laurin / MTE

A permanent presence of first aid teams was ensured by the Croix Blanche and the Bataillon des Marins Pompiers de Marseille (Marseille Fire & Rescue Brigade) who worked in good coordination according to the different cases.

VI.2. DIVERSITY OF PARTICIPANTS & VISITORS

In coherence with the legacy commitment, the inclusion commitment of the Congress also involved ensuring the participation of the most diverse audience possible.

Several measures were taken in that perspective:

- The design of a dedicated area to the general public and school groups (see part V.1.) opened the Congress to a very wide range of visitors. It should also be noted that although the end of the IUCN General Assembly and the Congress closing ceremony were held on the evening of September 10th, the Nature Generations Areas remained open on Saturday September 11th in order to offer a second weekend of visit to the inhabitants of Marseille and its region.
- No fewer than 250 project holders and exhibitors from the private and public sectors along with NGOs participated in the IUCN Exhibition and the Nature Generations Areas.
- The Bouches du Rhone department facilitated the visit of various groups of people, more specifically providing information on the conditions of their visit, financing their transportation to the Congress (free admission), and, depending on the case, accompanying them during their visit onsite. 65 associations, senior homes and hosting structures for vulnerable people were invited.
- Similarly, several measures (cf. Part IV.2.) enabled various individuals and entities to participate in the Congress, for example through the social clauses included in public market contracts, the voluntary work programme and the introductory courses on hosting / orientation missions for high school students.



© Damien Carles / MTE



© Damien Carles / MTE

In addition, exhibitors and project holders were made aware, through the guidelines transmitted by the organization, of the need to take into account the various disabilities in the design of their areas and stands in terms of circulation, positioning of animations and also visuals (font size, colors).

VI.3. LARGE EVENT GENDER EQUITY LABEL

Given the importance of gender equity and the fight against harassment and discrimination for both the MTE and IUCN, who have active policies in this area, the Congress also decided to apply for the Large event Gender Equity Label in order to strengthen the integration of these issues, both in the preparation and in the implementation of the Congress.

Several structuring documents were formulated and widely distributed to stakeholders.

For example, IUCN's policies on gender equity and anti-harassment / anti-discrimination at IUCN Congresses were included in all public contracts and partnership agreements and published on the Congress website.

The MTE's commitment to these policies was also signed by Mrs. Bérengère Abba, Secretary of State for Biodiversity, and distributed to the main stakeholders in charge of relaying to their teams and implementing in their area of intervention.



© Amélie Laurin / MTE

In accordance with these policies, parity within the teams was aimed at, at the very least an improvement in the reference gender mix before the Congress. Thus, the panels of speakers were particularly monitored in order to ensure their parity.

The various service providers tried to improve the parity of the teams proposed for the Congress, despite the fact that some professions are very strongly gendered, in one direction or the other depending on the type of profession.

Overall, parity was achieved at the Congress with a proportion of women of 46.5% for 49.8% men* (3.8% transgender or not wishing to answer).

*total participants, organisation, service providers and volunteers excluding media, French delegation and local authorities)

- The M/F parity of the speakers was 51% (M) / 49% (F), (0.6% transgender or not wishing to answer).
- The M/F parity of the participants was 46% (M) / 49% (F), (4.9% transgender or not wishing to answer).
- The gender balance of the organising teams was 36% (M) / 64% (F), with women being more strongly represented in the fields of event project management, communication, customer relations and human resources.
- The M/F parity of service providers reached 71% (M) / 29% (F), impacted by the highly gendered jobs of fitting out, audiovisual / IT and security.



© UICN / Ecodeo / Sam Hollenshead

Similarly, speakers were encouraged to take into account the importance of women's status and living conditions in the design of their conferences and workshops in order to present a more equal and comprehensive view of the issues. This is especially true since IUCN is actively advocating for the integration of the improvement of women's living conditions and their involvement in decision-making processes as an important lever for the preservation of biodiversity and the implementation of more virtuous and sustainable economic models.

A resource centre dedicated to Gender and Environment has been created at <https://genderandenvironment.org/fr/> and is regularly updated. During the Congress, nearly 80 sessions integrated the role of women and their status in all or part of their presentation.



© UICN / Ecodeo / Kiara Worth

Several awareness-raising activities were carried out for stakeholders prior to the Congress, including

- An information mail dedicated to the topic of gender equity and the fight against harassment and discrimination.
- A information meeting to present the requirements of the Large Event Gender Equity Label in the presence of certification body AFNOR.
- The communication of a toolkit to fight gender stereotypes in the visual, oral and written communications of the Congress.
- The integration of specific instructions in the technical guidelines sent to exhibitors and project holders as well as in the user guides for participants and staff members, or on the information platform dedicated to volunteers.

A specific confidential hotline was activated, from the preparation phase and throughout the Congress, in order to allow anyone to report and harassment or bullying incident, whatever its importance. This system was widely communicated on the various communication tools, notably on the back of the badges of all participants and members of the organisation / service providers, as well as on the posters displayed at the entrances to the halls and in the staff rooms. All reports were analysed and, when necessary, appropriate action was taken.

In addition, some other measures specific to the Congress were taken in favour of gender equity, including :

- the installation of 3 infant care rooms allowing young parents to participate in the Congress if they wish,
- the consideration of the hardship in the uniforms of the hostesses with the choice of shoes with flat heels and "business casual" outfits with trousers,
- the financing of 4 carbon offset projects with co-benefits in terms of improving women's living conditions and their role in the community (Cf. Part III.5.),
- the facilitation of visits to the Congress by associations that help isolated women / women in difficulty,
- food donations to associations that support women (more than 300 kg were donated),

Following the audits carried out by the AFNOR certification body, on the MTE site at the Arche de la Défense and then during the event in Marseille, the IUCN World Conservation Congress obtained the Large Event Gender Equity Label, which was officially awarded by the AFNOR auditor during the Sustainable Congress presentation on the French Pavilion.



© Laurent Villeret / MTE

1. Carbon Footprint Report
2. Carbon offset projects
3. ISO 20121 Certification
4. Large Event Gender Equity Label
5. Key figures – mix female / male

VII.1. CARBON FOOTPRINT REPORT

Dedicated report to be downloaded separately.

VII.2. CARBON OFFSET PROJECTS

Dedicated report to be downloaded separately.

VII.3. ISO 20121 CERTIFICATION



Certificat Certificate

N° 2021/94023.1

AFNOR Certification certifie que le système de management responsable mis en place par :
AFNOR Certification certifies that the responsible management system implemented by:

MINISTERE DE LA TRANSITION ECOLOGIQUE - SG GEIB

pour l'organisation de l'événement suivant :
for the planning of the following event :

CONGRES MONDIAL DE LA NATURE DE L'UNION INTERNATIONALE DE CONSERVATION DE LA
NATURE DE MARSEILLE, DU 3 AU 11 SEPTEMBRE 2021

a été évalué et jugé conforme aux exigences requises par :
has been assessed and found to meet the requirements of.

ISO 20121 : 2012

et est déployé sur les sites suivants :
and is developed on the following locations:

MINISTERE DE LA TRANSITION ECOLOGIQUE – SG GEIB
Grande Arche de La Défense - Tour Sequoia
FR-92055 LA DÉFENSE CEDEX
CONGRES MONDIAL DE LA NATURE DE L'UNION INTERNATIONALE DE CONSERVATION
DE LA NATURE DE MARSEILLE
PARC CHANOT
FR-13008 MARSEILLE

Ce certificat est valable à compter du (année/mois/jour)
This certificate is valid from (year/month/day)

2021-09-07

Jusqu'au
until

2021-09-11

Julien NIZRI
Directeur Général d'AFNOR Certification
Managing Director of AFNOR Certification

Ce certificat électronique, consultable sur <https://certs.afnor.org>, est valide en vertu des dispositions de l'organisme. The electronic certificate only available at <https://certs.afnor.org> is valid in accordance with the conditions of AFNOR, an approved AFNOR & a registered institution (CERT) F 402 & 107000

VII.4. LARGE EVENT GENDER EQUITY LABEL



Attestation

2021/92327.1

AFNOR Certification atteste que le dispositif afférent à l'égalité Femmes Hommes et mis en œuvre par l'Organisme
AFNOR Certification attests that the measures to promote equality between Women and Men taken by

**MINISTERE DE LA TRANSITION ECOLOGIQUE
SECRÉTARIAT GÉNÉRAL GRANDS ÉVÉNEMENTS INTERNATIONAUX
BIODIVERSITÉ
(SG GEIB)**

Grande Arche de La Défense
FR-92055 LA DÉFENSE CEDEX
FRANCE

relatif à l'événement :
relating to the event:

**CONGRES MONDIAL DE LA NATURE DE L'UNION INTERNATIONALE DE CONSERVATION DE LA NATURE
DE MARSEILLE, DU 03 SEPTEMBRE 2021 au 11 SEPTEMBRE 2021**

PARC CHANOT
FR-13008 MARSEILLE

FRANCE

a été apprécié positivement en référence aux attendus du cahier des charges :
have been analysed and found to meet the specifications:

LABEL « EGALITE GRAND EVENEMENT »
Version 2

Cette attestation de labellisation
a été délivrée le :
This attestation was issued on:
(year-month-day)

2021-04-01

Cette attestation de labellisation
est valable jusqu'au :
This attestation is valid until:
(year-month-day)

2021-09-11

Julien NIZRI
Directeur Général d'AFNOR Certification
Managing Director of AFNOR Certification

CEPH F 0175 3 - 09/2016

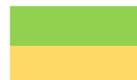


VII.5. KEY FIGURES / MIX FEMALE - MALE

		M	F	T*	No info	
Organization	=>	35,6%	64,4%			
Volunteers	=>	31,9%	68,1%			
Suppliers // Coordination, hosting, venue	=>	45,6%	54,4%			
Suppliers // Build & fit-out	=>	90,0%	10,0%			<i>not assessed</i>
Suppliers // IT_Audiovisual	=>	88,3%	11,7%			
Suppliers // Security	=>	94,6%	5,4%			
Suppliers // Food	=>	52,4%	47,6%			
Suppliers // Cleaning	=>	63,0%	37,0%			
Participants	=>	46,4%	48,7%	0,1%	4,8%	<i>excl. media & iucn staff</i>
of which onsite		47,7%	46,6%	0,1%	5,6%	
of which virtual		44,7%	51,5%	0,2%	3,6%	
TOTAL Congress**		49,8%	46,5%	0,1%	3,7%	

* transgender

**excl. media, local territories, French delegation



parity rate ok, ie. [50-60%] for one of the gender M/F



parity rate encouraging, ie. [60-70%] for one of the gender M/F

XX%

parity rate not good, ie. > 70% for one of the gender M/F