



World Archery

Sustainability Report 2019

“We do not inherit the Earth from our ancestors; we borrow it from our children” .

Native American Proverb

Small actions may have relatively little impact in terms of worldwide actual emission savings, but they can be symbolically powerful and therefore good for raising awareness and motivating people.

Let us do our part to help athletes compete in the best conditions in the future!

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1. INTRODUCTION

Sustainability is on everyone's lips! It could not be more topical with everything that is happening in the world now. Global warming, strikes and protests for the climate, social issues with gender and racial equity, global economy and local consumption, so many questions arise that need to be addressed. Everyone has a role to play and we, as an International Sport Organisation and as individuals, wanted to initiate changes in the way we operate to have a better circular economy. This report analyses our internal and external operations, with a focus on environment, as this is where we think we could have the biggest impact, while still addressing the subjects of economy and social improvements.

2. ENVIRONMENT

Global warming is a pressing challenge that impacts our planet and the one of the future generations! World Archery wants to act and decrease its carbon footprint and decided to work with the United Nations Climate Neutral Now organisation (UNCNN) to analyse its carbon impact and find ways to reduce or offset it. UNCNN is an initiative launched by UN Climate Change in 2015 to encourage everyone in society to take action to help achieve a climate neutral world by mid-century, as enshrined in the Paris Agreement.

To avoid the worst effects of climate change, science tells us that we must limit global temperature rise to 1.5 degrees Celsius, or a maximum of 2 degrees Celsius above pre-industrial levels, which is also the central goal of the Paris Agreement. To achieve this objective, we all have a role to play to prevent global warming in the future!

Climate Neutral Now invites organisations, governments, and citizens to work towards global climate neutrality by addressing their own climate footprint through a 3-step method:

- Measure their greenhouse gas emissions, also called the carbon footprint.
- Reduce them as much as possible through their own actions.
- Compensate those which cannot be currently avoided by using UN certified emission reductions (CERs), a type of carbon credit.

Climate Neutral work on different pillars:

1. [Global Climate Action](#) (carbon footprint)
2. [Global Climate Action Empowerment](#) (education and training for youth)
3. Global Climate Action Platform (track changes and improvements made by the different organisations, sharing info for non-national government)
4. [Momentum for change](#) every year (competition to receive prizes recognising innovative and transformative solutions)
5. [Market partnership](#) (coordinate and promote climate action across full sectors)
6. [Sports for Climate Action](#) (framework for Organisation on 5 principles)

World Archery’s carbon footprint study is divided into two parts:

- World Archery emissions
- World Archery emissions on events

Presentation of Climate Neutral, [see the video here](#).

This is the first sustainability analysis for World Archery. The report focuses mainly on environment analysis and ideas to implement in the future but also on economic and social improvements; the 3 pillars of sustainability.

3. WORLD ARCHERY CARBON EMISSION (measure)

Numbers are rounded-up, but the sum take into consideration the entire decimals

3.1 Electricity consumption

Electricity consumption	kWh	Ton CO2
Consumption per year	10'425	8.34

3.2 Heat generation consumption

Heat generation	Source of heat	kWh	Ton CO2
Consumption per year	Natural Gas	31'290.74	6.39

3.3 Water consumption

Water consumption	m3	Ton CO2
Consumption per year	86.94	0.08

3.4 Private land transportation consumption (local)

Land transportation	Km travelled per year	Ton CO2
Small Gasoline	5'250	0.89
Medium Gasoline	15'951	3.19
Large Gasoline	974.3	0.26
Hatchback	1'900	0.42
Electric	5'000	0.40
Large Diesel	12'436	1.74

Average Diesel	6'530	0.79
Hybrid	7'000	0.70
	TOTAL	8.42

3.5 Public transport consumption (local)

Public Transport used by staff	Bus (km)	Train (km)	Water transport (boat, km)	Taxi	Total Ton CO2 ¹
Total annual distance travelled per type of transport used	3'209.8	16'224	9'125	1'007.1	2.75
Ton CO2	0.11	1.45	1.02	0.17	

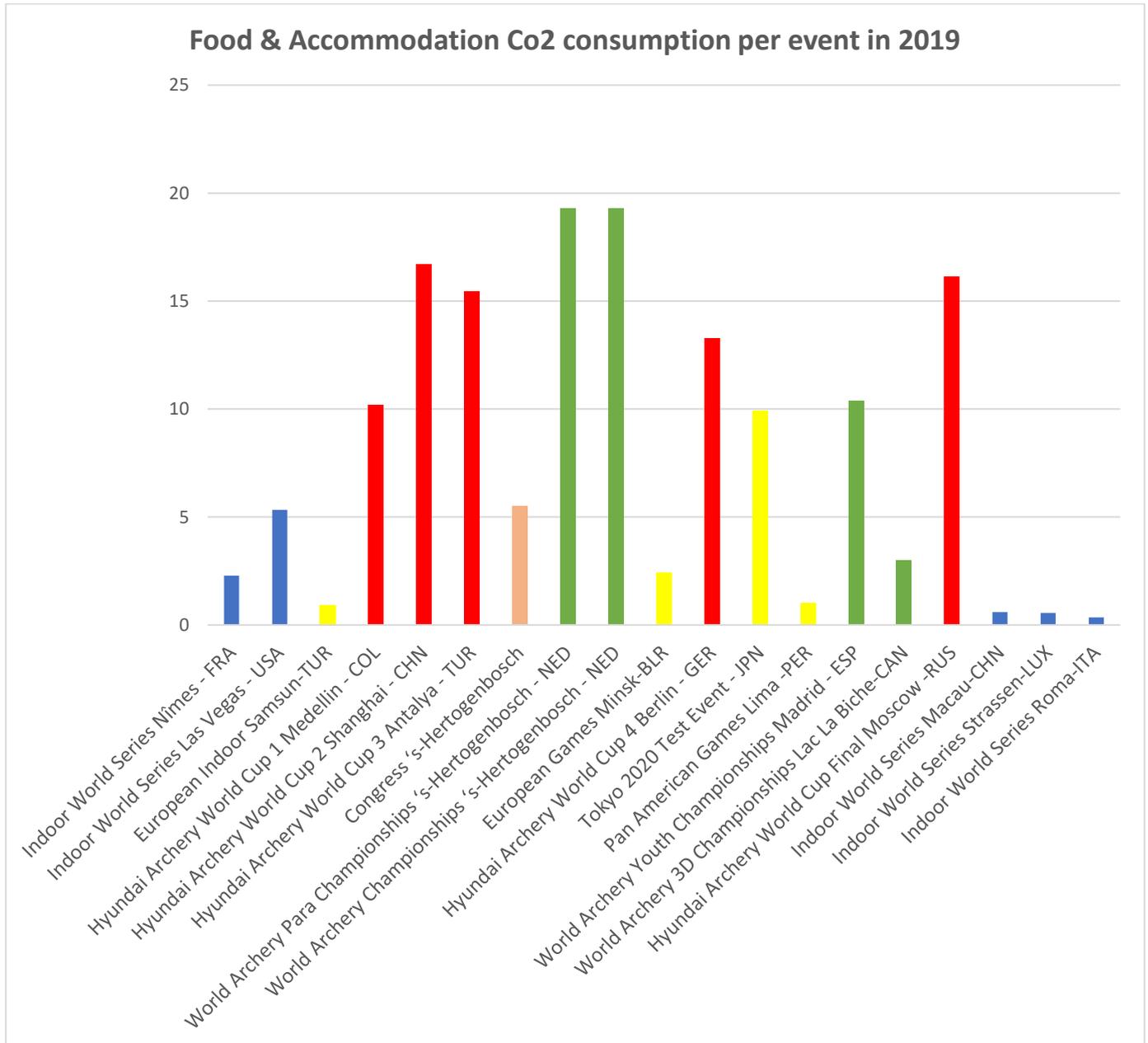
3.6 Food consumption

Events	Number of staff	Length of stay	Emission Tons CO2 (meat)	Emission Tons CO2 (Average)	Emission Tons CO2 (Vegetarian)	Total emission per event
Indoor World Series Nimes - FRA	7	3	0.14	0.02	0.01	0.17
Indoor World Series Las Vegas - USA	13	3	0.24	0.06	0.01	0.32
European Indoor Samsun-TUR	1	7	0.06	0.00	0.00	0.06
Hyundai Archery World Cup 1 Medellin - COL	14	7	0.63	0.14	0.03	0.80
Hyundai Archery World Cup 2 Shanghai - CHN	16	7	0.70	0.14	0.07	0.90
Hyundai Archery World Cup 3 Antalya - TUR	17	7	0.76	0.14	0.07	0.97

¹ The emission factors used for busses and train are taken from EPA <http://www.epa.gov/stateply/documents/emission-factors.pdf>

Congress 's- Hertogenbosch	67	2	0.92	0.18	0.03	1.13
World Archery Para Championships 's- Hertogenbosch - NED	67	7	3.23	0.62	0.10	3.95
World Archery Championships 's- Hertogenbosch - NED	67	7	3.23	0.62	0.10	3.95
European Games Minsk-BLR	2	10	0.18	0.00	0.00	0.18
Hyundai Archery World Cup 4 Berlin - GER	15	7	0.63	0.14	0.07	0.84
Tokyo 2020 Test Event - JPN	8	7	0.32	0.10	0.03	0.45
Pan American Games Lima -PER	1	9	0.08	0.00	0.00	0.08
World Archery Youth Championships Madrid - ESP	16	7	0.70	0.14	0.07	0.90
World Archery 3D Championships Lac La Biche-CAN	6	5	0.18	0.03	0.02	0.24
Hyundai Archery World Cup Final Moscow -RUS	28	2	0.34	0.08	0.03	0.45
Indoor World Series Macau-CHN	1	2	0.02	0.00	0.00	0.02
Indoor World Series Strassen-LUX	2	2	0.04	0.00	0.00	0.04
Indoor World Series Roma-ITA	1	2	0.02	0	0	0.02
Total emissions from food Tons CO2	349	103	12.41	2.44	0.63	15.47

It was assumed that 10% eat average meat, 2-3 are vegetarian and the rest eat meat.



3.7 Accommodation consumption

Location	No. nights x no. rooms	Total Ton CO2 ²
Indoor World Series Nimes - FRA	28	2.11
Indoor World Series Las Vegas - USA	83	5.00
European Indoor Samsun-TUR	7	0.83

² The calculation of emissions from accommodation come from the data from GreenView methodology <https://greenview.sg/chsb-index/>.

Hyundai Archery World Cup 1 Medellin - COL	113	9.40
Hyundai Archery World Cup 2 Shanghai - CHN	110	15.82
Hyundai Archery World Cup 3 Antalya - TUR	122	14.46
Congress 's-Hertogenbosch	62	4.39
World Archery Para Championships 's-Hertogenbosch - NED	217	15.35
World Archery Championships 's-Hertogenbosch - NED	217	15.35
European Games Minsk-BLR	20	2.24
Hyundai Archery World Cup 4 Berlin - GER	105	12.44
Tokyo 2020 Test Event - JPN	65	9.48
Pan American Games Lima -PER	8	0.93
World Archery Youth Championships Madrid - ESP	122	9.48
World Archery 3D Championships Lac La Biche-CAN	33	2.77
Hyundai Archery World Cup Final Moscow -RUS	140	15.69
Indoor World Series Macau-CHN	4	0.58
Indoor World Series Strassen-LUX	7	0.51
Indoor World Series Roma-ITA	4	0.33
	TOTAL	137.14

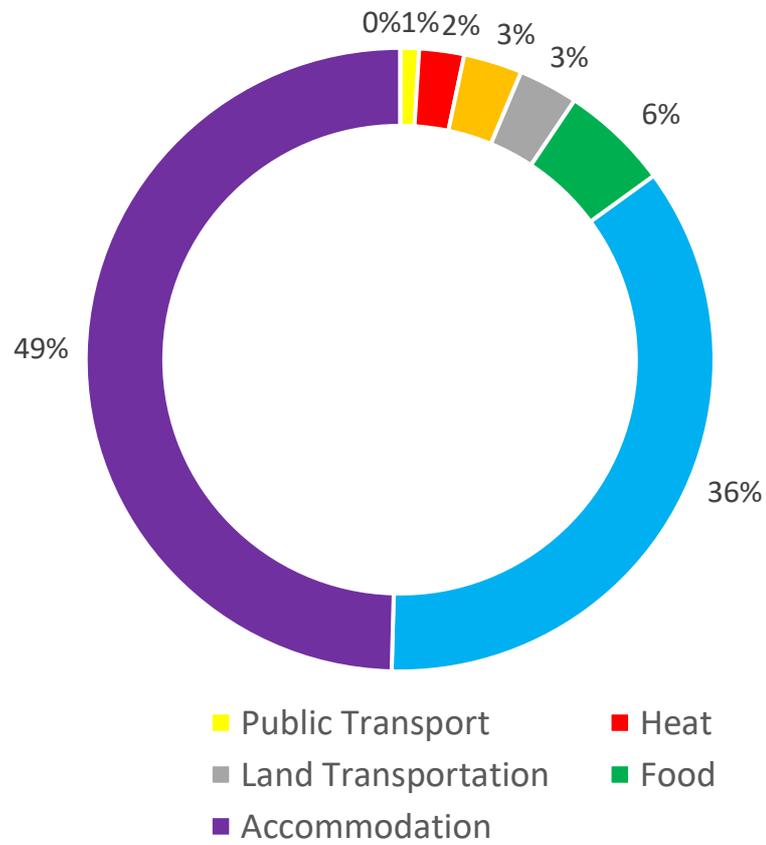
3.8 Flights + transport on events consumption

Person	Number of flights/year	Emissions (tons Co2)	Average flight per person/month	Average emission per person/flight
Staff 1	99	23.70	8.3	0.24
Staff 2	54	12.38	4.5	0.23
Staff 3	57	12.30	4.8	0.22
Staff 3	50	11.08	4.16	0.27
Staff 5	62	9.99	5.2	0.16
Staff 6	40	8.47	3.3	0.21

Staff 7	16	7.76	1.3	0.48
Staff 8	15	2.86	1.3	0.19
Staff 9	6	0.83	0.5	0.14
Staff 10	4	0.67	0.3	0.17
Staff 11	4	0.45	0.3	0.11
Staff 12	2	0.36	0.2	0.18
Staff 13	2	0.33	0.2	0.17
Staff 14	0	0	0.0	0
Staff 15	0	0	0.0	0
Staff 16	0	0	0.0	0
Executive Board	31	8.76	2.6	0.28
TOTAL	30	442	99.29	1.23
WA without the Board	16	411	90.53	2.31

Total estimated emissions (in tons of CO2 equivalent)	277.87
Security factor 10% to cover emissions from waste, water, and other smaller sources	27.79
Total estimated emissions (in tons of CO2 equivalent)	305.66

Carbon consumption 2019



The total Co2 emissions for World Archery office in 2019 is 305 tones which equal a diesel car that drives 1'769'000 km, 44 times the earth circumference. The majority of World Archery's carbon consumption come from flights and accommodation (85%). Therefore, it is very important on being more efficient with how we organise our events and find new processes to improve our environmental impact.

4. IMPROVEMENT IDEAS (reduce)

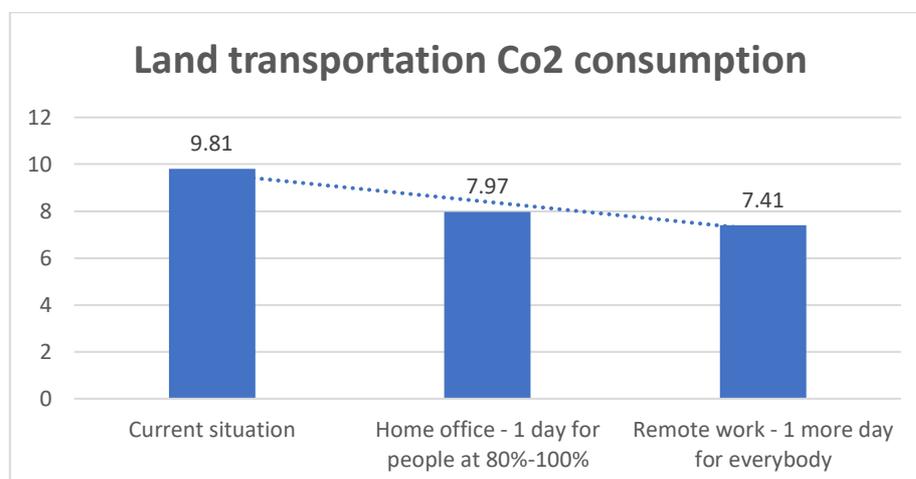
As this is the first sustainability report for World Archery, here are some improvement ideas that could be implemented in the “best case scenario”. Actions on which ones can easily be implemented is to be analysed and add to the reduction plan for the coming years.

4.1 Electricity, water and heating

- ✓ Reduce energy consumption by turning off equipment and lights at the end of the day, plus installing intelligent lighting through sensors. The use of electricity motion sensors might reduce electricity consumption to 47%
- ✓ Staff/guests are encouraged to reduce energy use by turning off lights and other energy consuming devices, aided by clearly visible signs
- ✓ Use energy-efficient appliances, lighting, and IT equipment (e.g. computers, printers, and other equipment for lighting, cooling, or commercial appliances) which use less energy
- ✓ Have a water use reduction programme and technology in place (e.g. reduced flow taps and motion sensors). The use of water motion sensors might reduce water consumption to 50%

4.2 Private land transportation and public transport (local)

- ✓ Programmes to encourage staff to commute by public transports, bike, or to share their cars (financial help for public bus/bike subscription for example).
- ✓ Encourage home office work to avoid commuting everyday (total Co2 consumption to come to the office in Lausanne is 9.81 tons)
- ✓ Before purchasing a new car for the office, search for a fuel efficient one or an electric one, and charge it with renewable electricity



4.3 Food & Beverage consumption

- ✓ Choose tap water over plastic bottled water
- ✓ Recycle PET bottle, aluminium can, glass, coffee capsules if purchased
- ✓ Encourage people to choose local catering, local products
- ✓ Prefer home cooked dishes to buying or ordering

*Total CO2 footprint of plastic bottles compared to glass and aluminium³
(1.5 litre bottle as a benchmark)*

Based on bottling in Europe

Study	CO2 footprint
OI - PET	152 g
OI - Glass	110 g
OI - Aluminium	122 g
OI - Glass refill	6 g

4.4 Accommodation consumption

- ✓ Choose event venues and hotel blocks within walking distance of key venue and close to public transport
- ✓ Consider booking accommodation in a green hotel. Green hotels reduce solid waste and use energy efficient systems, energy-saving light bulbs, and green cleaning and laundry practices

4.5 Flights & transport

Flight booking analysis⁴

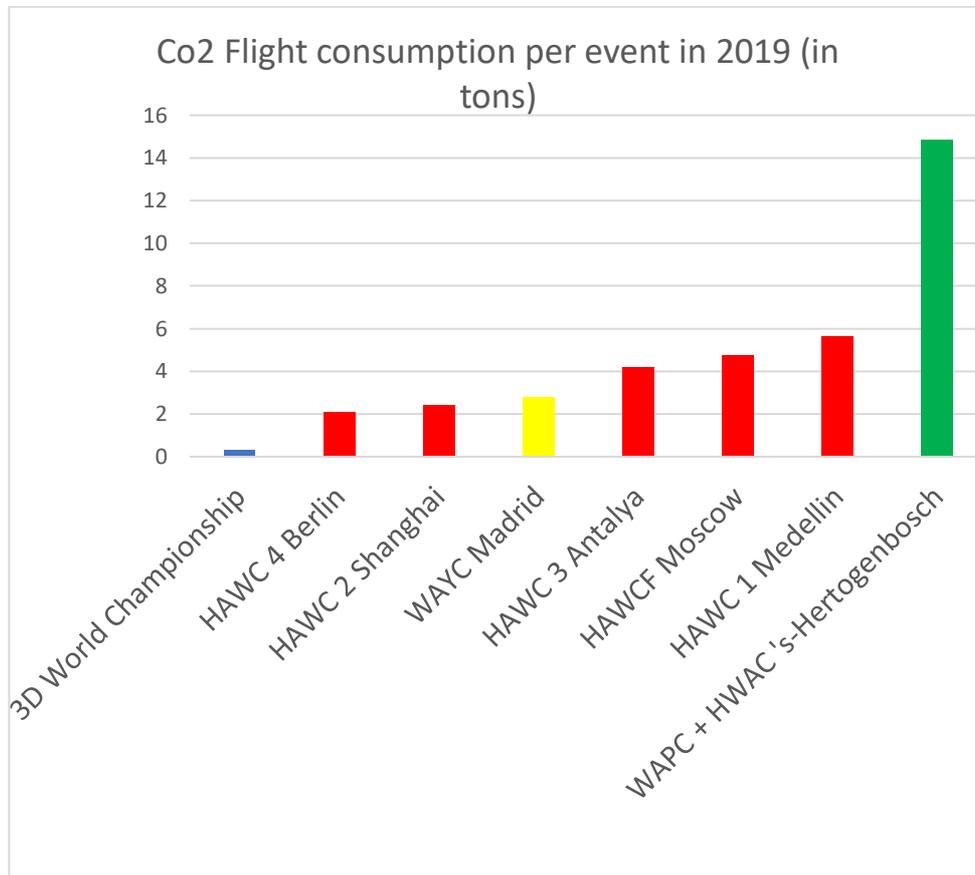
- ✓ Total travel time for World Archery staff was 108'911 minutes (1'815 hours, 75 days) and 10'401 minutes for the Board (173 hours, 7 days)
- ✓ The sum of kilometres travelled by air by World Archery staff was 892'684.46 km, equivalent to over 22 times World tours. The sum of kilometres travelled for the Board was 88'189.29 km, equivalent to over 2 times the earth circumference



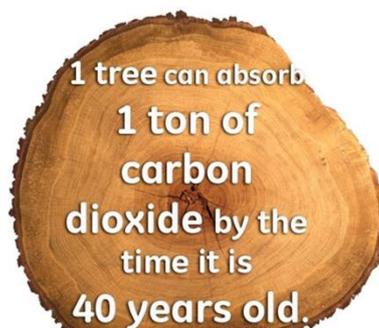
³ <https://tappwater.co/us/carbon-footprint-bottled-water/>

⁴ Carlson Wagonlit Travel 2019. CWT report does not include flights booked directly by some staff or board member so the results here are underestimated

- ✓ The CO₂ flight consumption of World Archery staff was 99'560.21 kg and 11'724.48 kg for the Board. This represents approximately 112 return flights Paris – New York per passenger, 112 tons of garbage or 42'560 litres of fuel oil.



Sport involves a large amount of people movements, equipment, and materials. Particularly in relation to competitions, such as flights taken by teams and officials, ground transportation including official cars and buses and freight shipping.



People's travel and freight make up the greatest single source of carbon emissions linked to sport.⁵

[4.6 Improvement ideas \(if possible\)](#)

⁵ IOC report - <https://bit.ly/3hB32YE>

- ✓ Implement a sustainable travel policy
- ✓ Minimise business travel/air travel
- ✓ Prefer virtual meeting technologies and reduce travel to physical meetings if really necessary
- ✓ Look for train travel options instead of flights or car
- ✓ In case of air travel, prioritise direct flights (look at low-cost company that usually offer direct flights)
- ✓ Use public transport from airport to hotel
- ✓ Heads of Events made on average 3 inspection visits around the world on the second half of 2019. Training local delegates to do the inspection visit or be the technical delegate on events would be an advantage for our staff (time travelling and cost) like it is done for field and para.
- ✓ Have the Joint Committee meeting online instead of in person
- ✓ Create Coaches Seminar online instead of in person
- ✓ Create Judges Seminar online instead of in person
- ✓ Offset staff international air travel related to events
 - Via United Nation Climate Neutral initiatives <https://offset.climateneutralnow.org>
 - Via Carbon connect initiatives <https://www.carbon-connect.ch/en/projects/>
 - Via Airline company website

4.7 Material

- ✓ Assess alternative means of moving goods and equipment to lower the carbon impact of freight (e.g. shipping in advance, rather than airfreighting)
- ✓ See if some materials can be stored in different continents within the Continental Association, for example to reduce cost of moving them and carbon impact
- ✓ Check if some materials can be provided by LOC instead of shipping it.
- ✓ If possible, rent rather than buy equipment and materials, especially if only required for a short time
- ✓ Avoid single-use items, which are wasteful, and maximise opportunities for storing and reusing materials
- ✓ Train continental association technicians/IT to use the material on events instead of sending World Archery technicians/IT staff on every event.
- ✓ Work with suppliers to limit amount of packaging and to use more sustainable types of packaging
- ✓ Give preference to products that have been certified according to sustainable production criteria (e.g. timber products, paper, and energy-efficient appliances)

4.8 Waste management

- ✓ Reduce use of paper and any other office supplies
- ✓ Printing only when is necessary

- ✓ Print in black & white/ greyscale
- ✓ Print double-sided as default
- ✓ Avoid glossy-finish or colour printing where unnecessary
- ✓ When printing is unavoidable, print on post-consumer recycled paper
- ✓ Used dry-mark erasable boards or electronic boards instead of paper flip charts
- ✓ Print materials locally as much as possible to avoid shipping
- ✓ Promote the use of electronic alternatives to the collection of printed documents, publications, and exchange of paper business cards
- ✓ Integrate « Do you really need to print this email? If you need to print it, please set your printer to double-sided copying on recycled paper and avoid colour printing” on World Archery email signature
- ✓ Buy supplies made with recycled content; Donate used equipment instead of throwing away (e.g. computers) to local charities, NGOs, or businesses
- ✓ Recycle paper, batteries, used printer cartridges, old electronic appliances (e.g. computers, monitors, cell phones).

4.9 Organisation

- ✓ Form a committee, team or dedicated individual responsible for sustainability
- ✓ Establish a sustainability plan with annually reviewed objectives and targets (reduction plan)
- ✓ Implement a procurement policy favouring environmentally friendly, ethically, and locally produced equipment, products, and services
- ✓ Communicate sustainability commitments to clients, guests, staff, and suppliers
- ✓ Offer clients (LOC) the opportunity to engage with social projects through partnerships with NGOs
- ✓ Display procedures and guidelines on sustainability commitment in the office
- ✓ Consider starting initiatives or volunteer programmes for education purposes or training courses to reduce GHG emissions and share the best practices among staff members
- ✓ Support a community organisation, local charity, or NGO through staff involvement in an activity once per year for example.
- ✓ Cleaning staff to use environmentally friendly cleaning practices (e.g. minimised use of bleach, and use eco-labelled cleaning products)
- ✓ Make sure that the cleaning staff follow the waste management chart and throw the waste in the appropriate bins

5. CARBON REDUCTION PLAN (implementation)

The Carbon reduction plan summarises the actions that World Archery will take to reduce emissions from the office operations between 2020 and 2025.

The 2015 Paris Climate Change Agreement targets a limit global temperature rise to well below 2°C and to pursue efforts to limit it to 1.5°C above pre-industrial levels. To contribute to this international effort, the goal is to reduce our remissions and be carbon neutral by 2050. To reach this target, we need to establish intermediate targets, such as reducing or offsetting emissions by 10% each year.

In 2019, we generated 305 tons of carbon dioxide from our operations.

Here are some actions that can be easily implemented with low or zero cost to reduce our Co2 consumption. Some might even reduce our spending.

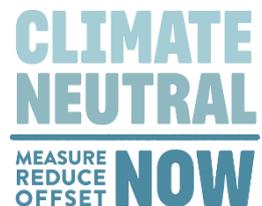
Plan for 2020-2025

See Excel file – Reduction plan 2020-2025

6. OFFSETTING OUR IMPACT (compensate)

By operating differently, we will reduce our carbon footprint. But to achieve a better level or even neutralise completely our emissions, we can offset our impact with different projects and organisations that follow strict protocols and are independently audited.

[UNFCCC certified projects, \(a clean development mechanism\)](#) reduce, avoid or remove greenhouse gas emissions from the atmosphere in developing countries. They have projects that offer permanent solutions in hydroelectric plant, wind farm creation, hybrid or electric bus projects amongst others. The cost to offset 1 tonne goes from USD 0.60 to USD 15 and the full contributions go directly to the projects. By signing the Climate Neutral Now Pledge, we are committed to offsetting our carbon impact by 10% minimum a year.



We could use other organisations in Switzerland, like [Carbon-Connect](#) that has a reforestation project, with a challenge of planting 1 million trees. Prices go between CHF 43.75 (25 trees) to CHF 1750.- (1000 trees). Or [Gold Standard](#), a non-profit organisation founded by WWF in 2003 that offers different projects around the world.

The idea would be to participate in these projects or others mainly with the help of our sponsors but also from climate fundraising initiatives on our events for example, inviting our visitors to participate in this action (through donation for example).

Inviting the athletes, coaches, volunteers and the LOC to participate in an environmental project during an event, such as planting trees in a needed place close to the venue or cleaning a field/beach would be other alternatives.

7. MARKETING ACTIVITIES

The sustainability movement in sport has grown in line with public consciousness around the issue of climate change. It is clear that sport has an important role to play in limiting climate-related challenges: from taking part in specific projects, influencing fans or engaging sponsors through positive environmental action.

As an international sport federation, World Archery must address environmental issues and become an example towards future generations. To position ourselves as a climate action leader and maximise the partnership with UN Climate Neutral Now, the following action points are key.

7.1 Sponsors

- ✓ Communicate to current sponsors our partnership with UN Climate Neutral Now and UN Sports for Climate Action - the importance of sustainability has increased over time, and today it plays a key role in the decision-making process of becoming a sponsor. Therefore, World Archery efforts to reduce its carbon footprint will have a positive impact and reinforce our current relationship with sponsors.
- ✓ Communicate to current sponsors the benefits of contributing to sustainability projects – taking part in a sustainability project can bring many benefits to sponsors (e.g. improve brand image, employee motivation, engage with fans, etc). Additionally, World Archery would support the sponsors in spreading the message by using its communication channels.

7.2 Events

- ✓ Create a logo/category for events which meet the requirements – depending on the level of compliance with certain requirements, events can be categorised as carbon neutral events.
- ✓ Communicate World Archery sustainability projects – gain more visibility among spectators through: booths, different educational activities (e.g. “how to plant a tree?”), brochures, etc. Possibility to involve sponsors (e.g. Hyundai: “the positive impact of electric cars”)

7.3 Communication

- ✓ Communicate our partnership with UN Climate Neutral Now and UN Sports for Climate Action – use World Archery communication channels to increase awareness about our commitment towards climate change and our contribution to sustainability projects. We can use the communication material from Sports for Climate Action here: <https://trello.com/b/4Xp0jpWq/sports-for-climate-action>
- ✓ Communicate our efforts to reduce our carbon footprint to the IOC (<https://www.olympic.org/sustainability>) and our National Federations

- ✓ Communicate on the fact that World Archery office and WAEC are both “eco-friendly” buildings

8. SPORTS FOR CLIMATE ACTION

[UN Climate Change](#) invites sports organisations and their stakeholders to join a new climate action for sport movement. This initiative aims at supporting and guiding sports actors in achieving global climate change goals.

Sports organisations can display climate leadership by engaging together in the climate neutrality journey. They can achieve this by taking responsibility for their climate footprint, which in turn will incentivise climate action beyond the sports sector, and therefore help global ambition step-up in the face of the threat posed by climate change.

Uniting behind a set of principles, sports organisations and their communities have created an initiative by collaborating to position their sector on the path of the low carbon economy that global leaders agreed on in Paris: Sports for Climate Action.

The participants in the Sports for Climate Action Initiative will commit to adhere to the following five principles:

1. Undertake systematic efforts to promote greater environmental responsibility.
2. Reduce overall climate impact.
3. Educate for climate action.
4. Promote sustainable and responsible consumption.
5. Advocate for climate action through communication.

World Archery decided to sign the Letter of Commitment from Sports for Climate Action in 2020 and adhere to these principles.

The first principle will be implemented in our daily operations through our new policies and procedures. The second are actions that will be taken in our Carbon Reduction Plan over the next years (2020-2025, 1st step). The education part could be done in collaboration with our development department, by introducing environment theme in the existing archery training. The 4th principle is talking about sustainable consumption to our different suppliers and encourage them to do the same. And the last one would engage our community, athletes, coaches, fans through actions on and outside of our events and be visible on our website and social media platforms.

9. ECONOMY

9.1 Wealth & Distribution

- ✓ World Archery invests in training personnel (courses, seminar, certification etc.)
- ✓ World Archery offers the CFF ½ price travelcard to encourage personnel to travel to work by public transport and other advantages

- ✓ All revenues raised through annual membership fees are directly distributed to continental federations for their operations and development projects
- ✓ Requirement of yearly membership fee payment has been removed in case there has been significant natural disaster or event with significant economic effect.

9.2 Organisation & Governance

- ✓ World Archery scored 134 which is just above the average of the international federations with the same size and budget. Progress of governance score: 2017=91, 2018=111, 2019=134. The result was also published on our webpage
- ✓ There was a bigger review on governance topics in 2019 Congress. One of the goals was also to find more sustainable solutions, including better transfer of knowledge (staggered elections of committees), increased diversity or just more clarity on specific topics. For example:
 - Independent members in Audit & Finance Board (3 positions of which at least 2 independent members)
 - Establishing candidate requirements to avoid issues and an electoral board
 - Introducing weighted voting in Congress. The idea is to reward more active federations and motivate less active ones. An extra vote will be awarded if:
 - *Having competed in a minimum of two international events with both men & women in the last Olympiad. This is to push female participation from all countries.*
 - *Are hosting a minimum of 12 competitions nationally or internationally in the last Olympiad*
 - *Having participated in the last two congresses*
- ✓ Moving “not allowing any form of discrimination” of being a member requirement to an objective of the federation and therefore giving it more weight and importance
- ✓ A clear definition of an interest and conflict of interests
 - 1.3.1. *The objectives of World Archery shall be:*
Not allow any form of discrimination in its actions or decisions, be it discrimination of any kind such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status. Anyone part of the World Archery Family commits themselves by their actions to behave in a non-discriminatory and ethical manner.

9.3 Ethics & Accountability

- ✓ The review of the Code of Ethics is the next bigger rule change. It is needed to adapt to the constantly changing role of international federations. In the past, the code of ethics and reporting procedures were mainly targeting potential corruption cases while now other integrity related matters are becoming dominant. A change in the structure will be made to adapt

- ✓ In the last Congress, 1/3 of independent members in Board of Ethics & Justice were introduced
- ✓ World Archery offers a free service to national federations to review their constitutions. Very often this means also to educate NFs on the need for code ethics as they are often used to concentrate only on the sport event delivery side of sport management
- ✓ World Archery is monitoring the activities of national federations. There was an extensive questionnaire in 2017 and from 2021, annual reporting system is put in place
- ✓ World Archery has not been afraid to use its constitutional right to suspend national federations due to governance or other problems in the federation management. Recent examples: India, Poland, Tonga. While issuing suspension, we also explain the conditions to raise the suspension and offer consulting to meet the requirements

9.4 Transparency

- ✓ World Archery nearly got 100% of the points from ASOIF governance questionnaire regards transparency due to large number of documents published online. For example:
 - All minutes of Congresses (including digitalised archive as early as 1931)
 - Extensive documentation on recent Congresses and the recording of the Congress sessions
 - Annual reports and full financial reports since 2005

10. SOCIAL

10.1 Human rights / Labour rights

- ✓ Suppliers shall respect internationally proclaimed human rights and ensure that they are not complicit in human rights abuses. They shall ensure that any violation of human rights is remedied in a manner consistent with international agreements, applicable laws and regulations, including the UN Guiding Principles on Business and Human Rights.
- ✓ Suppliers shall comply with:
 - The national minimum age for employment; or
 - The age of completion of compulsory education; or any otherwise specified exceptions on child labour; and
 - Shall not employ any person under the age of 15, whichever of these above options is higher.
- ✓ All work must be conducted on a voluntary basis, and not under threat of any penalty of sanctions

10.2 Work life balance

- ✓ World Archery staff works 40 hours per week. When extra work is done on events on the weekends, the time is taken back as days off

- ✓ 5 weeks of holidays, 1 week more than the legal requirements
- ✓ Possibility to work from home
- ✓ Part time work available
- ✓ Flexible schedule
- ✓ Globally, World Archery staff is very satisfied with work-life balance

10.3 Gender Equity & Diversity

- ✓ Term limitations were accepted in the last Congress for board and committees, which should assist and motivate in getting new people, more women, from diverse background and culture involved. Rule 1.6.5.:
 - *Persons elected to World Archery offices shall serve a term of four years unless otherwise specified with the following limitations.*
 - *The person elected may serve a maximum of four full terms in the same committee or board (except the Executive Board) and must have a minimum two-year break after two consecutive full terms.*
 - *The individual elected or appointed as the president, vice president or a member of the Executive Board may serve a maximum of three full terms in the same position. Outgoing officer can be a candidate for a different position.*
 - *Transitional procedure: this rule (1.6.5.) will not be applied in 2019 and 2021 elections but will be in full effect in the 2023 elections.*
- ✓ Gender equity is an objective of the federation. Rule 1.3.1. *The objectives of World Archery shall be:*
 - *To promote and encourage Archery throughout the World in conformity with the Olympic principles, including gender equity.*

For example, in case of hiring new staff, the first criteria we look at is competence and skills; then gender balance is looked into to make a decision. In terms of development programmes when we do special projects, we insist on having a gender balance
- ✓ All committees, including gender equity ad-hoc committee, have members from both genders. The same applies for continental development agents
- ✓ The Executive Board is given the possibility to propose candidatures for positions enabling there to be more women candidates or even independent ones if there appears to be little number proposed by national federations
- ✓ The ITO's for Olympics and other major events is in full gender balance. It is a requirement, that is not fully achieved only due to unequal number of ITOs at some events. For Tokyo 2020 Olympic Games we have 1 man and 1 woman as Technical Delegates for the first time
- ✓ Close gender equity for participants on events (42% female, 58% male)
- ✓ Perfect equity in World Archery Office personnel (7 women & 7 men)
- ✓ World Archery personnel is from 7 different countries and cultures

10.4 Engagement & Identity – Social support

- ✓ AWARDS - we are giving out Women in Sport award for remarkable services to archery. Last award in 2019 Congress went to Ms Guo Bei (CHN)
- ✓ Awards - Member Association Female Award for biggest number of female participations in World Cups in 2017-2018: 1st place USA (65 female athletes), 2nd place IND (59), 3rd place RUS and TPE (both 56)
- ✓ Youth Engagement and social inclusion with World Archery development programmes in developing countries around the world, providing opportunities for locals and prevent emigration

10.5 Community engagement

- ✓ World Archery staff participated as volunteers to the Winter Youth Olympic Games in Lausanne in 2019
- ✓ World Archery encourages local organising committees and national federations to co-operate on community engagement
- ✓ LOC hires locals as volunteers
- ✓ World Archery offers its members a free consultation on strategic planning. Education was offered to 10 regional consultants who are now working in their geographical area in volunteer basis
- ✓ World Archery participates in multi organisational projects where knowledge is passed on to less developed areas. For example, together with European continental association and Archery GB, there is an EU funded project to develop para-archery in Africa. Each stage of the project will be conducted in different African region to maximise the positive effect
- ✓ World Archery has regional development agents in 3 continents – Africa, Americas and Oceania. These people know the local culture usually better than anyone who is located in Switzerland and therefore, they have much closer contact with national federations and local communities benefit from development missions

10.6 Health & Wellbeing

- ✓ World Archery encourages staff to exercise regularly and participate in sport activities. Examples:
 - Organisation team in Bike to Work initiative in multiple years
 - Organisation team in sports organisations' beach volleyball or table tennis tournament
 - Free usage of the gym facilities not only in MSI, but also in WAEC
- ✓ A financial help for a club membership fee is offered to employees
- ✓ Constantly monitoring and adapting/implementing WHO suggestions on health regulations, especially in COVID-19 crisis. Archery specific guidelines for national federations produced and repeatedly updated.

10.7 Safety

- ✓ Adding a clause in the objectives on a safe and harassment free environment for all people involved at the events. We are finalising the procedures based on a policy that was adopted by the board for safe environments.
- ✓ Workshop on safeguarding was conducted in 2019 Congress with the leaders of national federations present
- ✓ Each coaching course organised by World Archery is containing a session on safeguarding and participants of our educational courses are signing a confirmation that they have not been previously sanctioned related to safeguarding issue (or obligation to report if there is any)
- ✓ To promote and support the IOC's Charter of Athletes' rights and responsibilities
- ✓ Suppliers are expected to comply with applicable laws and regulations related to anti-bribery and corruption, and environmental and social responsibility. Where regulatory provisions are more stringent, suppliers shall apply the more stringent provisions
- ✓ There is a dedicated section to Clean Sport in the webpage, where are basic information and links on antidoping and anti-betting matters. For these topics, we use external reporting mechanisms, but generally the number of cases in our sport is very low. There have been also workshops to event participants, especially directed to younger athletes

11. CONCLUSION

Sustainability is a challenge that needs to be addressed. Sport is a big consumer of carbon, generates high revenue and engages with people all over the planet. As a sport federation we can have real positive impact on these areas, by rethinking the way we operate internally and also on our events with the collaboration of Local Organising Committees. The 3 spheres of sustainability, environment, social and economy are not mutually exclusive and can be mutually reinforcing when synergies and thoughtful solutions are created.

There are different areas on which we can work: travel, accommodation, consumption, procedures, gender equity, social inclusion, wealth distribution, amongst others. By implementing a sustainability plan and standards for our federation and for the organisation of our events, we will be able to reduce our environmental impact in a global way, while respecting the social aspect and helping the economy.

Sports' global interest for billions of fans is a strong platform to communicate and play a leading role. By communicating on our actions and behavioural changes to a large audience, including stakeholders, athletes, fans and medias, we can inspire them to follow our path and contribute to a more sustainable world.

As the IOC says: *"Integrating sustainability into an organisation's core strategy should, according to the guide, have a positive impact on the balance sheet too. The guide notes that sustainable*

sports organisations tend to attract more sponsorship revenue, enjoy more supporter trust and have more motivated staff.”⁶

Let's raise awareness through our sport and actions and make a difference for the future!

⁶ shorturl.at/imIM4

APPENDIX 1 – Sports for Climate Action commitment letter



WORLD ARCHERY
FÉDÉRATION
MONDIALE
DE TIR À L'ARC

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To the Executive Secretary of the United
Nations Framework Convention on
Climate Change (UNFCCC)
secretariat Bonn,
Germany

Lausanne, 31 July 2020

Dear Executive Secretary

Recognizing the critical need for all stakeholders around the globe to help implement the Paris Agreement and to accelerate the transformative change needed to reach greenhouse gas emission neutrality (i.e. climate neutrality) in the second half of the twenty-first century, I am pleased to confirm that World Archery supports the vision outlined in the Sports for Climate Action Framework.

With this communication, we express our intent to support and implement the principles enshrined in the Sports for Climate Action Framework and we commit to working collaboratively with our peers and relevant stakeholders to enhance the climate action agenda in the sports sector and to use sports as a unifying tool to drive climate awareness and action among global citizens.

World Archery will communicate this commitment to our stakeholders and the general public.

Yours Sincerely,



Tom DIELEN
Secretary General
World Archery
Lausanne, Switzerland
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APPENDIX 2 – Climate Neutral Now Pledge

CLIMATE NEUTRAL

MEASURE
REDUCE
OFFSET **NOW**

PLEDGE

To:
Executive Secretary
United Nations Framework Convention on Climate Change (UNFCCC) secretariat
Bonn, Germany

In joining stakeholders from around the globe that have promised to effectively help implement the Paris Agreement to accelerate the transformative change needed to reach greenhouse gas (GHG) emission neutrality (i.e. climate neutrality) in the second half of the twenty-first century, while also supporting the achievement of the Sustainable Development Goals,

I am pleased to confirm that _____ will
to become climate neutral through its commitment to Climate Neutral Now, to support global society in achieving climate neutrality¹.

In signing this pledge, I also commit
to _____ the following in becoming GHG emission neutral for the selected GHGs :

1. Measure (quantify) our greenhouse gas emissions;
2. Reduce those emissions through own action;
3. Compensate any remaining emissions by offsetting, including through use of Certified Emission Reductions (CERs).

¹ The Climate Neutral Now initiative is managed by the United Nations Framework Convention on Climate Change secretariat.

² Include here the list of gases that you pledge for. It can be all of them or a sub-set. You can select the gases from the options already mentioned in the text.

Organizations should include all gases for which they have material emissions.



United Nations
Framework Convention on
Climate Change

CLIMATE NEUTRAL

MEASURE
REDUCE
OFFSET **NOW**

PLEDGE

World Archery Federation will promote our efforts to achieve climate neutrality and its participation in Climate Neutral Now. It will also provide regular updates on progress under this pledge.

World Archery Federation makes this pledge starting from -

World Archery Federation will be afforded recognition for our effort in striving towards climate neutrality under Climate Neutral Now.

Sincerely,
TOM DIELEN

Signature

Place
Lausanne

Date
13-Aug-2020

Mr.  Tom DIELEN

Secretary General

World Archery Federation

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Switzerland

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United Nations
Framework Convention on
Climate Change