



World Archery Sustainability Report 2020

*“You must be the change you wish to
see in the world.”*

- Mahatma Gandhi

*By taking actions in our daily operations, internally and in our
events, we may have relatively little impact in terms of worldwide
actual emission savings, but they can be symbolically powerful and
therefore good for raising awareness, motivating people and just
sending the right message.*

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

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1. Introduction

We are pleased to share the 2020 sustainability report, which follows our first ever sustainability analysis established last year.

2020 was a special year, due to the COVID-19 pandemic which forced us to cancel all the events from March to December 2020. The complete lockdowns of most countries in the world, the sanitary situation and the economic crisis made it impossible to organise an event. The safety of our athletes was also essential. But to keep them engaged and active, we organised an Indoor World Series online tournament, meaning that each athlete could compete at home, from their club or at a local registered event. This competition was a success with more than 6'636 participants over four events that happened from November 2020 to February 2021!

Our Co2 emission for 2020 is therefore very low and cannot be compared with the previous year. However, we continued to maintain our efforts to reduce our consumption and towards a zero-net emission. We implemented new measures, protocols and controls that reduce our carbon footprint. To fully compensate our unavoidable 2019/2020 Co2 carbon consumption, we had offset them with a portfolio of ICROA-compliant GHG projects¹ (IOC-Dow Carbon Partnership).

For the first year, World Archery is very proud to have sponsors contributing to our sustainability programme. With their support, they are helping archery offsetting its emission and become a more sustainable sport.

In addition, and among many others, social programmes with the Global Sports Development have supported athletes from different countries, annual membership fees have been re-distributed, World Archery scored 134 in good governance, which is just above the average of the international federations; and had constantly monitored and implemented the World Health Organisation COVID-19 regulations to organise safe events and protect its people.

2. Environment

Since 2019, World Archery has worked with the United Nations Climate Neutral Now organisation (UNCNN) to analyse its carbon impact and the one of its stakeholders, to find ways to reduce and/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. UNCNN uses a three-step method:

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

World Archery's carbon footprint study is divided into World Archery emissions and World Archery emissions on events.

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



¹ International Carbon Reduction and Offset Alliance: <https://www.icroa.org/The-ICROA-Code-of-Best-Practice>

3. Carbon emission (measure)

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

Electricity consumption

Electricity consumption	kWh/year	Ton CO2
100% renewable regional electricity	9'280	0.51

Heat generation consumption

Heat generation	kWh/ year	Ton CO2
Natural Gas	23'241	4.01

Water consumption

Water consumption	Consumption per year in m3	Ton CO2
	51.75	0.02

Private land transportation consumption (local)

Land transportation	Km travelled per year	Ton CO2
Gasoline	6'720	1.25
Diesel	15'798	2.63
Plug-in Hybrid Electric	1'742	0.17
Battery Electric	3'876	0.21
TOTAL	28'136	4.26

Public transport consumption (local)

Public Transport used by staff	Bus (km)	Train/Tram (km)	Water transport (boat, km)	Taxi	Total Ton CO2
Total annual distance travelled per type of transport used	1'721	5'725	1'436	175	0.42
Ton CO2	0.20	0.20	0.03	0.03	

Food consumption

Events	Number of staff	Length of stay	Total ton Co2 emission per event
Indoor World Series Nimes - FRA	3	3	0.045
Fazza Para Archery Dubai - UAE	2	8	0.082
IWS final Las Vegas - USA	5	3	0.078
Total emissions from food Tons CO2	10	14	0.21

It was assumed that 1/3 are vegetarian and the rest eat meat.

Accommodation consumption

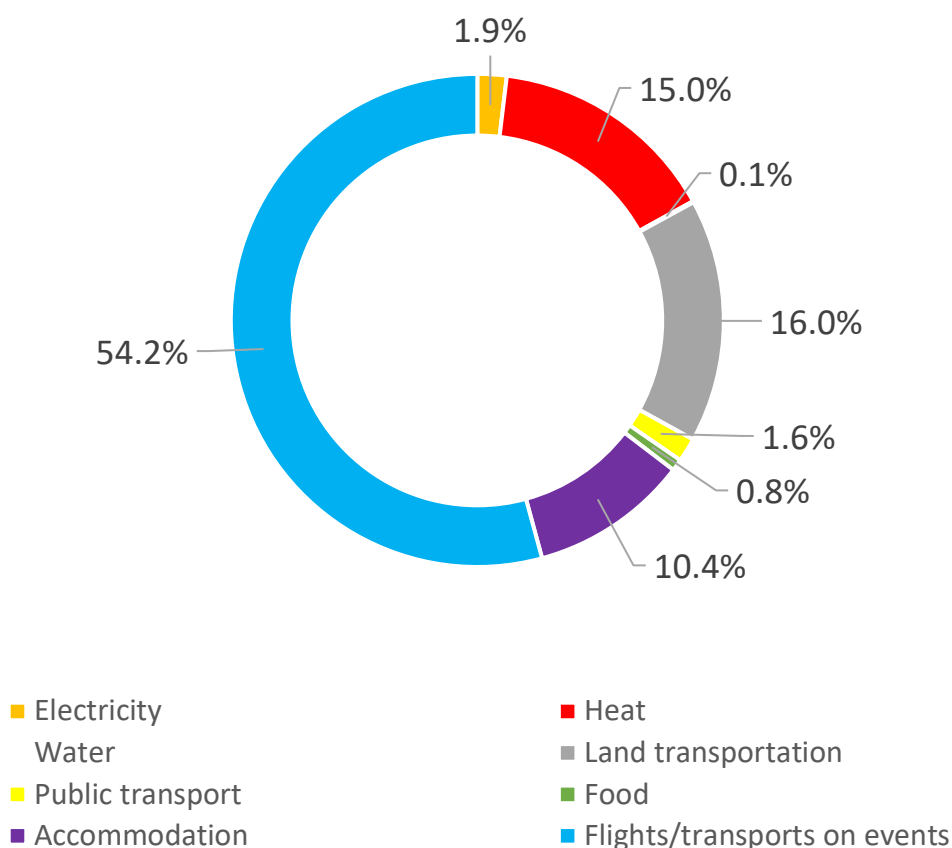
Location	No. nights x no. rooms	Total Ton CO2 ²
Indoor World Series Nimes - FRA	3 x 3	0.072
Fazza Para Archery Dubai - UAE	8 x 2	2.35
Indoor World Series Las Vegas - USA	3 x 5	0.35
	TOTAL	2.77

Flights + transport on events consumption

Total estimated emissions (in tons of CO2 equivalent)	14.45
Security factor 10% to cover emissions from waste, water, and other smaller sources	1.45
Total estimated emissions (in tons of CO2 equivalent)	28.10

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

Carbon consumption 2020



Total Co2 emissions for World Archery office in 2020 is over 28 tons which equal a diesel car that drives 162'400 km, over four times the earth circumference. More than half of World Archery's carbon consumption comes from flights (54%). This year's data cannot be compared with 2019 which was more than 10 times higher, due to the Covid pandemic and its impact on our operations.

4. Carbon reduction plan (implementation)

The carbon reduction plan summarises the actions that World Archery took and plan to take to reduce emissions from the office operations and on events 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 20% each year.

Here under are the actions taken this year.

Measures taken in 2020

Organisation

- ✓ World Archery formed a working group and designated a person responsible for sustainability, implementation, and control of its measures.
- ✓ World Archery joined the [Sports for Climate Action initiative](#) (five principles).
- ✓ World Archery filled in the [UNFCCC Climate Neutral Now Pledge](#) (estimate greenhouse gas emissions, reduce, offset and report annually).
- ✓ A sustainability plan with annually reviewed objectives and targets was established.
- ✓ Communicated on procedures and guidelines on sustainability commitment to the staff.
- ✓ Write a sustainability report.
- ✓ Calculated and reported emissions from the World Archery office and events to United Nations Climate Neutral Now (UNCNN).
- ✓ Report on actions taken during the year to the UNCNN (pledge rule).
- ✓ Report on measures implemented to the International Olympic Committee (IOC/DOW Carbon initiative for the Olympic Movement).
- ✓ Offset full emissions of Co2 consumption with ICROA-compliant GHG projects (IOC/DOW initiative).

Electricity & Heating

- ✓ World Archery office uses 100% renewable and 100% regional electricity (from the canton of Vaud, Bas-Valais, and the Mont-Blanc massif). It is made up of a mix of solar photovoltaic, wind and hydraulic energy produced exclusively in the region, 10% of which has the nature made basic label.

Private land transportation and public transport (local)

- ✓ Due to the pandemic, staff had to work from home for several months. World Archery seeing the efficiency of the system, offers now two days of home office per week for a 100% working rate and one day for a 60% or lower working rate. This diminishes the Co2 consumption significantly.
- ✓ World Archery encourage its employees to use public transports and offers a half price card valid the whole year (train, tram, bus, boat).
- ✓ Some of the staff participated to the “Bike to work” contest. They pedalled 1’262 km in one month (June).



Food & Beverage consumption

- ✓ World Archery offered an isotherm bottle to its employees for Christmas, avoiding the use of plastic bottles.
- ✓ We stopped ordering still water plastic bottles for the office and are consuming tap water instead, reduction of plastic waste and cost.

Accommodation consumption

- ✓ Chose event venues close to hotel blocks and within walking distance/close to public transport (events & inspection visit). Information requested on our bid application form and evaluated.

Flights & transport

- ✓ World Archery analysed the travels of previous years and is working on a sustainable travel policy.
- ✓ The 2020 joint committee meeting was organised online instead of in person. This avoided 60 people flying and being accommodated locally.
- ✓ The 2020 coach seminar was done online instead of in person. This avoided 80 people flying and being accommodated locally.
- ✓ The coach conference was organised online. The number of coaches that participated was much higher than with a physical conference despite that it was spread over two weekends in October and November.
- ✓ Online/e-learning coach education with World Academy of Sports. This project is implemented and the first set of accredited level one coaches were trained at the World Archery Excellence Centre.
- ✓ The 2020 judge seminar happened online instead of in person. Seventy people avoided flying and being accommodated locally.
- ✓ A summer summit program was conducted online in 2020 to replace other activities. These were conferences for the following groups:
 - Archers: 31 May 2020
 - Tournaments: 28 June 2020
 - Judges: 26 July 2020
 - Coaches: 30 August 2020

These were open to everyone who wished to attend and are still available for people to consult.

Material / Venue

- ✓ Change of results material from Falco Eye to an optical system RyngDyng that has many advantages. It is smaller, lighter, needs a lot less maintenance and is cheaper.
- ✓ World Archery has staff and judges' uniforms can be used on different events (not event-specific branded clothing).

Waste management

- ✓ Recycling of PET bottle, aluminium can, glass, coffee capsules, paper, used printer cartridges, old electronic appliances, and material in the office/recycling centre.
- ✓ World Archery asked its employees to print only when necessary.
- ✓ The office printers are set to print in black & white/ greyscale, double-sided as default.
- ✓ World Archery decided to use post-consumer recycled paper in the future.

- ✓ World Archery integrated « *Do you really need to print this email? Probably not. But if you must, set your printer to double-sided, use recycled paper and don't do it in colour. Take care of the environment.* » on its email signatures.
- ✓ Office cleaning staff use environmentally friendly cleaning products (e.g. minimised use of bleach and use eco-labelled cleaning products).
- ✓ Office cleaning staff follow the waste management chart and throw the waste in the appropriate bins.

Communication

- ✓ Communicated our partnership with UN Climate Neutral, UN Sports for Climate Action and sustainability commitments to stakeholders via our website and newsletters:
 - <https://worldarchery.sport/news/178475/world-archery-signs-united-nations-sports-climate-action-initiative>
- ✓ World Archery hosted an online call with its member associations, presenting the sustainability study and sustainability plan and invited them to follow its path.

Marketing

- ✓ World Archery communicated to current sponsors of its partnership with UN Climate Neutral and UN Sports for Climate Action and invited them to join the cause.
- ✓ World Archery supports the sponsors in spreading the message by using its communication channels.

World Archery is very proud of the following partners that have agreed to contribute to our sustainability programme. Thanks to their support, we increase our resources to help archery to become a more sustainable sport. These actions show how committed is the archery family towards the United Nations Sports for Climate Actions initiative.

This collaboration reinforced World Archery's commitment to working towards a net-zero carbon footprint. It has been estimated that only 1% of our current sponsorship fee could make the difference and help archery to become a more sustainable sport.

We take this opportunity to thank our sustainability partners.



JVD ARCHERY



www.ssa-archery.be





By inviting our sponsors to collaborate in this environmental race, we hope to make the public aware of the need to act towards a healthier planet.

5. Offsetting our impact (compensate)

World Archery has completely offset its 2020 emission through a portfolio of ICROA-compliant GHG projects from the Dow – IOC initiative.



CERTIFICATE

The International Olympic Committee
and Dow have recognised

World Archery (WA)



for their actions to measure and reduce owned
greenhouse gas (GHG) emissions and for joining the
United Nations *Sports for Climate Action Framework*.

The unavoidable 2020 GHG emissions have been fully
offset by the IOC – Dow Carbon Partnership through
a portfolio of ICROA-compliant GHG projects.



Thomas Bach
IOC President



Jim Fitterling
Dow Chief Executive Officer

Lausanne, 6 November 2020

6. Economy

Wealth & Distribution

- ✓ World Archery invests in training personnel (courses, seminar, certification etc.)
- ✓ In terms of economy and social programmes in 2020, together with the Global Sports Development foundation, World Archery has been able to support 35 athletes from 19 countries with a total of 190.000 USD that suffered from a significant income loss.
- ✓ In cooperation with World Academy of Sport, two different programmes were offered to all member federations:
 - Athlete certificate
 - Scholarship for postgraduate studies
- ✓ 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. For example, 2020 membership fee is not charged from Lebanon.
- ✓ Archery equipment donations took place for Jordan and Kirgizstan.

Organisation & Governance

- ✓ In 2020, a governance review is done with continental associations, based on the simplified model from ASOIF questionnaire.
- ✓ Improvement of the management and governance of member associations with assistance in their constitution and planning, and the continuing education of regional consultants in good governance and strategic planning.

Ethics & Accountability

- ✓ World Archery offers a free service to national federations to review their constitutions. Very often this means also to educate national federations on the need for code ethics as they are often used to concentrate only on the sport event delivery side of sport management.

Transparency

- ✓ All minutes of congresses are published (including digitalised archive as early as 1931).
- ✓ Extensive documentation on recent congresses and the recording of the congress sessions (YouTube) are available.
- ✓ Annual reports and full financial reports published since 2005.

7. Social

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.

Work life balance

- ✓ World Archery staff works 40 hours per week. When extra work is done on events on the weekends or on public holidays, the time is taken back as days off.
- ✓ Five weeks of holidays per year, one week more than the legal requirements.
- ✓ Possibility to work from home from 2020. World Archery participates to the internet cost at home and provide office furniture if necessary.
- ✓ Part time work available.
- ✓ Flexible schedule.
- ✓ Globally, World Archery staff is very satisfied with work-life balance.

Gender Equity & Diversity

- ✓ 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 investigated to make a decision. In terms of development programs when we do special projects, we insist on having a gender balance. In budget allocation to projects gender balance is looked at as a requirement.
- ✓ 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. For Tokyo 2020 Olympic Games we have one man and one woman as technical delegates for the first time. It is a requirement, that is not fully achieved only due to unequal number of ITOs at some events.
- ✓ On the IWS online, gender equity was 31% female, 69% male (11'738 men and 5'489 women) but this event was held online, and the data is without our World Cups and other events cancelled due to the pandemic.
- ✓ Almost perfect equity in World Archery office personnel (six women & seven men).
- ✓ World Archery personnel is from seven different countries and cultures.

Engagement & Identity – Social support

- ✓ Youth Engagement and social inclusion with World Archery development programmes in developing countries around the world, providing opportunities for locals and prevent emigration.
- ✓ A total of 36 scholarships for athletes for the Tokyo 2020 Games had been attributed by Olympic Solidarity from 23 countries, including three resident athletes in the World Archery Excellence Centre.
- ✓ Creation and development of the “Home Training Tips” during the first COVID quarantine period. A guide with illustrations, explanatory text, and video clips to assist “recurve bow” archers to train safely and efficiently at home. Translated in six languages and used for archery all over the world.

Community engagement

- ✓ LOC hires locals as volunteers. For example, during the Hyundai Archery World Cup in Lausanne, all volunteers were local people from different ages, nationality, gender, some were students, workers, or retired people.
- ✓ World Archery encourages local organising committees and national federations to co-operate on community engagement (question on bid document for example.)
- ✓ 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 three continents – Africa, Americas, and Oceania. These people know the local culture usually better than anyone who is located in Switzerland and therefore, have much closer contact with national federations, and local communities' benefit from development missions.

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 in Maison du Sport International and in World Archery Excellence Centre
- ✓ A financial help for a sport club membership fee is offered to employees.
- ✓ World Archery constantly monitored and adapted/implemented World Health Organisation suggestions on health regulations, especially in COVID-19 crisis. Archery specific guidelines for national federations were produced and repeatedly updated.

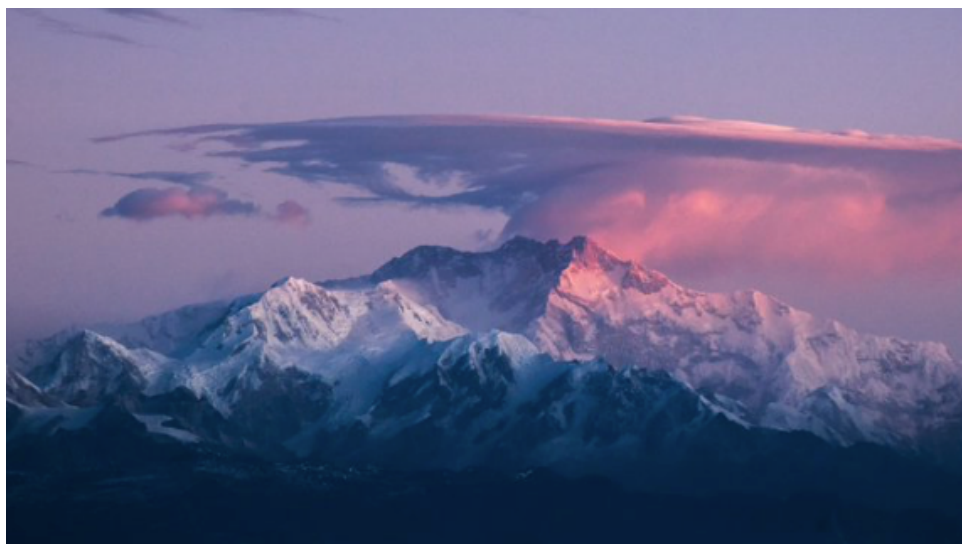
Safety

- ✓ 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 on World Archery's webpage (<https://worldarchery.sport/sport/fair-play/clean-sport>), where there is information and links on anti-doping 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.

8. Conclusion

2020 was a difficult year for everyone! But there were some good aspects as well, like the decreased number of travels, consumption, waste, increase of innovation and a surge of solidarity and collaboration!

A nice environmental example was the impact of drop in pollution in the World; like the Himalayan peaks being visible 200 kilometres away for the first time for about thirty years.



The situation also forced us to be more inventive at finding new solutions to keep our athletes engaged and competing; the Indoor World Series were a huge success and World Archery is analysing it and thinking about future competitions format!

The organisation of meetings remotely also proved to us that things can be planned differently and effectively, for the good of the environment too.

Let's hope that this sanitary crisis has helped us to work and think differently, better and that we continue finding innovative and practical solutions for the future, and for the health of our planet, our economy, and our people.

World Archery will continue to work in that direction and gives itself the means to succeed in contributing to offering a sport which has less impact on the climate, which contributes to social equity, and which inspires its partners to do the same.