



# ***BECOMING A LEADER IN SUSTAINABILITY IN SPORT***

**SUSTAINABILITY  
REPORT 2022**







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### DEAR BIATHLON FAMILY

The season 2021/2022 was another of twists and turns for our biathlon community. Many of our events continued to be affected by the measures enforced by national governments to curb the spread of the pandemic. In January, our fans were still not permitted to attend events but, thankfully, as the season wore on, the effects of the pandemic lessened, and we witnessed their long-awaited, yet only partial, return.

We must, nevertheless, rejoice at the opportunity our sport had to shine at the Olympic Winter Games Beijing 2022. Our competitions, as they always tend to be, were full of excitement and drama, with many new entries into the Olympic history books.

Behind the scenes, we remained committed to the overall objectives of our strategy, Target 26. Our strategic direction was reconfirmed at the Congress 2022 in Salzburg, following a three-year progress update for the delegates. As one Olympic cycle closes and another one begins, the second half of our ambitious plan is underway, with all targets well on track.

Our sustainability targets were reinforced at COP 26 in Glasgow in late 2021, as we made the announcement that we were joining the UN's Race to Zero and adopting the 'net zero 2040' commitment. As a signatory, our intention is to inspire change within Biathlon for continued action against the ever-present and looming threat that is climate change.

The energy crisis, coupled with inflation, also put our resilience to the test last year. There was a silver lining though, as energy efficiency measures in various regions led to savings of up to 20% on regular energy consumption. As we continue with our efforts to tackle the climate crisis, we expect these practices and our temporary rule amendments to become the norm in our operations.

Everyone's commitment to the strategy and the plans we have already approved are required for us to flourish in these uncertain times. We don't expect an easy ride, but we remain focussed on the bigger picture, which is to guarantee the future of our sport as we protect winter snow for generations to come.



**OLLE DAHLIN**  
IBU President

# SUSTAINABILITY AT THE IBU

## GOVERNANCE

The IBU's sustainability framework is based on the vision and mission that were approved at the Presidents' Meeting in Munich in September 2021 to complement the **Constitution** and **Target 26**.

**IBU VISION**

**WE ARE THE  
GLOBAL BIATHLON  
FAMILY, A  
SUSTAINABLE AND  
INNOVATIVE  
SPORT WITH  
INTEGRITY**

## IBU MISSION

**THE IBU  
SUPPORTS,  
EMPOWERS AND  
INSPIRES THE  
BIATHLON FAMILY  
TO DEVELOP AND  
GROW THE  
SPORT.**

## IBU SUSTAINABILITY VISION

**ESTABLISH  
BIATHLON AS A  
LEADER IN  
PROMOTING  
SUSTAINABILITY**

The IBU's sustainability vision was approved at the Extraordinary Congress in 2019 as part of the Target 26 strategic plan.

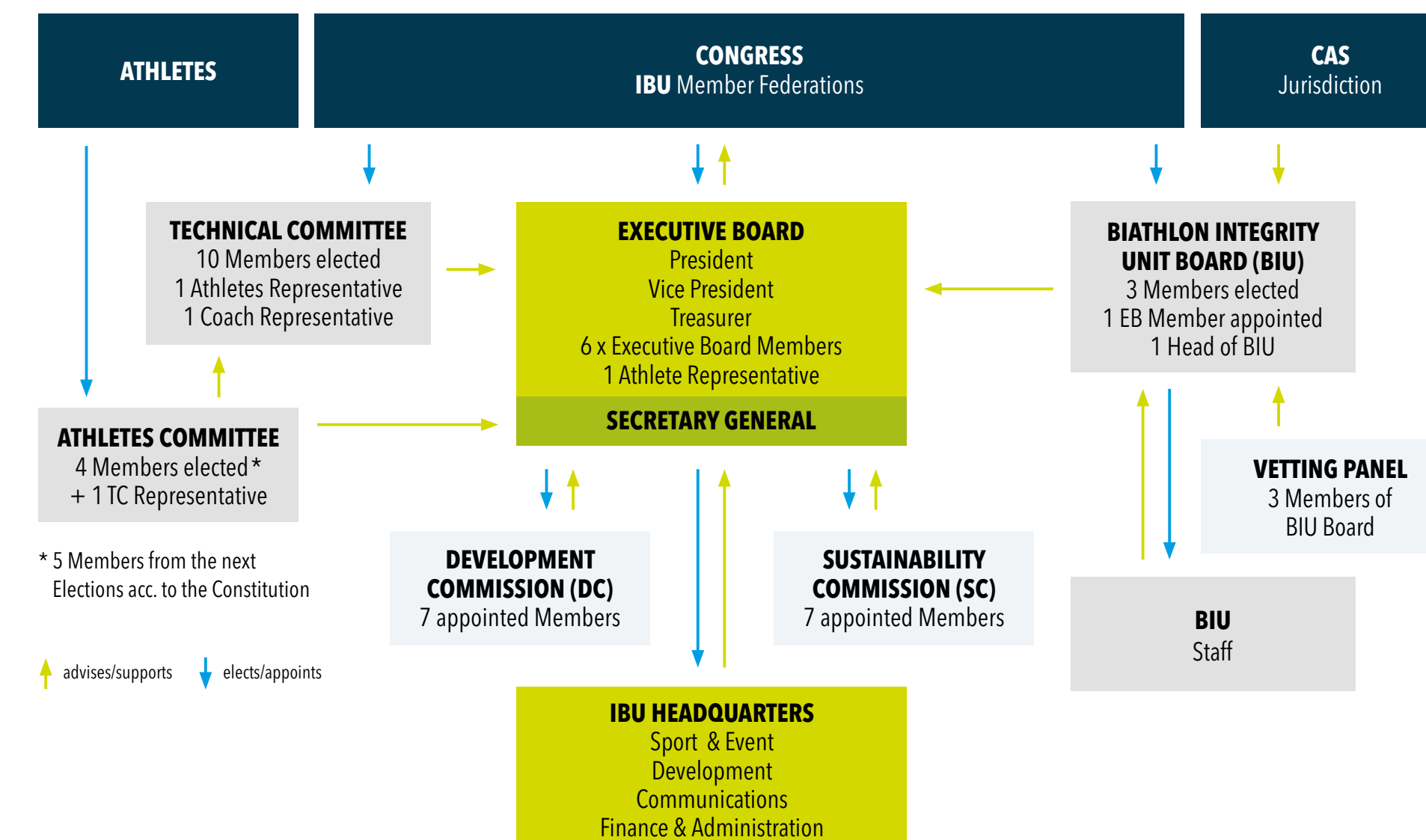
As part of the IBU's Constitution, the Secretary General has the executive responsibility for managing the organisation's impacts on the economy, environment, and society. The Head of Sustainability is responsible for managing this work and reports directly to the Secretary General. The Head of Sustainability is a member of the Management Team, alongside the other heads of departments, supporting the Secretary General in the strategic and administrative work across the organisation.

## THE IBU SUSTAINABILITY COMMISSION

In 2022, the newly elected Executive Board took the decision to establish a new [\*\*IBU Sustainability Commission\*\*](#) (SC) whose work is expected to commence in the first quarter of 2023. The new Commission will consist of seven members proposed by the National Federations, with at least three females and three males. Two members of the IBU Executive Board are appointed as a liaison to the SC, with the Head of Sustainability chairing the Commission.

The SC will support the execution of the IBU's Sustainability Strategy and make proposals to the Executive Board, reviewing current measures and developing recommendations on how to meet the IBU's climate commitments, and supporting the work to make IBU events sustainable.

The SC sits alongside the newly created Development Commission in an organisational structure that was refined in November 2022.



# SUSTAINABILITY AT THE IBU

## MATERIALITY

The IBU's sustainability journey officially began in October 2019 with the launch of the federation's seven-year strategic plan, Target 26, at the Extraordinary Congress. In September 2020, the IBU Executive Board approved the organisation's long-term Sustainability Strategy. The work that happened in between is outlined in the timeline with the main parts explained below.

The IBU Management Team, comprised of the heads of departments, defined a long list of sustainability issues, each with associated challenges and opportunities.

The list was used as part of a consultation with the **IBU Expert Reference Group**, which includes international experts from various fields of sustainability, a representative from an IBU member federation and an organising committee as well as representatives from the IBU's media and marketing partners.

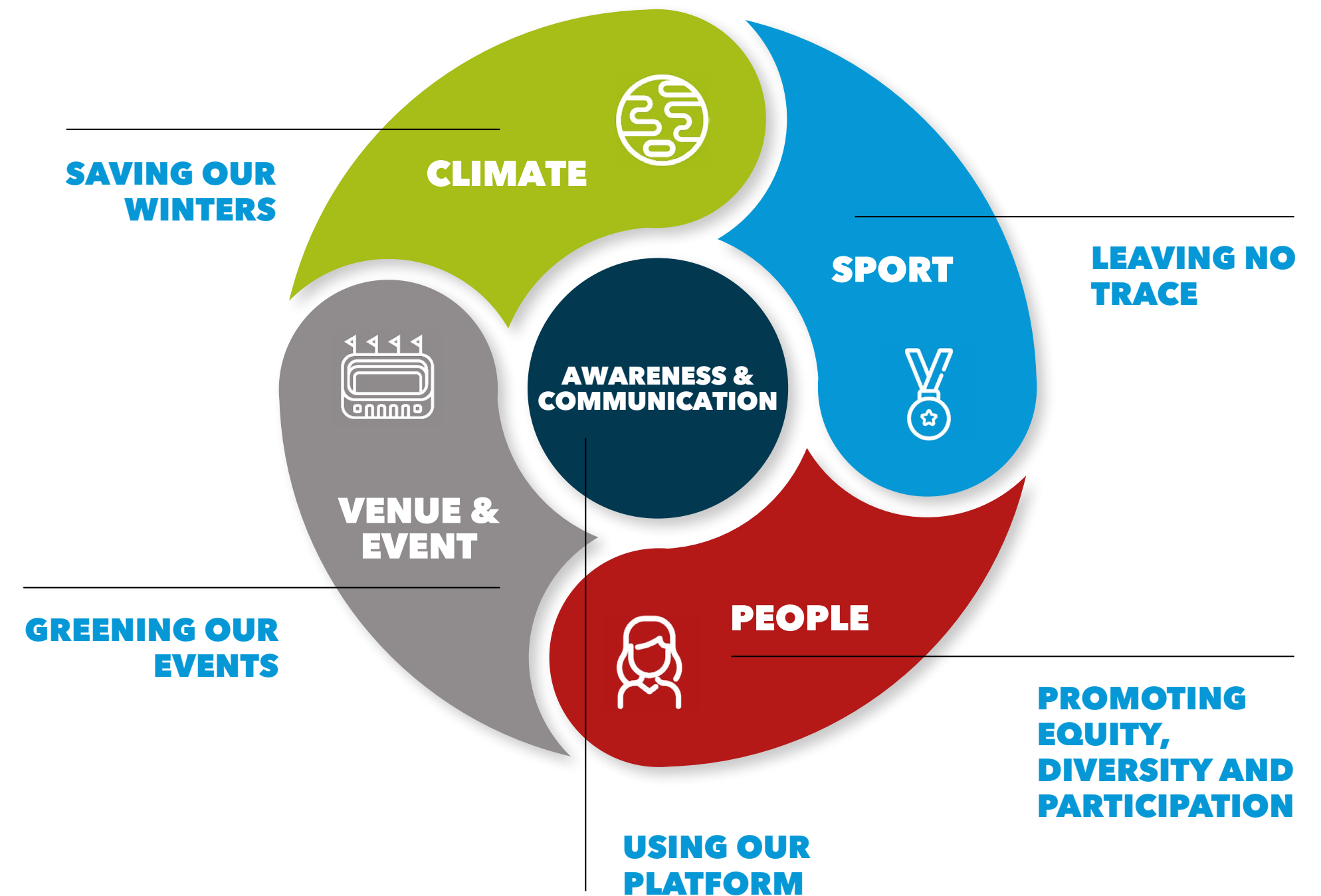
The sustainability issues were then grouped into five Focus Areas, and shared with National Federations (NFs), via an online survey. The objective was to validate existing issues and add any that were felt to be missing.

Following the survey, a series of online regional meetings with NFs took place to gather feedback on the proposed focus areas and next steps for the IBU's sustainability strategy. This preceded similar meetings with other stakeholders, including organising committees, partners, and athletes, before the final strategy document was completed and sent to the Executive Board.

The Executive Board continues to review the sustainability policy on an annual cycle (in June).

Each of the five IBU Focus Areas is accompanied by a strategic objective that is highlighted at the beginning of each section of this report.

The IBU Sustainability Strategy sets the targets #1-57 for 2030. This IBU sustainability report covers both the IBU and the Biathlon Integrity Unit (BIU), summarising progress against these targets during the reporting period from 1 October 2021 - 30 September 2022.





# SEASON HIGHLIGHTS

## KEY ACHIEVEMENTS

### BIATHLON CLIMATE CHALLENGE 2.0 POWERED BY VIESSMANN PLANTS 50,000 TREES

August 2022 - The second edition of the Biathlon Climate Challenge, this time in cooperation with Viessmann, concluded during the IBU Summer Biathlon World Championships in Ruhpolding. In just 28 days, 3.677 fans from 40 countries led by eight biathlon superstars earned 50,000 trees by turning their physical activity into an opportunity to give back to the planet. Half of the trees were planted in programmes managed by [TIST](#) and their farmers in Uganda, and the other half by Viessmann in their own reforestation projects.



### VIESSMANN BECOMES IBU CLIMATE PARTNER

August 2022 - With the extension of the long-term partnership with the IBU World Cup for another four years until 2026, Viessmann also became the IBU's Climate Partner. This partnership involves joint sustainability and climate projects, such as applying Viessmann's know-how to IBU venues for improving their energy efficiency and implementing long-term climate solutions.

*"Viessmann already supported me when I was a young biathlete. For Viessmann it is important to take responsibility, be it for the next generation or for the environment. That's why I'm excited that Viessmann will also support the IBU with their climate goals because they have the products and the know-how."*

**LAURA DAHLMEIER, GERMAN BIATHLETE**





# SEASON HIGHLIGHTS

## KEY ACHIEVEMENTS



### FIRST IBU OC AWARD FOR SUSTAINABILITY PRESENTED TO KONTIOLAHTI AND ARBER

July 2022 – The organising committees of Kontiolahti, Finland, for the World Cup and from Arber-Bayerischer Wald, Germany, for the IBU/Junior Cup category were presented with the inaugural IBU OC Award trophies for Excellence in Sustainability at the OC Meeting 2022 in Oberhof. This award seeks to promote impactful and replicable sustainability and climate actions implemented successfully by the IBU event hosts, contributing to the aims of the IBU Sustainability Strategy 2020-2030.

### IBU SNOW MANAGEMENT PROJECT SIEPPUR APPROVED FOR FUNDING BY THE EU

August 2022 - Partnering with six other parties, IBU was selected to receive funding from the European Union for a 30-month snow management project called SIEPPUR which is Sami and stands for soft fluffy snow. Under the Erasmus+ 2022 round of applications, the project will build on the work of Snow Network to enhance the accessibility and resource efficiency of sustainable snow making practices. The project partners include the IBU National Federations in Poland, Slovenia and Sweden along with Peak 63 (Östersund, Sweden), the WSL Institute for Snow and Avalanche Research SLF (Davos, Switzerland) and the Sustainable Mountain Alliance.



**Co-funded by  
the European Union**





# CLIMATE

## SAVING OUR WINTERS

Reducing our sport's carbon footprint is the most effective way for the IBU to directly contribute to addressing the climate crisis.



# CLIMATE SAVING OUR WINTERS

**STRATEGIC OBJECTIVE** Reduce the carbon footprint of biathlon as a sport by 50% and become climate neutral by 2030, climate positive latest by 2034 and net zero by 2040. 'Sport' is defined as Level 1 'IBU as organisation' and Level 2 'IBU events' and covers Scopes 1-3.

## HIGHLIGHTS 2021/2022 IBU JOINS RACE TO ZERO

November 2021 - At the 26th Climate Conference of the Parties (COP) held in Glasgow, Scotland, the IBU joined the global UN Race to Zero campaign. As part of its strategic framework, the IBU has already committed to reducing its carbon footprint by 50% on the 2019 baseline and becoming a climate-neutral sport by 2030. Participation in Race to Zero along with a handful of first movers from the sport industry reaffirmed the commitment to establish biathlon as a leader in upholding the highest sustainability standards in sport and becoming net zero by 2040.



## HIGHLIGHTS 2021/2022 BIATHLETES ARE CONCERNED ABOUT THE FUTURE OF THEIR SPORT

January 2022 - The findings of a survey the IBU conducted in late 2021 reveal that nearly 90% of IBU athletes feel that their sport has already been impacted by the climate crisis and almost 60% of them have personally felt the impact of climate change on their everyday lives. 75% of the athletes surveyed indicated that they are either very concerned or extremely concerned about climate change. The IBU athletes also feel a responsibility to act: 81% have already made changes to their lifestyle and 85% of them are trying to influence others to change their habits.





# CLIMATE SAVING OUR WINTERS

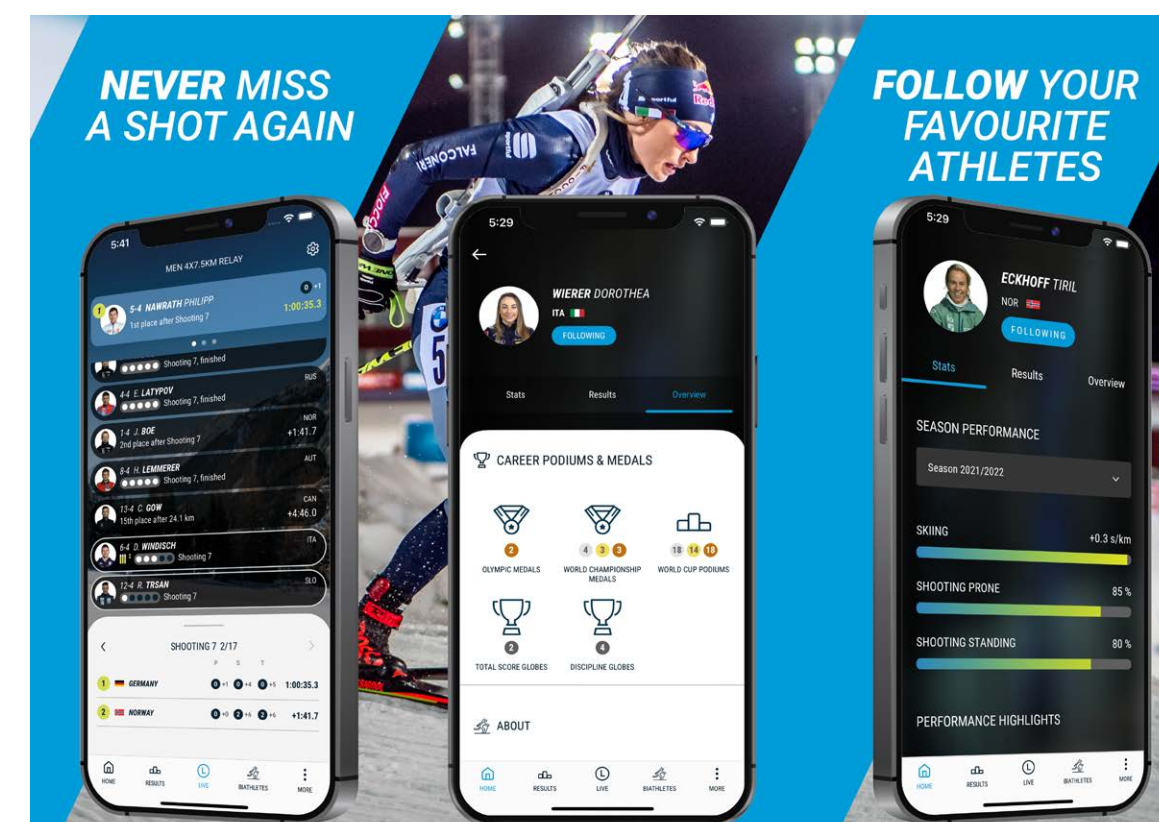


## HIGHLIGHTS 2021/2022 UNDERSTANDING THE DIGITAL CARBON FOOTPRINT OF BIATHLON

January 2022- Managing a sport's carbon footprint requires understanding all its dimensions. In today's world, the carbon footprint of digital services is not insignificant but poorly understood, sports being no exception. One of IBU's key sustainability achievements in 2022 was measuring the emissions inventory for biathlon as a sport, including its digital ecosystem. Working with its digital ecosystem developer Vincit, IBU calculated its digital emissions. Those emissions were separately offset to ensure that the IBU's new digital eco-system launched in November 2021 was climate-neutral from the launch. The IBU will work with its partners to reduce the impact going forward.

## HIGHLIGHTS 2021/2022 IBU RECEIVES IOC CARBON ACTION AWARD

April 22, 2022 - Earth Day - The IBU was among only 12 International Federations to receive the IOC's Carbon Action Award. This Award was set up originally as part of the IOC-DOW Carbon Partnership to inspire climate action by recognising the sustainability efforts within the Olympic Movement. Available only to sports organisations that are part of the UN Sports for Climate Action Framework, the winners had submitted detailed data and carbon reduction plans to demonstrate their efforts to reduce GHG emissions and were rewarded with carbon offsets to compensate their remaining emissions. As a Sports for Climate Action Framework signatory, the IBU also provided an [annual report](#) to the UNFCCC.





# CLIMATE

## SAVING OUR WINTERS

### TARGET

#### 1 IBU CO2 LEVEL 1

**COMMITMENT IN 2030** IBU as an organisation achieves 50% reduction and climate neutrality by 2030 from 2019/20 emissions baseline for Scopes 1-3.

#### STATUS 2022 IN PROGRESS

Baseline set as 2019/2020. While emissions per employee significantly reduced, the total emissions in for Level 1 increased by 24% in Season 2022 compared with 2020 due to the IBU Staff doubling.



### TARGET

#### 2 IBU EVENT CO2 LEVEL 2

**COMMITMENT IN 2030** 100% of WCH from 2027 and 100% of World Cups from 2026 commit to a carbon management programme to achieve 50% reduction and climate neutrality by 2030 for Scopes 1-3 compared with baseline of season 2019/2020 (adjusted for four-year period).

#### STATUS 2022 IN PROGRESS

All IBU events measured carbon footprint in the 2021/2022 season. Due to the pandemic, several events held without spectators.



### TARGET

#### 3 NF COMMITMENT TO CARBON MANAGEMENT LEVEL 3

**COMMITMENT IN 2030** By 2030, 50% of NFs join UN Sports for Climate Action Framework and/or commit to a carbon management programme with individual goals.

#### STATUS 2022 IN PROGRESS

NF Task Force launched to share experiences. Half a dozen NFs with strategy, two Sports for Climate members.



### TARGET

#### 4 IBU PARTNER COMMITMENT TO CARBON MANAGEMENT LEVEL 3

**COMMITMENT IN 2030** By 2030, 100% of IBU partners have express commitments for carbon management and climate action.

#### STATUS 2022 IN PROGRESS

Sustainability annex part of all supplying partner contracts for 2022-2024.







# VENUE & EVENT

## GREENING OUR EVENTS

Thousands of spectators flock to our events to revel in the excitement of biathlon. Our challenge is to welcome them while minimising the impact of our events on their host communities.



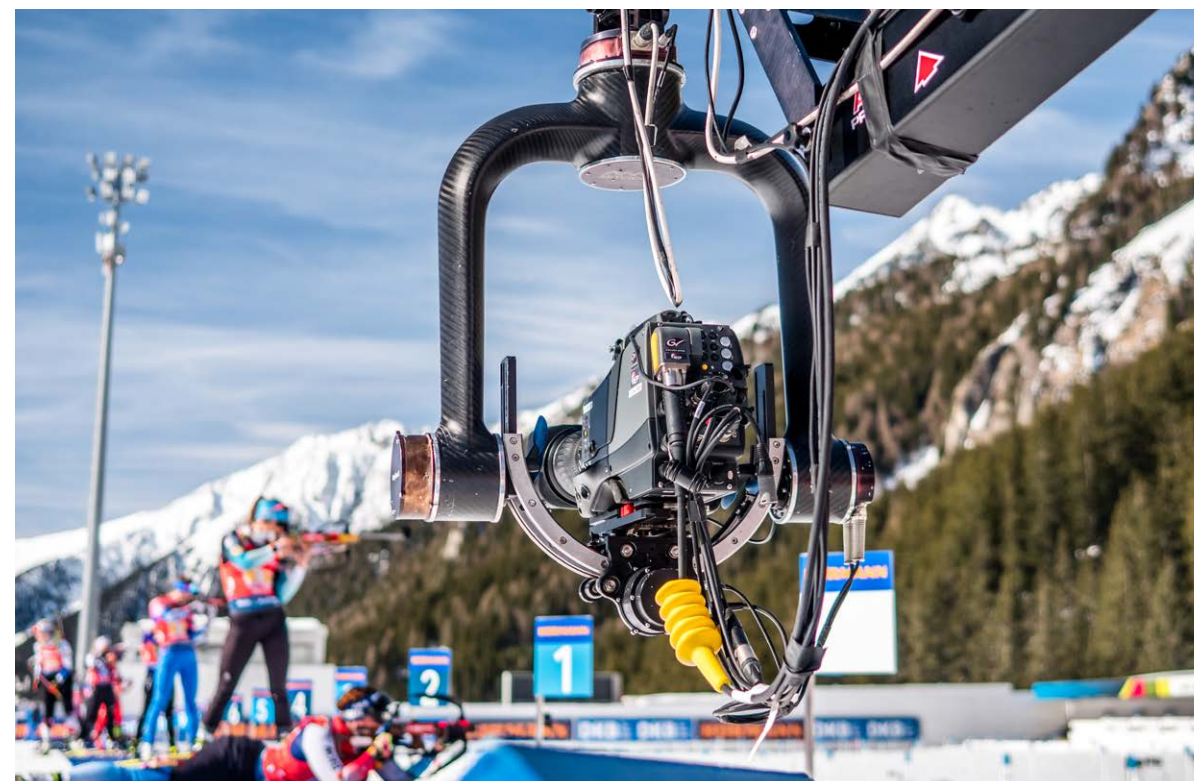
# VENUE & EVENT GREENING OUR EVENTS

**STRATEGIC OBJECTIVE** Enable biathlon venues and events to have a long-term positive impact on their host communities and the environment. Ban single-use plastic and ensure all waste is re-used, recycled or composted.

## HIGHLIGHTS 2021/2022

### UNDERSTANDING POWER CONSUMPTION AT IBU EVENTS

January-March 2022 - Partnering with Etanomics, the 100% subsidiary of the IBU's Climate Partner Viessmann, and media partner European Broadcasting Union, the IBU conducted an analysis of the current power demands and future options for the provision of technical power for TV broadcasting, with a focus on both the cost and sustainability of the current methods. In addition, Etanomics prepared a detailed pilot study of the energy efficiency of an IBU World Cup venue, in this case Ruhpolding, to understand the different variables and options to optimise and decarbonise energy consumption in the future.



## HIGHLIGHTS 2021/2022

### IBU BECOMES PART OF ERASMUS+ GAMES PROJECT

June 2022 - The IBU joined the GAMES (Green Approaches in Management for Enhancing Sports) project - an EU Erasmus+ funded initiative - together with World Athletics, the International Floorball Federation and Swedish Floorball Federation to explore how their respective sports can adopt more practices to mitigate climate change, with a focus on events. The 2.5-year project is coordinated by the Sant'Anna School of Advanced Studies of Pisa, Italy, and will analyse the climate governance and management models currently used in the three sports and support the development of decarbonisation strategies for each partner and their events. Visit [erasmus-games.com](https://erasmus-games.com) for more information.

## HIGHLIGHTS 2021/2022

### IBU OCs DEVELOP RESPONSES TO CURRENT SUSTAINABILITY ISSUES

July 2022 - The host of the Biathlon World Championships 2023 in Oberhof, Germany, welcomed the 2022 edition of the IBU Organising Committee meeting. The two-day meeting entailed presentations providing updates for the 2022/23 season along with workshops focused on organisational best practices and enhancing the sustainability of IBU events. The participants were invited to visit the refurbished stadium where sustainability was one of the key focus areas. The rebuilding emphasised resource-saving construction with focus on environmental protection. Various energy and snow management concepts were implemented, including photovoltaic installations. To provide examples of OC best practices, the IBU also released a collection of [case studies](#) of sustainability work by several Organising Committees.





## VENUE & EVENT GREENING OUR EVENTS

### TARGET

5

#### IBU HOUSE SUPPLY CHAIN LEVEL 1

**COMMITMENT IN 2030** IBU implements a sustainable procurement policy, Green Office Rules and sustainable events checklist for IBU's own events.

#### STATUS 2022 COMPLETE

*Procurement policy issued and in the process of implementation. Emissions measured for 100% internal events, Checklist in progress for all events.*



### TARGET

6

#### HOUSE WASTE LEVEL 1

**COMMITMENT IN 2030** IBU ensures that its own office facility has a positive overall impact on the environment, enforces a ban on single-use plastic and makes sure all its waste is re-used, recycled or composted.

#### STATUS 2022 IN PROGRESS

*IBU HQ recycling process implemented. Waste disposed with whole Campus, so no exact weight calculation possible. Separating disposal would cost disproportionately more money and time.*



### TARGET

8

#### IBU EVENT SUPPLY CHAIN LEVEL 2

**COMMITMENT IN 2030** 100% of WCH from 2027 and 100% of World Cups adopt a sustainable procurement code with detailed targets by 2026 and 50% of other IBU events by 2030

*Event recycling programme for accredited participants launched as first step to circularity. Supply chain requirement for WCH 2027 hosts implemented as part of the mandatory sustainability management system.*



#### STATUS 2022 STARTED

### TARGET

9

#### IBU EVENT SUSTAINABILITY PRACTICES LEVEL 2

**COMMITMENT IN 2030** 100% of WCH from 2027, 100% of World Cups from 2026 and 50% of all IBU series events by 2030 comply with requirements in the IBU Sustainable Events Guidelines

#### STATUS 2022 STARTED

*Postponed to 2023 due to the pandemic and energy crisis / inflationary pressures.*



### TARGET

10

#### EVENT SUSTAINABLE ACCOMMODATION LEVEL 2

**COMMITMENT IN 2030** More than 50% of WCH and World Cup venues implement concrete initiatives to promote sustainable accommodation in their region together with their local decision-makers.

#### STATUS 2022 NOT YET STARTED

*Delayed due to the pandemic and energy crisis / inflationary pressures.*



### TARGET

7

#### IBU SUSTAINABLE EVENTS GUIDELINES LEVEL 2

**COMMITMENT IN 2030** IBU develops tiered IBU Sustainable Events Guidelines for all IBU event series and implements a compliance requirement into event hosting agreements.

*Event Host Declarations required CO2 measurement. Sustainable Event Guidelines delayed due to the pandemic and energy crisis / inflationary pressures.*



#### STATUS 2022 STARTED



## VENUE & EVENT GREENING OUR EVENTS

### TARGET

#### 11 EVENT TV BROADCASTING LEVEL 2

**COMMITMENT IN 2030** 100% of WCH from 2027 and 100% of World Cups by 2030 implement sustainable TV broadcasting plans and overall event technology concepts.

**STATUS 2022**  
**IN PROGRESS**

Assessment of energy requirements for technical power completed in 2022.



### TARGET

#### 13 NF VENUE SUSTAINABILITY CRITERIA LEVEL 3

**COMMITMENT IN 2030** 50% of NFs adopt sustainability criteria for infrastructure / venues, including landscape requirements and develop comprehensive use plans.

**STATUS 2022**  
**NOT YET STARTED**

As part of the IBU Development Support Programme, separate sustainability funding was made available to NFs in 2021/2022. Only two NFs applied. National requirements in place in some NFs.



### TARGET

#### 14 IBU BIODIVERSITY PRACTICES LEVEL 1

**COMMITMENT IN 2030** IBU ensures 100% of IBU licensed facilities comply with biodiversity best practices and develop long-term use/legacy plans.

IBU actively involved in the development of the Sports for Nature framework. Implementation to be integrated with venue licensing process.

**STATUS 2022**  
**STARTED**



### TARGET

#### 15 IBU EVENT BIODIVERSITY PRACTICES LEVEL 2

**COMMITMENT IN 2030** 100% of IBU series events follow biodiversity best practices (e.g. IUCN) and develop long-term use/legacy plans.

**STATUS 2022**  
**STARTED**

IBU actively involved in the development of the Sports for Nature framework. Implementation to be integrated with venue licensing process.



### TARGET

#### 16 NF BIODIVERSITY PRACTICES LEVEL 3

**COMMITMENT IN 2030** 50% of NFs commit to following biodiversity guidelines (e.g. IUCN) and develop long-term use/legacy plans for their facilities

**STATUS 2022**  
**NOT YET STARTED**

To follow, based on the Sports for Nature framework implementation.



### TARGET

#### 12 NF SUPPLY CHAIN LEVEL 3

**COMMITMENT IN 2030** 50% of NFs commit to a sustainable procurement code with detailed targets.

As part of the IBU Development Support Programme, separate sustainability funding was made available to NFs in 2021/2022. Only two NFs applied.

**STATUS 2022**  
**NOT YET STARTED**







# **SPORT**

## **LEAVING NO TRACE**

Our sport is an outdoor sport which takes place in a natural environment. We aim to leave it intact.





## SPORT LEAVING NO TRACE

**STRATEGIC OBJECTIVE** Ensure environmental neutrality of the sport (air, water and soil).

### HIGHLIGHTS 2021/2022

#### IBU JOINS OLYMPIC SPORTS ALLIANCE TO TACKLE CARBON FIBRE CIRCULARITY

April 2022 - IBU became a founding member of an alliance supporting a **project** to reuse and realign carbon fibres. Coordinated by the World Sailing Trust, the alliance's contributing members include World Sailing, the IBU, and Wilson Sporting Goods, supported by the IOC, International Tennis Federation and Union Cycliste Internationale as well as equipment manufacturers OneWay, Scott Sports and Starboard. By June 2022, Wilson had successfully tested a batch of the realigned Carbon Fibre tape made from end-of-life carbon fibres of a broken racket to build a 50% recycled racket with encouraging initial results.



### HIGHLIGHTS 2021/2022

#### IBU SNOW NETWORK CONTINUES TO BUILD KNOW-HOW

October 2022 - The IBU Snow Network continued with a webinar in May 2022, followed by the second survey to collect data on snow production, storage, and handling. In October, the snow experts from all IBU Organising Committees met for the second Snow Network meeting in Oberhof, Germany to further debate the future of sustainable snow management. A total of 50 participants from 19 OCs, IBU staff, and technical and research experts had a chance to see the new snow management system at the site of the 2023 Biathlon World Championships.

*"Snow is the basic requirement for winter sports. Due to climate change and rising energy costs, the topic is becoming increasingly important. The IBU Snow Network is an ideal platform to exchange experiences among our organising committees and external experts. That way we will be able to provide ideal conditions for our athletes in the future."*

**BORUT NUNAR, IBU RACE DIRECTOR WORLD CUP**

### HIGHLIGHTS 2021/2022

#### MOST HARMFUL FLUOR PRODUCTS REMAIN BANNED WHILE FULL FLUOR BAN POSTPONED UNTIL 2023/24 SEASON

August 2022 - A full fluorocarbon wax ban was postponed until the 2023/2024 season to allow time for further refinement of the fluor testing device and procedures to protect the integrity of competitions. The ban on C8 fluorocarbons/PFOA remains in place. Frequent spot checks are applied as the IBU conducts systematic collection and testing of samples during the season 2022/2023. The IBU aims to implement a full ban of all fluor waxes for the season 2023/2024. The ban is intended to reduce risks to human health and the environment coming from chemicals found in fluorocarbon products used in ski preparation.



*"Carbon fibres have greatly helped enhance the performance of biathlon competition equipment in recent years. Unfortunately, there is no sustainable solution to reuse and recycle carbon so far. We hope to see the entire industry join the alliance and that we altogether succeed in engaging the equipment end-users in making carbon circularity a mainstream practice for all sports enthusiasts."*

**OLLE DAHLIN, IBU PRESIDENT**





## SPORT LEAVING NO TRACE

### TARGET

**17** **LEAD AT IBU**  
LEVEL 1

**COMMITMENT IN 2030** IBU works with industry to develop and implement lead-free bullets for biathlon

**STATUS 2022**  
**IN PROGRESS**

*IBU co-operating with the ECHA process.*



### TARGET

**19** **LEAD AT NF LEVEL**  
LEVEL 3

**COMMITMENT IN 2030** 100% of NFs comply with the latest lead bullet collection procedures in all their facilities (by 2028)

**STATUS 2022**  
**NOT YET STARTED**

*To follow based on completion of best practices.*



### TARGET

**20** **FLUOR-FREE SPORT AT IBU**  
LEVEL 1

**COMMITMENT IN 2030** IBU transitions to a Fluor-free sport globally (before 2021/2022 season) - delayed to 2023

*C8 remains banned in 2022/23 season. Intensive development and testing of tracker device. Full ban delayed. Test of common waxing (fluor free) at one Junior Cup in 22/23.*

**STATUS 2022**  
**STARTED**



### TARGET

**21** **FLUOR WAXES AT IBU EVENTS**  
LEVEL 2

**COMMITMENT IN 2030** IBU enforces fluor-free wax rule in all IBU series (in 2021/2022)

**STATUS 2022**  
**STARTED**

*C8 remains banned in 2022/23 season. Intensive development and testing of tracker device. Full ban delayed. Test of common waxing (fluor free) at one Junior Cup in 22/23.*



### TARGET

**22** **FLUOR WAXES AT NFs**  
LEVEL 3

**COMMITMENT IN 2030** 100% NFs comply with non-fluorine wax rule in all levels of competition

**STATUS 2022**  
**STARTED**

*C8 remains banned in 2022/23 season. Intensive development and testing of tracker device. Full ban delayed.*



### TARGET

**18** **LEAD AT IBU EVENTS**  
LEVEL 2

**COMMITMENT IN 2030** 100% of IBU event series venues comply with best practices on lead bullet collection (new procedures fully implemented by 2024)

*Development of lead management best practices commenced.*

**STATUS 2022**  
**STARTED**





## SPORT LEAVING NO TRACE

### TARGET

**23**

### AIR POLLUTION AT IBU LEVEL

LEVEL 1

**COMMITMENT IN 2030** IBU minimises health risks from air quality issues to biathlon family members through safe handling procedures and technology improvements

**STATUS 2022  
STARTED**

*Integrated with the implementation of full-fluor ban.*



### TARGET

**25**

### AIR POLLUTION AT NF LEVEL

LEVEL 3

**COMMITMENT IN 2030** All NFs implement measures to reduce air pollution caused by waxing

**STATUS 2022  
STARTED**

*Integrated with the implementation of full-fluor ban.*



### TARGET

**26**

### SNOW MANAGEMENT AT IBU LEVEL

LEVEL 1

**COMMITMENT IN 2030** IBU enhances efficiency of snow management in terms of energy and water use through collection, research and sharing of best practises

*Second annual Snow Management survey completed. Funding received from EU for increasing programme.*

**STATUS 2022  
IN PROGRESS**



### TARGET

**27**

### SNOW MANAGEMENT AT IBU EVENTS

LEVEL 2

**COMMITMENT IN 2030** 100% of IBU event series venues apply snow management best practices

**STATUS 2022  
IN PROGRESS**

*Second annual meeting of IBU Snow Network staged. Additional data to be collected via the EU funded project Sieppur.*



### TARGET

**28**

### SNOW MANAGEMENT AT NFS

LEVEL 3

**COMMITMENT IN 2030** All NFs implement measures to optimise resource use for snow management in their venues

**STATUS 2022  
IN PROGRESS**

*All OCs on the calendar invited to be part of Snow Network. Several NFs to participate in EU funded project Sieppur.*



### TARGET

**24**

### AIR POLLUTION AT IBU EVENTS

LEVEL 2

**COMMITMENT IN 2030** All IBU events implement measures to reduce air pollution at their venues in particular waxing containers.

*Integrated with the implementation of full-fluor ban.*

**STATUS 2022  
STARTED**





# SPORT

## LEAVING NO TRACE

### TARGET

**29** **SALT USE AT IBU LEVEL** LEVEL 1

**COMMITMENT IN 2030** IBU develops a detailed understanding and ensures neutral impact on soil / ground water by the use of salt at biathlon facilities.

**STATUS 2022**  
**IN PROGRESS**

*Integrated in the IBU Snow Network.*



### TARGET

**30** **SALT USE AT IBU EVENTS** LEVEL 2

**COMMITMENT IN 2030** 100% of IBU events series follow best practices for use of salt

**STATUS 2022**  
**IN PROGRESS**

*Integrated in the IBU Snow Network.*



### TARGET

**31** **SALT USE AT NF LEVEL** LEVEL 3

**COMMITMENT IN 2030** All NFs share best practice measures to optimise salt use in their facilities

**STATUS 2022**  
**IN PROGRESS**

*Integrated in the IBU Snow Network.*



### TARGET

**32** **SUSTAINABILITY OF EQUIPMENT** LEVEL 3

**COMMITMENT IN 2030** More than 50% of industry partners have implemented concrete sustainability measures to reduce environmental impact of biathlon sport equipment

**STATUS 2022**  
**IN PROGRESS**

*Regular outreach with equipment partners.*







# PEOPLE

## PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

The IBU aims to welcome everyone  
to the sport.





## PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

### HIGHLIGHTS 2021/2022

#### FIRST IBU MENTORSHIP PROGRAMME LAUNCHED

November 2021 - As part of its Gender Equality efforts, the first IBU Mentorship Programme was launched in partnership with SHESKILLZGLOBAL with 17 participants from 17 different NFs on five continents. The first edition focused on females working or aspiring to work in management positions. Following kick off in December, the mentees held in a minimum of four sessions with their mentors to share professional experiences. An in-person meeting at the IBU Office in June provided the mentees a chance to meet in person to discuss topics such as leadership, organisational culture, communication skills and leading change. All participants confirmed that the programme positively influenced their behaviour and enhanced their career development.



**STRATEGIC OBJECTIVE** Become the leading winter sport in terms of good governance, gender equality and diversity.



### HIGHLIGHTS 2021/2022

#### IBU-IBSF GENDER EQUITY FORUM HELD IN MUNICH

May 2022 - The IBU partnered with the IBSF to call on the members of the biathlon, bobsleigh and skeleton families to help accelerate gender equity at the IBU-IBSF Gender Equity Forum 2022. The three-day Forum, entitled "Mind the gap! How to accelerate Gender Equity", collected over 90 stakeholders, including prominent athletes and international experts, to develop strategies to affect meaningful change. The Forum agenda entailed presentations, panel discussions and workshops.





## PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

### HIGHLIGHTS 2021/2022

#### APPROVAL OF 30% FEMALE REPRESENTATION IN DECISION-MAKING BODIES

September 2022 - During the IBU Congress 2022, the IBU membership accepted the Constitutional change proposing to implement a minimum of 30% female representation in the IBU Executive Board and IBU Technical Committee from the Congress 2026 onward.



### HIGHLIGHTS 2021/2022

#### IBU ACADEMY LAUNCHES BASIC AND 1ST LEVEL PILOT COURSES FOR COACH EDUCATION & E-LEARNING PLATFORM

April-May 2022 - 10 female and 10 male coaches from 15 different NFs joined the pilot course for the Basic level in Salzburg. 12 women and 8 men from 17 different NFs are currently part of the First level course, with first two of the three course weeks staged in Ruhpolding/GER and Östersund/SWE. The third week will take place in Jakuszyce/POL in March 2023. To support blended learning, the IBU also launched an e-learning platform. This platform will serve as a content hub for all IBU's educational activities. Additionally, coach webinars on nutrition and the Olympic cycle, as well as an athletes' webinar, were offered.

### HIGHLIGHTS 2021/2022

#### MORE THAN 80 APPLICATIONS FOR DEVELOPMENT PROJECT SUPPORT, 2 NFs WITH SUSTAINABILITY PROJECTS

Spring 2022 - 35 NFs applied for Development support for more than 80 projects of which 76 were approved. A total of € 900,000 was approved for NFs Partnership Support, Youth and Junior Athletes Development, Support of Training Venues, Biathlon Expert Support and Human Resources Management, Dual Career, and Sustainable Business Development. The goal is to increase the capacity of NFs to promote and develop the sport at a national level, encourage delivery of more activities, and promote gender equality, sustainability, and good governance.





## PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

**TARGET**

**33 ENTRY LEVEL  
COMPETITION  
PARTICIPATION**  
LEVEL 1

**COMMITMENT IN 2030** IBU grows number of participants in entry level biathlon competitions globally.

**STATUS 2022  
IN PROGRESS**

*Continued NFs project support through Development funds*



**TARGET**

**35 NF COMPETITIONS**  
LEVEL 3

**COMMITMENT IN 2030** 100 % NFs organise national junior and/or youth competitions and national championships.

**STATUS 2022  
IN PROGRESS**

*Based on the outcomes from NF survey 2022 - 65% of our members organised YJ NCHs.*



**TARGET**

**36 IBU GRASSROOTS  
BIATHLON**  
LEVEL 1

**COMMITMENT IN 2030** IBU successfully launches biathlon for the grassroots globally, using laser or air rifle and an endurance exercise.

*Introduced 'Biathlon for All' concept principles during Congress Workshops, Regional Meetings. Laser Rifle market reviewed and internal testing was conducted.*

**STATUS 2022  
STARTED**



**TARGET**

**37 EVENT  
GRASSROOTS  
BIATHLON**  
LEVEL 2

**COMMITMENT IN 2030** 100% of WCH / World Cup OCs support and promote biathlon for the grassroots.

**STATUS 2022 STARTED**

*IBU in collaboration with WCH Oberhof 2023 and Olympic Solidarity launched the Youth International Camp to support less developed NFs. IBU agreed with OC WCH NMNM 2024, and OC WCH Lenzerheide 2025 to run these camps in 2023 and 2024.*



**TARGET**

**38 NF GRASSROOTS  
BIATHLON**  
LEVEL 3

**COMMITMENT IN 2030** 75% NFs organise biathlon grassroots activities for participants aged from 5-90

**STATUS 2022  
STARTED**

*'Biathlon for All' laser rifle project from 2023.*



**TARGET**

**34 REGIONAL  
EVENT  
PARTICIPATION**  
LEVEL 2

**COMMITMENT IN 2030** Number of participants in IBU regional events grows compared with 2020 baseline.

*19 Regional Events conducted during the winter 2021/2022 and 11 during the summer with IBU support in 7 IBU Regions. Season 20/21 - 15 events in 5 regions.*

**STATUS 2022  
IN PROGRESS**





## PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

### TARGET

#### 39 ACADEMY PROGRAMMES LEVEL 1

**COMMITMENT IN 2030** IBU Academy provides a high-quality educational offer for coaches, athletes and NF & OC leadership with growing uptake.

#### STATUS 2022 IN PROGRESS

Basic and First Level courses launched in 2022, e-learning platform available to students. Participants supported with IBU and IOC scholarships. 2<sup>nd</sup> and 3<sup>rd</sup> level course programmes in place. Free webinars run for coaches and athletes.



### TARGET

#### 41 IBU ACADEMY FOR NFs LEVEL 3

**COMMITMENT IN 2030** 100% of NFs participating in IBU Academy educational programmes and 100% NFs have dual career planning and education either through IBU Academy or on national level.

#### STATUS 2022 STARTED

NF webinars available to all NFs; coach education programme in place and e-learning platform launched, dual career policy approved by Executive Board.



### TARGET

#### 42 IBU LEVEL DIVERSITY, ACCESSIBILITY AND SAFEGUARDING LEVEL 1

#### STATUS 2022 IN PROGRESS

Promoting the safeguarding policy via BIU communication channels.

**COMMITMENT IN 2030** IBU ensures zero discrimination and hate speech, and implements measures promoting diversity & accessibility as well as safe-guarding across its operations.



### TARGET

#### 43 EVENT LEVEL DIVERSITY, ACCESSIBILITY AND SAFEGUARDING LEVEL 2

#### STATUS 2022 STARTED

Safeguarding Forum for NFs to be organised in May 2023.

**COMMITMENT IN 2030** 100% IBU events have anti-discrimination and safe-guarding policies and measures promoting diversity & accessibility



### TARGET

#### 40 IBU ACADEMY FOR OCs LEVEL 2

#### STATUS 2022 STARTED

**COMMITMENT IN 2030** 100% of IBU event OCs participate in IBU Academy educational programme.

E-learning platform ready to be used by different stakeholders, presented to Technical Committee. TC appointed a working group for the referee education programme setting.



### TARGET

#### 44 NF LEVEL DIVERSITY, ACCESSIBILITY AND SAFEGUARDING LEVEL 3

#### STATUS 2022 IN PROGRESS

**COMMITMENT IN 2030** 100% NFs implement national policy and procedures on anti-discrimination, safe-guarding and promotion of diversity and accessibility.

Safeguarding modules included in all levels of coaches education and in e-learning platform, safeguarding lessons for athletes and coaches held during the IBU IOC Camps.





## PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

### TARGET

#### 45 GENDER EQUALITY IN IBU LEVEL 1

**COMMITMENT IN 2030** Membership of the IBU Executive Board and Committees will be a minimum of 30% of each gender by 2026.

#### STATUS 2022 IN PROGRESS

The IBU Congress 2022 approved 30% minimum requirement per gender for EB and Committees in 2026. Work to increase gender equality among Technical Delegates and International Referees in progress. 30% female representation in IBU EB and TCs elected in September 2022 (this includes athletes representatives).



### TARGET

#### 46 GENDER EQUALITY AT EVENTS LEVEL 2

**COMMITMENT IN 2030** 100% of IBU WCH and World Cups apply the IBU gender equality policy to their organisations and promote universal awareness of gender-based inequalities, particularly in media portrayal by 2030.

#### STATUS 2022 STARTED

Initial workshop with IBU OCs held at OC meeting 2022.



### TARGET

#### 47 GENDER EQUALITY AT NFS LEVEL 3

**COMMITMENT IN 2030** 100% of NFs implement a Gender Equality or Diversity Policy by 2022.

#### STATUS 2022 IN PROGRESS

45% NFs have implemented diversity or gender equality policies.



### TARGET

#### 48 GENDER EQUALITY IN NF GOVERNANCE LEVEL 3

**COMMITMENT IN 2030** 50% of NF Executive Boards and Committees meet the gender diversity target of a minimum of 40% of each gender by 2030 and have 30% of female coaches, referees (officials) and volunteers at the national level by 2030

#### STATUS 2022 IN PROGRESS

IBSF-IBU Gender Equity Seminar organised in May 2022, Pilot Mentorship programme successfully accomplished by 17 participants. 40% of NFs meet 30% of female representation in EB, 21% of NFs meet 40% of female representation.







# COMMUNICATION & AWARENESS

## USING OUR PLATFORM

The IBU believes in the strength of our sport to be a platform to multiply our impact and to preserve our winters while taking better care of the planet.



# COMMUNICATION & AWARENESS USING OUR PLATFORM

**STRATEGIC OBJECTIVE** Lead in advocating for climate action and sustainable development within the biathlon family and winter sports to reach the global fanbase.

## HIGHLIGHTS 2021/2022

### SUSTAINABILITY APPENDIX AND CODE OF CONDUCT PART OF SUPPLYING PARTNER CONTRACTS 2022-2026

June 2022 - With the start of the new Olympic Cycle, the IBU renewed contracts with its supplying partners for the time period from 2022-2026. For the first time, these contracts included special annexes specifying the frames of reference related to sustainability. The Sustainability Appendix outlines the IBU's commitments to sustainability to be respected by the partners along with the need to fight climate change. Meanwhile the Code of Conduct spells out the minimum requirements for social, environmental, and economic practices that all partners must honour.



## HIGHLIGHTS 2021/2022

### IBU FOCUSES ON STAKEHOLDER ENGAGEMENT TO CREATE CONCRETE SUSTAINABILITY ACTION

September 2022 - The IBU took advantage of the Sport Positive Summit, the **31st Sports Assembly** of the European Broadcasting Union, and the ASAP Forum in Prague to engage in dialogue with various stakeholders on sustainability in sport. At the 31st Sports Assembly, the IBU participated in a panel together with SVT, France Télévisions and the Union Cycliste Internationale (UCI) to discuss the role of the broadcasters in creating awareness to bring about behavioral change and in reducing the impact of the broadcasting productions. At the **ASAP Forum**, the flagship event of the "**As Sustainable As Possible**" project, European sports sustainability experts came together to discuss how to approach sustainability strategically. The IBU was invited to share its experiences in involving athletes to realise sustainability objectives.

## HIGHLIGHTS 2021/2022

### IBU ATHLETE AMBASSADOR PROGRAMME TAKES FORM

Summer 2022 - The IBU Athlete Ambassador programme continued in 2022 with one and a half dozen athletes engaged to promote issues related sustainability, gender equality and integrity. The ambassadors were offered athlete brand development training by the University of Bayreuth and a training in messaging and effective interviewing techniques by JTA, in addition to opportunities to engage in different IBU events and activities, such as the Gender Equity Forum in Munich or the Snow Network meeting in Oberhof. The athlete ambassadors also gathered for a rare dinner at the Summer Biathlon World Championships at Ruhpolding, Germany.





# COMMUNICATION & AWARENESS

## USING OUR PLATFORM

### HIGHLIGHTS 2021/2022

#### PROMOTING SUSTAINABILITY AT THE NATIONAL FEDERATION LEVEL

August-September 2022 - With the goal of exchanging experiences and sharing lessons learned, the IBU launched regular online meetings of an informal NF Sustainability Task Force in August 2022. The IBU Member Federations were invited to present their sustainability initiatives for the purpose of receiving feedback and learning from each other. At the IBU Congress 2022, a Sustainability Workshop took place with presentations from federations and organising committees alike, to ensure that no one is reinventing the wheel and can find peer support where needed.



### HIGHLIGHTS 2020/2021

#### LAUNCH OF THE MOUNTAIN HERO - A 10 STEP CHECKLIST FOR MOUNTAIN LOVERS

December 2021 - The IBU joined the other members of the Mountain Summit group to launch "Be a Mountain Hero", a 10-step checklist for protecting mountains for future generations. The Mountain Summit is a coalition of organisations that are committed to safeguard the mountains. Many biathlon venues are located in or near mountains, a fragile environment that's in danger. Launched in collaboration with the United Nations Environment Programme, the brochure covers tips on sustainable choices that individuals can make before, during and after a mountain excursion.





# COMMUNICATION & AWARENESS

## USING OUR PLATFORM

### TARGET

**49** **ISO 20121 FOR IBU** LEVEL 1

**COMMITMENT IN 2030** IBU is certified against the ISO 20121 standard for sustainable events (by 2024)

**STATUS 2022**  
**NOT YET STARTED**

*Initial contact established with certifying organisations.*



### TARGET

**51** **EHD SUSTAINABILITY** LEVEL 3

**COMMITMENT IN 2030** 100% of IBU World Cups and 50% of other IBU events comply with IBU Event Sustainability Guidelines as per event hosting agreement (from 2025)

**STATUS 2022**  
**STARTED**

*Guidelines delayed due to the pandemic and energy crisis / inflationary pressures.*



**TARGET** **NF SUSTAINABILITY TARGETS** LEVEL 1

**STATUS 2022**  
**STARTED**

**COMMITMENT IN 2030** 100% of NFs have a sustainability policy with express targets

*As part of the IBU Development Support Programme, separate sustainability funding was made available to NFs in 2021/2022. Only two NFs applied. An IBU Sustainability Commission to be established in 2023.*



### TARGET

**53** **IBU PARTNER SUSTAINABILITY** LEVEL 3

**COMMITMENT IN 2030** 100% of IBU partners have a sustainability policy and cooperate with the IBU to promote sustainability.

**STATUS 2022**  
**STARTED**

*Sustainability annex and code of conduct part of all supplying partner contract for 2022-2024.*



### TARGET

**54** **IBU PROMOTIONAL ACTIVITY** LEVEL 3

**COMMITMENT IN 2030** IBU actively promotes sustainability and climate action to external and internal stakeholders, including fans, through creative campaigns and selected partnerships

**STATUS 2022** **IN PROGRESS**

*Two Biathlon Climate Challenges successfully organised. IBU Ambassador programme implemented.*



### TARGET

**50** **ISO 20121 FOR WCH** LEVEL 2

**COMMITMENT IN 2030** IBU Biathlon World Championships are ISO 20121 certified (from 2027)  
*Certification required from 2027 hosts.*

**STATUS 2022**  
**STARTED**





# COMMUNICATION & AWARENESS

## USING OUR PLATFORM

### TARGET

#### 55 IBU EVENT SUSTAINABILITY COMMUNICATION LEVEL 1

**COMMITMENT IN 2030** 100% of IBU series events support the IBU's sustainability communications plan, using their event as a platform to reach out to fans and spectators about sustainable behaviour and climate action.

#### STATUS 2022 IN PROGRESS

Two sustainability workshops organised as part of the OC meeting. The IBU OC Sustainability Award launched. To be formalised as part of the Sustainable Event Guidelines from 2023.



### TARGET

#### 56 NF SUSTAINABILITY COMMUNICATION LEVEL 3

**COMMITMENT IN 2030** 100% of NFs contribute to IBU's sustainability communication goals and engage in communicating the importance of sustainable behaviour to their audiences.

#### STATUS 2022 STARTED

To be discussed via the IBU Sustainability Commission.



### TARGET

#### 57 IBU PARTNER COMMUNICATION LEVEL 3

**COMMITMENT IN 2030** 100% of IBU partners engage in sustainability advocacy.

#### STATUS 2022 STARTED

To be implemented on the basis of the sustainability annex in current Olympiade.





## WHAT'S NEXT?

It was a successful year for biathlon, and another step forward for sustainability, despite the challenges that many of us have faced in the wake of ongoing global crises that affected our communities and our sport. Realistically, 2023 looks posed to offer similar obstacles that, if we are to overcome, will take yet another significant and concerted effort from all of us.

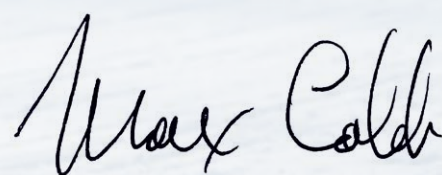
The warm temperatures we experienced throughout 2022 persisted into the ski season and have demonstrated beyond any doubt that our climate has changed. We have experienced unseasonable temperatures at the start of 2023, with a lack of snow in most parts of Europe and record high snowfalls in North America and Japan.

One huge positive that we can all look forward to is our first “normal” season in three years, since Covid-19 struck, with spectators returning to all competitions, and without restrictions. Their return this year allows us to take an important gauge on the impact of measures that we have introduced since calculating our 2019, pre-Covid-19, greenhouse gas emissions baseline.

With every Organising Committee having measured their footprint for the first time, we now have a clear idea where the sport's largest environmental impacts lie. Spectator travel is a critical area where we must develop improved measures. Biathlon needs and wants to have its fans on site, but the IBU and its OCs see the immediate necessity to incentivise smarter and more sustainable mobility options.

In parallel, these initiatives must be supported by our communication efforts. Biathlon has a huge reach into society. We need to make better use of this platform to raise awareness of climate change in general, and to speak directly to the fans at the time they make their travel decisions to experience the thrill of the sport in-person.

We are on a mission to become climate neutral to protect our winters, but this cannot be realised without the support of the entire biathlon community. Let's continue to confront, and overcome, adversity as a unified force. Our sport deserves to have winter snow for generations to come.



**MAX COBB**  
IBU Secretary General





# CLIMATE

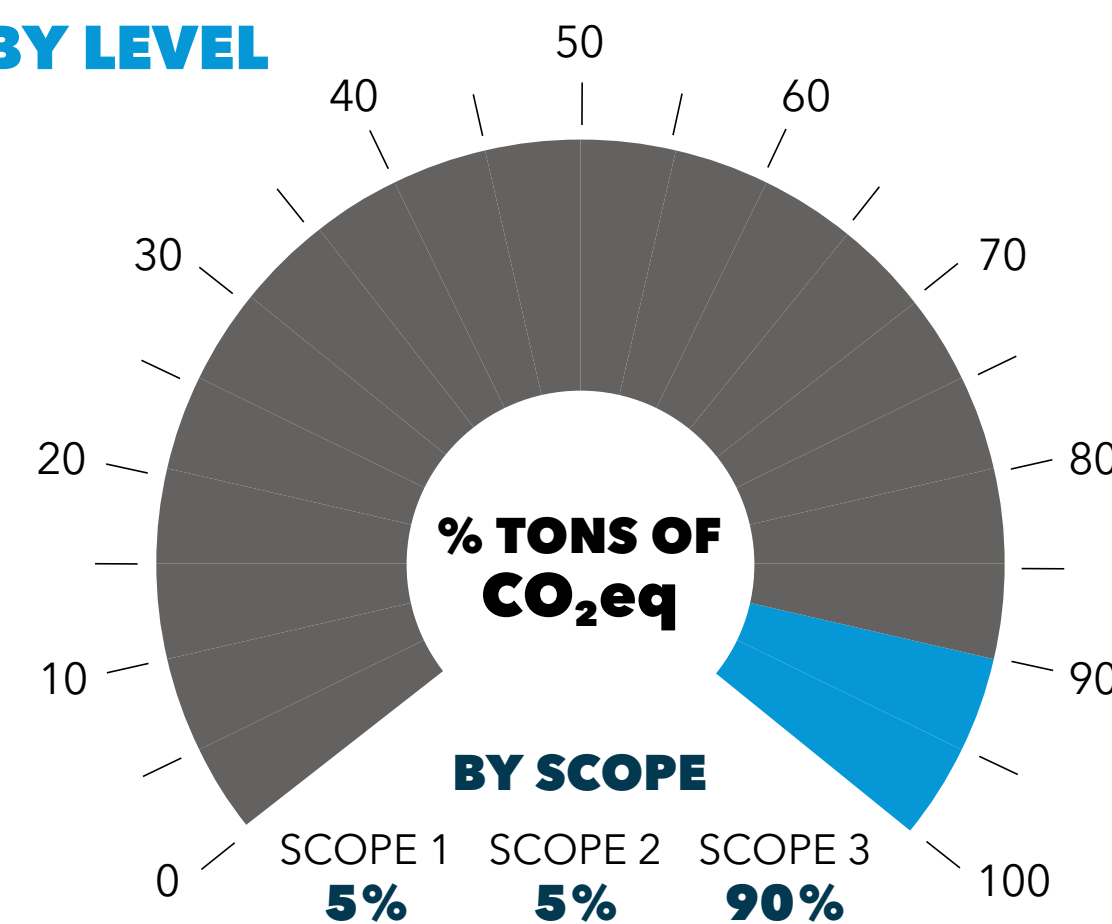
## SAVING OUR WINTERS

### IBU EMISSIONS 2022: CO<sub>2</sub>e TONS

	SCOPE 1	SCOPE 2	SCOPE 3	
<b>Level 1: IBU as Organisation</b>	39	2	1,675	
<b>Total Level 1</b>			<b>1,715</b>	<b>12%</b>
<b>Level 2: IBU Events</b>				
<b>IBU World Cup &amp; WCH</b>	525	359	9,529	
<b>IBU Cup, EOCH</b>	87	310	1,372	
<b>IBU Junior Cup, YJWCH</b>	31	56	638	
<b>Total Level 2</b>			<b>12,907</b>	<b>88%</b>
<b>Total CO<sub>2</sub>e tons per Scope</b>	682	727	13,214	
<b>IBU Grand Total, CO<sub>2</sub>e tons</b>			<b>14,622</b>	<b>100%</b>

### IBU EMISSIONS BY LEVEL

- LEVEL 2: IBU EVENTS
- LEVEL 1: IBU AS ORGANISATION



We are reporting our emissions according to the Green House Gas (GHG) Protocol and apply their emission categories:

**Scope 1:** GHG emissions made directly, e.g. running boilers and owned vehicles.

**Scope 2:** GHG emissions made indirectly, e.g. buying electricity or energy for heating and cooling.

**Scope 3:** GHG emissions for which we are indirectly responsible for, e.g. purchased travel services or other products from our supply chain.

### LEVEL 1: IBU, EMISSIONS COMPARISON 2020 VS. 2021 VS. 2022

IBU as Organisation	Season 2022	Season 2021	Season 2020	CHANGE from 2020
<b>IBU Office</b>	94	73	41	+129%
<b>IBU Material Support</b>	297	269	308 *	-3,5%
<b>IBU Own Events</b>	607	157	489	+24%
<b>IBU Officials Travel</b>	717	303	542	+32%
<b>Total CO<sub>2</sub>e tons</b>	<b>1,715</b>	<b>802</b>	<b>1,380</b>	<b>+24%</b>
<b>Per employee</b>	49	33	81	

The emissions at the IBU Office show an increase due to the growth of the IBU Staff from 17 in 2020 to 35 in 2022. In addition, scope now includes printing, shipping & freight, FFT, gifts/giveaways and catering in HQ. Emissions from IBU Officials Travel have also increased due to the increase of IBU Staff and improved data. The CO<sub>2</sub> emissions per employee decreased by 32 tonnes per employee from 2020 until 2022 (2021 considered an exception due to COVID-19).

\* Figure for material support in 2020 added retroactively based on conversion rate for 2021, 2022.

#### BY SCOPE

SCOPE 1  
**2%**

SCOPE 2  
**0%**

SCOPE 3  
**98%**

### LEVEL 2: IBU EVENTS, EMISSIONS SEASON 2021/2022

	Season 2021/2022	Season 2020/2021
<b>Travel to Host Country</b>	9,380	2,292
<b>Energy</b>	1,405	579
<b>Transport Service</b>	240	73
<b>Food</b>	1,198	435
<b>Material</b>	127	22
<b>Uniforms</b>	152	45
<b>Accommodation</b>	1,271	503
<b>Waste</b>	- 1,011	- 22
<b>Charter Flights</b>	145	275
<b>Total CO<sub>2</sub>e tons</b>	<b>12,907</b>	<b>4,202</b>

#### BY SCOPE

SCOPE 1  
**5%**

SCOPE 2  
**6%**

SCOPE 3  
**89%**

The GHG emission calculations are in the process of being verified by One Carbon World.

The 2021/2022 season marks the first time that all IBU events in the top series conducted their carbon footprint measurement. Compared to the season 2020/2021 which took place fully without spectators and with an adapted calendar, the 2021/2022 season saw a partial return of spectators to IBU events with an estimated 120'000 fans on-site. It should be noted that the Olympic Winter Games Beijing 2022 are excluded in the IBU's emission calculations since those are managed by the IOC. The IBU will confirm its baseline for the 2019/2020 season following the 2022/2023 season which is expected to represent the first comparable season to the pre-COVID 19 times.



# GLOBAL REPORTING INITIATIVE (GRI)

## GRI CONTENT INDEX

<b>Statement of use</b>	The IBU has reported the information in this GRI content index for the period of 1 October 2021 – 30 September 2022 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

### GRI 2: GENERAL DISCLOSURES 2022

#	Disclosure	Location (report section)
2 - 1	Organisational details	<a href="#">Back Cover</a>
2 - 2	Entities included in the organization's sustainability reporting	<a href="#">Back Cover</a>
2 - 3	Reporting period, frequency and contact point	The annual sustainability report covers the period of activity from 1 October 2021 until 30 September 2022. Contact point: <a href="#">back cover</a> .
2 - 4	Restatements of information	None
2 - 5	External assurance	Planned for 2024, after report is written in accordance with GRI Standards
2 - 6	Activities, value chain and other business relationships	<a href="#">Activity Report 2021/22</a>
2 - 7	Employees	The IBU has a total of 28 employees (24 FTEs), with a male to female ratio of 40% to 60%.
2 - 8	Workers who are not employees	IBU engages 26 freelancer/contractor workers.
2 - 9	Governance structure and composition	<a href="#">Governance</a> and <a href="#">Constitution</a> ; in relation to under-represented social groups, governance changes are still being implemented
2 - 10	Nomination and selection of the highest governance body	<a href="#">Constitution</a>
2 - 11	Chair of the highest governance body	<a href="#">Constitution</a>
2 - 12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Governance</a> (new Commission) & <a href="#">Constitution</a>
2 - 13	Delegation of responsibility for managing impacts reporting	<a href="#">Governance</a> Annual updates on the sustainability work of the IBU are provided at the Congress or the Presidents' Meeting, respectively.
2 - 14	Role of the highest governance body in sustainability reporting	<a href="#">Governance</a>

2 - 15	Conflicts of interest	<a href="#">Conflict of Interest policy</a> for the EB and Management and <a href="#">Integrity Code</a> includes the Duty of Loyalty that applies to all IBU officials and its enforcement is the task of the BIU.
2 - 16	Communication of critical concerns	Planned for 2023.
2 - 17	Collective knowledge of the highest governance body	The EB receives regular updates on IBU's sustainability work.
2 - 18	Evaluation of the performance of the highest governance body	The EB performs an annual self-evaluation as per their annual cycle of agenda items.
2 - 19	Remuneration policies	According to the <a href="#">Constitution</a> , the EB sets the remuneration of the President and then the President and Secretary General determine that of the staff.
2 - 20	Process to determine remuneration	<a href="#">Constitution</a>
2 - 22	Statement on sustainable development strategy	<a href="#">Foreword</a> and <a href="#">What's Next</a>
2 - 23	Policy commitments	<a href="#">Code of Conduct</a> , being incorporated into IBU agreements with supplying partners
2 - 26	Mechanisms for seeking advice and raising concerns	<a href="#">BIU Whistleblowing Hotline</a>
2 - 27	Compliance with laws and regulations	The IBU had no notices of non-compliance during the reporting period.
2 - 28	Membership associations	Mountain Summit, UN Sports for Climate Action Framework, Race to Zero, Carbon Fibre Circular Alliance
2 - 29	Approach to stakeholder engagement	<a href="#">Governance</a> To be developed in-line with seeking ISO 20121 certification"
2 - 30	Collective bargaining agreements	The IBU applies the Austrian Collective agreement for commercial employees.

### GRI 3: MATERIAL TOPICS 2022

#	Disclosure	Location (report section)
3 - 1	Process to determine material topics	Materiality & <a href="#">Sustainability Strategy 2020-2030</a>
3 - 2	List of material topics	Throughout the report & <a href="#">Sustainability Strategy 2020-2030</a> , p. 13-14
3 - 3	Management of material topics	Highlights and Targets sections & <a href="#">Sustainability Strategy 2020-2030</a>





**INTERNATIONAL  
BIATHLON  
UNION**

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**[www.biathlonworld.com](http://www.biathlonworld.com)**

Sonystrasse 20, 5081 Anif b. Salzburg, Austria

For any questions, please contact:

Riikka Rakic, Head of Sustainability, [riikka.rakic@ibu.at](mailto:riikka.rakic@ibu.at)

**ABOUT IBU** The International Biathlon Union (IBU) is recognised by the International Olympic Committee as the international governing body for the Olympic sport of biathlon. Headquartered in Anif near Salzburg, the IBU is a non-profit organisation registered in Austria that regulates the sport and oversees competition organisation world-wide. In cooperation with its 61 member national federations, the IBU uses competitions, events, programmes and other activities to promote and develop participation in Biathlon throughout the world.

