



BECOMING A LEADER IN SUSTAINABILITY IN SPORT

***SUSTAINABILITY
REPORT 2021***

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DEAR IBU STAKEHOLDERS,

As I reflect on another challenging year, I'm proud of what the IBU has achieved against the backdrop of the pandemic. I am convinced that we are where we are thanks to the collective efforts of our global biathlon family. I also believe that it is this very approach that will help us protect our planet and save our snow for future generations.

With the adoption of the IBU's new vision, mission and objectives, our strategic framework for 2030 now includes a concrete climate commitment, underscoring the aims of our Sustainability Strategy 2020-2030 and our pledges as a signatory of the Sports for Climate Action Framework since June 2020. Reducing our emissions by 50% by 2030 is ambitious but necessary in view of the known facts on climate change. We have no time to lose.

Accelerating the adoption of sustainable travel and renewable energy solutions is key to addressing the climate crisis we face and something that we must focus on to become more sustainable as a sport. We will continue to prioritise these considerations with all of you, our stakeholders, from national federations to athletes, organising committees, partners, sponsors, suppliers, and the worldwide fans of biathlon.

The future will present us with various environmental, social, and economic challenges but the IBU will continue its work to ensure that we minimise our impact and maximise our positive legacies. As we look ahead to the return of fans to our events, I am excited at the prospect of using our unique platform to promote sustainable development and climate action, and to create behavioural change on an even larger scale.

On behalf of the IBU Executive Board, I am pleased to present you with the inaugural IBU Sustainability Report 2021.




OLLE DAHLIN
IBU President

STRATEGIC AREAS

UNDERLYING PRINCIPLES

VISION

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

MISSION

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

OVERALL OBJECTIVES 2030

- GROW BIATHLON BY DOUBLING THE TOTAL NUMBER OF ATHLETES, WITH FOCUS ON THE YOUTH
- ENSURE THAT THE INTEREST AND COMMERCIAL VALUE OF BIATHLON GROW - DOUBLE THE INCOME FOR THE IBU
- REDUCE THE SPORT'S CARBON FOOTPRINT BY 50% AND BECOME CLIMATE NEUTRAL

EMPOWERING
OUR
FEDERATIONS

ENHANCING
OUR
EVENTS

EXTENDING
OUR
REACH

UPGRADING
OUR
GOVERNANCE

INNOVATING
OUR
FUTURE

INTEGRITY

GOVERNANCE

SUSTAINABILITY

SUSTAINABILITY AT THE IBU

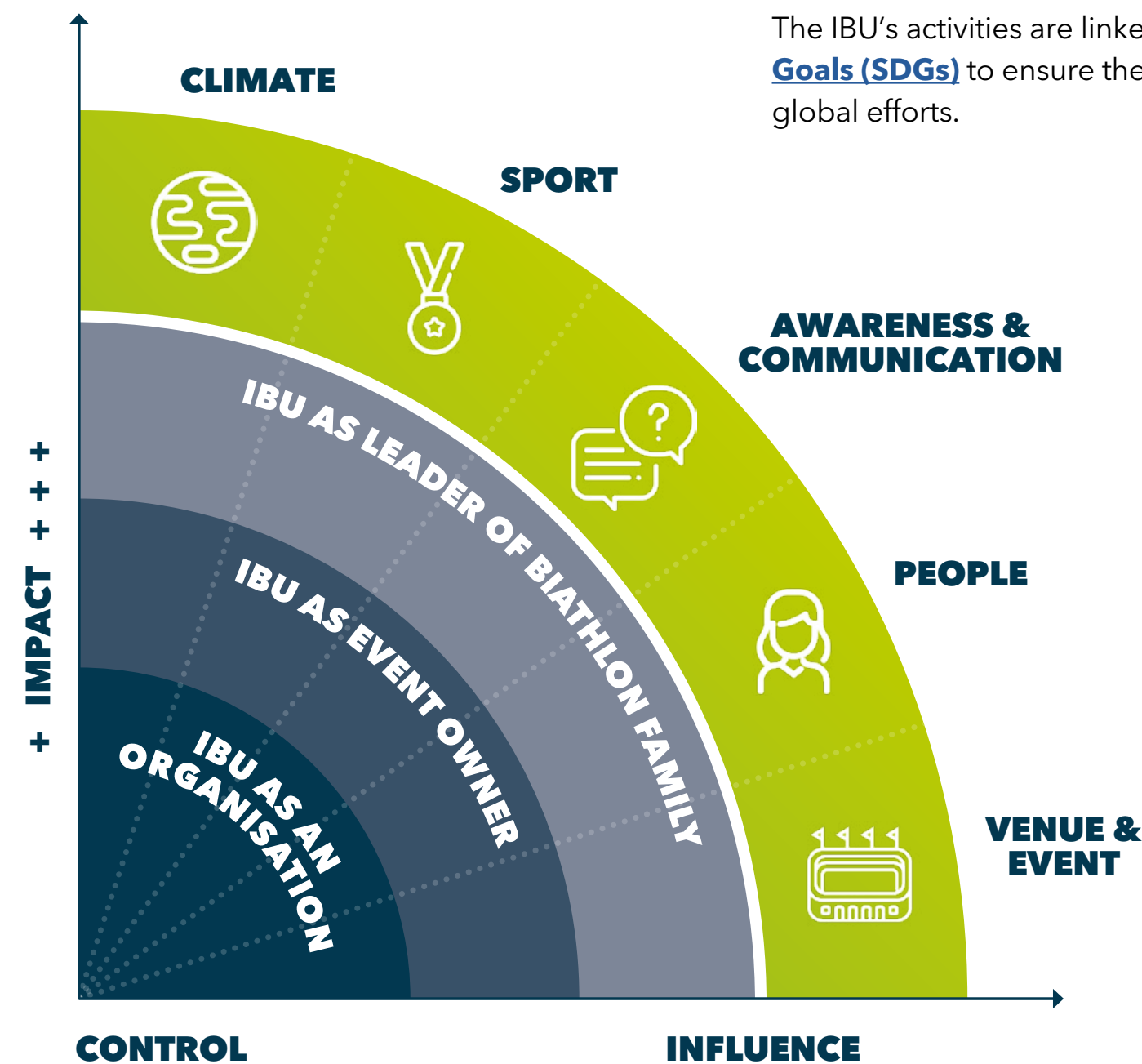
STRATEGY 2020-2030 IN A NUTSHELL

The IBU [Sustainability Strategy 2020-2030](#), approved in September 2020, sets out the targets for 2030 across our five focus areas.

As defined by [Target 26](#), our strategic plan, the overall vision of the IBU's sustainability efforts is to become a leader in sustainability in sport.

Achieving real and lasting change is only possible through the collective efforts of everyone in biathlon from the IBU as an organisation (Level 1), to our event series (Level 2) and the global biathlon family (Level 3).

LEVEL 1 - LEVEL 3



The strategic priorities, focus areas and objectives for 2030 were identified through a consultation [process](#) that included the IBU's key stakeholders.

The IBU's activities are linked to specific [UN Sustainable Development Goals \(SDGs\)](#) to ensure they deliver meaningful contributions to the global efforts.

FOCUS AREAS

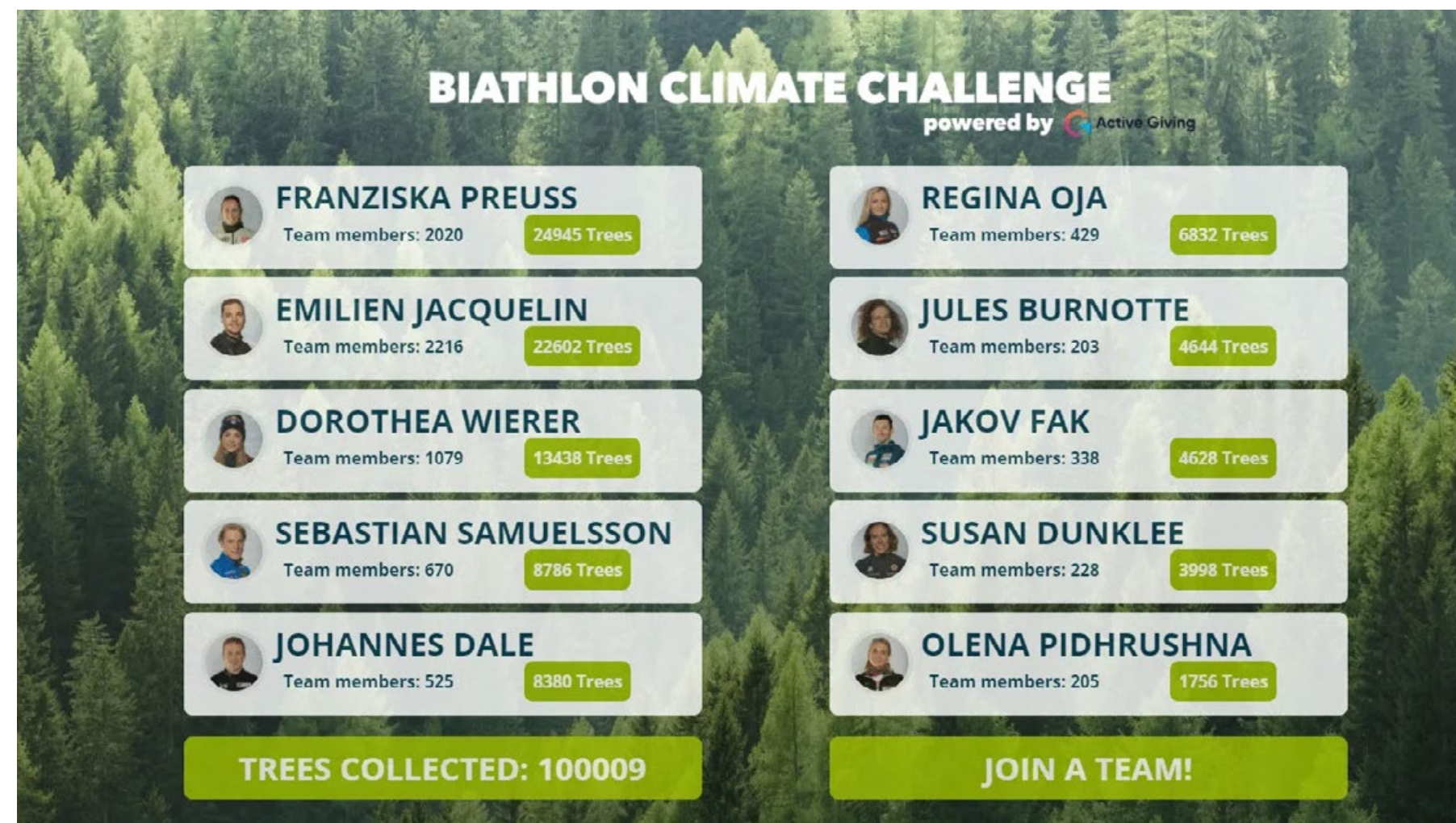


This IBU sustainability report covers both the IBU and the Biathlon Integrity Unity (BIU). The first report of its kind, it summarises the reporting period from 1 October 2020 - 30 September 2021. While the IBU's financial year runs from 1 May - 30 April, the sustainability reporting period was chosen to better align to the operational needs of the competition season.

SEASON HIGHLIGHTS

KEY ACHIEVEMENTS

BIATHLON CLIMATE CHALLENGE PLANTS 100'000 TREES



Biathlon depends on cold winters and snow and as the IBU, we must accept our responsibility and reduce the sport's impact on climate. By sponsoring the Biathlon Climate Challenge, we advocated for climate action and sustainable development within the biathlon family. The Challenge was a fun way to connect our fans with the athletes and encourage them to keep physically active, with the added benefit of doing good for the environment.

Olle Dahlin, IBU President

laurencaquant TEAM EMILIEN ! Great idea ! 🔥🔥🔥

nina.klzkov this is a great initiative 🙏 i will join for sure, but it's impossible to choose just one team 😊

valentinln95 Very nice challenge ! Thank you 🙏 ! Let's do this with Doro 🔥

April-May 2021 - Launched on Earth Day 2021, the Biathlon Climate Challenge reached its goal of 100,000 trees to be planted after 25 days. Almost 8,000 fans joined one of ten different teams - all led by biathlon stars - and collected 100,000 trees as they turned their physical activity into an opportunity to give back to the environment.

The fans and athletes' activity was tracked in the fitness app called Active Giving which converted the distance they had covered or calories they had burned into mangrove trees. The trees were planted in Madagascar by charity partner Eden Reforestation Projects.

[LINK TO VIDEO](#)



SEASON HIGHLIGHTS

KEY ACHIEVEMENTS



IBU REWARDED BY IOC DOW AWARD

Dec 2020 - IBU received the IOC DOW 2020 Carbon Action Award, aimed at recognising and accelerating effective climate action in sport. The awarded Olympic organisations, IFs and NOCs, measure their carbon footprints and are implementing diverse actions to reduce their carbon emissions based on structured carbon management plans. The IOC and Dow collaborated on this joint initiative to reward carbon offsets to those IFs and NOCs that have reduced their greenhouse gas emissions within the scope of their organisations and respective events. Thanks to the Award, the IBU's reported emissions were offset by Dow.

 **LINK TO VIDEO**

IBU SNOW NETWORK KICKS OFF

May 2021 - The IBU Snow Network was launched in May 2021 with a webinar and the first IBU survey collecting data from IBU events on snow production, storage, grooming and transport, treatment and overall sustainability of snow management. Focused on the snow experts from all IBU's Organising Committees, the members of the Snow Network then met in Bolzano, Italy, to exchange ideas on the future of sustainable snow management. A total of 50 participants, representing 19 Organising Committees, IBU staff, IBU technical experts and independent researching experts attended the forum for discussion, networking and knowledge transfer. The meeting was held at the premises of IBU Supplying Partner Gold - Techno Alpin, a global leader in snow making technology.



IBU LAUNCHES OC SUSTAINABILITY AWARD

Sept 2021 - Launched in Bled, SLO, on the occasion of the IBU OC meeting in September 2021, the IBU Organising Committee "Award for Excellence in Sustainability" promotes the implementation of sustainable practices that are high-impact, highly replicable and aligned with the IBU's Sustainability Strategy 2020-2030. The first award will be presented at the OC meeting 2022 in Oberhof, GER.



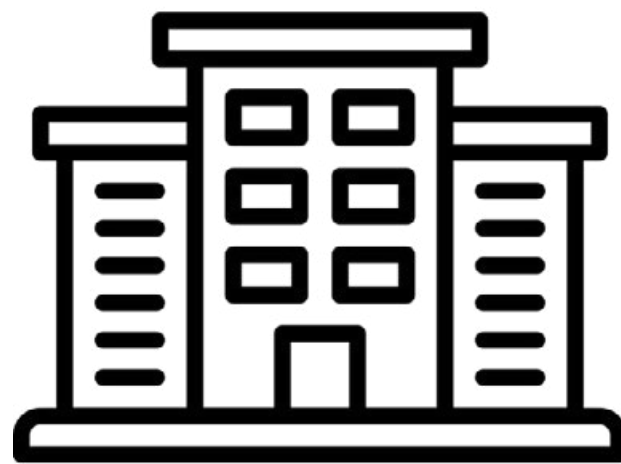
CLIMATE

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 2020/2021 IBU HOUSE

Following the move to the new headquarters in May 2020, future measures will include full transition to renewable energy for heating and cooling of the IBU House and improvements in waste management and recycling.



HIGHLIGHTS 2020/2021 OFFICIALS TRAVEL

Travel amounts for the largest part of the IBU's own organisational footprint. Each IBU department has committed to an annual reduction of 5% in travel emissions. A new travel policy was implemented. The IBU fleet currently includes 3 hybrid vehicles. The interim aim is to increase the share of fully electric and hybrid vehicles to 50% in 2022.



HIGHLIGHTS 2020/2021 SUPPLY CHAIN

From Spring 2021, the Biathlonworld Magazine has given way to various digital newsletters, saving 1028 kg of printed matter. Future areas of focus include reducing emissions from shipping and the IBU's own events.



HIGHLIGHTS 2020/2021 IBU EVENT SERIES

All events in the 2020/2021 season took place without spectators. Thanks to good cooperation with several organising committees, initial calculation of the events' CO2 emissions was performed, to begin the collection of adequate data and establish the required processes.

CLIMATE

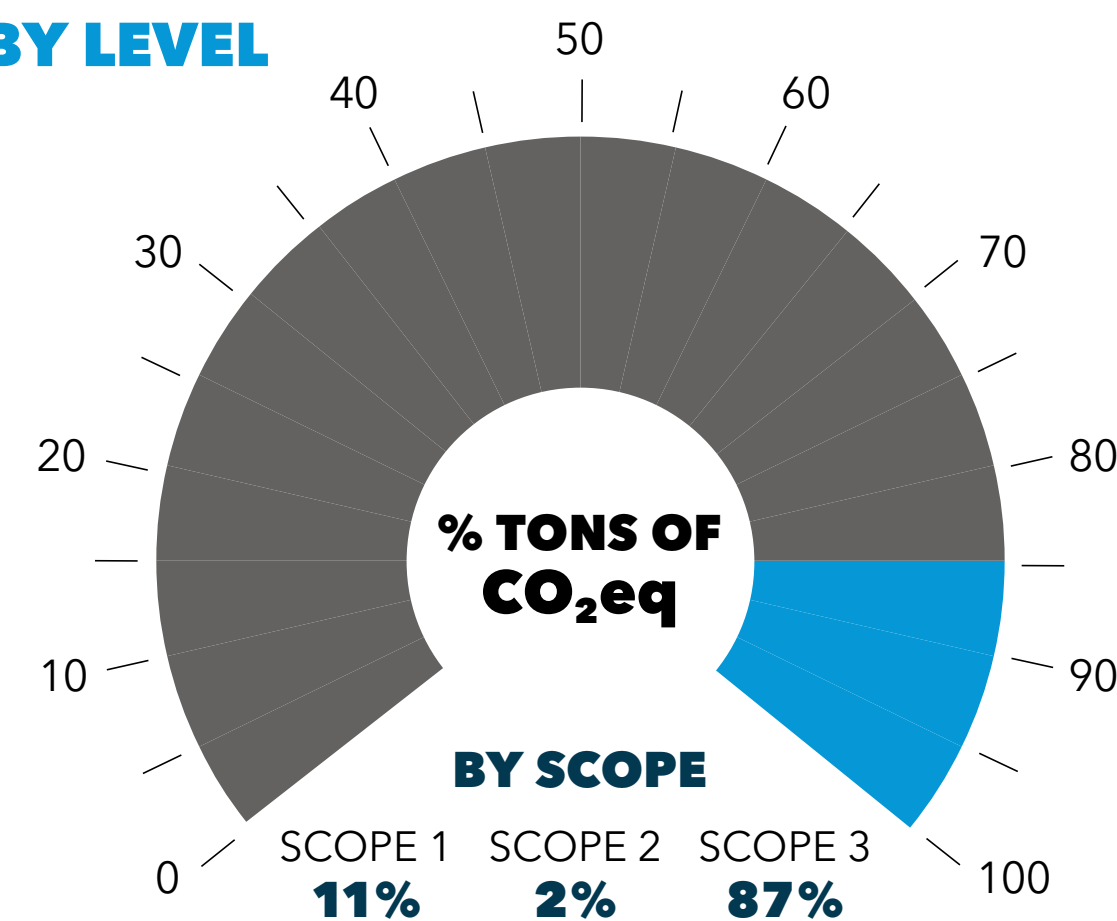
SAVING OUR WINTERS

IBU EMISSIONS 2021: CO₂e TONS

	SCOPE 1	SCOPE 2	SCOPE 3
Level 1: IBU as Organisation	31	1	771
Total Level 1			803
Level 2: IBU Events			
IBU World Cup & WCH	527	88	3.588
IBU Cup, EOCH	n/a	n/a	n/a
IBU Junior Cup, YJWCH	n/a	n/a	n/a
Total Level 2			4.203
Total CO₂e tons per Scope	558	89	4.359
IBU Grand Total, CO₂e tons			5.006

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

IBU as Organisation	SEASON 2021	SEASON 2020	CHANGE
IBU Office	73	41	+77%
IBU Material Support	269	n/a	n/a
IBU Own Events	157	489	-68%
IBU Officials Travel	303	542	-56%
Total CO₂e tons	804	1.074	-25%

BY SCOPE

SCOPE 1
4%

SCOPE 2
0%

SCOPE 3
96%

Given the pandemic, travel has been severely limited. The IBU implemented various measures, such as a new travel policy, however the reduction in travel emissions is due to the impact of COVID-19 that restricted travel and prevented events from taking place, not these reduction measures.

The emissions following the move from the IBU Office 2021 reflect a full year in the new headquarters in Anif following move in May 2020. IBU Material Support was newly included in the 2021 calculation.

LEVEL 2: IBU EVENTS, EMISSIONS SEASON 2020/2021

Season 2020/2021	Total all Season	IBU Charter Flights
Travel to Host Country	2.292	275
Energy	579	
Transport Service	73	
Food	435	
Material	22	
Uniforms	45	
Accommodation	503	
Waste	- 22	
Total CO₂e tons	4203	

BY SCOPE

SCOPE 1
13%

SCOPE 2
2%

SCOPE 3
85%

All IBU events during season 2020/2021 were held without spectators and followed a special COVID-19 safety plan. For the first time, the Level 2 of the IBU Events carbon footprint calculation was conducted using the specially developed IBU event footprint measurement tool and covered all the IBU World Cup and World Championships events during the 2020/2021 season. Due to COVID-19, events in the lower-level series (IBU Cup and IBU Junior Cup) had a severely curtailed season and were excluded from the measurement obligation.

The GHG emission calculations have been verified by Quantis International.

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 2021 STARTED

Baseline set in 2019/20. Reduction in 2020/21 despite broader scope due to limited travel (COVID-19).



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 2021 STARTED

Event emissions calculation process established with IBU own tool. Season without spectators not a proper baseline.



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 2021 STARTED

Currently two NFs out of 60. Several working on strategy.



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 2021 STARTED

Enclosing sustainability annex in future sponsor and supplying partner contracts.





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 2020/2021

SUSTAINABILITY BECOMES KEY CRITERION FOR WCH SELECTION

Nov 2020 - For the first time, the candidates bidding to host the IBU World Championships 2024 and 2025 were required to outline their sustainability philosophy and plans for reducing the climate impact as part of their event concepts. Awarded in November 2020, Nove Mesto na Morave will host the 2024 event, and Lenzerheide (SUI) the 2025 edition.



HIGHLIGHTS 2020/2021

ALL IBU EVENTS TO MEASURE CO2 EMISSIONS

June 2021 - Starting from the 2021/2022 season, all IBU Events are mandated to measure and manage their carbon footprint. As part of its Sustainability Strategy 2020-2030, the IBU has committed to reducing its carbon footprint by 50% (4.5% per year). This commitment encompasses all IBU events. Using a specially developed IBU tool, the events will gain a solid understanding of the areas of impact by their event and help identify where to get started with their reduction efforts. Over time, the tool will also help quantify their progress in reducing and managing the event's impact on the environment and climate.

HIGHLIGHTS 2020/2021

SUSTAINABLE EVENTS CHECKLIST TO KICKSTART THE PROCESS

Sept 2021 - With the launch of the IBU OC Award for sustainability, the Organisers were provided a first piece of the toolkit to help them begin the transition toward a more sustainable event. The IBU Sustainable Events Checklist was designed to provide various options for key operational areas in an organising committee to consider, from low-hanging fruit to more impactful measures depending how far along the events are and their capacity to act given the more pressing challenges posed by the global pandemic.



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 2021 COMPLETE

Initial Procurement Instruction, Green Office Rules and IBU Events Checklist completed. Process enhancements to come.



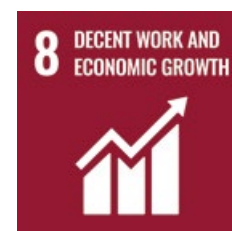
TARGET

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 2021 STARTED

Working on improvements on waste and recycling process.



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

Sustainable procurement as part of WCH bidding requirements for 2027 and later hosts.

STATUS 2021 NOT YET 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 2021 NOT YET STARTED

Delayed due to COVID-19



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 2021 NOT YET STARTED

Delayed due to COVID-19



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 Hosting Declaration requires emissions tracking. Sustainable Events Guidelines to come in 2022.

STATUS 2021 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 2021
NOT YET STARTED

Initial analysis being scoped for 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 2021
NOT YET STARTED

IBU Development programme to include separate NF sustainability funding from 2022. 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.

Review of licensing process under way.

STATUS 2021
NOT YET 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 2021
NOT YET STARTED

Review of licensing process under way.



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 2021
NOT YET STARTED

To follow based on IBU venue requirements.



TARGET

12 NF SUPPLY CHAIN LEVEL 3

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

IBU Development programme to include separate NF sustainability funding from 2022.

STATUS 2021
NOT YET STARTED

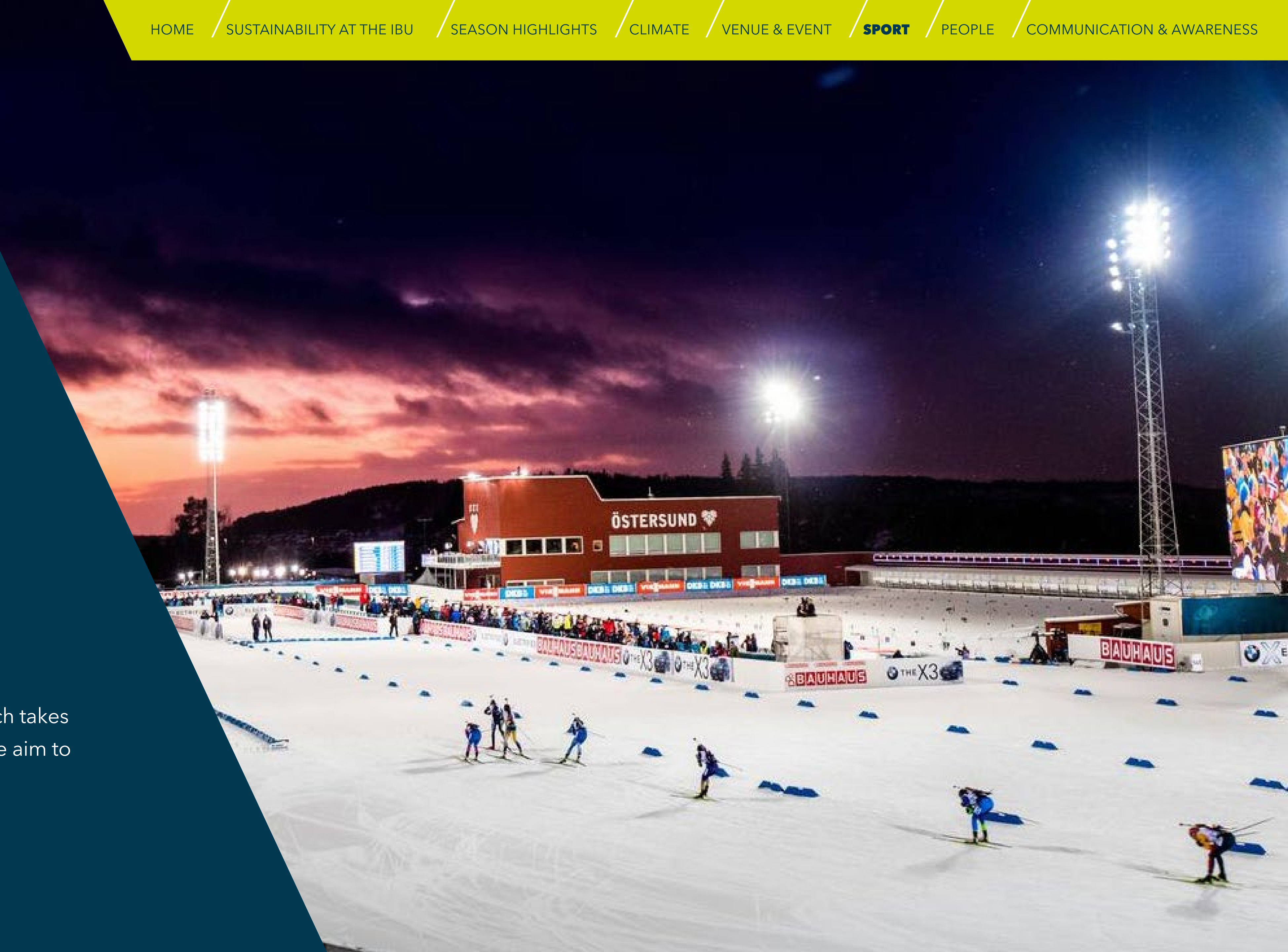




SPORT

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 2020/2021

BANNED C8 FLUORINE WAXES

June 2021 – The IBU banned products containing C8 fluorocarbons/ PFOA at all IBU events, in line with EU and EC regulations from the 2021/2022 season onwards. For the time being, low chain fluor C6 products are still allowed. The ban required written pledges by the NFs and their service partners and was controlled by spot checks on site. Given the health and environmental concerns connected to fluorine waxes, the IBU remains committed to a full fluor ban and to developing testing methods to ensure fluor-free competitions in the future.



HIGHLIGHTS 2020/2021

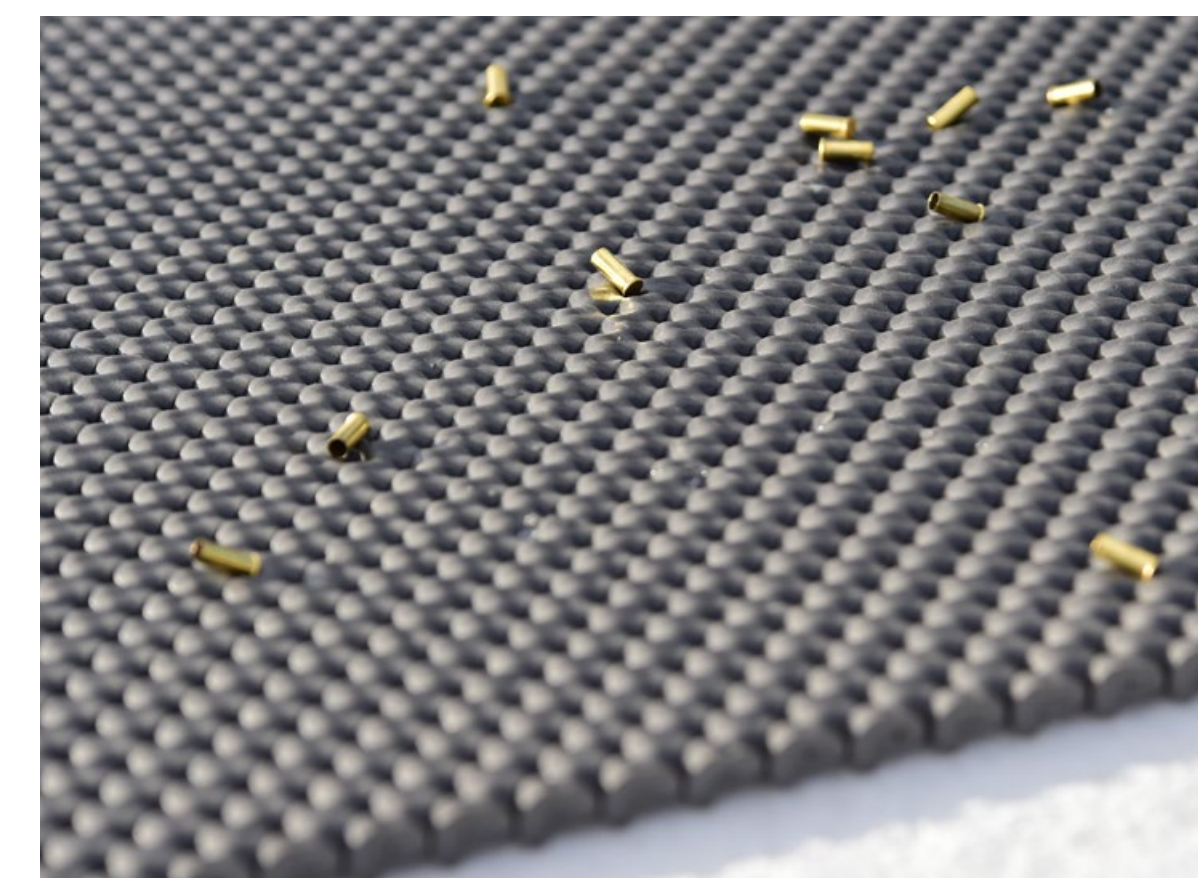
FIRST SUSTAINABLE SNOW MANAGEMENT SURVEY

June-July 2021 – All the IBU Organizing Committees were invited to participate in an inaugural survey to set the baseline for current snow management practices. The survey dwelled into the details of snow production, storage, transportation, management, grooming and handling including salting in different conditions, altitudes and latitudes. A key focus of the initial survey was on understanding the energy and resource efficiency of the process. The initial findings were shared and discussed with the OC Snow Experts in the Autumn; the survey will be repeated in Spring 2022.

HIGHLIGHTS 2020/2021

EVALUATING ALTERNATIVES TO THE USE OF LEAD IN BULLETS

Mar-Sep 2021 – The IBU engaged in a dialogue with the European Chemical Agency (ECHA) about a potential EU lead ban in hunting, fishing and outdoor sport shooting which could affect biathlon as a sport that uses small-bore rifles. The IBU is committed to closely cooperating with the ECHA and the industry during the upcoming months to find solutions to prevent interaction of toxic lead residuals with nature and wildlife.



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 2021
STARTED

Dialogue with ECHA and industry to identify options.



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 2021
NOT YET STARTED

To follow based on best practices collection procedures.



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 banned in 2021/22 season.
Tracker device in development.
Full ban delayed.*

STATUS 2021
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 2021
STARTED

C8 banned in 2021/22 season. Tracker device in development. Full ban delayed.



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 2021
NOT YET STARTED

C8 banned in 2021/22 season. Tracker device in development. 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)

Bullet/lead management best practices identification in 2022.

STATUS 2021
NOT YET 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 2021
STARTED**

Align with process for 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 2021
STARTED**

Align with process for 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

Initial OC Snow Management survey completed.

**STATUS 2021
STARTED**



TARGET

27 SNOW MANAGEMENT AT IBU EVENTS LEVEL 2

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

**STATUS 2021
STARTED**

First meeting of IBU Snow Network held. Data collection to be enhanced.



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 2021
STARTED**

Building on IBU Snow Network know-how exchange and data collection.



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.

Align with process for fluor ban.

**STATUS 2021
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 2021
STARTED

Part of IBU Snow Network and annual OC snow data collection.



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 2021
STARTED

Part of 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 2021
IN PROGRESS

Building on IBU Snow Network know-how exchange and data collection.



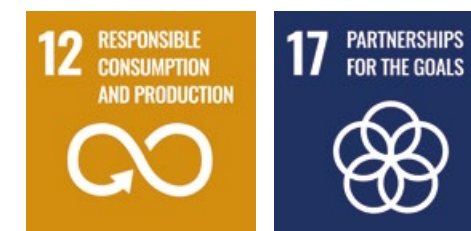
TARGET

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 2021
STARTED

Initial outreach to supplying partners.





PEOPLE

PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

The IBU aims to welcome everyone to the sport.



PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

HIGHLIGHTS 2020/2021

PUBLICATION OF GENDER EQUALITY POLICY AND STRATEGY

In early 2021, the IBU Gender Equality Policy and Strategy were published with three focus areas consisting of Governance, Sport and Portrayal. The strategy includes several objectives to be reached by 2026.

INTERNATIONAL BIATHLON UNION GENDER EQUALITY POLICY

"We are determined to lead by example and to ensure that high good governance standards are achieved across our sport; from the IBU through to the National Federations. It is not about ticking boxes but about delivering meaningful improvements that will benefit biathlon and give our athletes, fans and all stakeholders complete trust in our sport."

Olle Dahlin, IBU President



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



HIGHLIGHTS 2020/2021

REGIONAL EVENTS CONCEPT

In Autumn 2020, the IBU Regional events concept was launched, aiming to support the National Federations to implement good quality international competitions for young athletes based on international cooperation. The programme strives to increase the activity and efficiency of national associations and clubs in promoting biathlon among children and the youth. Eight regional winter events were organised despite COVID-19 during the 2020/2021 ski season as well as seven regional summer events in 2021.



PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

HIGHLIGHTS 2020/2021

NEW AREAS IN DEVELOPMENT PROJECTS SUPPORT

In Spring 2021, new project targets including Sustainability, Gender Equality and Athlete Recruitment were added to the IBU National Federation Development project support programme. In the first year, projects by seven National Federations were supported by the IBU in these fields.



HIGHLIGHTS 2020/2021 EDUCATIONAL ACTIVITIES

During the year, National Federations, coaches, athletes and physicians were educated through seminars and webinars covering topics such as Unconscious bias, Female specificity in sports, Olympic preparation and Female leadership in sports.

HIGHLIGHTS 2020/2021

GENDER EQUALITY ATHLETE AMBASSADORS

In June 2021, 15 biathletes representing 12 different countries were selected as IBU Athlete Ambassadors to help raise awareness, educate and support the aims of Biathlon. Four Athletes were appointed as Gender Equality Ambassadors.



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 2021
NOT YET STARTED

NFs support through IBU Development Project funding.



TARGET

35 NF COMPETITIONS
LEVEL 3

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

STATUS 2021
STARTED

Difficulties to organise national competitions due to COVID-19 regulations.



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.

'Biathlon for All' laser rifle project to start in 2022.

STATUS 2021
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 2021 **NOT YET STARTED**

Next step of 'Biathlon for All' laser rifle project from 2023.



TARGET

**38 NF GRASSROOTS
BIATHLON**
LEVEL 3

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

STATUS 2021 **NOT YET STARTED**

'Biathlon for All' laser rifle project to start in 2022.



TARGET

**34 REGIONAL
EVENT
PARTICIPATION**
LEVEL 2

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

Many cancellations due to COVID-19 regulations; 8 winter and 7 summer events were organised.

STATUS 2021
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 2021 STARTED

Pilot coach education programme and e-learning platform to launch in 2022; several webinars planned.



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 2021 STARTED

NF webinars available; coach education programme and e-learning platform to launch in 2022, dual career policy planned in 2022.



TARGET

42 IBU LEVEL DIVERSITY, ACCESSIBILITY AND SAFEGUARDING LEVEL 1

STATUS 2021 STARTED

Publication of safe-guarding policy by BIU in late 2021.

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 2021 NOT YET STARTED

Alignment with safe-guarding educational programme.

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 2021 NOT YET STARTED

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

Initially part of annual OC meetings and the IBU Snow Network project.



TARGET

44 NF LEVEL DIVERSITY, ACCESSIBILITY AND SAFEGUARDING LEVEL 3

STATUS 2021 STARTED

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

Safeguarding modules part of coach education from 2022, NF educational plan in progress (BIU).



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 2021
STARTED**

IBU Gender Equality policy and strategy published; mentorship programme and Gender Equality Forum in 2022.



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 2021
NOT YET STARTED**

Aligned with gender equality strategy implementation.



TARGET

47

GENDER EQUALITY AT NFS LEVEL 3

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

**STATUS 2021
IN PROGRESS**

Implementation at NF level planned in 2022.



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 2021 STARTED

Unconscious bias workshop, Women Leads Sport programme organised for NFs in 2021; several educational activities planned for 2022.





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 2020/2021

IBU PARTNERS WITH PROTECT OUR WINTERS TO EDUCATE ATHLETE AMBASSADORS

June-Oct 2021 - Partnering with Protect Our Winters (POW) Europe, the IBU organised virtual training sessions for Athlete Ambassadors. The initial session focused on telling the athlete's personal story, followed by an intense facts & figures-based carbon literacy training. The webinars leveraged POW's experience in equipping athletes to speak out on things that matter.



HIGHLIGHTS 2020/2021

SUSTAINABILITY ATHLETE AMBASSADORS APPOINTED

June 2021 - The IBU launched its Athlete Ambassador programme featuring 15 athletes from 12 different countries. The Ambassadors will help raise awareness, educate, and support the aims of the sport in three areas: sustainability, gender equality and integrity matters. The eight Sustainability Ambassadors hail from seven different countries.

COMMUNICATION & AWARENESS

USING OUR PLATFORM

HIGHLIGHTS 2020/2021

ENGAGING WITH INDUSTRY STAKEHOLDERS

Ongoing - Global problems require global solutions, and the climate crisis is a prime example of such a challenge. To amplify the chances to make a difference within and through the Nordic snow sports industry, the IBU seeks cooperation opportunities with its industry stakeholders, from the supplying partners to sponsors and marketing & media partners. As an initial step the IBU has introduced a code of conduct for its supplying partners and is in the process of implementing a sustainability appendix in all future contracts, outlining areas for mutual efforts.



HIGHLIGHTS 2020/2021

IBU AS ACTIVE MEMBER OF THE SPORTS FOR CLIMATE ACTION FRAMEWORK

Ongoing - A signatory of the Sports for Climate (S4C) Action Framework since June 2020, the IBU serves as an active, contributing member in the internal S4C working groups. All members must commit to measuring, reducing, and reporting greenhouse gas emissions, in line with the Paris Agreement. Launched at COP 24 in Katowice (POL), the United Nations Framework Convention on Climate Change (UNFCCC)-run framework calls on sporting organisations to combat climate change through commitments and partnerships according to verified standards and use sports as a unifying tool to create solidarity among global citizens for climate action. The S4C now counts more than 270 members.

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 2021
NOT YET STARTED

Starting to prepare the steps required for certification in 2024.



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 2021
STARTED

Initial sustainability checklist issued, guidelines available in 2022.



TARGET **NF SUSTAINABILITY TARGETS** LEVEL 1

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

IBU Development programme to include separate NF sustainability funding from 2022.

STATUS 2021
STARTED



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 2021
STARTED

Introduced sustainability appendix and code of conduct in IBU Supplying Partner contracts from 2022.



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 2021
STARTED

Initial outreach underway.



TARGET

50 **ISO 20121 FOR WCH** LEVEL 2

COMMITMENT IN 2030 IBU Biathlon World Championships are ISO 20121 certified (from 2027)

Certification to be implemented in WCH bidding requirements for 2027 and later hosts.

STATUS 2021
NOT YET 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 2021
STARTED

As part of the Event Sustainability Guidelines from 2022.



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 2021
STARTED

To support future NF sustainability programmes. Partial engagement in current IBU campaigns.



TARGET

57 IBU PARTNER COMMUNICATION LEVEL 3

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

STATUS 2021
STARTED

Based on sustainability annex during upcoming Olympic period.



GLOBAL REPORTING INITIATIVE (GRI)

GRI CONTENT INDEX

Statement of use
 The IBU has reported the information in this GRI content index for the period of 1 October 2020 - 30 September 2021 with reference to the GRI Standards.

GRI 1 used
 GRI 1: Foundation 2021

GRI 2: GENERAL DISCLOSURES 2021

Disclosure #	Disclosure	Location (report section)	Completeness
2 - 1	Organisational details	About IBU	✓
2 - 2	Entities included in sustainability reporting	Sustainability at the IBU	✓
2 - 3	Reporting period, frequency and contact	Sustainability at the IBU About IBU	✓
2 - 4	Restatements of information	Not applicable	✓
2 - 5	External assurance	Climate	✓

GRI 3: MATERIAL TOPICS 2021

Disclosure #	Disclosure	Location (report section)	Completeness
3 - 1	Process to determine material topics	Strategy 2020-2030	✓
3 - 2	List of material topics	Strategy 2020-2030	✓
3 - 3	Management of material topics	Not available	To follow in 2022

GRI 302: ENERGY 2016

Disclosure #	Disclosure	Location (report section)	Completeness
Climate - T#1	305-2 a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. 305-3 a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. 305-5 a GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	Climate	○

WHAT'S NEXT?

In 2022, the IBU will continue the work to incorporate sustainability into all its activities and raise awareness of the importance of climate action among all stakeholders.

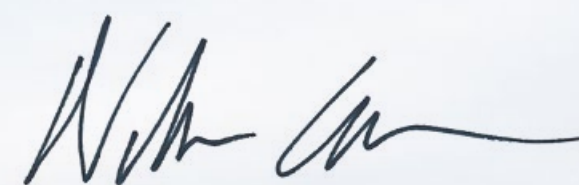
Still heavily impacted by the Covid-19 pandemic but partially with spectators, the 2021/2022 Olympic season will help establish the emission measurement and management processes at IBU events and define individual action plans for the IBU organising committees.

Excitingly, the IBU is working ever closer with its sponsors, marketing, and media partners to define and implement solutions that make the sport more energy-efficient and reduce its environmental impact. Sustainable mobility - travel to, from and within events - will be a key area of focus but also a tough nut to crack since truly sustainable alternatives are not yet viable or available everywhere.

Internally at the IBU, each department has a clear role in implementing the IBU Sustainable Strategy 2020-2030 and has several projects underway. Each department has also identified a Change Agent whose task it is to ensure that everyone is aware of their sustainability tasks, priorities, and commitments, such as reducing departmental travel emissions by a minimum of 5% annually.

The IBU is committed to inspiring the global biathlon family to work together to limit global warming in accordance with the Paris Agreement to no more than 1.5° Celsius by 2030.

We look forward to having you with us on this journey!



NIKLAS CARLSSON
IBU Secretary General





INTERNATIONAL
BIATHLON
UNION

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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 60 member national federations, the IBU uses competitions, events, programmes and other activities to promote and develop participation in Biathlon throughout the world.