
WORLD TAEKWONDO

Sustainability Report

2022–2024

PRESENTED BY



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Summary

The World Taekwondo Sustainability Report 2022-2024 highlights the organization's commitment to a sustainable future through Taekwondo. Focusing on Diversity, Equity, and Inclusion; Health & Well-being; and Environmental Sustainability, the report outlines key achievements since the strategy's launch in August 2022, including achieving 36% of 2030 strategic objectives, attaining carbon neutrality for internal operations in 2022 and 2023, and awarding eight Member National Associations for their positive impact. The strategy is aligned with the IOC's Olympic Agenda 2020 and the UN 2030 Agenda, aiming to build a lasting legacy of sustainability in Taekwondo.

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Chungwon CHOU
President, World Taekwondo

Letter from the President

Dear Taekwondo Family,

I am proud to present the World Taekwondo Sustainability Report 2022-2024, highlighting our efforts to foster a sustainable and inclusive future. We have focused on Diversity, Equity, & Inclusion, Health and Well-being, and Environmental Sustainability, achieving significant milestones since our strategy's launch in 2022. Our commitment to making Taekwondo accessible, promoting diversity, and reducing our environmental impact has driven positive changes, thanks to the collective efforts of our staff, athletes, and partners.

Looking ahead, we are excited about our plans for the next two years and invite you to explore this report to celebrate our successes and vision for the future. Together, we can build a legacy of sustainability in Taekwondo, ensuring a lasting positive impact.

Thank you for your continued support.

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Achievements 2022–2024

US \$30,000

Awarded to 3 MNA Sustainability Award winners for future projects

30%

Of strategic sustainability activities started or completed

36%

of strategic objectives partially or fully achieved

8

MNAs by World Taekwondo for their positive impact

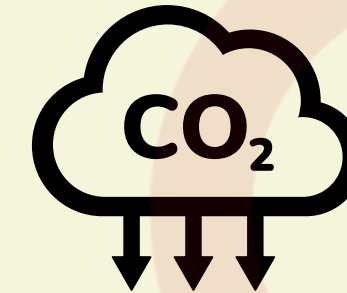
2,311

Participants benefited from the Taekwondo Cares program

515

Elite athletes across 5 continents took part in World Taekwondo mental health survey

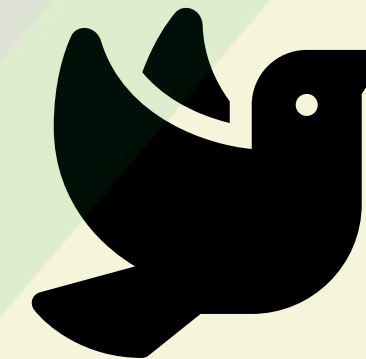
2022–23



Carbon neutral for internal operations



Signatory of Sport for Climate Action and Sports for Nature Frameworks



2nd THF Sports and Dreams Festival took place with 300 Taekwondo competitors

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Governance

World Taekwondo launched its Sustainability Strategy in September 2022.

The process involved identifying issues World Taekwondo is committed to addressing over the four-year strategic cycle, and was based on World Taekwondo's overarching strategy – including guiding statements reflecting the culture of the organisation; challenges and opportunities on the horizon, in relation to stakeholders and including international sustainability standards; as well as a reflection of possible actions or enablers that will arise and the related human and financial resources that World Taekwondo has to support them.

It is committed to regular updates to key stakeholders, including quarterly updates to the World Taekwondo Sustainability Working Group, annual progress reports to the leadership, including the President and Secretary General, and to the Council and the General Assembly, and a biennial sustainability report.



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Governance

HIGHLIGHTS

Sustainability Committee

The Sustainability Committee was established to recommend a sustainability agenda, assist in integrating sustainability into World Taekwondo's operations, and enhance World Taekwondo's integrity, inclusivity, transparency, and accountability. The Committee has convened five times since its formation in August 2023 to receive strategy updates and provide input. Additionally, through three Sub-committees focused on different strategic areas, members have been active in research, recommendations, and contributing to World Taekwondo's sustainability goals.

[More info](#)

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Working group

The Working Group, an extension of the Sustainability Team, includes one staff member from various World Taekwondo departments. Established in March 2024 and led by the World Taekwondo Secretary General, the Group is responsible for implementing and monitoring ongoing sustainability activities and reporting on them based on key performance indicators. It meets bi-monthly (six times per year) to review progress and discuss updates.

[More info](#)



Sustainability Awards

In 2023, World Taekwondo launched its inaugural Sustainability Awards to spotlight the ongoing efforts of MNAs, fostering a sense of unity and inspiration within the global Taekwondo family. This recognition is a testament to the commitment of MNAs to make a positive impact on communities and the environment. The awards align seamlessly with World Taekwondo's Sustainability Strategy. The 2024 Awards process was communicated to MNAs in September 2024.

[More info](#)



Governance HIGHLIGHTS

MNA Case Studies

Launched to showcase good practices among Member National Associations (MNAs), this project highlights how MNAs work towards a sustainable world. Each case study aligns with World Taekwondo's focus areas. By harmonizing efforts with the UN SDGs, World Taekwondo demonstrates MNAs' alignment with the 2030 Agenda. Through sharing information and good practices, World Taekwondo aims to inspire and integrate sustainability within the global Taekwondo movement and beyond.

More info (Annual Report, pp. 152-172)

DEI & Community



Australia



Kenya



Guatemala

Environment



Costa Rica



Kenya

Health & Well-being



Belgium



Ecuador



USA

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Governance HIGHLIGHTS

Activity Tracking Tool

In 2022, World Taekwondo transformed its spreadsheet-based implementation plan into an online interactive activity tracker to monitor its sustainability strategy. Individuals responsible for data collection, such as members of the Sustainability Working Group, can input data directly into the system. This data is then aggregated and updated through automated scheduled refreshes, to produce reports that communicate progress at quarterly and annual meetings.

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Focus Areas

The World Taekwondo Sustainability Strategy 2030, introduced at the General Assembly in August 2022, offers World Taekwondo and its stakeholders a comprehensive plan to achieve tangible benefits across the three pillars of sustainability: environmental, social, and economic.

It focuses on three key areas: **Diversity, Equity, & Inclusion (DEI)**; **Community, Health & Well-being**; and **Environmental Sustainability**. Each area has one overarching goal, supported by a total of 25 objectives and, currently, 81 activities, complete with KPIs and targets.

To demonstrate its contribution towards the UN Sustainable Development Goals, World Taekwondo has mapped each Focus Area highlight in this report to the most significant SDG Target.

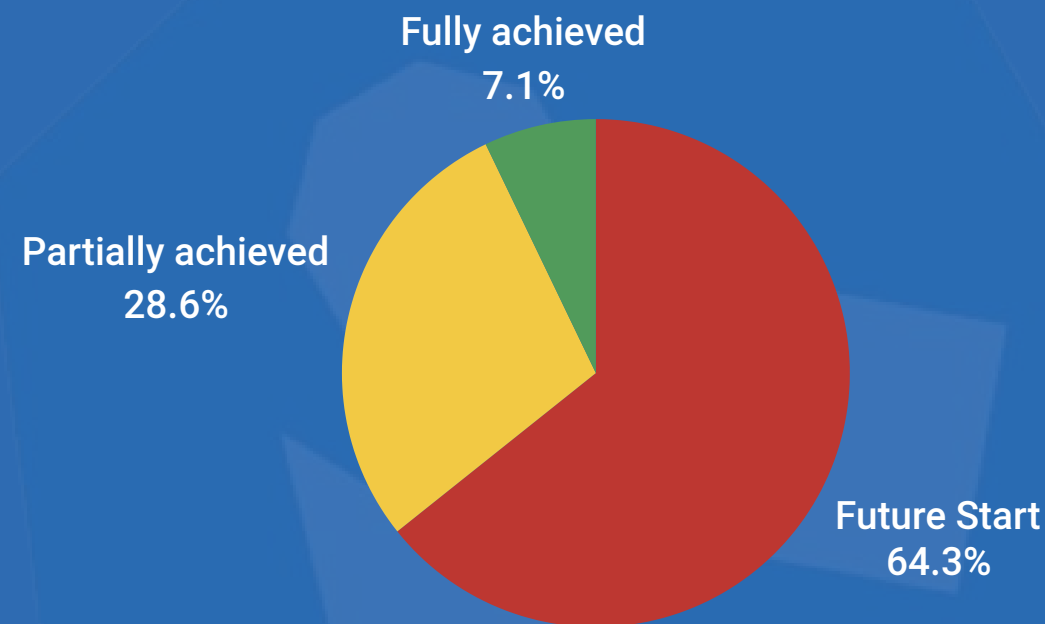
World Taekwondo is dedicated to addressing these global goals through a strategic approach that sets clear objectives and linked actions with a focus on 2030. We are committed to regularly monitoring, reporting, and reviewing our strategy to ensure our efforts make the greatest possible impact.



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DEI & Community

Progress on Objectives

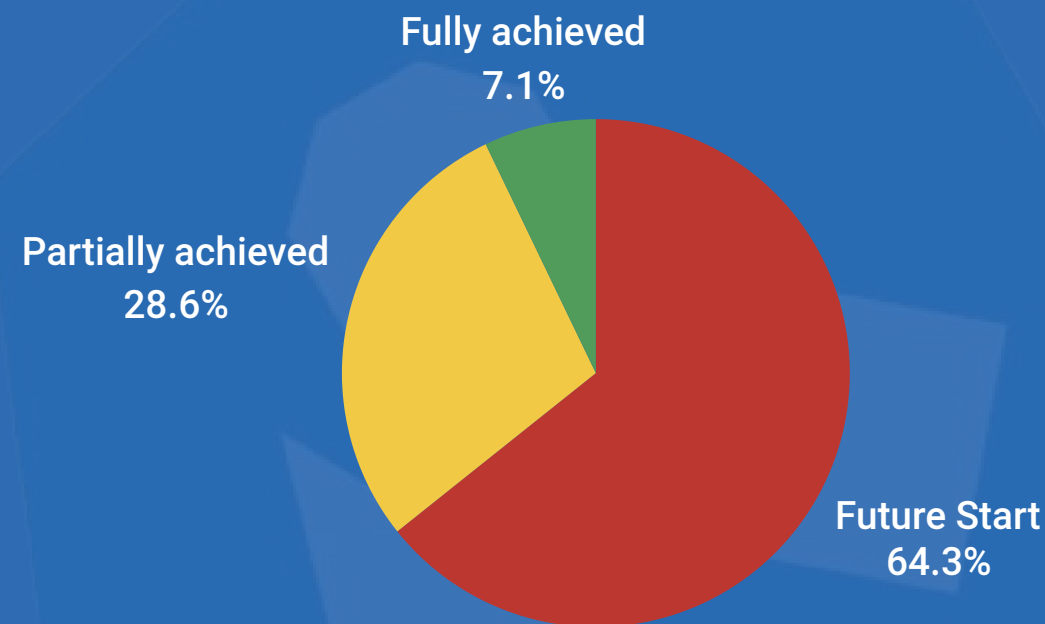


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Objective	Deadline	Status
Establish a governance system with responsibilities for sustainability management priorities	12/31/2023	Fully achieved
Monitor all internal and external communications to ensure inclusive messaging across all channels (website, social media, events information, etc.)	12/31/2024	Partially achieved
Communicate accessibility information for disabled people at all WT events	12/31/2024	Future start
Conduct activities in partnership with representative bodies of minority groups and those that are under-represented	12/31/2024	Future start
Provide WT development funding to MNA's aiming at increasing participation among minority and under-represented groups	12/31/2024	Future start
Demonstrate local community involvement across all WT events	12/31/2025	Partially achieved
Seek collaborative activities in DEI & Community with all commercial partners	12/31/2025	Future start

DEI & Community

Progress on Objectives



Objective	Deadline	Status
Ensure 100% increase in Taekwondo for All events	12/31/2025	Future start
Ensure all MNAs are informed on adaptive coaching for disabled people	12/31/2025	Future start
Ensure 100% of discriminatory incidents at events are processed and dealt with reasonably	12/31/2026	Future start
Ensure a balanced gender ratio at WT Council and Committee level	12/31/2030	Partially achieved
Ensure a balanced gender ratio of WT staff at senior director level	12/31/2030	Partially achieved
Increase representation of target groups at decision-making level within WT to reflect national statistics	12/31/2030	Future start
Ensure that WT education courses reach target groups and coaches uphold equitable principles	12/31/2030	Future start

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DEI and Community HIGHLIGHTS

Gender Equality

World Taekwondo aims to achieve gender balance at Council, Committee, and senior director levels, recognizing its importance for global societal goals and improved work environments, and acknowledges that collaboration with the global Taekwondo community is essential for lasting change. In 2023, it produced a report outlining the imperative of gender equality in the sport, reflecting on WT's milestones over the years, and presenting current gender statistics within World Taekwondo and across its MNAs and Continental Unions (CUs) to support future initiatives.

[More info](#)



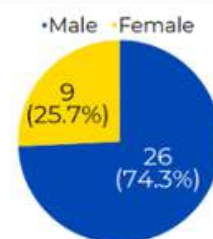
Target 5.6

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.

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Gender Equality at WT Level

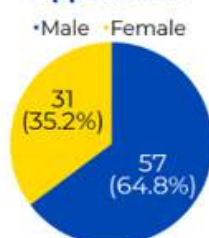
WT Council (2021-2025)



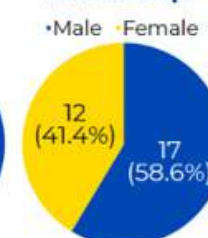
9 (25.7%) Female and 26 (74.3%) Male*
*Including President, Secretary General, Treasurer, and Auditor

WT Committees (2023-2025)

Appointees



Leadership

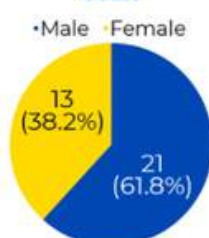


From 480 applications, there were 88 appointees, 31 (35.2%) of which were women.

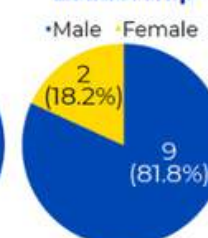
Out of the 29 leadership positions (Chairs and Vice Chairs), 12 (41.4%) are held by women.

WT Secretariat

Staff



Leadership



Out of a total of 34 staff members* at Seoul and Lausanne Office, 13 (38.2%) are women.

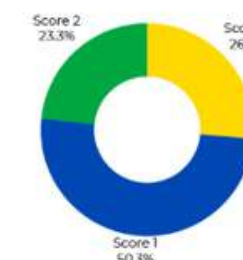
Out of the 11 leadership positions* (directors and above), 2 (18.2%) are held by women.

*Including President and Secretary General

Gender Equality at MNA Level

MNA Leadership

- Out of 213 MNAs, there are 10 female presidents and 35 female secretaries general.
- The following infographic from the MNA Survey 2022 shows the overall picture of female representation at Executive Board level among the 163 MNAs that participated in the survey.



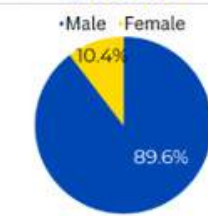
23.3% 38 MNAs have more than 30% of female representation in the Executive Board or equivalent.

50.3% 82 MNAs have female representation, but it is less than 30%.

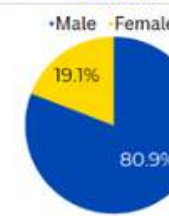
26.4% 43 MNAs do not have or did not provide verifiable evidence.

- The next six charts demonstrate the gender split across various key roles within all 182 WT MNAs, in 2023.

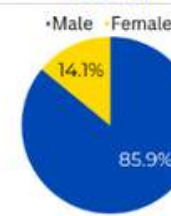
Executive



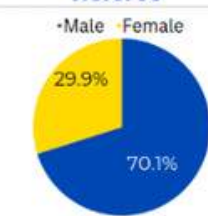
Official



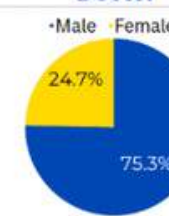
Coach



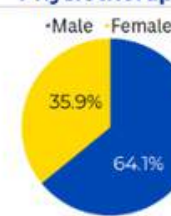
Referee



Doctor



Physiotherapist



DEI and Community HIGHLIGHTS

DEI Statement

As World Taekwondo embarked on its mission to embrace DEI, it was imperative to underscore why such a commitment is vital. In 2023, on the UN International Day for the Elimination of Racial Discrimination, World Taekwondo published a Diversity, Equity, and Inclusion Statement, calling for collective action to ensure that our sport becomes not just a symbol of athletic excellence, but a beacon of progress and inclusion for generations to come.

[More info](#)

2nd Hopes and Dreams Festival

The 2nd edition of the Taekwondo Humanitarian Foundation (THF) Hope and Dreams Sports Festival took place in Jordan, to empower refugees through sport and offering them the chance to experience different sports. The event included demonstrations and competitions at the Azraq and Za'atari Refugee Camps and in Amman, with the participation of the World Baseball Softball Confederation (WBSC) and the Badminton World Federation (BWF). There were over 300 Taekwondo competitors, 250 Baseball5 players, and the inclusion of Badminton for the first time.

[More info](#)

UNESCO ICM Education Prize

World Taekwondo partnered with the UNESCO International Centre for Martial Arts, which sought candidates for its Education Prize for those who have contributed to positive change through martial arts training activities.

[More info](#)



Target
10.3

Ensure equal opportunity and reduce inequalities.



Target
10.2

Empower and promote the social, economic and political inclusion of all.



Target
4.3

Ensure equal access to education for all women and men.

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DEI and Community HIGHLIGHTS

Taekwondo Cares

Taekwondo Cares is part of the World Taekwondo Development program that aims to provide support including resources, education, and training to its Continental Unions (CUs), Member National Associations (MNAs), and related stakeholders. World Taekwondo has carried out its Cares Programme since 2016 with the aim of providing taekwondo to those in need and to empower the powerless in developing countries. In 2023, \$589,195 in funding was spent on programs in ten countries and at two refugee camps.

[More info](#)



Target
17.3

Mobilize additional financial resources for developing countries from multiple sources.

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1,300

orphan children and school students in Pakistan

200

street children and vulnerable youth affected by war in Sri Lanka

220

school students and 34 individuals at alcohol and drug rehab centers in Bhutan

230

orphan children in Kyrgyzstan

240

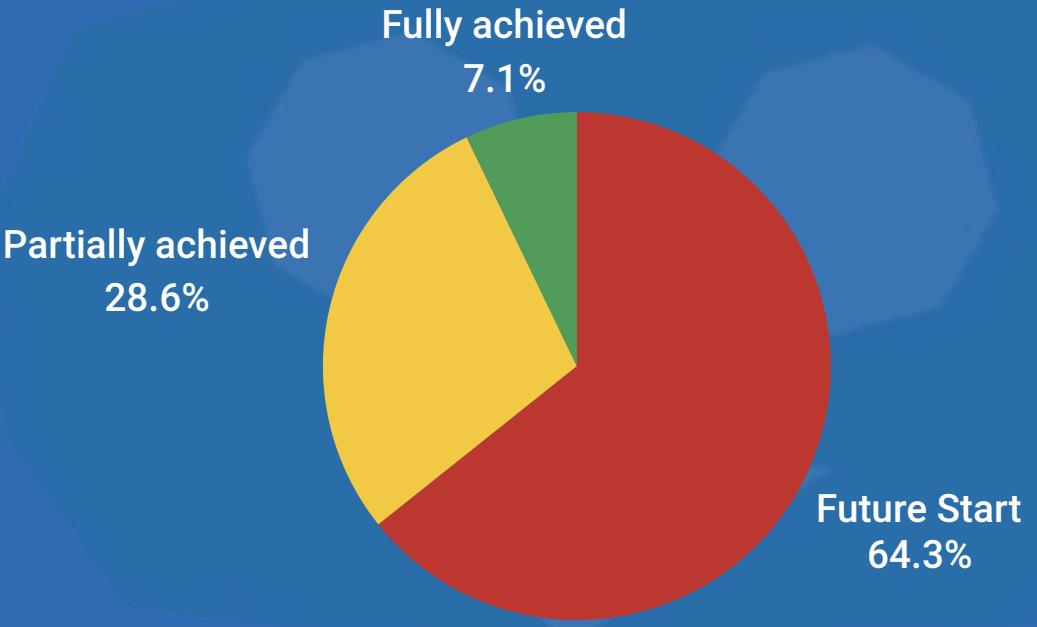
reformatory inmates in Mongolia

121

students in Nepal Um Hong Gil Human School

Environmental Sustainability

Progress on Objectives



Objective	Deadline	Status
Establish a governance system with responsibilities for sustainability management priorities	12/31/2023	Fully achieved
Devise and implement a mobility strategy to avoid, reduce or opt for 'greener' means of travel across all activities	12/31/2024	Partially achieved
Devise and implement an energy strategy for events to avoid or reduce consumption and increase efficiency	12/31/2025	Partially achieved
Devise and implement a sustainable sourcing strategy to avoid or reduce consumption and opt for 'greener' alternatives	12/31/2026	Future start
Devise and implement a waste management strategy to avoid, reduce, reuse, and recycle	12/31/2026	Future start
Ensure WT as an organisation, by 2025, and event organiser, by 2030, achieves climate neutrality for scope 1-3 emissions	12/31/2030	Partially achieved

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Environmental Sustainability

HIGHLIGHTS

Signatory of Frameworks

World Taekwondo is a signatory of the [UNFCCC Sport for Climate Action](#) and the [IUCN Sports for Nature Frameworks](#). Commitments involve mapping GHG emissions, setting goals to halve emissions by 2030, integrating nature conservation into practices and participating in a 'Greening of Supply Chains' Working Group. In 2024, World Taekwondo has begun the process to analyze materials used in its event supply chain, with a draft supplier checklist shared with a supplier to develop shared standards.



[More info](#)

[Global Climate Action](#)



Target 13.3

Improve education, awareness-raising and human and institutional capacity on climate change.

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Carbon Neutrality

World Taekwondo achieved carbon neutrality for its internal operations in 2022 through One Carbon World, following a thorough assessment of its carbon footprint across Scopes 1, 2, and 3 of the GHG Protocol Corporate Standard, compatible with ISO 14064 and PAS 2060. These external assessments will be conducted biennially, with the next one scheduled for 2025 to cover the year 2024.

[More info](#)



Target 12.6

Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

Sustainable Event Management

World Taekwondo is working closely with event organizers to introduce sustainability clauses in host contracts, thereby establishing clear expectations for every competition level. Alongside this, World Taekwondo is co-developing a comprehensive sustainable event checklist with guidelines, ensuring everyone is equipped to measure and reduce their environmental impact.

[More info](#)



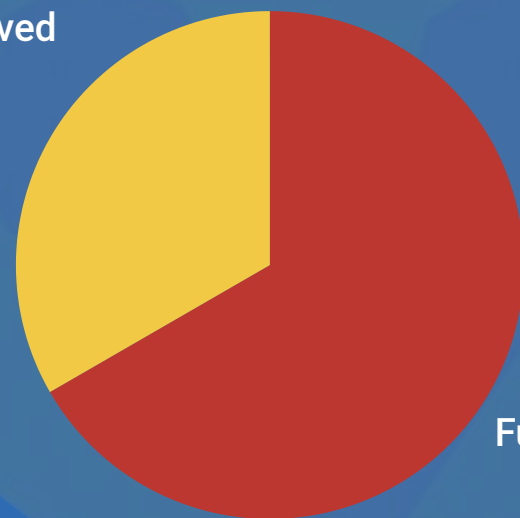
Target 12.8

Ensure that people have the relevant information and awareness for sustainable development in harmony with nature.

Health & Well-being

Progress on Objectives

Partially achieved
33.3%



Future Start
66.7%

Objective	Deadline	Status
Access new channels through promotion of Taekwondo's role as part of a healthy lifestyle	12/31/2024	Future start
Devise anti-doping communications plan	12/31/2024	Future start
Conduct activities in partnership with health & well-being advisory group	12/31/2025	Partially achieved
Conduct audit across all WT events to identify and address adverse occupational health & safety aspects	12/31/2025	Future start
Provide healthy eating options at all WT events	12/31/2025	Future start
Create and implement a mental health strategy considering the risks and opportunities that Taekwondo presents	12/31/2026	Partially achieved

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Health & Well-being HIGHLIGHT

Mental Health of Elite Taekwondo Athletes

World Taekwondo's report, "Mental Health in Elite Level Taekwondo Athletes," offers key insights into the mental well-being of elite practitioners. Conducted as part of WT's Sustainability Strategy, the report is based on a survey using the IOC-endorsed Sport Mental Health Assessment Tool 1 (SMHAT-1). It reveals significant findings, including higher anxiety and depression in females, and greater psychological distress in athletes aged 26-31 and those in Kyorugi (sparring). Notably, 60% of athletes experienced psychological distress. WT plans to implement the first mental health program at the Chuncheon 2024 World Taekwondo Junior Championships.

More info



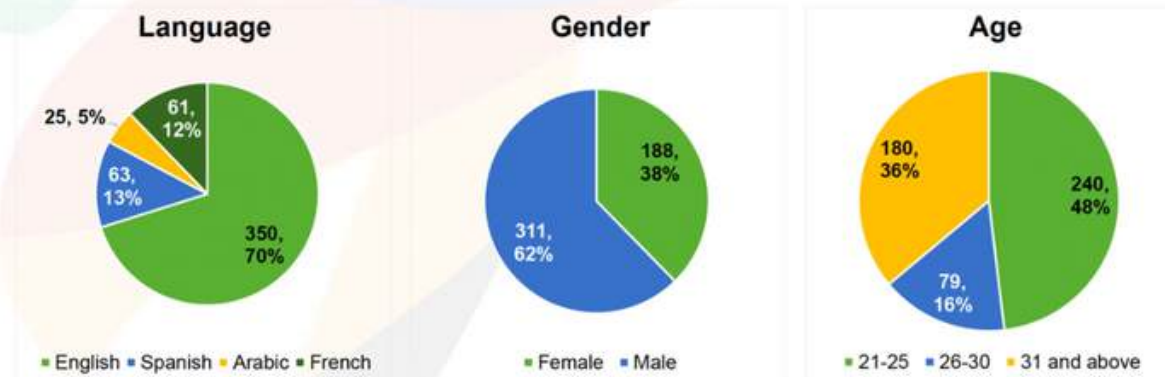
Target
3.3

Reduce mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

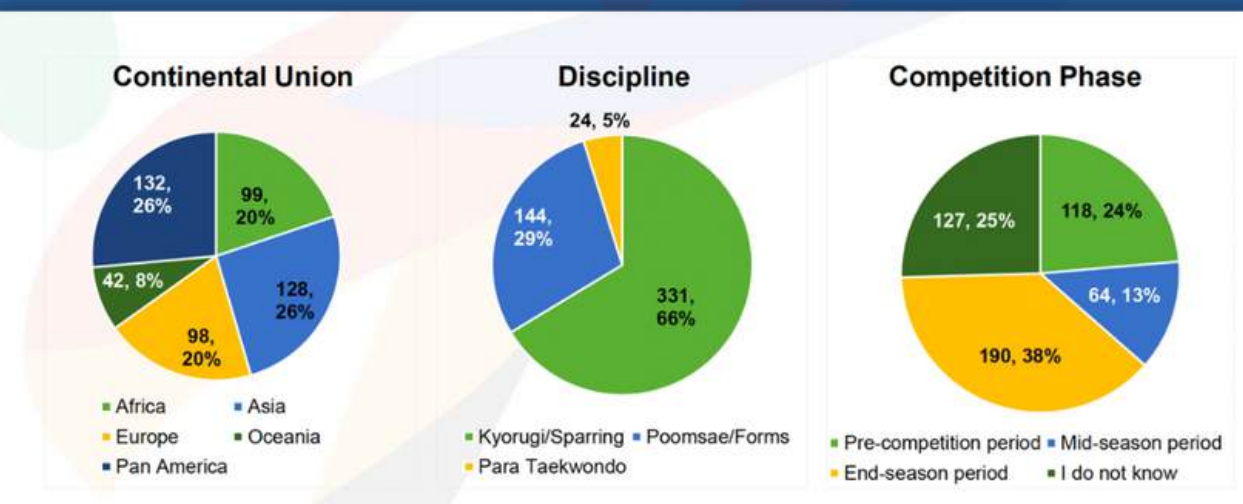
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Descriptive Statistics

515* Registered Responses → Active Taekwondo athletes aged 21 years old and above who have competed in at least one G-grade event over the past two years



*14 did not agree to participate, 2 excluded from statistical analysis





Jyongkang SEO
Secretary General, World Taekwondo

Letter from the Secretary General

Dear Taekwondo Family,

As we conclude our first Sustainability Report, I am proud of the progress we've made toward a sustainable future. This report highlights our achievements and sets the stage for our future goals.

Our commitment to sustainability, driven by the positive impact of Taekwondo on society and the environment, is just beginning. We are determined to make sustainability a core part of our culture and operations. Moving forward, we will build on our successes, deepen community engagement, enhance athlete well-being, and implement strong environmental practices.

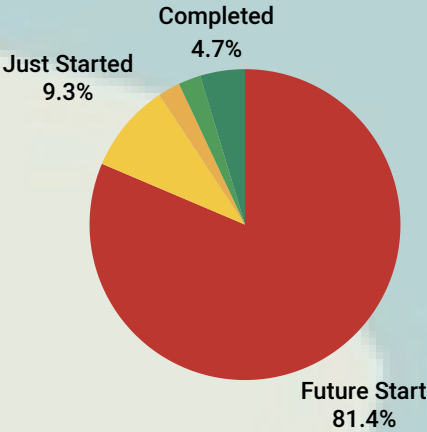
I sincerely thank our staff, committees, partners, and the entire Taekwondo community for their support.

Together we can create a sustainable, inclusive future.

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DEI & Community

Progress on Activities



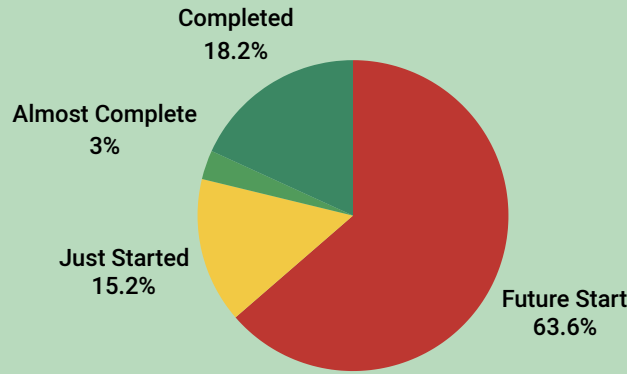
Objective	Activity	Status	Deadline
Sustainability management governance system	Sustainability Working Group	Completed	31/12/2023
Inclusive communications	Diversity statement	Completed	31/12/2023
Inclusive communications	Observe different traditions	In progress	31/12/2023
Inclusive communications	Set dates to celebrate diversity	Just started	31/12/2023
Inclusive communications	Digital accessibility audit	Future start	31/12/2023
Gender ratio (Senior staff)	Set staff gender ratio targets	Almost complete	31/12/2024
Local community involvement	Guidelines to promote minorities in competitions	Just started	31/12/2024
Inclusive communications	Role models involvement	Just started	31/12/2024
Collaboration with commercial partners	Collaboration with event hosts/rights holders	Future start	31/12/2024
Collaboration with commercial partners	Collaboration with media suppliers	Future start	31/12/2024
Collaboration with commercial partners	Collaboration with sponsors	Future start	31/12/2024
Collaboration with commercial partners	Engage with media suppliers on DEI	Future start	31/12/2024
Collaboration with commercial partners	Engage with sponsors on DEI strategy	Future start	31/12/2024
Collaboration with commercial partners	Include DEI & Community strategy in new bids	Future start	31/12/2024
Discriminatory incident processing	Clear messaging to stakeholders	Future start	31/12/2024
Inclusive communications	Training to Media and Communications	Future start	31/12/2024
Inclusive communications	UN Sports for Generation Equality	Future start	31/12/2024
Events accessibility info	Improve availability of accessibility information	Future start	31/12/2024
Increase representation	Gender equality skills matrix	Future start	31/12/2024
Increase representation	Gender equality training	Future start	31/12/2024
Increase representation	Governance of gender equality	Future start	31/12/2024
Increase representation	Review policies	Future start	31/12/2024

Objective	Activity	Status	Deadline
Increase representation	Set inclusivity targets	Future start	31/12/2024
Increase representation	Staff DEI training	Future start	31/12/2024
Inclusive communications	Communication style-guide	Future start	31/12/2024
Inclusive communications	Communications checklist	Future start	31/12/2024
Local community involvement	Local community meetings as part of event planning	Future start	31/12/2024
Minority groups partnership activities	Review current DEI & Community activities	Future start	31/12/2024
Minority participation funding	Re-launch grant programme	Future start	31/12/2024
Taekwondo for All events increase	Update 'Taekwondo for All' strategy	Future start	31/12/2024
Gender ratio (Council and Committees)	Research with MNAs	Just started	31/12/2025
Adaptive coaching education	Train MNAs on coaching disabled people	Future start	31/12/2025
Discriminatory incident processing	Develop policy for discriminatory incidents	Future start	31/12/2025
Discriminatory incident processing	Sensitise MNAs to discriminatory behaviour	Future start	31/12/2025
Discriminatory incident processing	Training on discriminatory incidents for officials	Future start	31/12/2025
Discriminatory incident processing	Training on discriminatory incidents for staff and officials	Future start	31/12/2025
Gender ratio (Council and Committees)	MNA female leadership	Future start	31/12/2025
Inclusive education	Event workshops	Future start	31/12/2025
Inclusive education	Review courses	Future start	31/12/2025
Gender ratio (Senior staff)	Female staff leadership training	Future start	31/12/2025
Gender ratio (Senior staff)	Mentoring programme	Future start	31/12/2025
Minority groups partnership activities	UNHCR Korea MoU	Future start	31/12/2025

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Environmental Sustainability

Progress on Activities



Objective	Activity	Status	Deadline
Climate neutrality	Calculate GHG emissions	Completed	31/12/2023
Climate neutrality	Third party certification of base year GHG emissions	Completed	31/12/2023
Climate neutrality	Calculate GHG emissions	Completed	31/12/2023
Event energy strategy	Favour sustainable bids	Almost complete	31/12/2023
Climate neutrality	Third party certification of base year GHG emissions	Completed	31/12/2023
Mobility strategy	Ensure staff choose "greenest" travel options	Just started	31/12/2023
Mobility strategy	Optimise staff travel strategy	Just started	31/12/2023
Waste management strategy	Ensure sponsor and branding materials can be reused	Future start	31/12/2023
Mobility strategy	Choose low-emissions courier companies	Just started	31/12/2024
Mobility strategy	Ask suppliers/partners to use low emission vehicles	Future start	31/12/2024
Mobility strategy	Optimise suppliers/partners transport strategy	Future start	31/12/2024
Mobility strategy	Public transport pass to events' staff and volunteers	Future start	31/12/2024
Mobility strategy	Use shipping in preference to airfreight	Future start	31/12/2024
Sustainable sourcing strategy	Identify suppliers' sustainability standards	Future start	31/12/2024
Waste management strategy	Communicate recycling initiatives and educate on positive impact	Future start	31/12/2024
Waste management strategy	Donation booths for old equipment/materials	Future start	31/12/2024

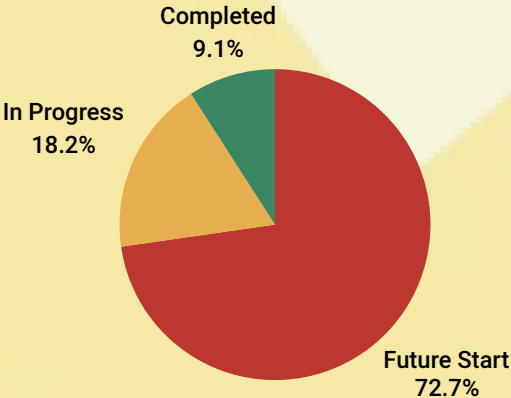
Objective	Activity	Status	Deadline
Waste management strategy	Identify items likely to produce waste	Future start	31/12/2024
Climate neutrality	Implement measures to offset GHG emissions	Completed	31/12/2025
Climate neutrality	Implement measures to offset GHG emissions	Completed	31/12/2025
Climate neutrality	Develop GHG reduction plan	Just started	31/12/2025
Climate neutrality	Develop GHG reduction plan	Just started	31/12/2025
Climate neutrality	Event Tracking Tool	Future start	31/12/2025
Climate neutrality	Event Tracking Tool	Future start	31/12/2025
Sustainable sourcing strategy	Raise public awareness of sustainable food offering	Future start	31/12/2025
Sustainable sourcing strategy	Train staff on sustainable procurement	Future start	31/12/2025
Waste management strategy	Create Plastic Game Plan for events	Future start	31/12/2025
Waste management strategy	Donate items that cannot be reused	Future start	31/12/2025
Waste management strategy	Redistribute edible surplus food	Future start	31/12/2025
Waste management strategy	Train staff on recycling	Future start	31/12/2025
Sustainable sourcing strategy	Specify supply of equipment with recycled content	Future start	31/12/2026
Event energy strategy	Identify possibility to use green electricity at events	Future start	31/12/2026
Waste management strategy	Integrate Plastic Game Plan in suppliers/sponsors/distributors contracts	Future start	31/12/2026
Waste management strategy	Provide recycling facilities at events	Future start	31/12/2026

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Health & Well-being

Progress on Activities



Objective	Activity	Status	Deadline
Mental health strategy	Report on impact on mental health	Completed	31/12/2023
Anti-doping communications plan	Anti-doping information campaigns	Future start	31/12/2024
New channels through health promotion	Research well-being benefits of Taekwondo	Future start	31/12/2024
Health & well-being advisory group activities	Partnerships and consultation with advisory group	In progress	31/12/2025
Mental health strategy	Educate MNAs on using sport to support people with mental health issues	In progress	31/12/2025
Audit for adverse health & safety	Address risks that differently affect workers	Future start	31/12/2025
Health & well-being advisory group activities	New policies / procedures / practices	Future start	31/12/2025
Health & well-being advisory group activities	New policies for prevention, promotion, rehab programmes	Future start	31/12/2025
Health & well-being advisory group activities	Provide information about healthier diets	Future start	31/12/2025
Healthy eating options	Provide healthy eating options	Future start	31/12/2025
Mental health strategy	Mental health education in courses	Future start	31/12/2025

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GRI Content Index

Statement of use:

World Taekwondo has reported the information in this GRI content index for the period of 1 September 2022 – 31 August 2024 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

Disclosure	Disclosure Title	Report Location	Alternative Source / Omission (if applicable)
2-1	Organizational details	Back cover	-
2-2	Entities included in the organization’s sustainability reporting	Back cover	-
2-3	Reporting period, frequency and contact point	Governance	-
2-4	Restatements of information	-	No restatements
2-5	External assurance	-	Emission report in accordance with GHG Protocol Corporate Standard and compatible with international standards ISO 14064 and PAS 2060. External verification of this report not deemed necessary.
2-6	Activities, value chain, and other business relationships	-	Activity Report 2024
2-7	Employees	-	13 women out of a total of 34 staff members (38.2%), including President and Secretary General, in the Seoul and Lausanne offices.
2-8	Workers who are not employees	-	World Taekwondo collaborates with 20 freelancer/contractor workers.
2-9	Governance structure and composition	-	Statutes , WT Sustainability Working Group
2-10	Nomination and selection of the highest governance body	-	Statutes
2-11	Chair of the highest governance body	-	Statutes
2-12	Role of the highest governance body in overseeing the management of impacts	-	WT Sustainability Working Group
2-13	Delegation of responsibility for managing impacts reporting	-	WT Sustainability Working Group
2-14	Role of the highest governance body in sustainability reporting	-	WT Sustainability Working Group

2-15	Conflicts of interest	-	World Taekwondo Conflicts of Interest Policy enforced & reviewed annually by the WT Global Integrity Unit.
2-16	Communication of critical concerns	-	No critical concerns, as defined by GRI.
2-17	Collective knowledge of the highest governance body	-	Annual progress reports provided to the leadership, including the President and Secretary General, and to the Council and the GA.
2-20	Process to determine remuneration	-	World Taekwondo Rules of Employment
2-22	Statement on sustainable development strategy	Focus Areas Letter from the President Letter from the Secretary General	-
2-23	Policy commitments	-	World Taekwondo Rules includes policies for anti-discrimination, safeguarding, prevention of the manipulation of competitions, and others.
2-24	Embedding policy commitments	-	WT Sustainability Working Group
2-25	Processes to remediate negative impacts	-	Report on mental health in elite athletes . All WT license holders are required to obtain Safeguarding and Prevention of the Manipulation of Competitions (PMC) certification
2-26	Mechanisms for seeking advice and raising concerns	-	World Taekwondo Global Integrity Unit Reporting channels
2-27	Compliance with laws and regulations	-	World Taekwondo had no notices of non-compliance during the reporting period.
2-28	Membership associations	United Nations Sport for Climate Action & IUCN Sport for Nature	-
2-29	Approach to stakeholder engagement	-	Sustainability Strategy 2030 - Approach to Strategy

GRI 3: Material Topics 2021

Disclosure	Disclosure Title	Report Location	Alternative Source / Omission (if applicable)
3-1	Process to determine material topics	[Location]	Sustainability Strategy 2030 - Approach to Strategy
3-2	List of material topics	[Location]	Throughout the report & Sustainability Strategy 2030 – Focus Areas
3-3	Management of material topics	[Location]	Highlights and Progress sections & Sustainability Strategy 2030 – Focus Areas

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Peace is more precious than triumph.



For questions and enquiries:
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