



**IBU**

## **SUSTAINABILITY REPORT 2023**

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







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### DEAR BIATHLON FAMILY,

As we reflect on the first 'normal' season in three years, we find ourselves at a pivotal moment for our community. The 2022/2023 season not only marked a return to regularity but also allowed us to bid farewell to the challenges brought forth by the pandemic. It was, therefore, a milestone, being the first complete season with the presence of spectators that we have used for our event carbon footprint tracking system.

Our sport has been further tested by the next challenges, the energy crisis and rising inflation, which prompted innovative solutions and underscored the importance of environmental sustainability. Across our venues, a commitment to energy efficiency has manifested in tangible ways—through the installation of LED lighting, enhancement of electrical infrastructure, and implementation of energy-saving techniques. These measures not only contribute to our sustainability goals but also reflect a collective responsibility to address the pressing issues of our time.

Amidst the threat of climate change, the IBU has taken proactive steps to ensure the future of our sport. Beyond our internal sustainability initiatives, we recognise the role of communication in raising awareness and inspiring collective action. It is with gratitude that we acknowledge the recognitions we received this season, including being a finalist for both the inaugural IOC Climate Action Award 2023 and the BBC Green Sport Awards 2023.

Our commitment extends beyond accolades. Last year, the IBU engaged with several EU bodies in Brussels, discussing our sustainability efforts to contribute to European-wide environmental goals. We are not complacent; our actions speak louder than words. For example, in this report, you will discover the IBU Snow Network's latest developments and work in enhancing the efficiency and quality of eco-friendly snow management practises, a commitment that the EU co-funded "SIEPPUR" project is extending.

Our Organising Committees (OCs) are also taking great strides, with Oberhof, the host of the 2023 World Championships, exemplifying this commitment through an award-winning sustainable mobility concept. Moreover, we champion sustainability through research, exemplified by the first ever IBU Research Grant awarded to a project investigating the impact of spectator and participant travel—an area where our biggest negative impact lies.

Going forward, continued progress demands collaboration, innovation, and commitment. We invite everyone in the Biathlon Family to join us in the pursuit of concrete solutions to secure the future of our sport, safeguard snow for generations to come, and make a lasting impact on the global stage.

Thank you for your continued dedication to the values that define our community.



**OLLE DAHLIN**  
IBU President

# SUSTAINABILITY AT THE IBU

## GOVERNANCE

*"No one can whistle a symphony,  
it takes an orchestra to play it."*

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 SUS-  
TAINABILITY**

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

## IBU LAUNCHES NEW EVENT SUSTAINABILITY CHARTER

Embodying the sentiment at the top of this page, the IBU embarked on a journey to empower stakeholders towards sustainable development goals. The latest step: the Sustainability Charter for Organising Committees (OCs). This charter not only allows OCs to publicly declare their dedication to shared sustainability goals but also provides a structured framework for progress reporting.

By voluntarily endorsing the Charter, OCs commit to six key areas of sustainability work, outlining specific actions to accelerate efforts in reducing environmental impact and fostering social legacies. Aligned with IBU's Sustainability Strategy 2020-2030, these commitments cover the key aspects of event organisation for sustainability:

1. Strategy and reporting
2. Gender equality and participation
3. Resource use and nature
4. Mobility and accessibility
5. Supply chain and waste
6. Information and education

To enhance transparency, progress against each commitment is integrated into the IBU's tracking tool, facilitating annual reporting by the OCs. This marks a crucial milestone in integrating sustainability into the IBU's event organisation.

Building on the mandatory emission measurement and reporting for hosts since the 2021/2022 season, sustainability obligations will become a key criterion for all OCs from the 2026-2030 event cycle onward. The Charter, crafted during the 2022/23 season, was launched in the 2023/24 season, with updates on the signatories' achievements to be featured in the upcoming 2024 Sustainability Report.



# SUSTAINABILITY AT THE IBU

## GOVERNANCE

### THE IBU SUSTAINABILITY COMMISSION BEGINS WORK

The IBU Executive Board established the Sustainability Commission in November 2022. Please refer to the [IBU Sustainability Report 2022](#) for a description of the structural configuration of sustainability governance at the International Biathlon Union.

The Sustainability Commission has now become operational, consisting of seven members who were proposed by their respective National Federations and confirmed at the Executive Board meeting 165 in February 2023.

Executive Board members **TIM FARCNIK** and **FABIEN SAGUEZ** serve as liaisons to the Sustainability Commission. It is chaired by the IBU's Head of Sustainability, **RIIKKA RAKIC**.

The Commission has met online almost every two months. In that time, it has set up two working groups, one to explore the relevancy of Sports for Nature Framework to the IBU – with the concluding recommendation that IBU should join the Sports for Nature Framework – and the second on Events, to share insights and experiences and report on developments in sustainability at biathlon events.



**KATRINA GALAS** CAN

Member of the Board of Directors of Biathlon Canada



**SARI JORMANAINEN** FIN

Sustainability Manager for the Organising Committee of the Kontiolahti IBU World Cup



**GUNHILD KVISTAD** NOR

Vice President of the Norwegian Biathlon Association



**MARLEN MARCONI** SUI

Head of Strategic Projects at Swiss-Ski



**MARTIN OHLSSON** SWE

Chief Financial Officer of the Swedish Biathlon Federation and Manager of the IBU Biathlon World Cup in Östersund



**KLAUS RAMBACH** GER

Managing Director, Head of Strategic Association Development, and member of the Board of Directors at the German Ski Association (DSV)



**JAN SKRICKA** CZE

Nové Město na Moravě IBU World Cup and Executive Director of the Vysočina Arena



# SEASON HIGHLIGHTS

## KEY ACHIEVEMENTS

### FULL FLUOR BAN IN EFFECT FROM 2023/2024 SEASON

**MARCH 2023** – The IBU announced the implementation of a full ban of ski preparation products containing fluor at all its event series from the 2023/2024 season onwards. The IBU committed to banning fluor products used in ski preparation already in 2020, in line with EU Regulations, which prohibit the handling of high-carbon fluorine waxes based on the apparent health risks and associated environmental concerns. Using an effective testing device developed and tested together with partners and the International Ski and Snowboard Federation (FIS), the IBU will ensure that skis are fluor-free at its events, guaranteeing the integrity of the competitions and a level playing field.



### CLIMATE CLUB TROPHY INITIATIVE WITH VIESSMANN

**MARCH 2023** – The IBU partnered with Viessmann to launch the Climate Club Trophy at the BMW IBU World Championships Biathlon in Oberhof, with the aim of recognising biathlon clubs worldwide that implement impactful sustainability initiatives. Competing athletes at Oberhof 2023 amassed 7,981 hits at the shooting range, which was translated into 71.8 tons of CO2 savings. This meant that the winning biathlon club would receive a €24,000 Viessmann voucher, supplemented by a €3,000 contribution from the IBU. With almost 10,000 biathlon fans casting their vote, the Deutscher Alpenverein - Section Ulm won the Climate Club Trophy. A prime example of adaptation to climate change, DAV Ulm is operating a successful grassroots programme with sustainability at its core.



# SEASON HIGHLIGHTS

## KEY ACHIEVEMENTS



### INAUGURAL PARA BIATHLON CAPACITY BUILDING FORUM 2023

**AUGUST 2023** – Ruhpolding, Germany, hosted the first-ever IBU Para Biathlon Camp at the Chiemgau Arena from 23-27 August. The five-day event welcomed athletes from the standing, sitting, and visually impaired categories. Coaches and experts from diverse fields, including sport researchers and optical rifle manufacturers, joined to exchange insights. The first-ever IBU Para Biathlon camp, with participants from a dozen nations, showcased the IBU's commitment to Para Biathlon's future development. The camp's dual objective focused on exposure to high-level standards and intense training sessions for athletes and coaches, while the IBU and experts sought to understand Para Biathlon's intricacies, challenges, and outline a future roadmap for the sport.

[Click here to watch the video](#)

### IBU RATIFIED AS NEW MEMBER OF INTERNATIONAL PARALYMPIC COMMITTEE

**SEPTEMBER 2023** – The IBU joined the International Paralympic Committee (IPC) family during the 2023 IPC General Assembly in Manama, Bahrain. The IBU's inclusion follows its governance takeover of Para Biathlon in July 2022, working in collaboration with the International Ski and Snowboard Federation (FIS). The IBU contributes technical expertise to enhance Para Biathlon from local events to elite competitions. This partnership led to the inaugural Para Biathlon World Championships under IBU's governance, scheduled for March 2024 in Prince George, BC, Canada, marking a significant step in advancing and developing Para Biathlon on the global stage.







# 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%. 'Sport' is defined as Level 1 'IBU as organisation' and Level 2 'IBU events' and covers Scopes 1-3.

### HIGHLIGHTS 2022/2023

#### FIRST COMPLETE SEASON OF CO2 DATA WITH SPECTATORS

**MAY 2023** – After several seasons of testing the IBU's custom-built event carbon footprint tool and collecting all available data during the Covid-19 impacted seasons of 2020/2021 and 2021/2022, this season finally saw the return of spectators to all IBU World Cup events and notably, the Oberhof 2023 World Championships which welcomed a total of 150,000 fans. The first regular season also meant that the IBU was finally able to collect a full data set that is comparable to the baseline season of 2019/2020, to take initial stock of the current state of its reduction efforts.



### HIGHLIGHTS 2022/2023

#### GREAT SUSTAINABILITY WORK UNCOVERED AT BIATHLON CLUBS

**JULY 2023** – The IBU reached out to the Biathlon Family to identify current sustainable practices as part of the Viessmann IBU Climate Club Trophy, set up to honour outstanding sustainability initiatives implemented by biathlon clubs worldwide. Based on multiple submissions received, the work of four Biathlon clubs was explored in detailed case studies to promote their sustainable engagement and share lessons learned. The Craftsby Outdoor Center in the USA, Sports Club Biathlon Mania in Slovakia, UKS Kamieńczyk in Poland, and Deutscher Alpenverein (DAV) Ulm in Germany all provided great insights into their engagement for a more sustainable future.



[Click here to read more](#)



# CLIMATE

## SAVING OUR WINTERS

### HIGHLIGHTS 2022/2023

#### FUNDING TO NATIONAL FEDERATIONS FOR CLIMATE AND SUSTAINABILITY STRATEGIES

**JUNE 2023** – Through its National Federation support programme, the IBU provides targeted funding for projects designed to develop sustainability strategies and action plans on the national level. In 2023, six national federations received funding for projects on environmental sustainability and 17 on social sustainability-related projects.



### HIGHLIGHTS 2022/2023

#### IBU SHORTLISTED FOR IOC CLIMATE ACTION AWARDS, BBC GREEN AWARDS 2023

**AUGUST 2023** – The IBU was a finalist in the inaugural IOC Climate Action Awards, selected for its work to address the climate crisis. These new IOC awards highlight efforts among the Olympic movement in sustainable travel, innovation, and athlete advocacy. The IBU was shortlisted from 70 entries for the Climate Action x Innovation Award. The IOC praised its commitment to driving climate action, recognising the IBU's creative support to organising committees for measuring and managing carbon emissions, including a custom event CO2 footprint tool.

A few weeks later, the IBU was nominated in the Elite Sport Organisation category at the BBC Green Sport Awards 2023. These awards, spanning five categories, acknowledged impactful environmental and climate actions by athletes and sport organisations, selected by a panel of experts based on significant efforts in the past year.



# 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 2023 IN PROGRESS

Total emissions increased by 62,5% and emissions per employee by 7% in comparison to the baseline set in 2019/20 mainly due to a better and broader data quality and the launch of the IBU Academy.



### 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 2023 IN PROGRESS

For the first time, 100% of all IBU events measured their event carbon footprint including spectators following the removal of Covid-19 restrictions.



### 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 2023 IN PROGRESS

Two NFs joined as S4CA members. Total of six NFs received sustainability related funding under IBU Development Support.



### 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 2023 IN PROGRESS

First ever Ski Industry Climate Summit staged. Several partners making progress and externally publishing commitments.







# 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

### HIGHLIGHTS 2021/2022

#### OBERHOF LEADING THE WAY IN SUSTAINABILITY

**FEBRUARY 2023** – Ever since 2018, when the modernisation process of the winter sports facilities began, sustainability has been a leading principle for Oberhof, the venue of the 2023 World Championships. Oberhof is now home to one of the world's leading biathlon venues, with its sustainability ambitions closely aligned with those of the IBU and the German Ski Association. In recognition of its work, Oberhof 2023 was shortlisted among the top three for two significant German awards, the German Sustainability Prize and the Award for Sustainability in Sport by SPOBIS.



**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

#### OBERHOF AND MARTELL WIN THE IBU OC AWARD FOR SUSTAINABILITY 2023

**JUNE 2023** – The winners of the IBU Organising Committee (OC) Award for Excellence in Sustainability 2023 were the OCs from Oberhof, Germany for the World Cup / World Championships, and from Martell, Italy, for the IBU Cup / Junior Cup category. Both OCs received their sustainable Award trophies along with the winners' cheques for €10,000 and €5,000, respectively, at the IBU OC Meeting in Prague. This annual award, now in its second year, seeks to promote impactful and replicable sustainability and climate action by IBU event hosts. It highlights the OCs' contributions to the IBU Sustainability Strategy 2020-2030.

### HIGHLIGHTS 2021/2022

#### WORLD ENVIRONMENT DAY 2023: MORE TREES FOR KONTIOLAHTI

**JUNE 2023** – For World Environment Day 2023, the IBU joined Kontiolahti (FIN) in planting trees pledged during their bid for the BMW IBU World Championships 2027. Despite Otepää (EST) being selected as the host, Kontiolahti fulfilled its commitment, planting 3,000 seedlings with World Cup volunteers and partners. The initiative, announced during the IBU Congress in Salzburg, aimed to offset carbon emissions from organisational travels. Located 2.5km from Kontiolahti Biathlon Stadium, the diverse seedlings will accelerate forestation on a two-hectare area, showcasing the commitment of Kontiolahti Sport Club and the IBU to environmental sustainability.





## VENUE & EVENT GREENING OUR EVENTS

### HIGHLIGHTS 2022/2023

#### FIRST SUSTAINABILITY PROJECT SUPPORTED BY THE IBU RESEARCH GRANT PROGRAMME

**JUNE 2023** – The Texas A&M University (TAMU) was awarded the first IBU Research Grant for investigating spectator and participant travel as part of an event's overall impact. The objective of the project is to develop robust models using human geography theories and geographic information systems to assess the carbon footprint of fan travels to IBU sanctioned events. The results will create an accurate baseline for IBU to track its Scope 3 impacts and empower event organisers to better leverage secondary data such as ticket purchases.



### HIGHLIGHTS 2022/2023

#### GAMES PROJECT SHARES FIRST FINDINGS

**AUGUST 2023** – The GAMES project, launched in 2022 and supported by the EU's Erasmus+ Sport programme, released a report entitled: 'Guidelines on Decarbonisation Practices for Athletics, Biathlon, and Floorball.' A collaboration between the IBU, International Floorball Federation (IFF), Swedish Floorball Federation, World Athletics, and Touchline, the project aims to enhance climate change mitigation in sports events. The report, based on research and evaluations at major World Athletics, IBU, and IFF events, offers actionable recommendations. Providing tailored guidelines for athletics, biathlon, and floorball, the report addresses sport-specific challenges, offering practical steps to boost sustainability and minimise environmental impact. It serves as a roadmap for the sports industry to contribute positively to climate change efforts.



## 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 2023 COMPLETE

*Continued enhancement and implementation of an internal event checklist. Centralised application of IBU procurement policy.*



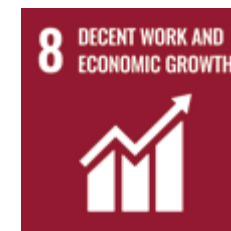
### TARGET

#### 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 2023 IN PROGRESS

*Detailed recycling guidelines have been added to both kitchens in the HQ and cleaning company started to weigh the waste. Getting own organic waste bin as disposal via campus was not possible.*



### TARGET

#### 8 IBU EVENT SUPPLY CHAIN LEVEL 2

#### STATUS 2023 STARTED

**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

*Recycling at events based on local and national guidance, supported by IBU templates. Development of new sustainability requirements for event hosting post 2026.*



### 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 2023 IN PROGRESS

*Event Sustainability Checklist expanded by voluntary Sustainability Charter (to apply from 2023/24).*



### 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 2023 STARTED

*Initial step with development of guidelines for cooking vegetarian / vegan for athletes.*



### TARGET

#### 7 IBU SUSTAINABLE EVENTS GUIDELINES LEVEL 2

#### STATUS 2023 IN PROGRESS

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

*CO2 measurement integral to Event Hosting Declarations. Development of new sustainability requirements for event hosting post 2026.*





## 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 2023**  
**IN PROGRESS**

Cooperation with EBU to educate broadcasting partners and to implement Albert Sustainable Production methodology. Initial focus on Lenzerheide 2025 WCH.



### 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 2023**  
**STARTED**

Several NFs active. Total of six NFs received environmental sustainability related funding under IBU Development Support.



### 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.

Conducted mapping of Sports for Nature framework requirements' applicability to biathlon. Partnered with University of Oregon students for further analysis of biathlon-specific biodiversity impacts. Sustainability Commission supported membership.

**STATUS 2023**  
**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 2023**  
**STARTED**

Conducted mapping of Sports for Nature framework requirements' applicability to biathlon. Partnered with University of Oregon students for further analysis of biathlon-specific biodiversity impacts. Sustainability Commission supported membership.



### 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 2023**  
**STARTED**

Conducted mapping of Sports for Nature framework requirements' applicability to biathlon. Partnered with University of Oregon students for further analysis of biathlon-specific biodiversity impacts. Sustainability Commission supported membership.



### TARGET

#### 12 NF SUPPLY CHAIN LEVEL 3

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

Several NFs active. Total of six NFs received environmental sustainability related funding under IBU Development Support.

**STATUS 2023**  
**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 2022/2023

#### OFFICIAL LAUNCH OF SIEPPUR



**MARCH 2023** – The IBU-led SIEPPUR project, focused on sustainable snow management, addressing practices from production, storage, and transport to grooming and handling, was officially launched in March. Comprising seven partners, including Peak 63, the WSL Institute for Snow and Avalanche Research (SLF), and the Sustainable Mountain Alliance, as well as the Polish, Slovenian, and Swedish IBU member federations, it builds on the IBU Snow Network that was founded in 2021. Co-funded by the EU Erasmus+ programme, the 30-month initiative aims to identify, develop, and promote eco-friendly snow practices. The Sámi-named project, meaning 'fluffy, deep snow,' reflects its emphasis on responsible snow management. To learn more about this initiative, visit [www.sustainablesnow.sport](http://www.sustainablesnow.sport).



 [Click here to watch the video](#)



### HIGHLIGHTS 2022/2023

#### CONSULTATIONS ON LEAD IN AMMUNITION WITH THE EUROPEAN COMMISSION

**MARCH 2023** – In March 2023, the European Chemicals Agency (ECHA) published its final opinion on the restriction of lead in ammunition, including lead used in sports shooting. The opinion has led to the EU starting to work on a piece of legislation aimed to ban lead in ammunition under the REACH (chemicals) legislation. Since April, the IBU has successfully engaged with key decisionmakers within the EU Commission to safeguard the integrity of biathlon. The engagement is focused on finding a compromise that helps protect the environment while sustaining the sport of Biathlon in its Olympic form.



# SPORT

## LEAVING NO TRACE

### HIGHLIGHTS 2022/2023

#### SNOW NETWORK AT PISTENBULLY

**SEPTEMBER 2023** – The IBU's Snow Network held its 3rd in-person meeting in Laupheim, Germany, focusing on grooming and snow management. The meeting welcomed the SIEPPUR Sustainable Snow Management Project, launched in December 2022. The Snow Network has now accumulated three seasons of global biathlon venue snow data. Leveraging this data, SIEPPUR will analyse challenges like climatic differences affecting future snow accessibility in alpine, low mountain, and Scandinavian/ Northern European regions. Hosted by PistenBully, the IBU's Snow Tech partner, the Laupheim Seminar gathered 17 IBU Organising Committees, seven SIEPPUR partners, and the 10 associated venues to discuss snow grooming technicalities, emphasising snow's unique characteristics, local conditions, and climate change impacts.



[Click here to watch the video](#)



### HIGHLIGHTS 2022/2023

#### IBU SEMINAR HELPS TEAMS PREPARE FOR FLUOR BAN IMPLEMENTATION

**SEPTEMBER 2023** – The IBU organised a seminar for team technicians to discuss the fluor ban that was set to be implemented in the 2023/2024 season. The IBU is committed to ongoing dialogue and education sessions with National Federations (NFs) for a smooth transition. The seminar, attended by technicians from 33 NFs, involved hands-on experience with the detection device, exploring new products, and optimising cleaning methods. A panel discussion with wax technicians provided valuable feedback on the testing protocol's implementation, emphasising the IBU's dedication to enhancing awareness and ensuring cooperation among NFs, teams, and technicians.



## 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 2023**  
**IN PROGRESS**

*Close consultation with the European Commission on next steps following ECHA lead use recommendations.*



### 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 2023**  
**STARTED**

*NF consultation on current lead management practices to gather 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.

*Preparation for full implementation of fluor plan and implementation of common waxing at all Junior Cup events from 2023/2024 season.*

**STATUS 2023**  
**IN PROGRESS**



### 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 2023**  
**IN PROGRESS**

*Preparation for full implementation of fluor plan and implementation of common waxing at all Junior Cup events from 2023/2024 season.*



### 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 2023**  
**IN PROGRESS**

*NF-specific implementation of full fluor ban on national level.*



### 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).

*Study conducted in cooperation with University of Salzburg on lead recovery methods at biathlon ranges. Continued development of lead management best practices.*

**STATUS 2023**  
**IN PROGRESS**





## 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 2023  
IN PROGRESS**

*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 2023  
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 .

*Third annual Snow Management survey completed. SIEPPUR project officially launched.*

**STATUS 2023  
IN PROGRESS**



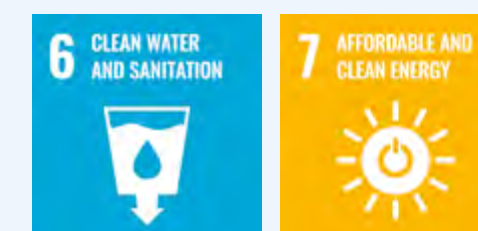
### TARGET

#### 27 SNOW MANAGEMENT AT IBU EVENTS LEVEL 2

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

**STATUS 2023  
IN PROGRESS**

*Third annual Snow Network meeting held. SIEPPUR-specific data collected from 10 venues.*



### 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 2023  
IN PROGRESS**

*Snow Network continues to share data and experiences. 3 NFs partners in SIEPPUR, another 6 joined project via their venues.*



### 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 2023  
IN PROGRESS**





# 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 2023**  
**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 2023**  
**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 2023**  
**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 2023**  
**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 2022/2023

#### ATHLETE INVOLVEMENT AFTER SPORT CAREER

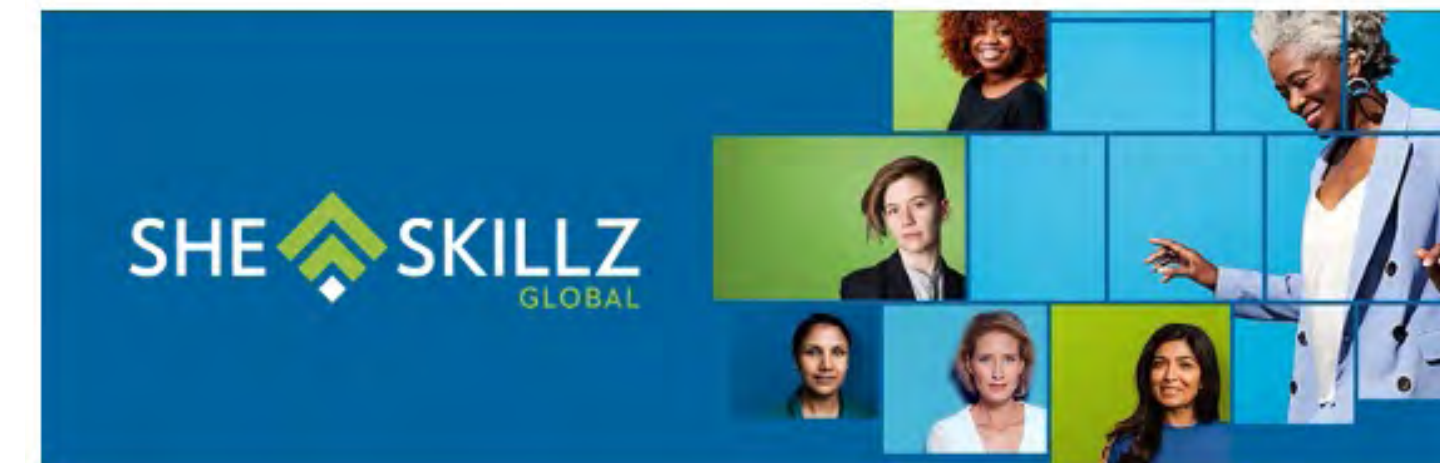
**SEPTEMBER 2023** – As part of the IBU Development programme, IBU supports NFs in involving retired athletes in different roles in biathlon and in ensuring a smooth post-career transition. This project category has been available for NFs since 2021, and the demand has increased fivefold since then. In 2023, 12 National Federations applied for over 100.000 € in financial support to keep retired athletes like Simon Schempp (GER), Sari Maeda (JPN) or Scott Gow (CAN) within the biathlon family.



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



### Mentorship Program 2023-2024



### HIGHLIGHTS 2022/2023

#### IBU MENTORSHIP PROGRAMME: EMPOWERING WOMEN IN BIATHLON

**SEPTEMBER 2023** – To advance gender equality and foster female professional development, the IBU initiated the second edition of the IBU Mentorship Programme in collaboration with SheSkillz Global. Designed for former female biathletes, it seeks to empower the participants to enhance their professional growth. Mentees receive support from a dual mentoring system, benefiting from both SheSkillz Global mentors and experienced IBU family mentors. With emphasis on development of management and leadership skills, the programme contributes to the mentees' career advancement through personalised meetings, webinars, and workshops.



## PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

### HIGHLIGHTS 2022/2023

#### IBU COACH EDUCATION: PROMOTION OF FEMALE COACHES

**MARCH - OCTOBER 2023** – The IBU Coach Education Programme aims to educate coaches from all categories at four levels. One of the main goals is to increase the number of female coaches in biathlon. The National Federations may nominate one female and one male candidate per course and annual cycle. In the Basic Course 2023, which started in March, 10 of the 20 coaches were females. In the First Level Course 2022/23, 8 of 20 coaches were women, while in the 2023/24 cycle, 7 of the 20 candidates are females. In the Pilot Second Level Course, which started in September 2023, there are 6 women among the 20 participants. The overall percentage of women in the coach education courses so far is 42 percent.



[Click here to watch the video](#)



### HIGHLIGHTS 2022/2023

#### BIATHLON 4 ALL INITIATIVE TAKES FLIGHT

**DECEMBER 2023** – The "Biathlon 4 All" project was launched in 2023 with the ambitious goal of inspiring children and youth worldwide to engage in the sport of biathlon. In June, the IBU dispatched complete sets of laser and optical rifles to 22 National Federations (NFs). In September, the IBU EB decided to support another 20 NFs with such sets. The project focuses on best practice and experience sharing and contributes to the further development of the Biathlon 4 All guidelines on Kids' and Youth's introduction to biathlon that will be made available to physical education teachers, instructors, and coaches.



## 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 2023**  
**IN PROGRESS**

*Continued NF project support through Development funding.*



**TARGET**

**35** **NF COMPETITIONS**  
LEVEL 3

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

**STATUS 2023**  
**IN PROGRESS**

*New results will be available after NF Survey 2024*



**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.

*42 NFs equipped with complete sets of laser or optical rifles. National Project Coordinators assigned. Two workshops conducted with best practices sharing. IBU project coordinator assigned.*

**STATUS 2023**  
**IN PROGRESS**



**TARGET**

**37** **EVENT GRASSROOTS BIATHLON**  
LEVEL 2

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

**STATUS 2023**  
**IN PROGRESS**

*Continued support from Olympic Solidarity. OC Lenzerheide organised Youth International Camp in October 2023.*



**TARGET**

**38** **NF GRASSROOTS BIATHLON**  
LEVEL 3

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

**STATUS 2023**  
**IN PROGRESS**

*22 NFs began reporting on their activities under the Biathlon 4 All project after the first delivery of equipment.*



**TARGET**

**34** **REGIONAL EVENT PARTICIPATION**  
LEVEL 2

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

*22 Regional Events conducted with IBU support during the 2022/2023 winter season and 12 during the summer in 7 IBU Regions.*

**STATUS 2023**  
**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 2023 IN PROGRESS

Basic, First Level and Second Level courses delivered in 2023, e-learning platform available to public. Participants supported with IBU and IOC scholarships. 3rd Level Course call for applications opened.

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 2023 IN PROGRESS

NF webinars available to all NFs; coach education programme in place. E-learning platform public content launched, mentorship programme for athletes with a focus on former female athletes.



### TARGET

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

##### LEVEL 1

All NFs are informed about the IBU safeguarding policy and are supported in its national implementation.

#### STATUS 2023 IN PROGRESS

**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

Staged an expert webinar on safeguarding and conducted regular outreach activities at IBU events.

#### STATUS 2023 IN PROGRESS

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



### TARGET

#### 40 IBU ACADEMY FOR OCs LEVEL 2

#### STATUS 2023 IN PROGRESS

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

E-learning platform available for use by different stakeholders. TC working on content for referee education.



### TARGET

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

##### LEVEL 3

#### STATUS 2023 IN PROGRESS

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

Ongoing education of all involved (athletes, team staff, NF staff) via e-learning and/or face-to-face sessions. Biathlon Integrity Certificate obligatory for all NF staff participating at IBU events.





## 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 2023 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 athlete 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 2023 STARTED

New Sustainability Charter includes gender equality.



### TARGET

#### 47 GENDER EQUALITY AT NFS LEVEL 3

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

#### STATUS 2023 IN PROGRESS

Updated data to be collected via the NF Survey 2024.



### 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 2023 IN PROGRESS

Updated data to be collected via the NF Survey 2024. The overall share of women participating in the IBU coach education courses after two years is 42%.







# 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 2022/2023

### CLIMATE MASTER CLASS FOR ATHLETES

**JANUARY 2023** – The IBU organised an online Climate Masterclass for IBU athletes led by AimHi Earth and Athletes of the World. The course has been created to help athletes understand the climate and nature crisis in a constructive way, discover climate solutions, feel empowered and inspired while enabling them to become communicators and catalysts of change.

 A recording is available here.



## HIGHLIGHTS 2022/2023

### IBU SUSTAINABILITY SEMINAR AT OBERHOF 2023

**FEBRUARY 2023** – The IBU hosted the IBU Sustainability Seminar entitled 'From Energy Efficiency to Long-Term Decarbonisation' in partnership with the German Ski Federation and the Oberhof 2023 Organising Committee. The seminar was held on the sidelines of the World Championships 2023 and sought to accelerate the implementation of sustainable practices across the biathlon family. More than 60 people attended.



# COMMUNICATION & AWARENESS

## USING OUR PLATFORM

### HIGHLIGHTS 2022/2023

#### IBU INVITED TO DISCUSS SUSTAINABILITY IN SPORTS AT EUROPEAN PARLIAMENT

**APRIL 2023** – The European Parliament's (EP) Sports Group invited the IBU to discuss its work on 'Sustainability of sports events' at a panel discussion in Brussels. The event entitled "Environmental sustainability in sport" was organised by the EP Sports Group and included representatives from UEFA EURO 2024 and FIFA. The IBU took the opportunity to outline the structured, ambitious sustainability work that it began in 2020, which has evolved to include all the IBU-sanctioned events with annual carbon footprint measurement, climate commitments and other concrete sustainability measures.



### HIGHLIGHTS 2022/2023

#### IBU PRESENTS TO EUROPEAN COMMISSION GREEN SPORT EXPERT GROUP

**JUNE 2023** – The IBU joined the European Commission's Expert Group on Green Sport in Brussels, to discuss its path to climate neutrality. The Expert Group, operating under the EU's Work Plan for Sport, aims to create a framework for sustainable sport until June 2024. The IBU emphasised its data-driven approach, tailoring local sustainability activities to diverse event and venue challenges across Europe. Stressing the significance of partnerships with EU member states' public authorities, the IBU addressed the environmental impact of fan travel, acknowledging it as the primary challenge for sports events to effectively tackle in the context of climate and environmental concerns.

### HIGHLIGHTS 2022/2023

#### ATHLETE AMBASSADORS FOR 2023-2025 INTRODUCED

**JUNE 2023** – The IBU and BIU proudly announced the selection of Athlete Ambassadors for 2023-2025, serving as role models to the global Biathlon community. These ambassadors, chosen for Integrity, Sustainability, and Gender Equality, contribute to building trust and confidence in biathlon. Past initiatives, including educational sessions and seminars, raised awareness and educated ambassadors on IBU strategies. The 14 ambassadors, representing various nations, aim to address important topics, promote sustainability, and actively contribute to a better world through their voices and initiatives.



 [Click here to read more](#)



# COMMUNICATION & AWARENESS

## USING OUR PLATFORM

### HIGHLIGHTS 2022/2023

#### IBU LAUNCHES ITS ONLINE SUSTAINABILITY EDUCATION COURSE

**JULY 2023** – Created in collaboration with experts, the IBU launched its Sustainability Education Course, initially for its staff. As one of the IBU's foundational principles, sustainability is a core value in IBU's operations. Hosted on the IBU Academy's E-Learning platform "LearningSuite", the course spans four hours with three modules covering various sustainability aspects. It promotes the idea that "every job is a sustainability job" and offers an interactive learning experience through text, images, videos, and podcasts. Learners explore sustainability basics, its relevance for sports organisations, and the IBU's specific initiatives, emphasising individual roles in driving change.



### HIGHLIGHTS 2022/2023

#### IBU STAFF CLIMATE CHALLENGE 2023: RUNNING TOWARDS A GREENER FUTURE

**SEPTEMBER 2023** – In preparation for the Salzburg Business Run on 14 September, the IBU launched the IBU Staff Climate Challenge 2023. This initiative aimed to raise funds for [Protect Our Winters \(POW\)](#) using the Active Giving app, converting physical activities into donations for environmental projects. IBU staff collected €2,532.68 over two months through recorded activities, emphasising a healthy lifestyle. POW has played a pivotal role in shaping the IBU's Sustainability Strategy, and the challenge showcased the IBU's commitment to physical fitness and environmental responsibility. Five IBU teams participated in the Salzburg Business Run, along with a total of 7,500 participants.

### HIGHLIGHTS 2022/2023

#### INAUGURAL SKI INDUSTRY CLIMATE SUMMIT HELD IN SALZBURG

**SEPTEMBER 2023** – Creating a space for the winter sports industry to join in serious climate action, Atomic, a long-time IBU partner, hosted the inaugural Summit in Salzburg. Supported by FESI and Protect Our Winters, the event gathered major industry players discuss all things climate. Alongside the IBU, over 100 participants attended, including representatives from Rossignol, Fischer, Salomon, and more, engaging in presentations, workshops, and panel talks focusing on material standards, circular systems, and reducing the industry's carbon footprint. By fostering collaboration, the Summit sought to develop actionable strategies, to help ski industry become a role model in climate protection.





# 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 2023**  
**NOT YET STARTED**  
*Project on hold.*



### 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 2023**  
**IN PROGRESS**

*Event Sustainability Checklist expanded by voluntary Sustainability Charter (to apply from 2023/24).*



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

**STATUS 2023**  
**STARTED**

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

*Six NFs received sustainability related funding and 17 NFs gender equality project funding under IBU Development Support. IBU Sustainability Commission consisting of representatives of 7 NFs began work.*



### 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 2023**  
**STARTED**

*Company-specific engagement growing, several announcing targets publicly..*



### 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 2023**  
**IN PROGRESS**

*Partnered with Viessmann on Club Climate Trophy for biathlon clubs. Second edition of the IBU Ambassador programme launched.*

*Dialogue with various organisations including EU Green Sport Expert Group.*



### 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 2023**  
**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 2023 IN PROGRESS

*Sustainability panel at OC meeting. Second edition of the IBU OC Sustainability Awards presented. Sustainability Charter to apply from 2023/24.*



### 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 2023

##### STARTED

*Sustainability Commission began work. Six NFs supported through Development Support funding.*



### TARGET

#### 57 IBU PARTNER COMMUNICATION LEVEL 3

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

#### STATUS 2023

##### STARTED

*Initial dialogue with Winter Sports Sustainability Network (WSN).*





## WHAT'S NEXT?

As we reflect on the strides of the past year, I am heartened by our community's commitment to sustainability, even amidst the challenges posed by global crises and the continuing geopolitical uncertainty.

Last year, I stressed the importance of communication in climate change awareness. This year, I'm thrilled to witness our evolution into a comprehensive three-part sustainability course on the IBU Academy's new online platform. This educational initiative empowers stakeholders to understand our strategy's significance and contribute meaningfully within their respective spheres.

In collaboration, multiple Organising Committees (OCs) signed the IBU Sustainability Charter, including all the 2023/2024 season's IBU World Cup and World Championships hosts, marking their commitment to transparency in sustainability progress against six core commitments.

Partnering with Viessmann for the Climate Club Trophy, we've amplified awareness among fans, unearthing valuable ongoing sustainability initiatives in biathlon clubs worldwide. Partners like Viessmann significantly contribute to our collective commitment.

The impact also resonates at grassroots levels, thanks to 23 National Federations (NFs) effectively using our NF support funding earmarked for Sustainable Development projects for environmental and social sustainability. This enables flourishing national initiatives. OCs, strategic partners, NFs, and the wider Biathlon family collectively help advance our sustainability efforts.

Celebrating these achievements, we remain vigilant with 57 sustainability targets to complete by 2030, requiring continued collaboration, communication, and education. While we've come far, more work lies ahead. Your support is crucial. Only with your commitment, can we fulfil biathlon's contribution to global development goals. Let's continue playing our part, united as an orchestra creating the symphony of sustainability.

Together, we can ensure winter snow for generations to come.

A handwritten signature in black ink, reading "Max Cobb".

**MAX COBB**  
IBU Secretary General



# CLIMATE

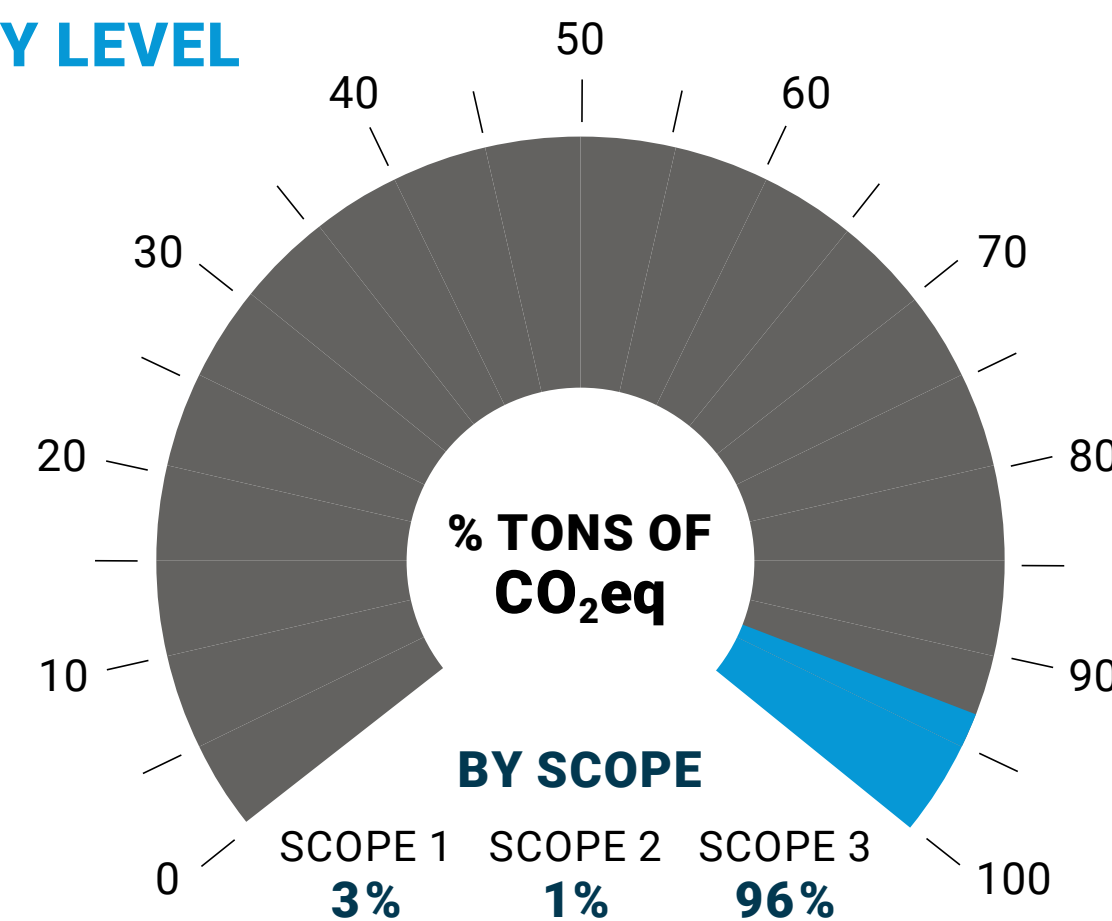
## SAVING OUR WINTERS

### IBU EMISSIONS 2023: CO2e TONS

	SCOPE 1	SCOPE 2	SCOPE 3	
<b>Level 1: IBU as Organisation</b>	13	1	2,901	
<b>Total Level 1</b>			<b>2,915</b>	<b>7 %</b>
<b>Level 2: IBU Events</b>				
<b>IBU World Cup &amp; WCH</b>	929	140	34,671	
<b>IBU Cup, EOCH</b>	115	199	1,784	
<b>IBU Junior Cup, YJWCH</b>	30	71	701	
<b>Total Level 2</b>			<b>38,640</b>	<b>93 %</b>
<b>Total CO2e tons per Scope</b>	1,074	410	37,156	
<b>IBU Grand Total, CO2e tons</b>			<b>41,555</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 2020-2023

IBU as Organisation	Season 2023	Season 2022	Season 2021	Season 2020
IBU Office	79	94	73	41
IBU Material Support*	886	723	655	750
Digital Ecosystem	78	---	---	---
IBU Own Events	1,167	607	157	489
IBU Officials Travel	705	717	389	542
<b>Total CO2e tons</b>	<b>2,915</b>	<b>2,141</b>	<b>1,274</b>	<b>1,822</b>
<b>no. Employees</b>	<b>30</b>	<b>28</b>	<b>23</b>	<b>20</b>
<b>per Employee</b>	<b>97</b>	<b>76</b>	<b>55</b>	<b>91</b>

Emissions per employee have increased by 7% in comparison to 2020 baseline due to improved data quality. Emissions of the digital ecosystem are added for the first time in 2023. IBU Officials travel has decreased although employee home office days were newly included and data on hotel nights per country and travel by plane was improved. Full launch of the IBU Academy coach education included several in-person courses and the NF Regional Workshops on Target 26 led to an increase of emissions from own events. IBU Material support is still measured on a spend-based factor which currently limits emission reduction potential.

\* Figures on Material support has been updated retroactively for all past seasons due to a significant change in the conversion rate

#### BY SCOPE

SCOPE 1

**0,5%**

SCOPE 2

**0%**

SCOPE 3

**99,5%**

### LEVEL 2: IBU EVENTS, EMISSIONS SEASON 2022/2023

	Season 2022/2023	Season 2021/2022	Season 2020/2021
<b>Travel to Host Country</b>	32,444	9,380	2,292
<b>Energy</b>	1,529	1,405	579
<b>Transport Service</b>	518	240	73
<b>Food</b>	2,009	1,198	435
<b>Material</b>	171	127	22
<b>Uniforms</b>	179	152	45
<b>Accommodation</b>	1,777	1,271	503
<b>Waste</b>	-21	-1,011	-22
<b>Charter Flights</b>	101	145	275
<b>Total CO2e tons</b>	<b>38,640</b>	<b>12,907</b>	<b>4,202</b>

#### BY SCOPE

SCOPE 1

**3%**

SCOPE 2

**1%**

SCOPE 3

**96%**



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

The 2022/2023 season saw all events welcome spectators again after a two-season hiatus with more than 530'000 fans on site. The CO2e figures represent the sport's first complete carbon footprint measurement since the 2019/2020 baseline season. Comparison to the 2019/2020 season baseline is beyond the scope of this report and will be provided in a separate Climate Transition Plan to be published by end of Q2/24. Partially excluded in 2022/2023 figures are accommodation overights by spectators as well as teams in some cases where data is not available to the IBU or its OCs.



# 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 2022 – 30 September 2023 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

### GRI 2: GENERAL DISCLOSURES 2021

#	Disclosure	Location (report section)
2 - 1	Organisational details	<a href="#">Back Cover</a>
2 - 2	Entities included in the organisation'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 2022 until 30 September 2023. Contact point: <a href="#">back cover</a> .
2 - 4	Restatements of information	Material support figures updated due to change in conversion rate (p.35). The climate neutral claim on p.8 has been changed in line with the latest IOC guidance. The IBU will provide shorter-term emission reduction milestones as part of its forthcoming Target 2030 ambitions.
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 2022/23</a>
2 - 7	Employees	The IBU has a total of 31 employees (26,75 FTEs), with a male to female ratio of 40% to 60%.
2 - 8	Workers who are not employees	IBU engages 29 freelancer/contractor workers.
2 - 9	Governance structure and composition	<a href="#">Sustainability Report 2022 - Governance section</a> ; <a href="#">Constitution</a> ; in relation to under-represented social groups: Para Biathlon is now managed jointly by the International Ski and Snowboard Federation (FIS) and the IBU through a joint Steering Committee (p. 6)
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="#">Sustainability Report 2022 - Governance section</a> (new Commission); <a href="#">Constitution</a>
2 - 13	Delegation of responsibility for managing impacts reporting	<a href="#">Sustainability Report 2022 - Governance section</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="#">Sustainability Report 2022 - Governance section</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	No critical concerns, as defined by GRI.
2 - 17	Collective knowledge of the highest governance body	The EB receives regular updates on IBU's sustainability work. Two members of the EB were <a href="#">formally appointed</a> by the EB as 'Sustainability Commission Liaisons'. They can attend Sustainability Commission meetings, and are updated on their activities, in order to provide updates at EB meetings.
2 - 18	Evaluation of the performance of the highest governance body	The EB performs an annual self-evaluation as per their <a href="#">annual cycle of agenda items</a> .
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> (p. 2) and <a href="#">What's Next</a> (p. 34)
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	<a href="#">Membership associations</a>	Mountain Summit, UN Sports for Climate Action Framework, Race to Zero, Carbon Fibre Circular Alliance
2 - 29	Approach to stakeholder engagement	<a href="#">Sustainability Report 2022 - Governance section</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	<a href="#">Materiality &amp; 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.

