



IBU SUSTAINABILITY CHARTER

Climate change is real. There is unequivocal evidence that Earth is warming at an unprecedented rate. And human activity is the principal cause. This emergency is, without a doubt, the biggest threat modern humans have ever encountered.

The IBU is committed to becoming a leader in sustainability. It has recognised that the sport of biathlon can contribute to addressing climate change and other pressing issues, such as decreasing biodiversity, gender inequality, water shortages, sedentary lifestyles, and pollution. Yet, to really make an impact, to address these challenges head-on, the entire Biathlon family must work even closer towards a shared vision.

The IBU organising committees operate on the front line. It is the event organisation and related activities where Biathlon's impact is felt the most. The purpose of this Charter, therefore, is to empower the IBU OCs to continue towards their self-fulfilment of our common goals. As the saying goes, "No one can whistle a symphony, it takes an orchestra to play it."

AS AN IBU ORGANISING COMMITTEE, WE COMMIT OURSELVES TO

1. Strategy and reporting

We will ensure that there is an individual responsible for sustainability in the event organising team (at least part-time or as part of their current role). This person is responsible for developing a strategy for the OC and reporting on how environmental, social, and economic issues were identified, how impact is being delivered, and progress measured.

2. Gender equality and participation

We will encourage and support inclusion of females in our OC, as well as persons from minority groups, to apply for staff and volunteer positions at all levels and roles, including as technical officials, such as referees. We consider taking action to provide opportunities for marginalised groups to spectate or be involved in the event, such as partnerships with schools or local charities.

3. Resource use and nature

We will pay due respect to areas of natural habitats of flora and fauna and obey all environmental regulations. We manage snow through limiting resource use, applying best practice

snow management, and responsible water management. No fluorocarbon wax use is allowed at our venue. We power our venue with renewable or low carbon energy, while considering optimal heating and lighting power usage. Our waxing areas are well ventilated and best practises for lead management are applied.

4. Mobility and accessibility

We will ensure public transport or low/no-carbon fuel are priorities. We also given priority to forms of accommodation that seek to operate sustainable and are located close to the venue or in reach of public transport. We use limited material transportation and consider alternatives to air freight. We do our best to identify and communicate barrier-free (e.g. wheelchair accessible) options for participating in our events.

5. Supply chain and waste

We will ensure that we understand and address the impacts of our supply chain starting from the time of procurement, by limiting packaging and eliminating single-use plastics, as well as improving our waste management, from avoidance to reduction of waste where possible and maximising amounts recycled. We give priority to catering services that use local and seasonal ingredients.

6. Information and education

We will ensure that there are regular reports on the event's sustainability activities, and that this information reaches staff, partners, spectators, and other relevant groups. These groups are not only given sustainability information but are sensitised and, where relevant, trained to meet objectives and understand the context of their efforts.

We guarantee our commitment to fulfilling all activities listed above as we continue our journey towards sustainable Biathlon.

Through greater collaboration our shared objective, together with the global Biathlon family, is to protect winter snow, and harmony in society, for generations to come.

We believe that there is no better way to guarantee the future of our sport and pledge to report publicly on our progress against these six commitments on an annual basis.