

World Taekwondo Sustainability Working Group

Overall Goal

To advance World Taekwondo's sustainability goals and practices and embed the culture of sustainable development across the organisation of World Taekwondo.

Objectives and General Actions

1. Monitor and Report on Progress:

- Responsible for progress of sustainability actions within their department
- Check up on quarterly reporting within their department, aided by the tracking tool

2. Collaborate with World Taekwondo Sustainability Team:

- Lead coordination on strategic sustainability actions owned by their department
- Be the initial contact point for sustainability related matters within their department

3. Training and Education:

- Ensure that other staff members understand the importance of sustainability and how their roles contribute to organizational goals.
- Develop training programs within their departments to raise awareness and build capacity regarding sustainability practices
- To contribute to overall World Taekwondo sustainability education course, with certification for staff, committees, MNAs, and other stakeholders (athletes, coaches, technical officials)

4. Develop World Taekwondo Sustainability Strategy

- Stay informed about relevant sustainability developments, regulations and standards.
- Assist in periodically redefining World Taekwondo's sustainability goals, objectives, activities, and KPIs.
- Assess daily operations and decision-making processes and make proactive suggestions on improvements.

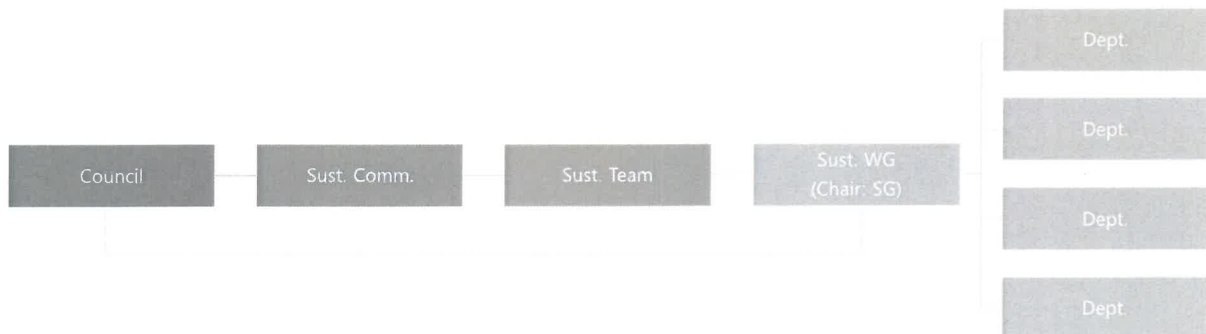
5. Stakeholder Engagement:

- Establish partnerships with relevant stakeholders, to enhance sustainability up and down the World Taekwondo value chain.
- Engage with internal and external stakeholders to gather feedback and insights on sustainability initiatives.
- Take an ambassadorial role and communicate World Taekwondo's sustainability efforts transparently to other staff members, MNAs,

competition organisers, partners, athletes, officials, and other relevant stakeholders.

Structure and Coordination

- 1. Selection process:** To establish the Working Group, the World Taekwondo Sustainability Team invited staff as representatives of various departments, considering those that are most involved in sustainability actions and ensuring diversity in skills and perspectives.
- 2. Establishment.** Prior to the point of establishment on April 19th 2024, a series of workshops were held in March, during which roles and responsibilities of working group members were clearly defined – using the objectives and actions list above.
- 3. Governance Structure.** The following governance structure was presented to the Group during the Establishment meeting, to ensure that everyone knows who to report to and how. This shows the linkage between the Working Group, the Sustainability Team, the Sustainability Committee, and the various World Taekwondo departments. This Working Group is chaired by the Secretary General.



- 4. Monitoring and Tracking Progress:** The Group will have access to the World Taekwondo Tracking Tool with the complete oversight of sustainability goals, objectives, activities, and KPIs. They will be responsible for updating this every quarter.
- 5. Communication and Reporting:** To handle day-to-day communication and facilitate a closer working relationship, a WhatsApp group will be established to handle questions, feedback, general updates, etc. among Working Group and Sustainability Team. The Working Group is to meet in person *at least* every

quarter to report on progress against their own departments' Sustainability Strategy KPIs.

- 6. Resource allocation:** Capacity-building (training, education, etc.) and budget, staff, technology, to be outlined each quarter, as necessary, for specific strategic sustainability actions.
- 7. Reviews, recognition, and rewards.** Sustainability objectives communicated to Working Group representatives' line managers to ensure inclusion of sustainability performance in periodic reviews, with additional off-days provided. In the future, annual meeting held with Sustainability Team to review Working Group activities and outcomes and to set new goals and directions based on representatives' evaluation and evolving sustainability priorities. Recognition and awards for the achievements of the Working Group staff to motivate continued dedication to sustainability efforts.

Document authorised by:



Jeongkang SEO
Secretary General
Chair of the World Taekwondo Sustainability Working Group

Seoul, April 19th 2024