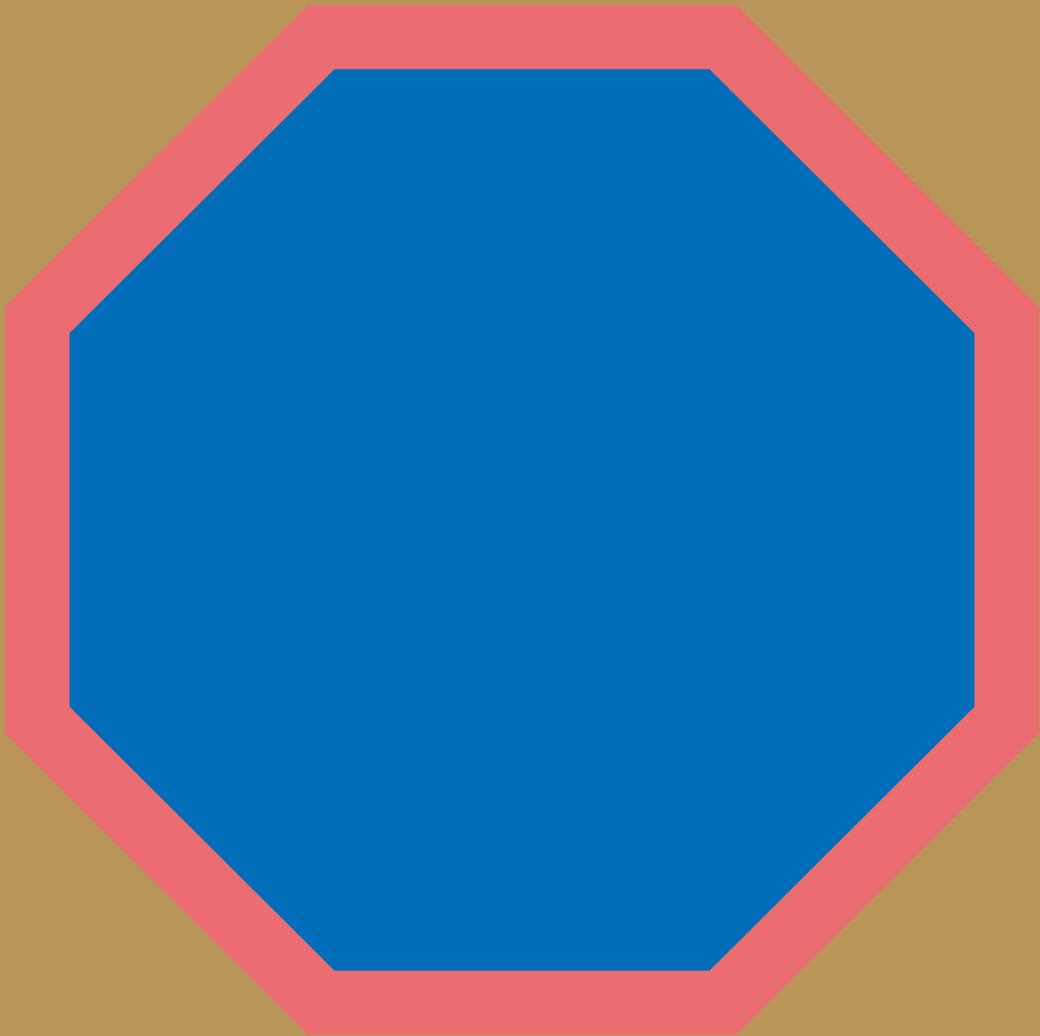


WORLD



WORLD TAEKWONDO
SUSTAINABILITY
STRATEGY



TAE KWONDO

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President's Message

Taekwondo has a spiritual core that is embedded within the sport. The heightened sense of awareness of oneself and of one's opponent that the sport teaches, comes hand-in-hand with an awareness of one's surroundings: other individuals, communities, and the natural world.

Dear Friends,

These past few years have been somewhat turbulent for the global family of Taekwondo, and for the whole of society. Issues that affect society – be they health crises, climate-related disasters, or widespread inequalities – affect everyone on some level. And our sport is by no means immune to these issues.

As you know very well, Taekwondo has a spiritual core that is embedded within the sport. The heightened sense of awareness of oneself and of one's opponent that the sport teaches, comes hand-in-hand with an awareness of one's surroundings: other individuals, communities, and the natural world.

There are numerous examples of this compassion and empathy for vulnerable groups in our society, and for ethical causes, across our sport and the federation itself.

The very successful debut of Para-Taekwondo is testament to the hard work of, first and foremost, our athletes, but also those behind the stage, working tirelessly to ensure that our sport can be performed at the elite level on the highest stage by disabled people. Having this platform to showcase their abilities, not only changes the lives of those good enough to make the Games, but their success is also reflected in the many millions that are inspired to try the sport and benefit from its many qualities.

I am very proud of the fact that World Taekwondo was one of the first signatories of the United Nations Sport for Climate Action framework. Current policies put the world on pace for roughly 3 degrees Celsius of warming by 2100. That's immensely dangerous. Quite bluntly, with environmental chaos there is no Taekwondo.

We must do all we can to contribute. As an international federation, we are very conscious of our responsibility to take a lead on the causes that matter, such as climate change, so that we may inspire all Taekwondo to participate in their own way.

This strategy report represents a continuation of our sustainability journey.

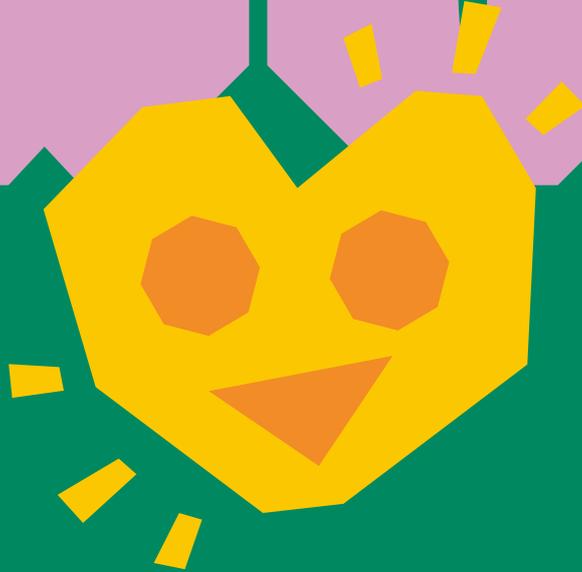
As part of our 'reset, rethink, and restart' ethos, we are committed to contributing to addressing global sustainable development goals by taking this strategic approach: setting objectives and linked actions, with a focus on 2030. We will monitor, report and review this strategy on a regular basis to ensure that our efforts are having the maximum possible impact.

We look forward to working with our event organisers, Member National Associations, athletes, and other partners within the Taekwondo movement to ensure a unified approach to addressing these issues.

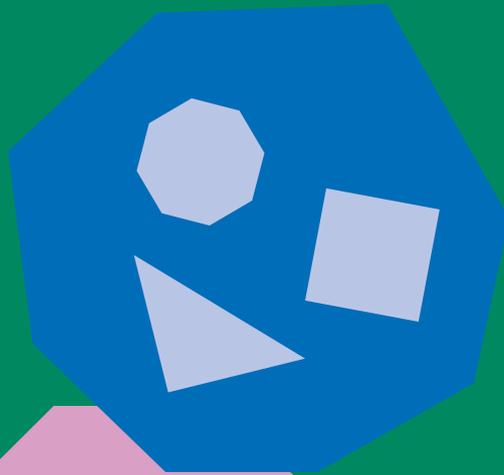
**Chungwon Choue, President,
World Taekwondo**

TAKE

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ALL

TAEKWONDO FOR ALL

Guiding Principles

Taekwondo seeks to train and strengthen its devotees, known as “Taekwondoin”, in body, mind and spirit.

- Vision** World Taekwondo's vision is to promote "Taekwondo for All"
- Mission** World Taekwondo's mission is to develop and grow Taekwondo throughout the world in a sustainable way, from a grassroots level all the way through to an elite level, to provide every individual with the opportunity to participate, watch and enjoy the sport without discrimination.
World Taekwondo is also committed to advancing universal principles of peace and sustainability, and to inspire the underprivileged and vulnerable through education and partnerships.
- Values** World Taekwondo aspires to fulfil its vision and missions through the values of excellence, integrity, respect, tolerance, inclusiveness and leadership.
- Mottos** Peace is more Precious than Triumph
One World One Sport Taekwondo

History

Taekwondo is a Korean martial art whose origins can be traced back thousands of years. Today, it is one of the world's most practiced martial arts and has also evolved into a sport.

World Taekwondo was founded on May 28, 1973 to promote the development and practice of Taekwondo. The inaugural General Assembly was attended by 33 representatives from 16 countries.

Under the leadership of World Taekwondo, Taekwondo was admitted to the Olympic Games as a demonstration sport during the 1988 Seoul Olympic Games and the 1992 Barcelona Olympic Games. Taekwondo became an official sport of the Olympic Games beginning with the 2000 Sydney Olympic Games and has been a core sport ever since. Para Taekwondo became an official sport of the Paralympic Games at the 2020 Tokyo Olympic Games.

World Taekwondo is a member of the International Olympic Committee (IOC), the Association of Summer Olympic International Federations (ASOIF), and the International Paralympic Committee (IPC) and has 212 Member National Associations (MNAs) as of July 2022, including The Vatican, and has a Refugee Team at its major championships, making it one of the most diverse international sport federations. To date, it is also one of only two Asian sports represented in the Olympic Games.

The Taekwondo Humanitarian Foundation (THF) was founded in April 2016 with the establishment of a Humanitarian Taekwondo Centre at the Azraq Refugee Camp in Jordan. World Taekwondo is recognised within the Olympic and Paralympic movements as the international sports federation that pioneered the inclusion of refugees in sport.



Humanitarian Taekwondo Centre at the Azraq Refugee Camp in Jordan.



TAEKWONDO FOR ALL

Our Sustainability Commitment

The way to address our impact as an international sports federation is to ensure that the current and future generations of Taekwondo may continue to enjoy the sport of Taekwondo and, through it, contribute to an inclusive and peaceful society

Definition of sustainability at World Taekwondo

In 2021, the World Taekwondo leadership and directors recognised that its vision-“Taekwondo for All”-is the result of values that Taekwondo teaches, including: courtesy, humility, patience, perseverance, and having an indomitable spirit. The mission, values, and mottos complete the vision by encompassing Taekwondo’s contribution to a healthy, inclusive, climate-conscious, and peaceful world.

**World Taekwondo defines sustainability as:
“The way to address our impact as an international sports federation to ensure that the current and future generations of Taekwondoists may continue to enjoy the sport of Taekwondo and, through it, contribute to an inclusive and peaceful society.”**

Benefits of a sustainability strategy

A sustainability strategy will provide World Taekwondo and its stakeholders with a framework to deliver tangible benefits across the three dimensions of sustainability - environmental, social and economic.

These benefits include the following*:

- Identification and management of sustainability challenges and realisation of associated opportunities;
- Enhancing the reputation of World Taekwondo and fostering greater trust among stakeholders;
- Generating greater innovation and improving the quality of activities carried out by World Taekwondo, further increasing access to finance;
- Improving World Taekwondo's relationship with its stakeholders, opening up to new perspectives and contact with a diverse range of stakeholders;
- Enhancing employee loyalty, involvement, participation and morale;
- Impacting positively on World Taekwondo's ability to recruit, motivate and retain its employees;
- Activating the sport's global fans to promote and protect the sport, the environment, and to assist the local communities that support World Taekwondo's vision;
- Achieving savings associated with increased productivity and resource efficiency, lower energy consumption, and decreased waste; and
- Ensuring fair competition, and the absence of corruption.

World Taekwondo demonstrates its innate sense of solidarity and sustainable development across various activities. It has been focused on:

- Technological advancement and fairness in its events;
- Capacity building of MNAs through sport development, and continual dialogue with stakeholders via its annual survey;
- Inspiring the most vulnerable and fostering positive social changes through Taekwondo Cares and THF;
- Development and promotion of environmental sustainability policies; and
- Promoting gender equality and female empowerment, as evidenced by being the first international federation to send an equal number of male and female referees to the Rio 2016 Olympic Games. In addition, men and women compete in all World Taekwondo promoted events at the same venues, with the same number of events and prize money.

* Certain points have been adapted from ISO 26000 Social Responsibility

Timeline

The following timeline plots some of the key developments taking place this century.

→ 2008

World Taekwondo was the first combat sport to allow the wearing of hijab under the protective headgear at the Beijing 2008 Olympic Games, changing the rules in the Statutes in 2009. This led on to Arab and Muslim women participating, and winning medals, in the London 2012 and Rio 2016 Olympic Games. World Taekwondo also has women's championships in the Middle East and mixed team events. In recognition of World Taekwondo's efforts over the years, the IOC awarded World Taekwondo with the Women and Sport Achievement Diploma in 2017 and again in 2021.

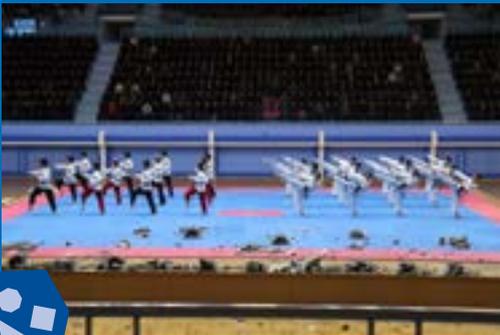
→ 2009

Taekwondo's strength as a tool for humanitarian and social development projects has been evidenced through the creation of the Taekwondo Peace Corps, which led to the establishment of the Taekwondo Humanitarian Foundation in 2016 for refugees and displaced persons.



→ 2014

WT led the way in relations between North Korea and South Korea. In Nanjing, China, on August 2, 2014, the Protocol of Accord was signed between World Taekwondo and the International Taekwondo Federation (ITF). To date, WT and ITF have organised joint demonstration performances at the PyeongChang 2018 Olympic Winter Games; in Pyongyang, North Korea; at the ITF headquarters in Vienna (Austria); and to the IOC in Lausanne and the UN Office in Geneva (Switzerland).



→ 2016

In another show of solidarity towards Member National Associations, the Taekwondo Cares programme was initiated, specifically aimed towards bolstering the capacity building support of MNAs. The Taekwondo Cares has various partnerships to support the MNAs, including but not limited to: reforming inmates and supporting women's empowerment projects in Nepal, putting vulnerable youth in schools in Sri Lanka, and providing financial support to cover tuition fees for children impacted by the blast in Lebanon. The Taekwondo Cares programme was recognised by Peace and Sport at its annual awards in 2016.

WT was the first IF to send an equal number of male and female referees at the Rio 2016 Olympic Games. The same principle was applied in Tokyo 2020 for both the Olympic Games and the Paralympic Games, and will continue to be so at future Games.



World Taekwondo published its first sustainability policy, targeting alignment with specified UN SDGs.

→ 2018

President Choue called on the involvement of other international federations in the humanitarian cause at the SportAccord Convention. To date, World Taekwondo and/or THF have signed memorandums of understanding with the following sports: Wrestling, Judo, Badminton, Table Tennis, Hockey, Baseball-Softball, Muay Thai, Sambo, Powerboat, and Bowling, with more under discussion.

Since the first ASOIF governance review, World Taekwondo has made several key decisions aimed at improving good governance. For instance, it created a comprehensive Finance Rules Matrix which was shared as one of the model examples for other IFs, created an Integrity Unit based in the Lausanne Liaison Office, set term limits for elected officials, and established a confidential whistleblower reporting mechanism. Along with other improvements, World Taekwondo is now ranked A2 in the last two ASOIF governance reviews published in 2020 and 2022.

→ 2019

THF formed an alliance with other federations through participation in various international fora. World Taekwondo was one of two sports to be invited to the Global Forum on Refugees organized by UNHCR in December 2019.

World Taekwondo became one of the first international federations to be compliant with WADA and has consistently scored highly in terms of anti-doping practices. In the same year, it also signed with International Testing Authority, which oversees all anti-doping programs at World Taekwondo's events.

World Taekwondo became one of the first international federations to be a signatory of the United Nations Framework Convention on Climate Change.



→ 2020

The World Taekwondo Gender Equity and Women Leadership Fora were organised in November 2020 and March 2021, which included discussions on equality vs. equity in sport, programme structures within World Taekwondo, mental health, and IOC gender equality recommendations, among other topics. Some of the discussions have become actual programmes within World Taekwondo.

Following the devastating bomb explosion in Beirut, Lebanon in 2020, World Taekwondo and THF supported the Taekwondo community with the launch of a 'Great Champion Scholarship' to support the Taekwondo students' school and education fees. The fundraising campaign helped raise USD 40,000.



→ 2021

The pandemic offered World Taekwondo an opportunity to “reset” and invest more efforts into realising strategic priorities through virtual means.

This resulted in engaging directly with the grassroots through online Poomsae competitions, active e-sports apps, education programmes, and forums with organisations like National Olympic Committees and the International University Sports Federation (FISU) on topics such as gender equality and peace through sport. To reflect such strategic priorities, the General Assembly approved the revised Statutes in 2021, which included the updated mission and values found within this report.

World Taekwondo creates a partnership with popular children’s brand, PJ Masks, to promote physical activity to children through 12 World Taekwondo athlete ambassadors (in their local languages).

The IOC Women and Sport Awards recognised Ms. Natsiraishe Maritsa, in collaboration with World Taekwondo, for empowering youth girls in her community in Zimbabwe through Taekwondo.

→ 2022

World Taekwondo adopted a web-based tool to monitor the sustainability performance of certain events and initiated a series of trial events, starting at the Roma 2022 World Taekwondo Grand Prix. This tool will be implemented in several events henceforth.

World Taekwondo launches its new sustainability strategy at the General Assembly in August.

TAEKWONDO FOR ALL

Sustainability Context

Sustainability is one of the three pillars, alongside Credibility and Youth, in the IOC's strategic roadmap, Olympic Agenda 2020. This report includes the implicit recommendation that sustainability be included within the Olympic Movement's daily operations

In accordance with its guiding statements, the commitments it has made to various stakeholders, and in the acknowledgement that international federations of sport have a responsibility to lead in their contribution to realising global sustainable development goals, World Taekwondo has sought context in devising its sustainability strategy from various international frameworks and standards.

IOC Olympic Agenda 2020 and 2020+5

Sustainability is one of the three pillars, alongside Credibility and Youth, in the IOC's strategic roadmap, Olympic Agenda 2020. This report includes the implicit recommendation that sustainability be included within the Olympic Movement's daily operations. That report's successor, the Olympic Agenda 2020+5, determines the direction of the IOC and the Olympic Movement until 2025. In it are 15 recommendations based on key trends – such as the need to boost solidarity and sustainable development in society – that have been identified as likely to be decisive in the post-coronavirus world. World Taekwondo, through its new sustainability strategy, has positioned itself to ensure meaningful contribute towards these recommendations, and to support others involved in Taekwondo, and other sports, in their own efforts.

UN 2030 Agenda for Sustainable Development

In September 2015, the UN General Assembly confirmed the important role that sport plays in supporting the UN 2030 Agenda for Sustainable Development and the UN's 17 Sustainable Development Goals (SDGs). The 17 SDGs for 2030 provide a common framework for public and private actors to explain how they plan to contribute to sustainable development.

World Taekwondo, through a continuation of initiatives and the addition of new ones that will be implemented under the new strategy, is aligned to contribute mainly to SDGs in the areas of: health and well-being (SDG 3), quality education (SDG 4), gender equality (SDG 5), reduced inequalities (SDG 10), sustainable consumption and production (SDG 12), climate action (SDG 13), peace, justice and strong institutions (SDG 16) and partnerships for sustainability (SDG 17).



TAEKWONDO **F**OR ALL

Approach to Strategy

The type of activities that were selected, were based on consideration of internal World Taekwondo documents, stakeholder survey responses, and global targets including but not limited to the UN Sustainable Development Goals, UNFCCC Sports for Climate Action framework, UNHCR Global Compact on Refugees, and Olympic Agenda 2020 and Olympic Agenda 2020+5

As the governing body of Taekwondo worldwide, World Taekwondo is best positioned to affect change in the areas closer to its remit of control. Primarily, these areas include assets directly under its ownership and extend to the policies, practices, and procedures by which it runs operations. World Taekwondo also has a responsibility to exert its influence in other areas—where the impact felt will be much larger—such as the events that it owns the rights to and, more broadly speaking, through the global Taekwondo family, via Member National Associations and their members, partners and sponsors, as well as the numerous Taekwondo in worldwide.

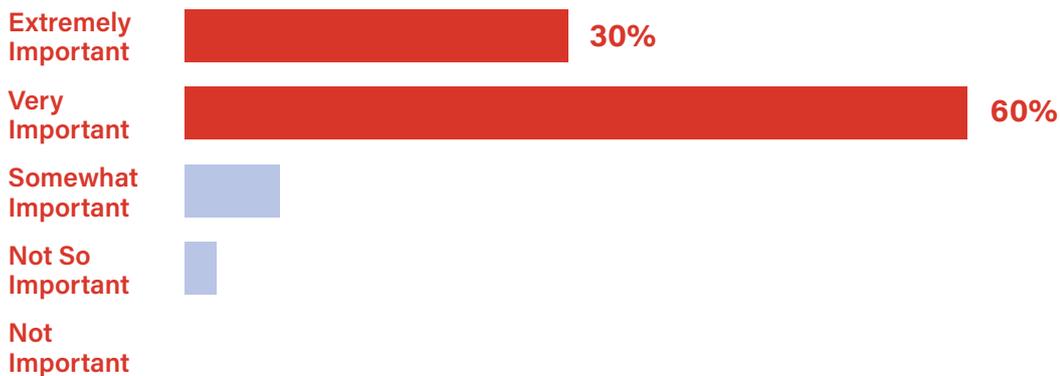
Governance

World Taekwondo's Planning and Finance department has the responsibility to oversee the coordination of the sustainability strategy. The department is responsible for working with sustainability-related experts and developing annual reports to the leadership, including the President and Secretary General, and to the Council and the General Assembly on World Taekwondo's progress in sustainability activities.

Stakeholders

As part of the strategy preparation process, a stakeholder mapping and issue rating exercise was conducted. World Taekwondo's stakeholders were mapped according to the influence they have on the Federation's sustainability performance and the affect World Taekwondo's sustainability performance has on them. The mapping facilitated a rating of previously identified sustainability issues. As a further step, a survey was sent to all Member National Associations, in English, French, Spanish, and Arabic, with a response rate of 85 responses from 73 countries.

How important is sustainability to your organisation?



Sources: Result of MNA Survey 2022

Selecting the issues to address

The MNA survey and the requirements of World Taekwondo as a signatory to the UN Sport for Climate Action framework informed a validation discussion on World Taekwondo's most relevant, or 'material', issues. The resulting management priorities or 'focus areas' – issues that World Taekwondo commits to addressing over the next strategic cycle of every four years or two Ordinary General Assemblies were based on a consideration of: 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.

Implementation plan

A logframe was drawn up to serve as an implementation plan. The plan includes overarching goals for each focus area, specific targets for 2030 (unless otherwise stated), as well as coinciding activities and key performance indicators (KPIs). The type of activities that were selected, were based on consideration of internal World Taekwondo documents, stakeholder survey responses, and global targets including but not limited to the UN Sustainable Development Goals, UNFCCC Sports for Climate Action framework, UNHCR Global Compact on Refugees, and Olympic Agenda 2020 and Olympic Agenda 2020+5. To promote meaningful integration of the plan across the organisations, owners and secondary owners were assigned to each activity.

Partner identification

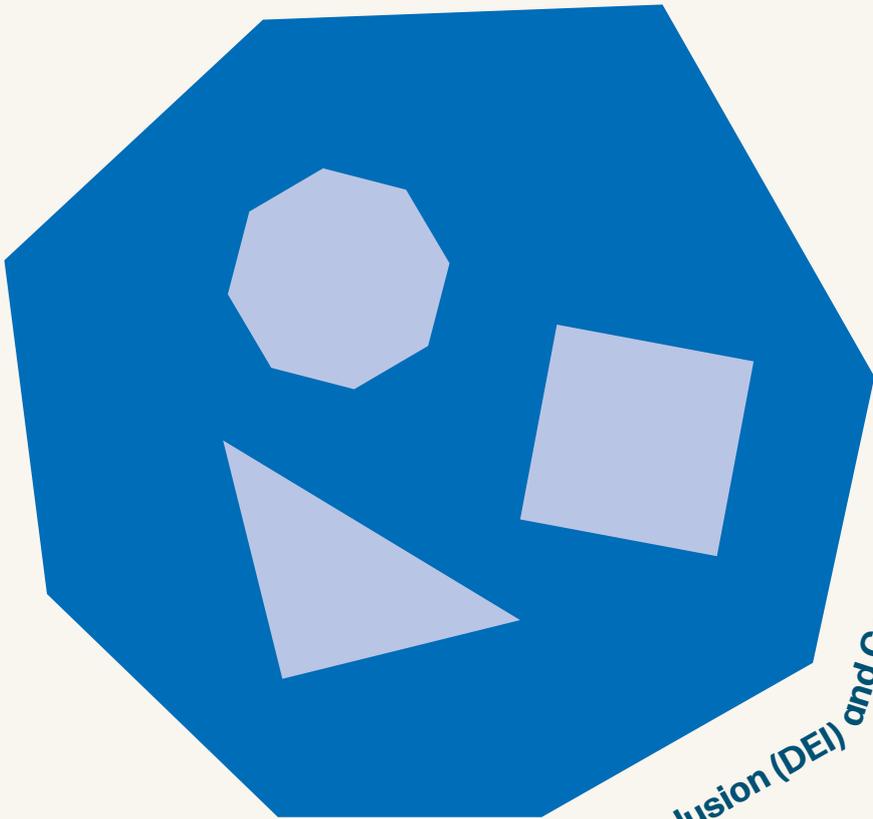
World Taekwondo is aware of its limitations as the governing body of the sport of Taekwondo. It does not have the expertise 'in-house' to address many of these issues. World Taekwondo will, therefore, work together with expert agencies to provide support in terms of guidance on good practices and planning to ensure certain activities are carried out effectively to meet objectives and contribute to international sustainable development targets.

Environmental Sustainability



Focus Areas

The three Focus Areas selected by World Taekwondo are:
Diversity, Equity, & Inclusion (DEI) and Community,
Health & Well-being and Environmental Sustainability

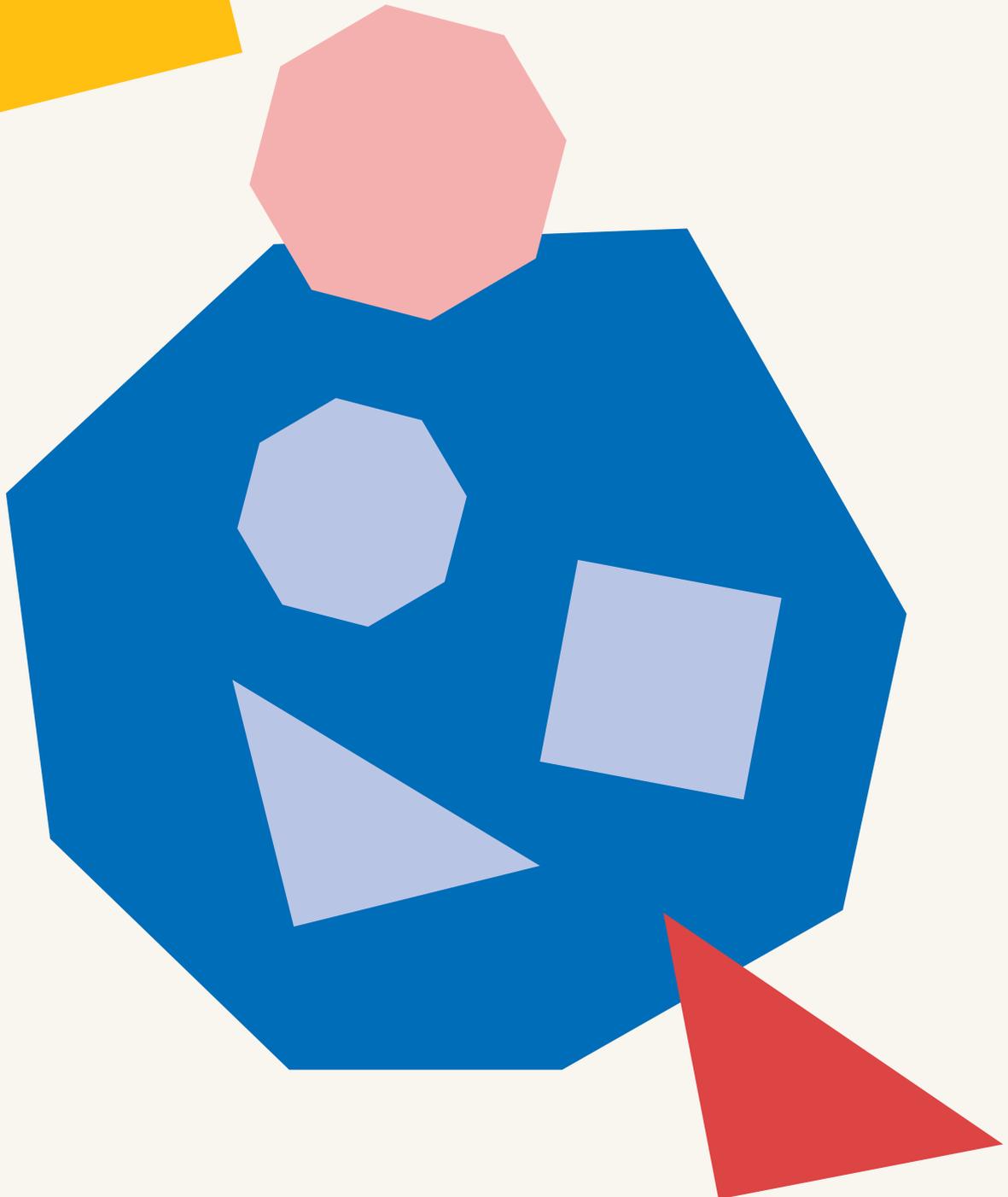


Diversity, Equity & Inclusion (DEI) and Community



Health & Well-being

Diversity, Equity, & Inclusion (DEI) and Community



FOCUS AREA 1

The two aspects of DEI and Community were combined due to their widely overlapping content. World Taekwondo summarises DEI as the impact that people's differences have on the sport, and the way that those differences are managed. Community deals with the socioeconomic impacts of the sport on individuals and groups within local communities. Tangible manifestations of these two areas may include the gender balance at all staffing levels of World Taekwondo, access of the sport to minority groups—based on ethnicity, disability, sexuality, income, and so on; and involvement of local community groups at the decision-making level as part of the event management process. They may also include community initiatives that use the sport as a tool for development—such as the inclusion of refugees, and education for lower-income youth—and contribute to the social and economic legacy of events and the sport in general. 🌐

DEI & Community

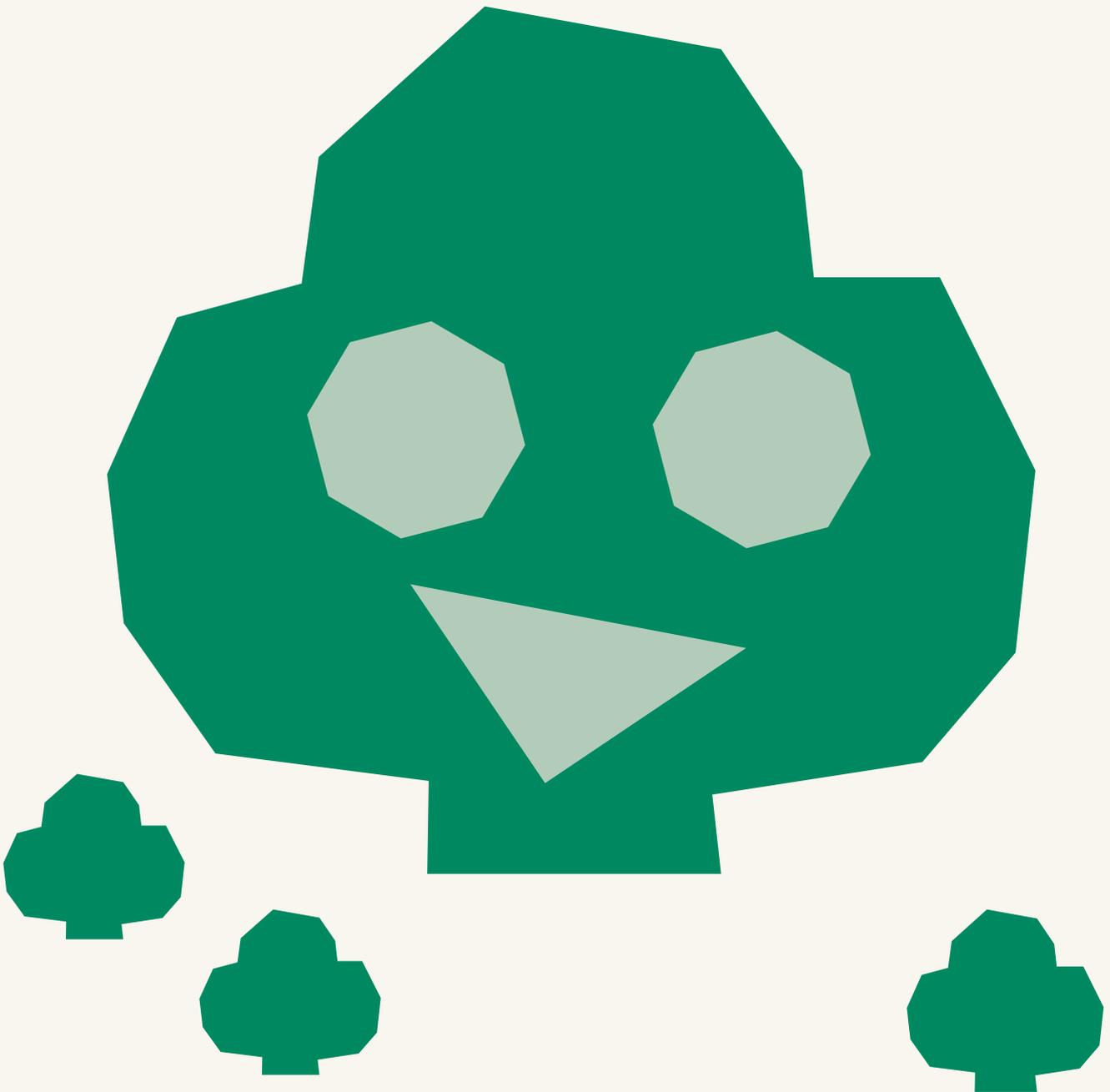


Ensure that minority groups and those that are under-represented in society are included, valued, and treated equitably in and through Taekwondo.

Objective	Activity
Communicate accessibility information for disabled people at all WT events by 2024	Make information about accessibility or venue facilities available through the WT's website, or other communication channels, so that disabled people can make an informed decision about whether they can attend the event. The information should focus not only on the event venue and location, but also on other information that they might find helpful, such as distance from local parking, the gradient of pavements, distance from coach drop off points, etc. Provide an email address to respond to accessibility questions
Conduct activities in partnership with representative bodies of minority groups and those that are under-represented by 2024	Consult representative bodies of minority groups and those that are under-represented to review the DEI & Community activities that are currently conducted by WT (and events) and address gaps and recommendations by enhancing existing and/or implementing new policies / procedures / practices
Demonstrate local community involvement across all WT events by 2025	<p>Implement policy to require at least one focus group meeting with local community groups as part of event planning process to identify temporary job opportunities, volunteer sourcing, and contractors (e.g. caterers, waste recycling services, clean up crews, entry level job agencies and those that recruit from local enterprises and/or those that support minority groups)</p> <p>Provide guidelines for Organising Committees to engage with local communities to promote attendance and participation to WT competitions by minority groups</p>
Ensure 100% increase in Taekwondo for All events by 2025	Update strategy for the organisation and development of 'Taekwondo for All', including Paralympic Games, WT events, partnerships, and support/funding criteria
Ensure 100% of discriminatory incidents at events are processed and dealt with reasonably by 2026	<p>Provide clear messaging on what counts as discrimination to all stakeholders, including spectators, guests, volunteers, staff, etc.</p> <p>Develop a policy with procedures that govern the handling of discriminatory incidents by officials at competitions, with appropriate disciplinary steps by WT</p> <p>Develop training programme for all WT competition officials to identify and handle discriminatory incidents and use WT's disciplinary process to report accordingly</p> <p>Develop training programme for all WT competition staff and officials (e.g. TD, CSBs) to identify and handle discriminatory incidents and use WT's disciplinary process to report accordingly</p> <p>Prepare online messaging for MNAs (staff and athletes) to sensitise to discriminatory behaviour and explain disciplinary procedure - this could be a short eLearning course</p>
Ensure a balanced gender ratio at WT Council and Committee level	Conduct research among MNAs to identify how to attract more women at Council and Committee level. Consider structure and system and explore alternative mechanisms
Ensure a balanced gender ratio of WT staff at senior director level	<p>Run mentoring programme</p> <p>Leadership training among selected female staff members</p>
Ensure all MNAs are informed on adaptive coaching for disabled people by 2025	Training provided to MNAs on how coaches can adapt sessions for disabled people
Ensure that WT education courses reach target groups and coaches uphold equitable principles	Review access barriers/enablers across all courses
Establish a governance system with responsibilities for sustainability management priorities by 2023	Form cross-departmental Sustainability Working Group that feeds into Sustainability Committee

Objective	Activity
<p>Increase representation of target groups at decision-making level within WT to reflect national statistics</p>	<p>DEI training for all staff members</p> <hr/> <p>Work with expert to review all HR policies and procedures and 'DEI proof' - make them accessible and inclusive. For example, make job posts inclusive and put anti-bias procedures in place (e.g. blind screening, assessment, and interviews). Consider implementation of positive actions</p> <hr/> <p>Use internal workforce data and external benchmarks to set realistic targets</p>
<p>Monitor all internal and external communications to ensure inclusive messaging across all channels (website, social media, events information, etc.) by 2024</p>	<p>Identify and define how to observe diverse traditions, celebrations, and holidays from different cultures (work with continental unions to define extent)</p> <hr/> <p>Mark a specific day(s) to hold an event(s) that celebrates diversity, for example Mental Health Awareness Week, MS Awareness Day, Pride or International Women's Day.</p> <hr/> <p>Conduct digital accessibility audit of all digital communication channels (website, social media, etc.) to identify accessibility issues and provide solutions</p> <hr/> <p>Provide accessible communications training to Media and Communication department</p> <hr/> <p>Prepare a simple checklist for the preparation of internal and external communications</p> <hr/> <p>Prepare and publish a WT diversity statement / commitment</p> <hr/> <p>Produce a style-guide for communications to ensure that messaging (including AV content) reflects WT's values and promotes participation and access to playing, coaching, volunteering, and officiating the sport from all. Avoid overly competitive messaging which may discourage some people new to the sport from trying out an activity or watching an event</p> <hr/> <p>Use role models from minority and under-represented groups as ambassadors to promote involvement</p>
<p>Provide WT development funding to MNA's aiming at increasing participation among minority and under-represented groups by 2024</p>	<p>Develop assessment criteria with experts and re-launch grant programme through Taekwondo Humanitarian Foundation & Taekwondo Cares for MNAs</p>
<p>Seek collaborative activities in DEI & Community with all commercial partners by 2025</p>	<p>Include the DEI & Community (and sustainability) strategy in new bids</p> <hr/> <p>Include the DEI & Community (and sustainability) strategy in new media supplier negotiations</p> <hr/> <p>Include the DEI & Community (and sustainability) strategy in new sponsorship negotiations</p> <hr/> <p>Seek collaboration with existing or new WT event hosts/rights holders with a clear DEI & Community (and sustainability) strategy or related ambitions</p> <hr/> <p>Seek collaboration with existing or new WT media suppliers with a clear DEI & Community (and sustainability) strategy or related ambitions</p> <hr/> <p>Seek collaboration with existing or new WT sponsors with a clear DEI & Community (and sustainability) strategy or related ambitions</p>

Environmental Sustainability



FOCUS AREA 2

World Taekwondo expects to focus on such areas as sustainable sourcing: the environmental and human rights impacts created through sourcing products and services, e.g. the type of materials used for mats and uniforms and the labour conditions they were made under; or the proximity to the event of ingredients used for food and beverages and whether seasonal ingredients have been used; energy: impacts related to how efficient energy use is and the type of energy that is consumed (renewable/non-renewable). For example, the type of energy used to power lighting, heating, air conditioning, etc. at event venues; and how efficient it is-how well it avoids wastage-according to, for example, the type of light bulbs being used, whether unused areas are being heated, and other design aspects of the venue; and mobility: different forms of travel-train, bus, plane, walking, cycling, car, etc.-create varying levels of carbon emissions. The way that spectators, athletes, and officials travel to events, and the way that goods/equipment is transported, can be influenced by the event organiser. ♻️

Environmental Sustainability

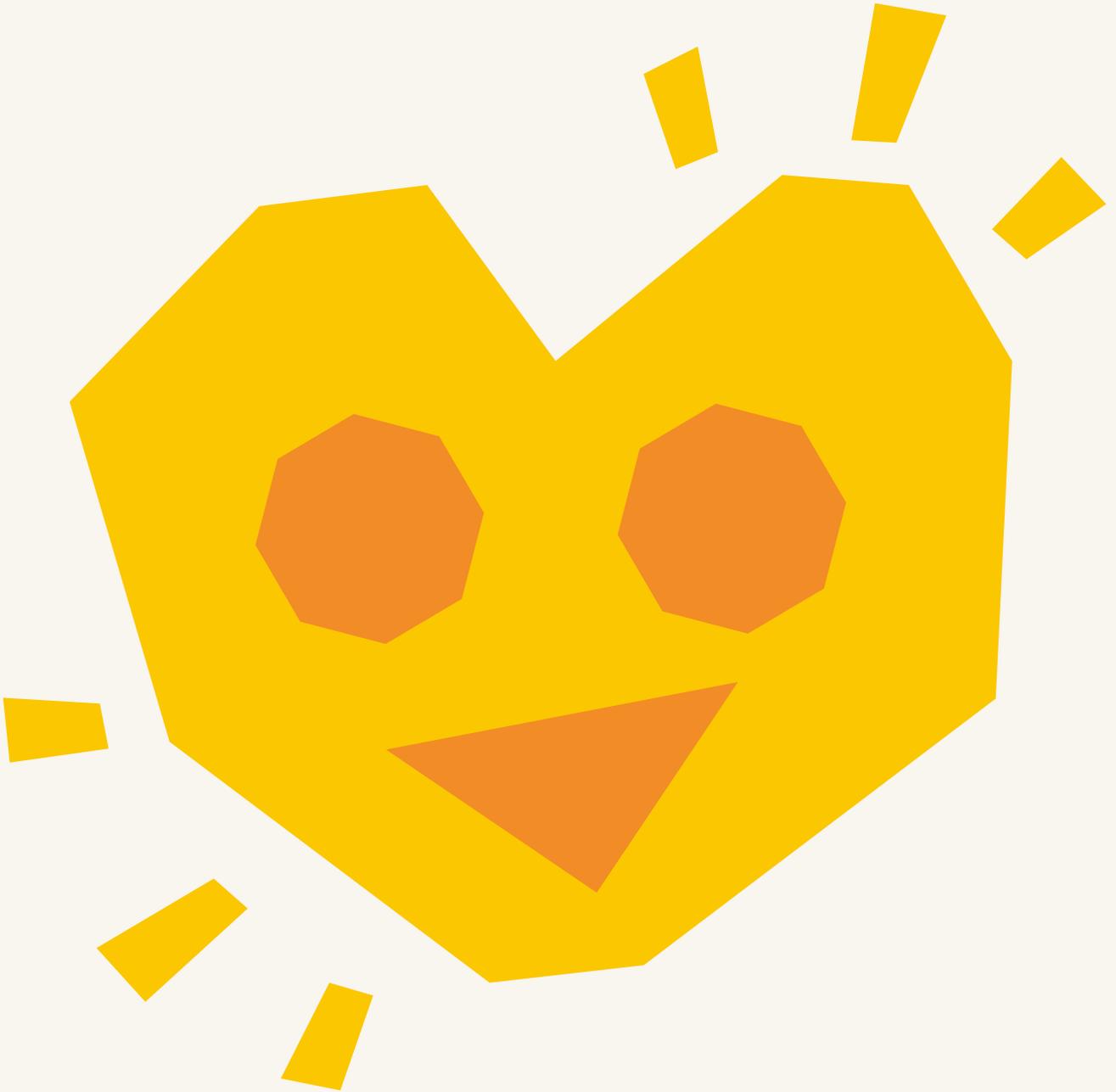


To reduce WT's greenhouse gas emissions, as well as that of its events, and play an active role in conducting, and advocating for, environmental action in the sport.

Objective	Activity
<p>Create and implement a mobility strategy to avoid, reduce or opt for 'greener' means of travel across all activities, as part of the broader objective to cut greenhouse gas emissions by 50% by 2030 – in view of achieving net zero carbon by 2040 within WT, across WT events and collaboratively across the Taekwondo movement</p>	<p>Adopt a travel policy for staff, which includes assessing the need for air travel, direct journey for necessary flights, combining multiple meetings/events into a single trip</p> <hr/> <p>Ask suppliers and partners to use vehicles that meet recognised/best practice air quality emission standards - with the lowest practicable CO² emissions - and that achieve the best possible fuel efficiency/economy</p> <hr/> <p>Ask suppliers/partners to optimise transport efficiency and minimise transport distances wherever possible</p> <hr/> <p>Choose freight and courier companies that operate low-emission vehicle fleets and implement green practices (route and load optimisation)</p> <hr/> <p>Offer a public transport pass to all staff and volunteers for the duration of the events</p> <hr/> <p>Use shipping in preference to airfreight</p> <hr/> <p>Ensure staff choose the "greenest" travel option when travelling to or from airports. Using a bus or train from the airport has a far smaller carbon footprint than scores of taxis or hire cars</p>
<p>Devise and implement a sustainable sourcing strategy to avoid or reduce consumption and opt for 'greener' alternatives by 2026</p>	<p>Communicate the sustainable food and beverage offering to the public to raise awareness and facilitate wider acceptance</p> <hr/> <p>Conduct consultation with events to identify current status of supplier sustainability levels then adopt a sustainable sourcing policy that sets out environmental, social responsibility and local economy standards that WT event suppliers are expected to meet</p> <hr/> <p>Provide staff with training on sustainable procurement principles</p> <hr/> <p>Specify supply of equipment containing recycled content / secondary materials to avoid making something entirely from virgin materials</p>
<p>Devise and implement a waste management strategy to avoid, reduce, reuse, and recycle by 2026</p>	<p>Communicate recycling initiatives to athletes, spectators, officials, etc. and the use of reusable cups and dishes (via volunteers, over PA, apps, website, etc.) and inform all about the positive impacts of reducing waste</p> <hr/> <p>Incorporate donation booths for athletes/spectators to donate their old equipment/materials and identify a way to recognise that donation</p> <hr/> <p>Donate items (decorations, carpeting, signage, etc.) and/or equipment (mats, protective equipment, etc.) that cannot be reused to community clubs, project, schools, etc.</p> <hr/> <p>Ensure sponsorship and branding materials are printed without dates and location so they can be reused</p> <hr/> <p>Identify the main items likely to produce waste and evaluate quantities, and report on where it goes</p> <hr/> <p>Integrate WT Plastic Game Plan into contracts with all suppliers, sponsors and distributors</p> <hr/> <p>Provide suitable recycling facilities across WT-owned facilities and event venues</p> <hr/> <p>Redistribute edible surplus food to workforce or community programmes and ensure no food waste is sent directly to landfill</p>

Objective	Activity
<p>Devise and implement a waste management strategy to avoid, reduce, reuse, and recycle by 2026</p>	<p>Train staff and stewards to ensure waste goes to the right places and everyone plays their part in recycling</p> <hr/> <p>Understand where plastic is used, the primary sources of plastic waste and create a plan to cut down on plastic within the WT and at events it organises. Make use of the Plastic Game Plan for Sport checklist</p>
<p>Devise and implement an energy strategy for events to avoid or reduce consumption and increase efficiency by 2026, as part of the broader objective to cut greenhouse gas emissions by 50% by 2030 - in view of achieving net zero carbon by 2040 within WT, across WT events and collaboratively across the Taekwondo movement</p>	<p>Identify whether all the electricity needs of WT-owned events can be supplied with green electricity or, if not, only part of them</p> <hr/> <p>Make recommendations in host city bidding guidelines and event host contracts to encourage high environmental standards and to ensure that those with better sustainability credentials are favoured</p>
<p>Ensure WT as an organisation, by 2025, and event organiser, by 2030, achieves climate neutrality for scope 1-3 emissions, as part of the broader objective to cut greenhouse gas emissions by 50% by 2030 - in view of achieving net zero carbon by 2040 within WT, across WT events and collaboratively across the Taekwondo movement</p>	<p>Work with a technical partner to calculate emissions using the GHG Protocol as a framework</p> <hr/> <p>Develop a GHG reduction plan across the organisation and its events, considering other areas of influence (suppliers, members, clubs, etc.)</p> <hr/> <p>Third party certification of base year GHG emissions calculation</p> <hr/> <p>Aim for climate neutrality by implementing measures to offset remaining GHG emissions, for example through supporting reliable emissions reduction programmes that operate in a transparent way, carbon capture and storage or carbon sequestration</p>

Health & Well-being



FOCUS AREA 3

This issue concerns the general health impacts of the sport, including mental health. There is a general assumption that practicing sport equates to having a positive impact on the individual. While this may be true on the whole, there is evidence to suggest that in many instances sport can have a negative impact on health and well-being. For example, negative physical and mental effects can result from overtraining, especially when it takes place in an aggressive, abusive, or stressful environment. But of course, there are also many positive impacts of sport on health and well-being, such as benefits that are provided to the cardiovascular system, as well as the psychosocial benefits offered to participants of martial arts sports, like Taekwondo, which focus on developing the spiritual side of the individual. The effects of the sport on athletes, spectators, and the wider Taekwondo movement are expected to be considered here. 🌟

Health and Well-being



To build and enhance Taekwondo's role in improving health and well-being in society.

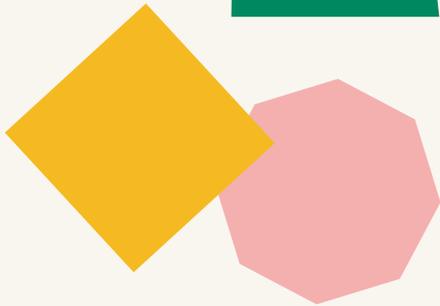
Objective	Activity
Access new channels through promotion of Taekwondo's role as part of a healthy lifestyle by 2024	Assess evidence pertaining to health and well-being benefits of Taekwondo (also through a mixed-/multi-sport approach) and consider adoption
Conduct activities in partnership with health & well-being advisory group by 2025	<p>Establish partnerships with health & well-being advisory group and conduct direct consultation</p> <p>Address gaps and recommendations of consultation with external group, by implementing new policies / procedures / practices</p> <p>Together with external group, review the prevention, promotion, and rehab programmes that are currently run by WT and assess their impacts then address gaps and recommendations by enhancing existing and/or implementing new policies / procedures / practices</p>
Conduct audit across all WT events to identify and address adverse occupational health & safety aspects by 2025	Work with an expert to address the risks that differently affect women (such as those who are pregnant, have recently given birth or are breastfeeding) and men, or workers in particular circumstances such as people with disabilities, inexperienced or younger workers
Create and implement a mental health strategy considering the risks and opportunities that Taekwondo presents by 2026	<p>Assess level of knowledge relating to Taekwondo's impact on mental health (especially on athletes and referees) and consider commissioning research to fill any gaps</p> <p>Educate MNAs on how the sport can be used to support people with mental health issues, such as depression, anxiety and dementia</p> <p>Build physical and mental health support and education into courses (for athletes, coaches, referees, etc.)</p>
Devise anti-doping communications plan by 2023	Undertake information campaigns to key stakeholders, including: MNAs, athletes (of all ages), officials, coaches and trainers, and medical practitioners. Campaigns should emphasise the dangers to health inherent in doping, its harm to the ethical values of sport, and disciplinary sanctions imposed by the WT
Provide healthy eating options at all WT events by 2025	<p>Provide information about healthier diets</p> <p>Work with event organisers and their caterers to audit current situation and identify opportunities for healthy eating options (fresh, in season where possible, non-trans fat, low sugar, fruit and vegetables, grains).</p>



Environmental Sustainability



Diversity, Equity & Inclusion (DEI) and Community



Health & Well-being



WORLD TAEKWONDO SUSTAINABILITY STRATEGY

TAEKWONDO FOR ALL



Monitoring and Reporting

Framework

The Sustainability Working Group that developed the sustainability strategy will be extended to comprise representatives from across relevant World Taekwondo departments. The Group's main responsibility is to monitor on-going sustainability activities and report on them according to key performance indicators. The Group will convene bi-monthly (six times per year). An annual sustainability report will be produced and made publicly available to communicate World Taekwondo's progress against pre-defined targets.

Event management tool

World Taekwondo is using a web-based tool to monitor the sustainability performance of certain events, while providing vital data for reporting and communication. The tool measures the impact of processes involved in procurement and sourcing, waste management, mobility, and energy. Importantly, for the process of reporting, it provides an overall calculation for emissions, based on the GHG Protocol methodology, which is certified by a third party.

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This report lessened the use of toxic ingredients by using eco-friendly soy ink, and FSC certified paper is also used.





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