
FIAS
Sustainability strategy
2021 - 2030



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Contents

- I. Introduction 3
- II. Executive Summary 4
- III. What We Believe & What We Can Do 5
 - i. SAMBO Values 6
 - ii. FIAS in Summary 6
- IV. Strategic context 7
- V. Sustainability Strategy 8
 - a. Goals:..... 9
 - b. Goals description: 9
 - 1. Governance, roles and responsibilities 12
 - 2. Stakeholders 13
 - 3. Aligning with United Nations Sustainable Development Goals 13
 - 4. Linkage with Olympic Agenda 2020 and IOC Sustainability strategy 19
 - a. Infrastructure and Natural Sites 20
 - b. Sourcing Resource and Management 21
 - c. Mobility 21
 - d. Workforce 22
 - e. Climate Change 23
 - f. Environment and Biodiversity 23
 - g. Events 24
 - h. Key performance indicators 25
 - 5. Sustainability commission 31
- VI. Planning for the Future 31

List of tables

- Table 1. Objectives, Aims and Deliverables of the Goals 12
- Table 2. UN Sustainability Development Goals Index 14
- Table 3 - SDGs and targets cross-mapped to MINEPS Framework and sport and SDG results areas... 18
- Table 4. 1 Linkage with Olympic Agenda 2020..... 19
- Table 5. Key performance areas and indicators 30

I. Introduction

The International SAMBO Federation (FIAS) is the governing body for the martial art sport called SAMBO. It is a self-defence sports format that was developed in the early 1920s by the Soviet Red Army to improve their hand-to-hand combat abilities. Known as “Free Style Wrestling” in the early days, the sport spread rapidly across the Soviet Union, where world championships were conducted in many different states. The name "SAMBO" derives from the Russian acronym SAMozashchita Bez Oruzhiya, which means "self-defence without weapons". Soviet martial arts expert Vasili Oshchepkov is credited as one of the founding fathers of SAMBO.

Fifty years after its introduction, the International SAMBO Federation was officially registered and had the sole right to promote and develop SAMBO worldwide and stage official events.

FIAS is headquartered in Lausanne, Switzerland, and the President’s office located in Russia’s capital, Moscow, from where the FIAS President operates with his team. The Federation is a not-for-profit organisation which has 94 Member Federations and 18 candidate members. This is one of the great achievements of the Federation, that the sport is now accessible in many countries. By the start of the 2020 Olympic Games cycle, the federation aims to obtain a target of over 100 FIAS member federations across the world.

The 2030 Agenda for Sustainable Development recognizes that “sport is also an important enabler of sustainable development". There are abundant resources in our current generation that are used to their maximum extent and might be extinct in a few decades. If such usage continues, there might not be anything left for future generations.

In 2014, the International SAMBO federation made an important strategic decision towards supporting the UN SDG’s 2030. Being one of the smallest federations, FIAS was one of the first who released a sustainability report and sustainability event guide for the partners among other sports organisations. It was strongly motivated by an enormous goal - to get the IOC recognition.

On 30 November 2018, The International SAMBO Federation received provisional recognition during the International Olympic Committee (IOC)’s Executive Board meeting held in Tokyo, Japan, according to Rule 25 of the Olympic Charter. The is provisional recognition is for a period up to three years. It reflects the FIAS’s vision to embrace of the values of the Olympic Charter. FIAS continues to strive to for a full Olympic recognition and to pursuit the dream of the athletes to become part of the Olympic Games. It will also give an opportunity to align its event organisation and day-to-day management with the Olympic movement. Additionally, by following the Olympic Agenda 2020 along with the IOC Sustainability Strategy 2030.

Recently, FIAS joined the UN Sports for Climate Action Framework along with other sports federations, to further strengthen the organisations pledge to climate change. FIAS will continue to promote sustainability at its events and develop a series of case studies, which will be useful for the organising committees of SAMBO events and achieve the goals intended with a sustainable approach.

The structure of the International Federation (IF):

- FIAS is a non-profit organisation
- It has a membership of 120 NFs, 94 of which are full members and 18 of which are candidates
- It is governed by statutes and bylaws, with a robust code of ethics and disciplinary measures based on principles of Olympic Charter
- It is compliant with the World Anti-Doping Agency (WADA)
- It recognises the jurisdiction of the Court of Arbitration for Sport (CAS)

II. Executive Summary

We are pleased to present this executive summary of the first Sustainability strategy plan for a new decade by the International SAMBO Federation (FIAS). FIAS is the governing body for the martial art sport called SAMBO. The Federation is a not-for-profit organisation which has 94 Member Federations and 18 candidate members.

The 2030 Agenda for Sustainable Development recognizes that “sport is also an important enabler of sustainable development”. In 2014, the International SAMBO federation made an important strategic decision towards supporting the UN SDG’s 2030. Climate change, water and biodiversity crises, gender and social inequality, economic disparity and rights for decent work, quality education and responsible consumption – these and, many other factors at their best and worst are interconnected with all the humans, sports, athletes, society, governments and other stakeholders. More than ever, we must adhere to the rules of humanity, social responsibility and sustainable development to save the resources, protect rights and lives and to build a safe future. Recently, FIAS joined the UN Sports for Climate Action Framework along with other sports federations, to further strengthen the organisations pledge to climate change. FIAS promote sustainability at its events and develop a series of case studies, which will be useful for the organising committees of SAMBO events and achieve the goals intended with a sustainable approach.

The new decade from the very beginning challenged everyone. In 2020, it is difficult to plan anything without looking at the ongoing pandemic and its aftermath. But we need to be ready for the “new normal”. It is the time to sustainable renewal, to restart and improve outdated practices, to rewire current systems, force and incorporate sustainable practices.

FIAS, as a strong adherent/supporter of IOC principles already sought to follow the Olympic Agenda 2020 and strives to implement the IOC Sustainability Strategy in work in following the IOC five (5) focus areas:

Infrastructure and natural sites	Sourcing and resource management	Mobility	Workforce	Climate
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FIAS also take responsibility in the following spheres:

as a leader of SAMBO community and movement - to engage and assist stakeholders	as an owner of the world SAMBO championships - proactive and leadership role on sustainability	as an organization - to embrace the sustainability principle and to include in our day-to-day operations
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FIAS should take a proactive position and leadership role concerning sustainability and ensure that it is included in all aspects of the planning and staging of the FIAS competitions and daily operations and realise the following goals:

1. Ensuring a safe, clean, secure and healthy event environment for our athletes and employees at the office & promote a culture of sustainability across the sport, sharing best practice and setting standards and targets, focusing on events and venues.
2. Working towards a sound financial performance and growth & integrating our sustainability targets with our corporate business objectives.
3. Supporting stakeholders and local communities at our events to gain maximum impact potential and introduce them to our sustainability policy through SAMBO sport & educate volunteers at host cities and follow these practices in daily life.
4. Reduce carbon footprint and environmental impact, promote resource efficiency & Operating as a climate-neutral and zero-waste International Sports Federation, setting an example for other organisations to follow.
5. Promote diversity and accessibility, drive gender equity, protect woman rights, establish and implement a strategy for the development of SAMBO within people with different abilities.
6. Respect and contribute to ecosystem health and biodiversity.

For sport, physical education and physical activity to maximise its contribution to the achievement of the SDGs, a strong governance and a broad range of stakeholders have to be mobilised, and sport policy must be integrated within the SDG implementation mechanisms.

All the sport could and should to lean on the Kazan Action Plan (UNESCO, 2018), resulting from MINEPS VI, includes a specific objective to ‘develop common indicators for measuring the contribution of physical education, physical activity and sport to prioritized SDGs and targets’ (UNESCO, 2017). But as well to identify own key areas and indicators in which can and should work.

In the FIAS Sustainability strategy plan we recognise the importance of international and internal governance, stakeholder’s engagement, linkage with Olympic Agenda 2020 and IOC Sustainability strategy and obviously aligning with United Nations Sustainable Development Goals. We concentrate on the IOC focus areas and pay attention to waste management, energy efficiency, emissions calculation and transport management, labour practices, biodiversity and other key zones.

Putting in place a sustainability strategy ensures FIAS and its partner organisations have a framework for delivering tangible benefits across the three pillars of sustainability - environmental, social and economic.

III. What We Believe & What We Can Do

There are a lot of benefits of sports. That is the way to manage the weight and the time, keep fit, relieve the stress, improve sleep, get positive an impact, make new friends and interests, learn teamwork. The priority of the sport – to keep health. At FIAS, we believe that sport can provide not only our human’s health but a social, environmental and even economic well-being.

Climate change, water and biodiversity crises, gender and social inequality, economic disparity and rights for decent work, quality education and responsible consumption – these and, many other factors at their best and worst are interconnected with all the humans, sports, athletes, society, governments and other stakeholders. More than ever, we must adhere to the rules of humanity, social responsibility and sustainable development to save the resources, protect rights and lives and to build a safe future.

SAMBO has gone a long way in becoming from a symbiosis of the best techniques of hand-to-hand combat abilities to an independent and unique type of martial art with a strong community lifeforce. FIAS as a Federation of self-defence sport recognises well that each of us as a minimum should be responsible to protect our bodies, spirits and habitats.

It's an important time for leaders to come together and work towards a sustainable world. We believe that sports are supporting and will continue to connect and empower Sustainable Development in the globe, improving efficiency and saving resources and raise the quality of life worldwide. Progress on sustainability are being made in many industries, and its positive impact is tremendous for the majority of the population who cares about mordent world and future.

SAMBO as a strong community and FIAS as an organisation, owner of the International SAMBO Championships and leader of the SAMBO Movement will continue to do positive changes, implement best practices and inspire our stakeholders to make together a better world. That is what we can do and that we all have to do.

i. SAMBO Values

Transparency and Accountability - Providing a level playing field for competition, encouraging sportsmanship, efficiency, and transparency in all FIAS operations, as well as strict adherence to the World Anti-Doping Code (WADA).

Honesty and Integrity - This requires the involvement of all SAMBO stakeholders: showing respect for one another, towards the FIAS rules and regulations, and upholding a spirit of solidarity and preserving the integrity of sports.

Tradition and Excellence - By promoting the social, educational and cultural aspects and customs characteristic into the sport. Endorsing the highest levels of achievement in competition, coaching, and officiating.

Respect and Loyalty - The practice by all FIAS stakeholders of a respectful involvement regardless of race, age, gender, sexual orientation, disability or nationality.

ii. FIAS in Summary

Established in 1984 with fifty-six-member countries FIAS by the year 2020 includes 120 National Federations gathered from all five continents:

1985 - obtained the GAISF recognition

1988 - First included in World Games
2010 - Successfully integrated WADA programme and fully complaint to WADA Code
2010 - Participated at the SportAccord World Combat Games
2012 - Included in the TAFISA Games
2013 - Included in the Universiade 2013 as a fully recognised medal sport
2013 - Participated at the SportAccord World Combat Games
2014 - Recognised by the Olympic Council of Asia
2014 - Recognised by International University Sports Federations (FISU)
2014 - Included in the Asian Beach Games as a fully recognised medal sport
2015 - Included in the European Games as a fully recognised medal sport
2016 - the first World University SAMBO Championships, sanctioned by the FISU
2017 - Included in the Asian Indoor Games as a fully recognised medal sport
2017 – Included in the Central American Games as a demonstration sport
2018 - Included in the Asian Games as a fully recognised medal sport
2018 - obtained the IOC provisional recognition Participation at the SportAccord World Combat Games
2019 - Included in the European Games as a fully recognised medal sport, rewarded by IOC and DOW for taking the actions to reduce greenhouse emission.

IV. Strategic context

As a non-profit organisation, FIAS is a part of society and continues to implement economic, social, and environmental responsibility across all spheres of its influence. Sustainability has become a core part of FIAS events organized in many countries and believes that its legacy will bring a crucial impact on the society in which we live.

The new decade from the very beginning challenged everyone. In 2020, it is difficult to plan anything without looking at the ongoing pandemic and its aftermath. The global situation has triggered a shift in priorities. Most discussions and planning are not shifting to short-term strategic adaptation in alignment with the impact of COVID-19 on habitats, communities, businesses, governments, environment. The world of sport was affected as well. Postponed competitions with limited opportunities to keep on training in lockdown, lack of transparent vision of the future without the experience of comparable challenges in recent history hold the world in uncertainty. There is no place anymore for the usual “normal”. But we need to be ready for the “new normal”. It is also the time to sustainable renewal, to restart and improve outdated practices, to rewire current systems, force and incorporate sustainable practices.

To implement sustainability practices might be challenging in different countries with different government regulation. But FAIS as a responsible federation should force to follow its sustainable policies during its events and competitions, being the main example of the changes for all stakeholders, NF's and athletes.

FIAS, as a strong adherent/supporter of IOC principles already sought to follow the Olympic Agenda 2020 and strives to implement the IOC Sustainability Strategy in work in following the IOC five (5) focus areas:

- Infrastructure and natural sites
- Sourcing and resource management
- Mobility
- Workforce
- Climate

FIAS also take responsibility in the following spheres:

- as a leader of SAMBO community and movement - to engage and assist stakeholders
- as an owner of the world SAMBO championships - proactive and leadership role on sustainability
- as an organization - to embrace the sustainability principle and to include in our day-to-day operations

V. Sustainability Strategy

As a non-profit organization, FIAS is a part of society and continues to implement economic, social, and environmental responsibility across all spheres of its influence. Sustainability has become a core part of FIAS events organised in many countries and believes that its legacy will bring a crucial impact on the society in which we live.

The triple bottom line approach (People-Planet-Profit), where the Sustainability is a core of it, also known as the critical dimensions of sustainability, defines the way we function as an International sports federation and with our stakeholder relations.

“People” (the human capital) refers to beneficial business practices for labour, the community, and the region in which we undertake our work and events

“Planet” (the natural capital) refers to sustainable environmental practices that we adopt and advocate to our stakeholders;

“Profit” (the economic capital) refers to the economic value created by FIAS. This also refers to our Federation’s earnings, capital savings for growth, as well as the real economic benefit enjoyed by society, and the real economic impact our Organization has on its economic environment.

As a leader of the SAMBO community, FIAS should take a proactive position and leadership role concerning sustainability and ensure that it is included in all aspects of the planning and staging of the FIAS competitions and daily operations.

Ensure credibility and transparency through robust monitoring and reporting.

a. Goals:

1. Ensuring a safe, clean, secure and healthy event environment for our athletes and employees at the office & promote a culture of sustainability across the sport, sharing best practice and setting standards and targets, focusing on events and venues.
2. Working towards a sound financial performance and growth & integrating our sustainability targets with our corporate business objectives.
3. Supporting stakeholders and local communities at our events to gain maximum impact potential and introduce them to our sustainability policy through SAMBO sport & educate volunteers at host cities and follow these practices in daily life.
4. Reduce carbon footprint and environmental impact, promote resource efficiency & Operating as a climate-neutral and zero-waste International Sports Federation, setting an example for other organisations to follow.
5. Promote diversity and accessibility, drive gender equity, protect woman rights, establish and implement a strategy for the development of SAMBO within people with different abilities.
6. Respect and contribute to ecosystem health and biodiversity.

b. Goals description:

Objective	
Ensuring a safe, clean, secure and healthy event environment for our athletes and for employees at the office & Promote a culture of sustainability across the sport, sharing best practice and setting standards and targets, focusing on events and venues	
Aims	Deliverable
1.1 Develop, agree and implement healthy efficient and effective practices within “new normal” conditions during the competition on the venue and at the office.	<ul style="list-style-type: none"> • Consider providing support at FIAS Executive Committee and FIAS Commissions meetings • Establish performance outcomes • Following official governments guidance • Review annually against outcomes & objectives • Set short benchmarks to reach better standards • Review against Sustainability Plan
1.2 Develop, agree and implement efficient and effective sustainability practices to the natural environment wherever FIAS is presented.	<ul style="list-style-type: none"> • Review annually against Sustainability Plan or as required to reflect legislation or FIAS policies (FIAS Environment Policy, Sustainability and other Events Guidelines, Anti-Doping, etc.), • Review annually against outcomes & objectives
1.3 Continue to support existing recommendations and implement new security and sustainability standards wherever FIAS is presented.	<ul style="list-style-type: none"> • Inform all employees, athletes, partners, suppliers and stakeholders • Whistleblowing claims • Review annually against outcomes & objectives • Review against Sustainability Plan
1.4 Commit to the development and maintenance of FIAS standards in accordance with the International Sports movement requirements	<ul style="list-style-type: none"> • Apply consistent standards throughout the SAMBO community • Facilitate appropriate resources & support in terms of event promotion, funding, and events • Review annually & amend as required

Objective	
Working forward to sound financial performance and growth & Integrating our sustainability targets with our corporate business objectives	
Aims	Deliverable
2.1 Develop a financial plan to support sustainable development projects, gain recognition from global organizations and capitalize on long-term sustainability and partnership strategies.	<ul style="list-style-type: none"> Consider budget & resourcing implications Investigate investment opportunities to assist in long term financial planning to meet future planning goals Review annually Review against Sustainability Plan
2.2 Identify and establish paths of funding and partnerships	<ul style="list-style-type: none"> Identify key partners Investigate possibilities to engage professional assistance and/or managed services Review annually
2.3 Develop a Marketing Plan, to <ul style="list-style-type: none"> Investigate funding opportunities to sponsor competitions, events and activities Increase SAMBO profile and membership 	<ul style="list-style-type: none"> Review against Financial Plan & budget implications Implement and monitor the Marketing Plan Review against Financial Plan

Objective	
Supporting the stakeholders and local communities at our events to gain maximum impact potential and introduce them to our sustainability policy through SAMBO sport & Educate volunteers at host cities and follow these practices in daily life	
Aims	Deliverable
3.1 Develop an administration support programme for targeted member groups, such as: <ul style="list-style-type: none"> Stakeholders Locals 	<ul style="list-style-type: none"> Review against the needs of the target's groups such as level of involvement and participation at the FIAS Events Create a motivation opportunity for the FIAS members based on their participation at the FIAS Events Review against Sustainability Plan
3.2 Develop options for participation in sustainable development projects	<ul style="list-style-type: none"> Implement and monitor programme Provide information support Review annually Review against Sustainability Plan
3.3 Undertake Sustainable Development Programmes	<ul style="list-style-type: none"> Review against performance indicators Review against Sustainability Plan
3.4 Develop a Volunteer Strategy that acknowledges, promotes, recruits, and celebrates voluntary involvement in SAMBO, both Members and Candidates	<ul style="list-style-type: none"> Implement and monitor Volunteer Strategy Review annually Review against Sustainability Plan

Objective	
Reduce carbon footprint and environmental impact, promote resource efficiency & Operating as a climate-neutral and zero-waste International Sports Federation, setting an example for other IFs to follow	
Aims	Deliverable
4.1 Develop measures to reduce carbon emissions, environmental and climate impacts, increase resource efficiency	<ul style="list-style-type: none"> • Implement and monitor programme • Consider budget & resourcing implications • Create a motivation opportunity for the FIAS members • Review against Sustainability Plan
4.2 Discover partners for the implementation of reducing program	<ul style="list-style-type: none"> • Identify key partners though stakeholders and outside autonomous organisations • Provide mutually beneficial cooperation • Review annually • Review against Sustainability Plan
4.3 Develop partnership with an International organisation focused on the environment (such as Climate Action, COP) and UN, participate in environmental forums, events, initiatives, etc.	<ul style="list-style-type: none"> • Define the charges and benefits of participating • Review against Sustainability Plan
4.4 Estimate carbon footprint for all major events under the auspices of FIAS	<ul style="list-style-type: none"> • Implement and monitor programme • Define options to reduce emissions • Review annually • Review against Sustainability Plan

Objective	
Promote diversity and accessibility, drive gender equity, protect woman rights, establish and implement a strategy for the development of SAMBO within people with different abilities	
Aims	Deliverable
5.1 Develop initiatives and support existing ones in consultation with FIAS commissions to attract attention and make a difference	<ul style="list-style-type: none"> • Communicate its deliverables • Review against the needs of the commissions • Create a motivation opportunity for the FIAS members • Review against Sustainability Plan
5.2 Develop options for participation in sustainable development projects	<ul style="list-style-type: none"> • Implement and monitor programme • Provide information support • Review annually • Review against Sustainability Plan
5.3 Develop partnership with International organisations focused on human rights, social equality and opportunities for all minorities.	<ul style="list-style-type: none"> • Define the charges and benefits of participating • Review against Sustainability Plan

Objective	
Respect and contribute to ecosystem health and biodiversity	
Aims	Deliverable
6.1 Develop, agree and implement standards of respectful attitude to ecosystem health and biodiversity wherever FIAS is presented, especially during events	<ul style="list-style-type: none"> • Inform stakeholders, partners, suppliers, employees and athletes • Approve, implement, and monitor programme • Review against Sustainability Plan
6.2 Develop a partnership with foundations and international organisations to protect species and the environment.	<ul style="list-style-type: none"> • Define the charges and benefits of participating • Review against Sustainability Plan

Table 1. Objectives, Aims and Deliverables of the Goals

1. Governance, roles and responsibilities

“Fair governance matters for sustainable development because it holds the key to building stable and secure societies and to driving inclusive growth within the finite boundaries of our planet over the long term. Fair, reliable, and accountable governing institutions build trust between people and government.

Active governance, which anticipates and responds to the needs of its citizen and evolving development challenges, with deliberate, targeted, and pro-active planning and delivery, is essential to getting the business of development done.

Effective governance is a prerequisite for putting in place the integrated policymaking capacity which is needed to drive sustainable development.

Sustainable development must be about enabling countries to accelerate and sustain progress. Economic and human development progress cannot be sustained if the ecosystems on which they depend are irreparably damaged, and if gross inequity leaves our societies unstable and lacking cohesion “¹

Stated by Helen Clark, UNDP Administrator, in 2012 during the lecture about “The Importance of Governance for Sustainable Development”.

Corporate governance is the set of processes, customs, policies, laws and institutions the way the organization is directed, administrated and/or controlled. Certainly, the role of governments and legislation in the development of a sustainable world is very high. FIAS would not underestimate the role of governance and leadership. FIAS - as an organisation has the responsibilities of delivering the sustainability programme within its community and carries out educational activities.

¹ [Helen Clark: The Importance of Governance for Sustainable Development](#)

The FIAS Championships are the exclusive property of the FIAS, which is the supreme authority for all matters concerning them. Its role is to supervise, support and monitor the organisation of the Championships and SAMBO Community.

2. Stakeholders

The corporate governance framework should recognise the rights of the stakeholders as established by law and encourage active co-operation and stakeholders in creating wealth, jobs and the sustainability of financially sound enterprises. To achieve long-term changes in sustainable practices and behaviour in sports requires the support and participation of many different stakeholders.

FIAS stakeholders include its members, partners, sponsors, employees, associates, affiliates, members, suppliers, customers, financial institutions, regulators, public authorities, the media and the community at large.

FIAS strives for excellence in our events and services, as well as in the way we deliver our work across all our operations. We try hard to achieve the highest standards, and we promote this rigorously throughout the Federation. This applies equally to transparency in reporting and meeting the expectations of the athletes (our main stakeholders). We believe that concrete principles of corporate governance are key to maintaining the trust of athletes and other stakeholders.

Sustainability at FIAS is treated as an integral and important part of our business strategy, operation and values. We always try to build an open and honest dialogue with our stakeholders (including athletes) by continually sharing information with them. They are included in the FIAS Code of Conduct, to deliver better service, build stronger relationships and enable the games to deliver a greater impact. FIAS will conduct stakeholder engagement activities on an annual basis either by using structured and targeted questionnaires or by organising focus groups with selected stakeholder groups, as well as sharing reports, plans and policies on sustainable development.

3. Aligning with United Nations Sustainable Development Goals

The Sustainable Development Goals (SDGs), officially known as Transforming our world: the 2030 Agenda for Sustainable Development, are an intergovernmental set of aspiration Goals with 169 targets. The Goals are contained in paragraph 51 United Nations Resolution A/RES/70/1 of 25 September 2015. The Resolution is a broader intergovernmental agreement that, while acting as the Post 2015 Development Agenda (successor to the Millennium Development Goals), builds on the Principles agreed upon under Resolution A/RES/66/288, popularly known as The Future We Want.

Many of these aspirational SDGs have contributing factors found within the sport, physical education and physical activity ecosystem. This contribution has the potential to support the achievement of identified SDG targets.



Table 2. UN Sustainability Development Goals Index

For sport, physical education and physical activity to maximise its contribution to the achievement of the SDGs, a broad range of stakeholders have to be mobilised, and sport policy must be integrated within the SDG implementation mechanisms.

The version of the sport and SDG measurement framework and model indicators responds to commitments made and presented at the Sixth International Conference of Ministers and Senior Officials Responsible for Physical Education and Sport (MINEPS) VI, in the UN Action Plan on Sport for Development and Peace (SDP) 2018–2020 and at the Ninth Commonwealth Sports Ministers Meeting.

The Kazan Action Plan (UNESCO, 2018), resulting from MINEPS VI, includes a specific objective to ‘develop common indicators for measuring the contribution of physical education, physical activity and sport to prioritized SDGs and targets’ (UNESCO, 2017).²

² [Measuring the contribution of sport, physical education and physical activity to the Sustainable Development Goals](#)

SDG	Target		Related area of MINEPS Sport Policy Follow-up Framework	Sport, physical education and physical activity results areas
3. Good Health and Well-being	Direct contribution	By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	Maximising the contribution of sport to sustainable development and peace	Inclusive access to sport for all; Sport for health and well-being of all; Sport for gender equality and empowerment of all women and girls.
	Indirect contribution	Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol By 2030, ensure universal access to sexual and reproductive health care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programs	Improve the health and well-being of all, at all ages	Inclusive access to sport for all; Sport for health and well-being of all; Sport for gender equality and the empowerment of all women and girls.
4. Quality Education	Direct contribution	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	Developing a comprehensive vision of inclusive access for all to sports, physical education and physical activity Maximising the contributions of sport to sustainable development and peace Provide quality education, and promote lifelong learning for all and skills development through sport Enforce gender equality/empower girls and women Foster the inclusion of youth in decision-making processes	Inclusive access to sport for all QPE at schools; Sport for health and well-being of all; Sport for gender equality and empowerment of all women and girls; Sport for quality education and lifelong learning for all; Sport for economic growth and productive employment.
	Linked contribution	By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes	Foster quality physical education and active schools	Sport for gender equality and empowerment of all women and girls; Sport for quality education and lifelong learning for all
5. Gender Equality	Direct contribution	End all forms of discrimination against all women and girls everywhere. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	Enforce gender equality/empower girls and women. Build effective, accountable and inclusive institutions at all levels Advance gender equality and empower all women and girls. Provide economic growth and full and productive employment and work for all	Sport for gender equality and empowerment of all women and girls; Inclusive access to sport for all; Sport for quality education and lifelong learning for all; Sport for economic growth and productive employment; Building capacity, strengthening governance and protecting the integrity of sport
	Linked contribution	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.	Protect children, youth and other vulnerable groups	Sport for gender equality and empowerment of all women and girls; Sport for health and well-being of all

		Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.		
8. Decent Work and Economic Growth	Direct contribution	Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries By 2020, substantially reduce the proportion of youth not in employment, education or training	Developing a comprehensive vision of inclusive access for all to sport, physical education and physical activity Maximising the contributions of sport to sustainable development and peace	Sport for economic growth and productive employment; Sport contribution to sectors such as manufacturing, transport and tourism; Sport for quality education and lifelong learning for all; Inclusive access to sport for all.
	Linked contribution	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products	Align with sustainable development priorities. Provide economic growth and full and productive employment and work for all. Build effective, accountable and inclusive institutions at all levels	Sport for economic growth and productive employment; Building capacity, strengthening governance and protecting the integrity of sport
10. Reduced Inequalities Direct contribution	Direct contribution	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Maximising the contributions of sport to sustainable development and peace II.4 Build peaceful, inclusive and equitable societies	Inclusive access to sport for all; Sport for peaceful, inclusive and equitable societies; Physical education for boys and girls; Sport for quality education and lifelong learning for all; Sport for gender equality and empowerment of all women and girls; Building capacity, strengthening governance and protecting the integrity of sport
	Linked contribution	Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies	Protecting the integrity of sport Safeguard athletes, spectators, workers and other groups involved	Sport for peaceful, inclusive and equitable societies
11. Sustainable Cities and Communities	Direct contribution	By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women	Maximising the contributions of sport to sustainable development and peace	Sport for sustainable communities, consumption and environment-friendly practices; Inclusive access to sport for all;

		and children, older persons and persons with disabilities		Sport for peaceful, inclusive and equitable societies
	Linked contribution	By 2030, enhance inclusive and sustainable urbanisation and capacity for participatory, integrated and sustainable human settlement planning and management in all countries	Make cities and settlements inclusive, safe, resilient and sustainable	Sport for sustainable communities, consumption and environment-friendly practices Inclusive access to sport for all Sport for peaceful, inclusive and equitable societies
12. Responsible Consumption and Production	Direct contribution	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	Maximising the contributions of sport to sustainable development and peace	Building capacity, strengthening governance and protecting the integrity of sport; Sport for health and well-being of all; Sport for sustainable communities, consumption and environment-friendly practices
	Linked contribution	Implement the 10-Year Framework of Programmes on Sustainable Consumption and Production Patterns, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries. By 2030, achieve the sustainable management and efficient use of natural resources. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Ensure sustainable consumption and production patterns and take urgent actions to combat climate change and its impacts	Building capacity, strengthening governance and protecting the integrity of sport; Sport for sustainable communities, consumption and environment-friendly practices
13. Climate Action	Direct contribution	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Make cities and settlements inclusive, safe, resilient and sustainable	Sport for sustainable communities, consumption and environment-friendly practices
16. Peace, Justice and Strong Institutions	Direct contribution	End abuse, exploitation, trafficking and all forms of violence against and torture of children Substantially reduce corruption and bribery in all their forms Develop effective, accountable and transparent institutions at all levels	Maximising the contributions of sport to sustainable development and peace III. Protecting the integrity of sport	Inclusive access to sport for all; Sport for quality education and lifelong learning for all; Sport for economic growth and productive employment; Building capacity, strengthening governance and protecting the integrity of sport
	Linked contribution	Significantly reduce all forms of violence and related death rates everywhere. By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organised crime. Ensure responsive, inclusive, participatory and representative decision-making at all levels	Build effective, accountable and inclusive institutions at all levels. Protect children, youth and other vulnerable groups. Foster good governance of sports organisations. Strengthen measures against the manipulation of sports competitions	Building capacity, strengthening governance and protecting the integrity of sport

<p style="text-align: center;">17.</p> <p style="text-align: center;">Partnerships for the Goals</p>	<p>Direct contribution</p>	<p>Mobilise additional financial resources for developing countries from multiple sources.</p> <p>Enhance international support for implementing effective and targeted capacity building in developing countries to support national plans to implement all the SDGs, including through North–South, South–South and triangular co-operation</p>	<p>Developing a comprehensive vision of inclusive access for all to sport, physical education and physical activity.</p> <p>Maximising the contributions of sport to sustainable development and peace.</p> <p>Protecting the integrity of sport</p>	<p>Sport for economic growth and productive employment;</p> <p>Sport for sustainable communities, consumption and environment-friendly practices;</p> <p>Inclusive access to sport for all;</p> <p>Improved sport intergovernmental relations as well as government to government partnerships;</p> <p>Sport partnerships between governments and civil society;</p> <p>Building capacity, strengthening governance and protecting the integrity of sport</p>
	<p>Linked contribution</p>	<p>Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of the SDGs in all countries, in particular developing countries.</p> <p>Encourage and promote effective public, public–private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<p>Establish multi-stakeholder partnerships.</p> <p>Align with sustainable development priorities.</p> <p>Build effective, accountable and inclusive institutions at all levels.</p> <p>Strengthen measures against the manipulation of sports competitions</p>	<p>Sport for economic growth and productive employment;</p> <p>Sport for sustainable communities, consumption and environment-friendly practices;</p> <p>Inclusive access to sport for all;</p> <p>Building capacity, strengthening governance and protecting the integrity of sport</p>

Table 3 - SDGs and targets cross-mapped to MINEPS Framework and sport and SDG results areas.

4. Linkage with Olympic Agenda 2020 and IOC Sustainability strategy

As for a recognised by IOC sport for FIAS The Olympic Agenda 2020³ is also a strategic roadmap for the future in the Olympic Movement. On the verge of fulfilling the eligibility criteria of the Olympic Movement and align ourselves to the Olympic Agenda 2030.

FIAS has added two more recommendations from the previous years as a part of their vision to align their goals with the Olympic Movement.

A total of 16 recommendations are downsized and carried out by FIAS:

Include sustainability in all aspects of FIAS events	Include sustainability within FIAS's daily operations	Cooperate closely with other sports event organisers	Change the philosophy to protecting clean athletes
Foster gender equality	Strengthen relationships with organisations managing sport for people with different abilities	Maximise synergies with stakeholders	Support autonomy
Comply with basic principles of good governance	Spread Olympic values-based education	Enter into strategic partnerships	Increase Broadcasting
Strengthen support to athletes	Honour clean athletes	Ensure compliance	Strengthen ethics

Table 4. 1 Linkage with Olympic Agenda 2020

Building on Olympic Agenda 2020 the IOC Sustainability Strategy⁴ shapes the working practices of the IOC - from the design and construction of sports facilities and the way of managing resources, to valuing the natural environment and health and well-being of people. These recommendations are appropriately scaled for FIAS events to affiliate us with Olympic values and the Olympic movement.

Similarly, FIAS works according to principles of the IOC in five focus areas. SAMBO - indoor sport and our IF maximising the use of existing infrastructure, at the sites, which have a net positive or minimal impact on local communities, with respect to protected natural areas and protected cultural areas, where urban green spaces are promoted, conserve water resources and protect water quality. We aim to promote more sustainable consumption and production. We are favouring local sourcing, local employment, and local initiatives. We are promoting sustainable tourism and reducing the IF's travel impact. FIAS support and promoting active lifestyles, diversity, inclusivity and gender equality among employees and volunteers. We recognise the need for urgent action to protect the climate and to

³ [Olympic Agenda 2020](#)

⁴ [IOC Sustainability Strategy](#)

adapt to a changing climate and joined the UN Sports for Climate Action Framework to work together to find the best solutions for the issues we face in our journey for the better world.

a. Infrastructure and Natural Sites

Wherever a new sports venue is built, or the refurbishment of an existing venue is undertaken, it is likely that biodiversity will be affected by that development, although the significance of impacts on biodiversity – both negative and positive – will vary enormously from sport to sport and location to location. Sports organisations, public authorities and financial institutions, as well as those involved in the actual construction and decommissioning of venues, all have a role to play in managing the range of impacts that sports venues may have on biodiversity.⁵

Following IOC sustainability principals, The International SAMBO Federation would strive to use existing infrastructure, which should be:

- viable and has a minimal environmental footprint;
- at the sites that have a net positive impact on local communities;
- respects protected natural areas, and urban green spaces are promoted;
- respects protected cultural areas;
- conserve water resources.

FIAS potential partners and host cities can familiarize themselves with a series of guide designed to help integrate biodiversity considerations into new sports venues, minimising their impacts on nature and delivering conservation benefits, was released by IUCN⁶, International Union for Conservation of Nature, at the United Nations Environment Assembly, in partnership with the International Olympic Committee (IOC).

The guide confirms that poorly designed sports venues that alter landscapes, disturb wildlife and increase pollution often have long-lasting impacts on the environment.

As an example, The FIAS Headquarter is based in Lausanne, Switzerland. Switzerland is well-known for its stance on sustainable development and preserving the environment. In 2017, Switzerland was named one of the top five countries achieving the UN's Sustainable Development Goals the fastest.

The global urban population is set to increase by 2.5 billion by 2050.⁷ Moreover, the FIAS office is located in Olympic Capital (since 1994), together with the Olympic Museum, the Court of Arbitration for Sport and no fewer than 50 sports federations and organisations within its walls, make Lausanne and its surrounding area the administrative capital of world sport. Most of them, together with FIAS situated at the Maison du Sport International⁸ (MSI - the 'Home of International Sport'), where most of “neighbours” share the principle of sustainability.

⁵ [Mitigating biodiversity impacts of new sports venues](#)

⁶ [Guidelines to sport stakeholders](#)

⁷ [5 Examples of Sustainability in Switzerland](#)

⁸ [Maison du Sport International \(MSI\)](#)

b. Sourcing Resource and Management

The FIAS Environment Policy supports the aims and principles regarding sustainable responsibility in the activities assumed by FIAS. This includes its events, equipment used and office operations. The Federation will be held accountable in preserving the environment and managing resources through its practices in hosting events. It can be challenging to convince people of the need in changes, especially when the events take place in a venue with a history. The FIAS Sustainability Guidelines always shared with each local organizing committee and they do their best to follow these guidelines and abide by them. Besides, FIAS seeks cooperation with local suppliers to avoid additional freight transport and to support local communities.

Organising events are highly resource-intensive for the supply of sports equipment, uniforms, merchandise, food and beverage, energy, water, technology services, logistics and accommodation. The entire supply chain of a company can have a significant impact on the promotion of human rights, fair labour practices, environmental progress and anti-corruption policies. Parties to the UN Global Compact consider supply chain practices to be the biggest challenge to improve their sustainability performance. Further, FIAS should sourcing of products and services takes account of environmental and social impacts; products and materials have to be treated as valuable resources and their lifecycle is optimised.

c. Mobility

Transport is a key sector in the global economy (UNEP, 2017) and also has various adverse impacts on the environment and human health. It is a major contributor to the emission of greenhouse gases (GHGs) responsible for climate change and also contributes to air pollution, acid rain, eutrophication, crop and forest damage, natural resource depletion, habitat fragmentation and waste generation.

This focus area refers to the mobility of people and goods associated with the FIAS activities, at the local or global scale. This is one of the indirect impact indicators in the environmental pillar of sustainability for FIAS events. Considering that, many athletes from all around the world participate in SAMBO events, emissions will be high. We believe that the emissions can be reduced to a minimum through proper transport management and offsetting of emissions.

The study "Jobs in green and healthy transport: Making the green shift" of The United Nations Economic Commission for Europe (UNECE) finds that 10 million additional jobs could be created worldwide - 2.9 million in the UNECE region - if 50 per cent of all vehicles manufactured were electric. In addition, almost 5 million new jobs could be created worldwide, - 2.5 million in the UNECE region - if UNECE countries doubled investment in public transport. Greening the transport sector in the post-COVID-19 recovery could create up to 15 million jobs worldwide.⁹

It was impossible to imagine the world of international sport without travel. Even "new normal" can't change the fact that athletes and staff should travel to competitions. The idea that we can fly carbon neutral is uncertain. But it is obviously better than inaction and even a little effort can make a big

⁹ [Greening the transport sector in the post COVID-19](#)

impact on the environment. By choosing the most sustainable transport, travel companies, the route we can make from the small reduction to a hugely positive movement in a wright way.

For the FIAS events, most of participators and athletes are used to come by air. But for the short distance, some of the visitors already choose trains or bus. We will continue to work to increase the percentage of responsible and sustainable travellers. In a case where it is impossible to reach the destination by ground - to give preference and choose flights from airlines that invest into sustainable development or propose most sustainable solutions, as well as will be reduced the travel impact (business travel for staff, members and guests; vehicle fleet; staff commuting; freight).

d. Workforce

The workforce of the International SAMBO Federation exemplifies diversity, inclusivity and gender equality. FIAS offers quality education and skills development opportunities are offered to young professionals. It's still challenging to control working conditions across the supply chains comply with applicable local, regional and national legislation and international agreements and protocols, but this is what every organization should strive for.

People should not have their lives or health put at risk because of their work; they should not be subject to discrimination, forced labour or any other abusive practices. The sports sector can and must be a standard-bearer for decent working conditions, fair wages and equal pay for work of equal value. It should promote access to training and education and encourage positive work-home life balance.

People should not put their lives or health at risk because of their work; they must not be discriminated, forced labour or any other abuse. The sports sector can and should be the standard vehicle for decent working conditions, fair wages and equal pay for work of equal value. This should facilitate access to training and education and encourage a positive balance between work and home.

It's also related to the right of SAMBO athletes. Human Rights are the foundation of a sustainable world. Sport and human rights are very related. Fair play, respect, unity and courage, celebrating diversity, preservation of human dignity, and commitment to non-discrimination - these and many other positive and harmonious rules have to become an axiom of sport, as well as a model for all spheres and communities.

"All human beings are born free and equal in dignity and rights" – saying in the first article of the Universal Declaration of Human Rights (UDHR). It means - independent of nationality, circumstances, gender, sexual orientation, race, religion or belief.

But we recognise that there will lot of work to be done to fully align the world of SAMBO community with the fundamental principles of human dignity, human rights, and labour right.

FIAS has always had a strong bond with the athletes not only through SAMBO but also by showing our social responsibility. Innovation and education are our strengths to "bring social sustainability alive" using demonstrations and a common language - SPORT.

FIAS support the development of SAMBO for the visually impaired and deaf athletes with a tournament for adults and juniors.

e. Climate Change

In 2019 International SAMBO Federation joined the UN Framework “Sports for Climate Action” as a signature and participant and acknowledges that the impact of sports on climate is complex and hard to measure. Round trips across the world, energy and water use, food, waste, etc. – all of that have a huge effect on the planet. But meanwhile, Sport is a significant influencer of positive changes.

As a part of this initiative, FIAS participated in IF FORUM 2019 in Lausanne and was rewarded by IOC and DOW for taking the actions to reduce greenhouse emission. As part of the reward, carbon offsets were offered to the IFs to compensate for their unavoidable 2019 emissions. The International Sambo Federation has become one of the 10 international federations whose contribution to the protection of the environment has been recognized by the IOC and Dow Chemical.

FIAS strives committed to operate as a carbon-neutral company and reduce direct and indirect carbon emissions during events. It is set out in a detailed environmental policy in our Sustainability reports and guideline to the Organising Committee. Emission Control and Transport Management is one of the indirect impact indicators in the environmental pillar of sustainability for FIAS. Since the beginning of sustainability reporting our Federation was trying to calculate emission from our World SAMBO Championship and World Youth and Junior SAMBO Championship. Moving forward we might not ignore other FIAS major events, household and other footprints in our reports and in the way to minimise the impact.

Best solution is to compensate our total footprint with nonmental initiatives such as planting trees, donate or collaborate for recycling old uniform, participation in environmental and social initiatives, etc.

For the unavoidable emissions, there are numbers of NGO’s which offers of offset payments to support climate protection projects attract our federation. Collaboration with them organisations should be also be considered as an opportunity to achieve more goals for sustainable development.

f. Environment and Biodiversity

Biodiversity is the variety and variability of life on Earth. Biodiversity is the pillar that allows ecosystems to function. Over millions of years, many different species of plants and animals have come to live in the same habitats. Over time they balance each other and hold the ecosystem together. When a species is removed (biodiversity is reduced) the ecosystem can lose its balance, causing it to break down. While there is a growing recognition that biological diversity is a global asset of tremendous value to future generations, the number of species is being significantly reduced by certain human activities.

The International Sambo Federation recognizes the importance of maintaining balance in the world. On May 5th, 2015, FIAS and the autonomous non-profit organization "Centre for the Study and Conservation of the Amur Tiger" signed a cooperation agreement. The aim of this cooperation is to unite efforts for the development and popularization of sambo as well as for maintaining and increasing the population of the Amur tiger. FIAS President Vasily Shestakov commented on the signing of such an important document: "SAMBO is a sport that teaches the ability to stand up for themselves

and protect their loved ones. Social responsibility is an important direction of development of modern sambo, social projects are a priority in the strategy of FIAS.”

Biodiversity is important for many reasons and they can be generally divided into two categories: the importance of ecosystems and for us. Loss of biodiversity threatens all, including our health. It has been proven that biodiversity loss could expand zoonoses - diseases transmitted from animals to humans- while, on the other hand, if we keep biodiversity intact, it offers excellent tools to fight against pandemics like those caused by coronaviruses. Diseases are indicators of a bigger problem, fundamentally rooted in biodiversity loss. The emergence of COVID-19 has underscored the fact that, when we destroy biodiversity, we destroy the system that supports human life.

Certainly, the biggest impact on solving environmental issues depends on governments legislation, development of nature preserves, reducing invasive species, habitat restoration, from scientists with their researches, captive breeding and seed banks.

Regardless of this, the mission of each individual or organization should strive to do everything possible to make the world a better place. FIAS as an organisation should to making the world a better place through sport, to develop a real initiative and to create new projects to draw attention to the problems of diversity, as well as to improve the current situation. That would not be right to pretend that we can go back to normal in terms of links to nature, biodiversity and respect to Earth. We have to become greener, more focused on biodiversity and more respectful of nature, ourselves and to each other.

g. Events

FIAS brought in the initiative to reduce the usage of paper for the registration of athletes for FIAS events. The whole process of registration has been made digital, which helps FIAS and the stakeholders reduce a lot of paper and a lot of costs involved to produce them. In the past, a minimum of 2,000 paper sheets is used for an event for scoring and match schedules during Championships. Following the advice to print match draws on double sides, 400 pages were unused. The number of paper sheets printed was reduced by 30% due to double side paper printing. By 2030 FIAS should go completely digital in their events, and 100% paperless.

The Federation’s main objective to encourage separate collection of the waste in the countries where its already being implemented- to strongly support a positive movement. In other countries, where separate waste collection is not working yet or underdeveloped - it is to set a worthy example and to leave environmentally healthy habits.

We appreciate the contributions of the organizing committee to make this practice a success. The waste was categorized into Plastic, Paper and General Wastes. For “new normal” life condition dedicated bins for masks and gloves should be also placed. The medical waste thrown into the waste bins should be duly disposed of after they are properly collected.

Looking to the future, International SAMBO Federation should take under control new challenges to deal with on the way to achieve UN Agenda 2030. To improve the work in the field of waste, energy, water and transport management, emission control, to expand network and looking for more sustainable suppliers and partners, promote plastic free events, to appoint eco-ambassador/ activist, etc. Firstly, to update or release add-on Sustainability Event Guide and make compliance with most recommendations mandatory.

FIAS and its partners can adopt the “Sustainability Essentials” - guidelines from IOC provides valuable to lead sports organizations. For example, to start with “Plastic Game Plan for Sport” is the strategy sets out several actions in our capacity as leader of the Olympic Movement.

The waste management hierarchy breaks this process down into four parts, also known as the Four R's: Refuse, Reduce, Reuse, and Recycle. The more single-use plastics we refuse, the less items we have to reduce and reuse. After refusing, reducing, and reusing as much as possible, recycling is the last resort. Except as required to comply with Anti-Doping standards. If a reusable system isn't possible, then compostable service ware may be a good alternative.

Event organisers and their partners should avoid serving or selling single-use items like plastic straws, bottles and bags during FIAS events, choosing reusable cups, plates and cutlery for your catering outlets, and selling reusable water bottles in your shops. If every sports event adopted this approach, it could prevent millions of pieces of plastic going to waste each year. Best solution would be to install water refill stations and gave out refillable bottles to all the competitors, significantly reducing single-use plastic.

Avoiding the sale of merchandise, souvenirs and fan paraphernalia made from single-use plastic, without giving out plastic bags, prohibiting release of balloons – might be a new normal way of organising events, where other better solutions should be found. These suggestions should be adopted by IF's, NF's and its vendors.

h. Key performance indicators

To improve its environmental impact, an FIAS should measure the impact of its activity on the environment. Tracking Key Performance Indicators (or KPIs) is a well-known crucial process for any organisation. In the past KPIs for the events were:

- Waste Management Protocol;
- Energy Consumption and Energy Efficiency;
- Save Water Campaign; and
- Emission Control and Transport Management

Since Covid-19 has influenced the lives of millions of people on the planet, we must be even more responsible with the implementation of sustainable development goals in our strategies, events, work and life's. For our future Sustainability plan we must move forward and accomplish our goals in existing KPI's as well as complement and implement new tasks.

Based on our previous KPI's, Sustainable strategy FIAS Goals 2030, aligning with UN's SDG's and linkage with Olympic Agenda 2020 & IOC Sustainability strategy, we focus on the following KPI's.

1. Key Result Area: Waste Management

Initiative	Strategy	Key Performance Indicators
1.1	All handouts should be able to be reused, reducing waste	Having a convenient drop-off point for all unwanted sports clothes and equipment such are gloves, shoes, helmets etc. at the venues
1.2	Support unprivileged communities, reduce the food wastage, following best practice	Leftover food and beverages are donated to a local food bank. 100% No food waste by 2030
1.3	Providing and control an appropriate number of recycling and trash bins should greatly limit rubbish. Responsibility of removing trash and ensuring it is recycled or trashed	The event is cleared of all rubbish during and after the event
1.4	Educated volunteers help out with recycling, increase awareness and develop an active commitment to recycling while preventing trash contamination	Waste monitoring assistants ensure recycling and composting procedures are adhered to and shared quick facts about recycling. By 2030 all FIAS members and NF's follow sustainability strategy.
1.5	Reduce unnecessary environmental and economic costs, accelerate and simplify workflow and communications	Improve the use of electronic communications for registration, announcements and updates for the events. By 2030 fully digital registration
1.6	Reduce amount of transportation and the environmental impact of the event (also by using recycled paper), avoid large amount of unnecessary waste	Unavoidable printing is double sided on FSC Certified, post-consumer recycled and chlorine-free paper, as well as distribution of brochures, handouts and session notes are limited by necessity
1.7	Reducing large quantities of waste while improving the feel and theme of an event and save a large sum of money and prevent a large amount of plastic from going to a landfill.	Preferences to reusable tableware, provide water is provided in pitchers and/or large dispensers and reusable or compostable cups. 100% plastic free by 2030. Except for doping controls where we require to use PET bottles
1.8	Respect the diversity of preferences (motivated by religious, ethical or other personal reasons) and also reducing the amount of carbon and water from cooking	Provide at least one entirely vegetarian and one vegan meal

2. Key Result Area: Emissions Calculation and Transport Management

Initiative	Strategy	Key Performance Indicators
2.1	Knowing the exact number of people who need transport (airport-hotel, hotel-place), organizations must choose the most convenient offer for size, price and ecologically less harmful	National team’s sign-up for event-provided transportation along with normal event registration and transportation services are chosen appropriately to accommodate the expected number of attendees
2.2	To reduce the environmental burden and minimise transport costs	The main accommodation site should be within walking distance of the event venue (max 1 mile) with green credentials (e.g. LEED-certified, renewable energy sources). The venue might easily accessible for attendees by foot, bicycle, or public transportation and all the participants should be informed about the public transportation system
2.3	Being responsible for the footprint	Calculate all the Emission produces by FIAS, sharing this formation with stakeholders and finding the ways and partnership to compensate. By 2030 having a net-zero carbon footprint.

3. Key Result Area: Energy Efficiency

Initiative	Strategy	Key Performance Indicators
3.1	Each “small” step to reduce energy consumption makes sense.	Control of lighting and heating, disconnected appliances (if they are not used), presence sensors. All the FIAS representatives and members know how to minimize energy consumption.
3.2	Following best practises of Energy Efficiency, by choosing the most sustainable offers	Give preference to the offices, venues and hotels with energy-efficient lightings, such as LEDs, etc., with central heating or central heating mechanisms (it is best to use biomass or biogas). ed
3.3	Building a case for monitoring energy use	By 2030 to reduce the percentage of energy consumption, as well as the transition to 100% environmentally friendly sources.

4. Key Result Area: Save Water program

Initiative	Strategy	Key Performance Indicators
4.1	Promote save water campaigns in the field where FIAS is presented. Accommodate information and share with stakeholders.	Reduce unnecessary water spending.
4.2	Share information about the amount of water usage for general actions (quick and long shower, tooth brushing, toilet, dishwashing, laundry).	Develop awareness and grow responsibility.
4.3	Develop clean beach programme	Reducing quantities of waste during events, calculate the amount of garbage collected and people involved.
4.4	Become a member of clean water campaign as a sustainable outdoor sport (beach SAMBO)	By recognised and awarded by the field's leaders.

5. Key Result Area: Labour Practices and Decent Work

Initiative	Strategy	Key Performance Indicators
5.1	Promote Diversity and Equal Opportunity for the staff, stakeholders, athletes, volunteers	Increase opportunities for minorities, equal amount or gender representatives, the same salary of men to women for identical work
5.2	Support training and education programs for the FIAS employees, promote tutoring programs for the FIAS members	Increase the amount of loyal and more professional staff and members. Reduce employee turnover
5.3	Develop a programme to monitor and advice on occupational health and safety programs.	Being recognised as a correct and responsible employer and IF.
5.4	Promote and support the protection of human rights.	Be aware of the situation in the NF's and with athletes.

6. Key Result Area: Events

Initiative	Strategy	Key Performance Indicators
6.1	Involve local club in the organisation of the event and its member/athletes' entourage should gain new experience through FIAS competition	Develop a responsible and creatable community, increase event management skills and attract the new spectator
6.2	Use local organisations for applicable temporary jobs, volunteers and contractors	Ensure a fair wage system.

6.3	Create and conduct educational and entertainment side events in collaboration with local communities, NF's and other organisations.	Increase recognition and attractiveness of sports, support local business and build strong partners relationships which increase the popularity of SAMBO
6.4	Increase percentage of operations with implemented local community engagement, impact assessments, and development programmes	Circulating information, to organising meetings and training for those that will have a role in the event
6.5	To bring to the attention of participants Alcohol and Tobacco Prevention Policy and share how alcohol, tobacco and other prohibited substances affect professional athletes and others	Create the healthiest community
6.6	To reduce the environmental footprint during events and its organisation.	To host events in the venues (and hotels) with easy access to public transport, with the implementation of sustainability policy and action plan in place. Catering should be with a majority of local and seasonal organic food.

7. Key Result Area: Social initiatives

Initiative Strategy

Key Performance Indicators

7.1	Launch and support initiatives for athletes with a range of disabilities, underprivileged athletes and communities, women in sport, refugees, etc.	Increase engagement in social projects and in charity mission, develop a strong partnership and caring attitude, reach SDG's. Help to participate in the events
7.2	Provide equipment for SAMBO competition (clothes, shoes etc.). Donate to local schools, public recreation centres and community sports clubs that can make good use of sporting equipment	Concern about people, environment and saving.
7.3	Develop sustainable (for ex. recycling) programme with the participation of athletes and sustainable brand)	Involve athletes to do positive changes and increase awareness and recognition of SAMBO sports in new unexpectable fields.

8. Key Result Area: Climate Action and Biodiversity

Initiative Strategy

Key Performance Indicators

8.1	Be an active member of all environmental organisation, participate in all accessible and possible ecological initiatives.	Build a reputation of FIAS as a strong modern international leader.
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8.2	Develop, launch and support initiatives to protect biodiversity.	Be recognised and awarded by ecological partners
8.3	Implement sustainability strategy in every fields and partnership, inspire new collaboration for the better environment	Increasing awareness about the importance of protecting the planet inside and outside SAMBO community

9. Key Result Area: Sustainable IF & NF's

<i>Initiative</i>	<i>Strategy</i>	<i>Key Performance Indicators</i>
9.1	Leverage our sustainability skills to increase awareness by running FIAS events, competition and participate in the multi-sport events and non-competition driven events	Sustainable Management skills increased
9.2	Leverage our organisation status in sustainability activities e.g. build the contemporary brand and make FIAS environmental and social positive profile interesting to our stakeholders	Sustainability status and profile of FIAS raised and attractive for the development of sport in global arena
9.3	Assisting national SAMBO federations in promoting their activities in the field of sustainable development, grassroots programs	"Sustainable event guide" established and should be respected
9.4	Develop a rating system that recognizes every case and takes a step forward to become a sustainable federation	Award NF's for their performance
9.5	Maintain and build strategic partnership e.g. IOC, UN, Climate Action and other International Organisations, Non-Governmental Organisation, Governmental Organisations etc.	Develop and maintain sustainable contact and partnership and liaison with strategic stakeholders
9.6	Provide information support to FIAS members for sustainable development in sports and conduct master classes during major FIAS events.	Information support provided by the NF's for sustainable development initiatives, as appropriate
9.7	Provide information support to FIAS members for sustainable development in sports and conduct master classes during major FIAS events.	"Sport working with education" framework established
9.8	Develop a rating system which recognises individually each weight category and discipline	A rating system developed which recognises and rewards athletes for their performance

Table 5. Key performance areas and indicators

5. Sustainability commission

The SAMBO Sustainability Commission should represent the shared vision and provides a framework for the further development of Sports Sambo in the World, to reflects present trends, challenges and opportunities as well as interest and issues of the sustainable development in the sport world, organisation and community. It should monitor compliance with the FIAS Sustainable strategy plan and to look to the future to find original ways to integrate new developments with proven strategies over the years.

The enactment of the new Sambo Sustainability Commission is to work on and improve the environment in which athletes (and all involved) live and participate, has a vital role to play in contributing of Sustainable Development Goals through Sports. It should offer recommendations, questions and policies, track and shape social interest and help provide opportunities to enhance the sustainability in sports, gain recognition of different sports association and other partners as the leading sports in the environmental field.

The commission should unite interests and creativity from the athletes for to make the world a better place through SAMBO, as well as provide an opportunity for people to contribute in a variety of enjoyable and productive ways, or offer expert advice, positive solutions and support to the sports and active living communities. The objectives plan and actions shall be based upon IOC and UN and increase Interest, recognition Sports Development, striving for International Success.

VI.Planning for the Future

The FIAS sustainability plan for 2021 - 2030 aims to support activities with a clear vision, adaptation to new requirements and provide a sustainable event and be a role model for SAMBO community and other sports federations around the world.

Review of the sustainability plan should take place annually to allow for corrections and adjustments, if necessary. FIAS FIAS's President, General Secretary, Executive Committee Members, NFs, Commission members, and all related parties should be kept informed and up to date.

FIAS will continue its development, education programmes and implementing social and environmental projects, cultural understanding and etc.

FIAS also keeps up to date to reach its primary goals and become a world leader in sports.

The Next Phase

FIAS's more detailed strategic plan should cover 2021-2025.