



Sustainability strategy 2030

2021

Foreword

The year 2020 has shown more than ever before how the current model of global sport is fragile and that its sustainability is questionable. The coronavirus pandemic along with long-term climate change and social and economic challenges has strengthened the urgency of calls for sustainable developments.

“The Slovak Olympic and Sports Committee (SOSC) as the leader of the sports movement in Slovakia intends to contribute to the UN Agenda 2030 by building up Slovak sport according to principles of sustainability.”

In order to address the need for a sustainable future for human mankind, in 2015 the United Nations approved and published its Agenda 2030 for Sustainable Development. Implementation of the strategy was supported by all UN member states, including Slovakia.

The Slovak Olympic and Sports Committee (SOSC) as the leader of the sports movement in Slovakia intends to contribute to the UN Agenda 2030 by building up Slovak sport according to principles of sustainability. In cooperation with the National Olympic Committee and Sports Confederation of Denmark (DIF) we have created this Sustainability Strategy, which should serve as an important milestone for how our sports should be organised in the future. Through this strategy we declare

our commitment to transform the SOSC into a modern organisation. At the same time, we believe that as an umbrella organisation for the Slovak sports federations, through this strategy, we can act as a trustworthy role model and facilitator for sustainable change in the whole of the Slovak sports sector.

Our Sustainability Strategy is focused on five main themes – workplace, events, infrastructure, education and communication. Those have been identified after an analysis of our current situation in terms of our internal operations and activities. The unique opportunity to cooperate with the DIF and build on its rich experience of sustainability has also been an important factor in the development of our Sustainability Strategy. Thus, it reflects the knowledge gained by the Danish in different sports related areas, which are also relevant for the Olympic and sports movement in Slovakia.



SOSC President



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Disclaimer

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Feedback

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1 Introduction



Rationale – why do we need a sustainability strategy?

As a responsible sports organisation, the Slovak Olympic and Sport Committee (SOSC) fully appreciates the significance of the environmental, social and economic challenges that society faces today. The SOSC also recognises how these challenges impact on the world of sport and the role the sports community can play in contributing to a more sustainable world.

As a member of the Olympic Movement the SOSC joins with other National Olympic Committees, the International Sport Federations and the International Olympic Committee (IOC) in striving to make a better world through sport. Our intention is to play our role in supporting the United Nations Agenda 2030 for Sustainable Development, and in particular to contribute in every way we can towards the realisation of its “Sustainability Development Goals” (see SDGs below).

Accordingly, the SOSC is proud to issue this Sustainability Strategy, to explain how it plans to address some of the most pressing sustainability issues that it faces as an organisation which are also relevant for the Slovak sports movement.

Over recent years the SOSC has become increasingly aware of the need to operate in a more sustainable way. It also recognises how the world of sport is not only threatened by the environmental changes brought about through climate change and the depletion of natural resources, but also the fact that the world of sport itself has a considerable impact on the environment.

We are also aware that sustainability is very much about people and the communities where sports take place. We understand this means much more than the traditional social responsibility that is largely charitable, and that we must be more attentive to the way we treat the people who work for us, the businesses who supply us with products and services, and the communities we impact through our activities.



Delivering on the United Nations Global Goals

The United Nations Agenda 2030 for Sustainable Development is comprised of 17 thematic goals (SDGs) that call for concerted action by governments, businesses, institutions and civil society throughout the world. These SDGs are relevant worldwide and represent a full appreciation of the inter-connected issues that define sustainability.

While all of the 17 SDGs are important, we see the following 9 goals as particularly relevant to sport and we will use them as references for our work as a National Olympic Committee and the umbrella organisation of Slovak sport:



SDG 3 Good health and wellbeing



SDG 4 Quality education



SDG 5 Gender equality



SDG 6 Clean water and sanitation



SDG 7 Affordable and clean energy



SDG 11 Sustainable cities and communities



SDG 12 Responsible consumption and production



SDG 13 Climate action



SDG 17 Partnerships for the goals

Delivering Slovakia's sustainability goals

The UN Agenda 2030 is also supported by the Slovak government. The Slovak Ministry of Investments, Regional Development and Informatisation is responsible for its implementation. The Council of the Government of the Slovak Republic for the UN Agenda 2030 was established for this purpose and after consultation with experts condensed the 17 SDGs into 6 priority areas, which reflect the specific needs of Slovakia and should represent the basis for further sustainable development within the country.

Those areas are: 1. Education for a dignified life, 2. Heading towards a knowledge based and environmentally sustainable economy, 3. The eradication of poverty and social inclusion, 4. Sustainable cities, regions and the country in the context of climate change, 5. The rule of law, democracy and security, 6. Good health.

The abovementioned clearly indicate the importance of sports and physical activity in sustainable development of Slovakia. This was further strengthened in 2020 by the call from 118 member states of the UN for all states to include sports and physical activity into their post-Covid-19 recovery plans and to integrate sports and physical activity into the national strategies for sustainable development.

Through this Strategy the SOSC declares its commitment to contribute to the delivery of the goals defined by the UN and the priorities of the Slovak government.



2 Our context



2.1 Our organisation

The Slovak Olympic Committee was established in 1992 and was recognised by the International Olympic Committee (IOC) in 1993. Its mission, as a not-for-profit organisation, is to universally contribute to the development of sports in the Slovak Republic, to spread and popularise the basic principles and values of Olympism, to expand the Olympic heritage and

through sports to contribute to the harmonic development of people, a mutual understanding and friendship among nations and to deepen our peaceful coexistence.

At the end of 2018 the Slovak Olympic Committee was transformed into the Slovak Olympic and Sports Committee (SOSC) which has become the umbrella

organisation for all national sports federations recognised by the IOC or SportAccord, originally associated with the Confederation of Sports Federations. Additional work related to this transformation has resulted in an increase in the number of staff. This transformation has also extended the scope of SOSC activities.

What we do

The portfolio of activities of the SOSC is relatively rich and spread across different levels from the local, regional, national and all the way up to the international. This imposes considerable demands on transportation and resources.

To ensure the participation of national teams at international events is the most obvious and traditional role of every NOC. This role has become even more demanding with the increased number of new international events. In total, the SOSC is responsible for our participation at 9 events – the Olympic Games, the Olympic Winter Games, the Youth Olympic Games, the Youth Olympic Winter Games, the summer and winter European Youth Olympic Festivals, the European Games, the World Beach Games and the World Games (for non-Olympic sports).

In addition, long-term projects and short-term activities are part of the role of the SOSC, covering different fields, such as education, marketing, support of athletes etc.

The SOSC also organises a number of regular and one-off events ranging from Executive Board and General Assembly meetings, conferences, seminars and exhibitions through to sport festivals for all age groups and meetings and camps for athletes, Olympic lecturers and children.

An integral part of the duties of the SOSC also include media, PR and editorial activities, all of these roles are relevant in our drive for greater sustainability.

The SOSC still possesses its former headquarters building and rents storage facilities. Since 30th April 2021 it has officially changed its headquarters and moved to new premises within the House of Sport, where it rents office

space on two floors and exhibition space for the Slovak Olympic and Sports Museum as well as storage space on the ground floor. The new building should provide better working conditions for the growing number of SOSC staff and also from the perspective of sustainability.

This also applies to the national sport federation members (NSFs). Few of them own their current office premises, most of them are housed in rented headquarters in different locations. It is planned that The House of Sport, which has recently undergone reconstruction should become the new home of several NSFs and sports organisations, which provides the opportunity to improve communication and reduce travel related to the cooperation between the SOSC and its member and partner organisations.

How we work

The SOSC approved its new organisational structure in March 2020, that reflects the current organisational changes and the ongoing transformation process. The SOSC is organised into 9 departments who take responsibility for the different duties and roles mentioned above. The management of the organisation consists of 3 executive officers (president, secretary general and executive director) and 9 heads of department.

The SOSC Executive Board is made up of 11 members: the President, the Vice President for Sports, the Vice President for Infrastructure and Investments and the Vice President for Olympism. Furthermore, there are

6 representatives of the NSFs and the head of the SOSC Athletes Commission.

The SOSC General Assembly has 93 members – 81 representative members and 12 individual members. The members include 40 NSFs for Olympic sports and 25 NSFs for non-Olympic sports. The membership of the GA also includes another 16 civic associations, institutions or organisations.

The SOSC has established 14 commissions. One of them, the Environmental Commission is directly involved in sustainability. However, its role, until now, has been

predominantly limited to environmental promotional activities. One of the outcomes of this strategy should result in the transformation of the commission into a new Sustainability Commission, which should better reflect not only environmental issues, but all three dimensions of sustainable development.

The structure of the SOSC bodies is comprised of 3 separate legal entities: Slovak Olympic Marketing (responsible for Olympic marketing activities), Sport Event (responsible for the organisation of promotional and sporting events) and the SOSC Foundation (responsible for the SOSC public-benefit activities).

Funding

In terms of financing, the SOSC relies on three basic sources of funding. In 2020, 54.18% came from public sources via the Ministry of Education, Science, Research and Sport of SR, 36.64% from partners of the SOSC and 9.18% were contributions from the IOC.

The transparency of the financial management of the SOSC is governed by the laws of the Slovak Republic and internal financial rules approved by the Executive Board.

54.18%

Ministry of Education,
Science, Research and
Sport of SR

36.64%

Partners

9.18%

IOC contributions

2.2 Our sustainability starting point

The SOSC statutes contain an explicit statement related to sustainability. According to Article II, point 2, letter I): ***“The task of the SOSC is to the protect environment, to take part in activities that enhance the conditions for sustainable life and to improve our sports facilities.”***

The SOSC wishes to declare that it has been very active in environmental matters in the past. The activities of its Environmental Commission were honoured and recognised during the 8th IOC World Conference on Sport and the Environment in Vancouver in 2009. The Commission was primarily active in promotional activities related to the environment up to 2016. Since 2017, initiatives related to sustainability have not been a part of a strategic approach, but rather as the result of individual efforts to do something positive in this regard.

The SOSC secretariat has no plastic bottle policy in place, it tries to separate plastic and paper waste and uses a fleet of hybrid cars from its official supplier. Within the

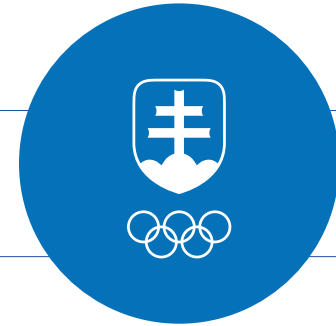
organisation of events the SOSC tries to implement various sustainability measures, e. g. the use of recycled/eco-friendly clothing and materials for promotional items, the reduction of printed materials, the use of reusable bottles, dishes, drinks on tap rather than in bottles etc.

Despite all of these efforts, the perception is that much more should and could be done in terms of sustainability. All the more, if we consider not only the environmental, but also the social and economic dimensions.

In terms of the social dimension of sustainability, the SOSC has a positive impact on local communities through its educational activities and events, promoting Olympic values and the importance of physical activity and a healthy lifestyle. The growing number of social responsibility projects implemented by the SOSC Foundation is also worthy of mention. It is vital to build upon this fruitful tradition and further develop these activities.

With regard to its internal operations, there are opportunities to further improve the overall working culture and governance of the SOSC.

However, sustainability was not an integral part, from the beginning, of the SOSC’s transformation into an umbrella organisation. This strategy was conceived as a useful incentive to start thinking properly about sustainability, to take it into consideration, not only through its formal recognition within the statutes, but also through the practical and systematic implementation of specific related measures through a strategic approach.



52 employees

FULL-TIME STAFF

**Sources of finance
2020**

54%

MINISTRY OF EDUCATION, SCIENCE,
RESEARCH AND SPORT OF SR

37%

PARTNERS

9%

IOC CONTRIBUTIONS

**Ensuring the parti-
cipation of national
teams at 9 events**

THE OLYMPIC GAMES
THE OLYMPIC WINTER GAMES
THE YOUTH OLYMPIC GAMES
THE YOUTH OLYMPIC WINTER GAMES

THE SUMMER AND WINTER EUROPEAN YOUTH OLYMPIC FESTIVALS
THE EUROPEAN GAMES
THE WORLD BEACH GAMES
THE WORLD GAMES (NON-OLYMPIC SPORTS)

**Membership
base**

40

NATIONAL SPORT FEDERATIONS
FOR OLYMPIC SPORTS

25

NATIONAL SPORT FEDERATIONS
FOR NON-OLYMPIC SPORTS

16

OTHER
ORGANISATIONS

3 Laying the foundations



3.1 Our sustainability values

The SOSC as a member of the Olympic family is not only determined, but also obliged to follow the values of the Olympic movement. Sustainability as one of its pillars is, therefore, a necessary and integral part of the SOSC's system of values.

The SOSC is aware of the broad definition of sustainability, comprising environmental, economic and social dimensions.

According to the Brundtland Report issued by the World Commission on the Environment and Development in 1987, sustainable development is defined as *"a development that meets the needs of the present without compromising the ability of future generations to meet their own needs."* This definition emphasises the three main components of sustainable development: environmental protection, economic growth and social equality.

The SOSC is aware that sustainable development is necessarily connected to building the ethical behaviour of the organisation as a whole and of each individual who is affiliated to the SOSC. Therefore, here we present the principles and values, that we consider will provide the basis for our sustainable operation. These values will also be a part of the new Code of Ethics as one of the outcomes of this strategy:

Leadership

The SOSC is the leader of the Slovak sports movement, therefore, it recognises it also has a responsibility to act as a good role model to its member organisations through its approach to sustainability. The top management of the SOSC has expressed its sincere support and commitment to sustainability. Its representatives have fully cooperated in the whole process of the preparation of this strategy with regular progress meetings to monitor the preparation of this strategy. Furthermore, the top management actively initiated communication with some of the stakeholders and advocated on behalf of sustainability on various different occasions.

Integrity

As an umbrella organisation and the leader of the Slovak sports movement, the SOSC is also aware of the importance of building an honest and credible approach, to ensure that its deeds correspond with its words. Therefore, through this Strategy the SOSC has further committed to implement a more systematic approach to measuring its consumption and carbon footprint, to monitor the outcomes of the Strategy and include them into its reporting process.

Transparency

In terms of sustainability, it is also inevitable that the SOSC must follow an open and transparent approach. The SOSC has already applied standard mechanisms that will facilitate transparency of operation. Based on the requirements of Slovak legislation there is a need to perform annual audits and reports and the relevant documents are publicly disclosed. In this regard, the SOSC commits to also publicly disclose the interim outcomes of the application of this strategy.

3.2 Our stakeholders

In developing this Sustainability Strategy, the SOSC has recognised the importance of having a strong degree of engagement with its stakeholders. In order to define priorities, specific goals and measures, the SOSC conducted a consultation process with different stakeholder groups.

These are the people and organisations with whom we interact, either because our activities affect them in some way, or because we need their input and support. These stakeholder groups are:

Cooperation

The SOSC recognises the importance of building a spirit of cooperation in fulfilling its duties and goals. At the same time, it considers it to be important that a sense of cooperation is consistently developed among the member organisations of the SOSC. During the consultation process (see below) the development of mutual cooperation was positively received and recognised as one of the most important aspects of the sustainable development of sport in Slovakia.

The SOSC secretariat

SOSC Executive Board members

SOSC member organisations

SOSC sponsors and suppliers

The House of Sport

The Sports Development Fund

Governmental institutions

Non-Governmental organisations

The General public

Having mapped out our stakeholders, we have undertaken a series of initiatives to map out their approach to sustainability and to inform of our sustainability programme in order to seek their opinions and suggestions as to how we can operate in this area. We have done this in a number of ways:

Direct meetings and discussions

Online questionnaires

Presentations

Information on our website and other publications

On a governmental level, the SOSC communicated its proposals for its sustainability programme with the State Secretary for Sport at the Ministry of Education, Science, Research and Sport of the SR, who appreciated the initiative and offered the support of the ministry to transform its goals into reality. A similar meeting was also held with the Government Plenipotentiary for Youth and Sport, who was also supportive of the SOSC's intention to spread sustainability within the Slovak sports sector.

An inevitable step was the communication of the Strategy to the SOSC secretariat. This was mainly achieved through personal meetings and an online questionnaire, where the employees were given the opportunity to express their opinions and submit proposals related to the specific sustainability goals and measures.

An inevitable step in the transformation of this Strategy into reality was the approval of the SOSC Executive Board. The EB members had the opportunity to comment on the proposed goals and measures before the final version of the strategy was approved.

Another important step was the consultation with SOSC

member organisations. Through the questionnaire, the member organisations expressed predominantly positive reactions to the decision of the SOSC to implement its own sustainability strategy. However, at the same time, they expressed the expectation that the SOSC should act as a leader in this area and make the effort to raise awareness and provide guidelines and advice related to the different sustainability topics. Some of the smaller NSFs expressed the opinion that their decision to embark on a sustainability journey will depend on the extent, to which the bigger NSFs, whose activities have a considerably greater impact on the environment, will approach this field.

The family of sponsors of the SOSC is another stakeholder group, with which we discussed sustainability. Even in this case, the decision by the SOSC to implement its own sustainability strategy was positively received. Some of our sponsors expressed the specific expectation, that the SOSC should focus on its carbon footprint and the reduction of emissions.

Representatives of the Sports Development Fund (SDF) were also informed of the Strategy, as some of its goals, those with a focus on "infrastructure", are directly related

to the operation and financing of the SDF and are dependent on its cooperation. Again, an online questionnaire was used to allow them to give feedback on particular goals and measures. At the same time, the strategy was presented to them at one of the working meetings, along with representatives of the SOSC, the SDF and the Ministry of Education. The chair of the SDF Directors Board made a statement where he expressed support for the goals and measures that were presented and the willingness of the SDF to cooperate on their gradual implementation.

Similarly, there was consultation with the representatives of the responsible party for the House of Sport which included the goals and measures of the strategy, related to the "workplace" focus theme. Based on their reaction, a willingness to put them into practice was also evident. The non-governmental organisations and general public have been received information about the strategy and its goals through articles published on the SOSC website, within its periodicals and on social media. Partial outcomes of the strategy will also be communicated, mainly through the website "Sustainable Sport" and social media channels.



4 Our strategic plan



4.1 The SOSC Vision for Sustainability and Mission

Vision

The main vision of the SOSC is that it should become the leader for sustainability within the Slovak sports movement, contributing to the building of Slovak sports according to the principles of sustainability.

Mission Statement

The SOSC intends to fulfil its vision in the following ways:

The SOSC will improve its sustainability performance and credibility and will contribute to the organisation of sustainable sport events, to build a sustainable sporting infrastructure. To provide high quality education through sport at Slovak schools and the communication of the need for sustainability within the Slovak sports sector.



4.2 The spheres of responsibility of the SOOSC

The SOOSC Sustainability Strategy is framed around three spheres of responsibility:

The SOOSC as an organisation

The intention of the SOOSC, through this Strategy, is to be a positive example in the area of sustainability. This sphere of responsibility covers the activities directly controlled by the SOOSC that are related to its daily operations. This includes the management of office and storage facilities, procurement, people management, transport and travel activities, the organisation of events, media and marketing activities, the activities of the Olympic and Sports Museum, etc. A substantial proportion of the goals and measures within this Strategy are within this sphere of responsibility.

The SOOSC as the leader of the Slovak sport movement

The intention of the SOOSC, through this Strategy, is to inspire and assist its member organisations in the implementation of sustainability measures and thus to contribute to the building of Slovak sport according to the principles of sustainability. This sphere of responsibility covers those activities that contribute to raising awareness on different topics relevant to sustainability. It includes the provision of manuals and guidelines and the presentation of examples of good practice that might be a useful source of information for member organisations on their way towards sustainability.

The SOOSC as a member of the global Olympic movement

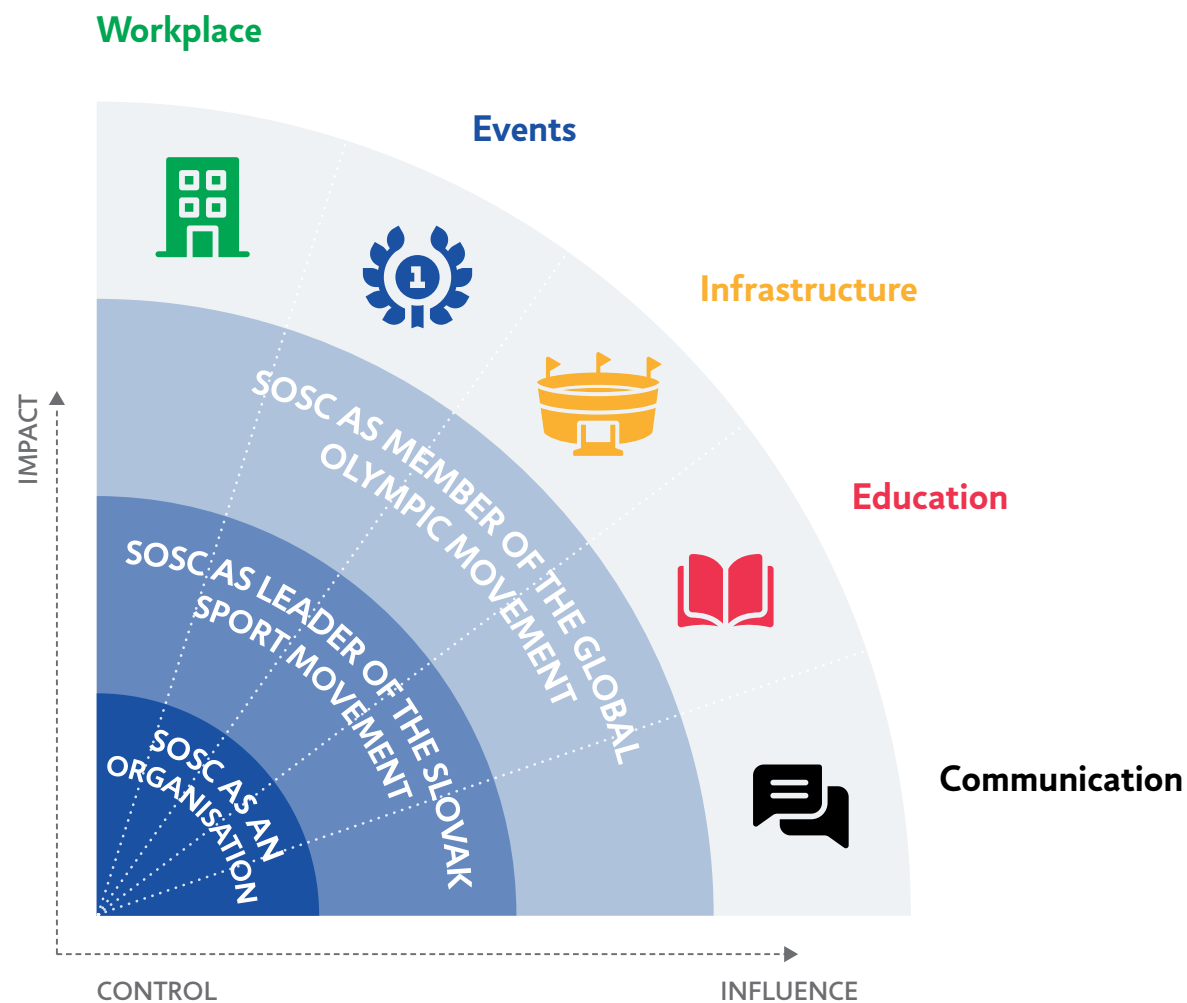
The intention of the SOOSC, through this Strategy, is to further extend their cooperation with other members of the global Olympic movement, in particular with the National Olympic Committees (NOCs) to ensure the delivery of specific goals within this Strategy. During the implementation of the Strategy, the SOOSC will be inspired by the best practices and experiences of the NOCs who have already implemented their own strategies. This particularly applies to the NOCs for Denmark, Finland and Germany, with whom the SOOSC has already established close ties through the ASAP (As Sustainable As Possible) international programme, co-funded by the Erasmus+ programme of the European Union.

Although it is not explicitly stipulated within this Strategy, the SOOSC future intention is to provide assistance to other NOCs who have not yet started their sustainability journey, but may express an interest in doing so.

4.3 Sustainability Strategy Focus areas

Following the review of our current situation and after discussions with our stakeholders, we have committed to deliver sustainability through five main areas:

- Workplace
- Events
- Infrastructure
- Education
- Communication





WORKPLACE

DELIVERING SUSTAINABILITY THROUGH THE WORKPLACE

Mission:

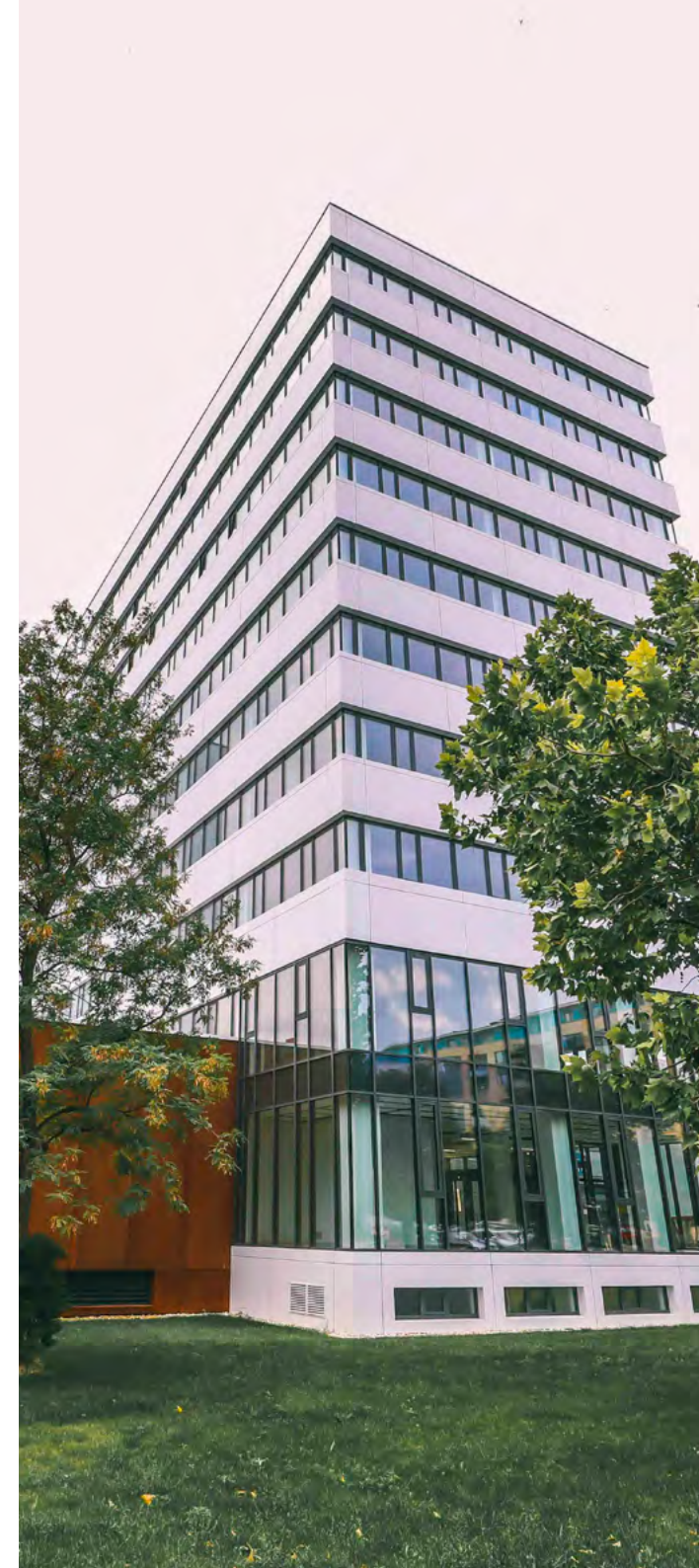
To improve the sustainability performance and credibility of the SOSC.

In line with the UN Agenda 2030 SDGs:



Scope

This area of focus is related to a sustainable office for the SOSC, its mobility, relationship with partners and suppliers, as well as its working culture and management system.



Why it is important

In considering sustainability, the SOSC is well aware that it is necessary to start at home and that it should first be embedded within its own organisation and internal operations. Although the SOSC has already implemented some of the sustainability measures, it is perceived that much more should be done in this specific area. Therefore, the SOSC is committed to further adjust its internal operations and build a more systematic approach to sustainability. This should facilitate improvement of the sustainability performance of the SOSC and build credibility with its stakeholders.

The former headquarters on Kukučínova street in Bratislava no longer provided the optimal conditions that would allow further improvements in terms of sustainability.

One of the major issues is the poor energy efficiency of the building, that led to high energy consumption and costs. Small office spaces do not provide the optimal working conditions for the growing number of SOSC staff. The potential for the separation of waste in the previous headquarters building were also not optimal. There was insufficient parking space and far from optimal connections to public transport. Moreover, this location, in a relatively neglected area, had a negative effect on the image of the organisation in front of potential marketing partners.

A move to the newly reconstructed House of Sport in Bratislava is considered an inevitable step that should

provide the necessary improvements in energy consumption and should facilitate the adoption of further sustainability measures. It is viewed positively by all that the building falls within the highest energy performance class "A" for overall energy consumption and class "A0" for the global indicator of primary energy.

The SOSC also understands that sustainable mobility is one of the most effective ways to reduce its carbon footprint and that without addressing this issue it cannot achieve a significant improvement in its sustainable operation.

An important role on the SOSC road to sustainability is also played by sustainable procurement and sourcing, as does the creation of partnerships with sponsors who have their own sustainability programmes.

Sustainable internal operation cannot be also achieved without the proper conditions created by the management of the organisation and its overall working culture. The SOSC has recognised the importance of building a consistent and systematic approach to sustainability based on proper evidence, reporting as well as on ethical conduct.

All the goals, targets and measures, which have been approved within this area of the Strategy should also provide an opportunity to strengthen the position of the SOSC as an umbrella organisation and a good role model for national sports federations and other member organisations.



These intentions will be achieved through the following goals:

Goal 1.1 Sustainable SOSC office

The SOSC has defined a set of sustainability measures, which will be implemented within its headquarters and its internal working processes. These measures have been chosen through an open dialogue with the internal staff of the SOSC secretariat, who were given the opportunity to submit their own proposals.

The measures are related to the measurement and reduction of consumption or the use of more efficient alternatives. They are related to waste management, the reduction of the use of paper, water and plastic as well as more efficient energy operation through the use of renewable resources.

Goal 1.2 Sustainable SOSC mobility

Measures related to mobility are one of the most effective techniques for the reduction of carbon emissions. Considering the transportation demands imposed by the activities of the SOSC, it is vital to adopt measures that facilitate the reduction of its carbon footprint.

its employees. Based on its outcomes the SOSC will prepare a sustainable mobility plan with the intention to support walking, cycling and public transport for the daily commute of employees. To seek more efficient solutions for car and air travel including the utilisation of rail transport and building the infrastructure for telework and home office.

The SOSC intends to carry out a mobility survey among

Goal 1.3 Sustainable SOSC partners

The SOSC recognises the importance of its sponsors and suppliers and that it is vital to build partnerships with those who produce their products and provide their services in a sustainable way.

are more in line with the principles of sustainability.

We also commit to build a more sustainable portfolio of sponsors, with the intention to primarily create partnerships with those that have clearly set, or adopted, sustainability standards or strategies.

Therefore, we intend to change the services and products we consume that are delivered by our suppliers, so they

Goal 1.4 Sustainable SOSC working culture

The SOSC recognises the importance of a high-quality working culture that should facilitate the delivery of its roles and duties.

In terms of sustainability, it is understood that sustainability needs to be embedded within our system of management.

Therefore, it is necessary to implement measures that will help us to prepare for a more systematic and complex approach to sustainability. This relates to the establishment, approval and public disclosure of the SOSC sustainability policy, the assignment of accountability for sustainability to a member of the SOSC management, the establishment of a sustainability department and sustainability commission, the inclusion of the strategy outcomes into the annual reports, as well as the preparations required for the measurement of our carbon footprint, preparations for a ISO 20121 Event Sustainability Management audit and finally to be prepared to sign the UN Sport for Climate Action Framework.

Our roles and duties should be also carried out along ethical principles, which should be understood and followed by all SOSC team members. Although the SOSC follows the IOC's Code of Ethics and the Universal principles of Good Governance of the Olympic and Sports Movement, which are included in the SOSC statutes, it is perceived that a separate Code of Ethics is required. This code will set out a clearly defined system of values, which are understood by all, and according to which the conduct of all team members will be governed.

The provision of optimal working conditions for the physical and mental well-being of SOSC staff is also required in order to achieve a high-quality working environment that facilitates high levels of productivity, in line with the social dimensions of sustainability.



ACTION PLAN

Here we present an overview of all the goals, targets and measures (1 – 47) related to this area of focus, including the indicators, responsibilities, sources of funding and target year of delivery.

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
1 Deliver sustainability through the workplace	1.1 Sustainable SOSC office	1.1.1 Waste separation measures are implemented within the new SOSC headquarters	1 Negotiate with the operator of the House of Sport for the installation of waste separation containers	Containers for paper, plastic, communal or other forms of waste are installed (capacity in litres, accessibility in meters)	Operator of the House of Sport	House of Sport budget	High	2022
			2 Install waste separation bins in SOSC office corridors	Bins for paper, plastic, communal or other forms of waste are installed (capacity in litres, accessibility in meters)	SOSC Olympism dept.	SOSC budget	High	2022
			3 Install electric composters for biowaste within the SOSC premises	Electric composters for biowaste are installed (capacity in litres, accessibility in meters)	SOSC Olympism dept.	SOSC budget	High	2022
		1.1.2 Paper consumption is reduced	4 Implement regular measurement of paper consumption	Evidence of annual consumption of paper in kilograms	All SOSC depts.		High	2022

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
			5 Implement the electronic circulation of internal documents		SOSC Executive Director, SOSC Economy dept.	SOSC budget	Medium	2024
			6 Use recycled paper wherever appropriate	Evidence of annual consumption of recycled paper in kilograms	All SOSC depts.	SOSC budget	High	2022
			7 Replace the use of printed daily press with electronic subscription for all SOSC employees		SOSC secretariat	SOSC budget	High	2022
			8 Reduce the use of carton packaging		All SOSC depts.	SOSC budget	High	2022
			9 Use certified paper	Evidence of annual consumption of certified paper in kilograms	SOSC secretariat	SOSC budget	High	2022
			10 Reduce the amount of printed material	Evidence of the number of printed sheets of paper per year, number of printed publications per year	All SOSC depts.		High	2022

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
		1.1.3 More efficient energy performance with the use of renewables is implemented	11 Use electric appliances with the best possible energy class	Evidence of the number of electric appliances and its respective energy class	SOSC IT dept.	SOSC budget	High	2022
			12 Use eco-mode for electric appliances if possible		All SOSC depts.		High	2022
			13 Install extension cords with a switch for appliances with a stand-by mode in SOSC offices		SOSC IT dept.	SOSC budget	High	2022
			14 Negotiate with the operator of the House of Sport for the supply of certified green energy (guarantees of origin)	Green energy certificate	SOSC Executive Director, House of Sport operator	House of Sport budget	High	2022
			15 Initiate, in cooperation with House of Sport, the installation of photovoltaic panels and storage of solar-energy	Installed capacity of PV panels in kWp, amount of energy produced in kWh per year	SOSC Executive Director, House of Sport operator	House of Sport budget	Low	2030

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
		1.1.4 Water consumption is reduced	16 Implement regular measurement and evidence of water consumption	Annual water consumption in m ³	All SOSC depts.		High	2022
			17 Initiate, in cooperation with the House of Sport, the implementation of rainwater collection measures as part of the landscaping works around the building		SOSC Executive Director, House of Sport operator	House of Sport budget	Medium	2024
			18 Reduce the use of cotton T-shirt merchandise with high water consumption throughout the whole production cycle	Number of bio-cotton T-shirts per year, number of T-shirts made of recycled materials per year	SOSC Olympism dept., Marketing dept., Sport dept., Economy dept.	SOSC budget	High	2022
		1.1.5 Use of plastic is reduced	19 Implement the regular measurement of plastics consumption	Evidence of annual plastic consumption in kilograms	All SOSC depts.		High	2022
			20 Further support the no plastic bottles policy at SOSC offices and events		All SOSC depts.		High	2022

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
			21 Prefer recycled/ recyclable plastic when purchasing promotional items	Number of items made of recycled/recyclable plastic per year	All SOSC depts.	SOSC budget	High	2022
			22 Reduce the use of plastic promotional items	Number of plastic promotional items used per year	All SOSC depts.		High	2022
			23 Reduce the use of plastic packaging		All SOSC depts.		High	2022
			24 Negotiate with the House of Sport for the use of packaging-free detergents		House of Sport operator	House of Sport budget	High	2022
	1.2 Sustainable SOSC mobility	1.2.1 SOSC sustainable mobility plan is created	25 Carry out a mobility survey among SOSC staff		SOSC Olympism dept.		High	2022
			26 Support walking and cycling for the daily commute	The respective measures are approved by the SOSC management and included into the sustainable mobility plan	SOSC Executive Director	SOSC budget	High	2022

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
			27 Support the use of public transport	The respective measures are approved by the SOSC management and included into the sustainable mobility plan	SOSC Executive Director	SOSC budget	High	2022
			28 Support the use of eco-solutions within car travel	The respective measures are approved by the SOSC management and included into the sustainable mobility plan	SOSC Executive Director	SOSC budget	High	2022
			29 Support the use of railway travel	The respective measures are approved by the SOSC management and included into the sustainable mobility plan	SOSC Executive Director	SOSC budget	High	2022
			30 Contribute to the decrease of the carbon footprint within the use of air travel	The respective measures are approved by the SOSC management and included into the sustainable mobility plan	SOSC Executive Director	SOSC budget	High	2022
			31 Support the use of telework and home office	The respective measures are approved by the SOSC management and included into the sustainable mobility plan	SOSC Executive Director	SOSC budget	High	2022

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
	1.3 Sustainable SOSC partners	1.3.1 Sustainable criteria for sponsors and suppliers are implemented	32 Implement sustainability standards within the procurement process (Create and approve the SOSC Sustainable Sourcing Criteria)	A document has been created, approved and published on the SOSC website	SOSC Executive Director, Legal dept., Economy dept.		Medium	2024
			33 Create and approve the SOSC Suppliers Code	A document has been created, approved and published on the SOSC website	SOSC Executive Director, Legal dept., Economy dept.		Medium	2024
			34 Publicly disclose the SOSC supply chain	The information is published on the SOSC website	SOSC Economy dept.		Low	2030
			35 Launch the SOSC sponsorship policy that defines the establishment of partnerships with companies that have applied a sustainability	Number of sponsors/ partners with sustainability strategies	SOSC top management, Marketing dept.		Medium	2024
	1.4 Sustainable SOSC working culture	1.4.1 Measures to facilitate the establishment of sustainability management are implemented	36 Create and release to the public the „SOSC Sustainability Policy“	The document is published on the SOSC website	SOSC Olympism dept.		High	2022

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
			37 Formally assign accountability for sustainability to a member of SOSC management	A current member of the management team is responsible for sustainability or a new position of sustainability director has been created	SOSC top management	SOSC budget	High	2022
			38 Establish a Sustainability dept. within the SOSC	The Sustainability dept. has been created within the SOSC organisational structure	SOSC top management	SOSC budget	Medium	2024
			39 Establish the SOSC Sustainability Commission	The Sustainability Commission has been created within the SOSC	SOSC Olympism dept.		Medium	2024
			40 Implement sustainability in SOSC reporting	The SOSC annual report contains information on the outcomes of the sustainability strategy	SOSC Olympism dept.		High	2022
			41 Prepare the SOSC for the regular calculation of carbon footprint	Data required for the calculation has been identified and is routinely collected	SOSC Olympism dept.	SOSC budget	Medium	2024
			42 Prepare the SOSC for an ISO 20121 sustainability management audit	ISO 20121 certificate has been received	SOSC top management, Olympism dept.	SOSC budget	Low	2030

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
			43 Ensure the SOSC is prepared to sign the UN Sport for Climate Action Framework	The document is signed and published on the SOSC website	SOSC top management, Olympism dept.		Low	2030
			44 Develop and implement a new Code of Ethics that includes the principles of sustainability	A document has been created, approved and published on the SOSC website; all SOSC employees have been informed of the Code of Ethics	SOSC Legal dept.	SOSC budget	High	2022
		1.4.2 Implement measures that facilitate the good health and well-being of SOSC employees	45 Create showers and locker rooms for employees in order to facilitate an active lifestyle and commuting to work		SOSC Executive Director, House of Sport operator	SOSC budget, House of Sport budget	Medium	2024
			46 Negotiate with the House of Sport to provide access to the fitness centre for SOSC employees		SOSC Executive Director, House of Sport operator	SOSC budget, House of Sport budget	Low	2030
			47 Initiate, in cooperation with House of Sport, the creation of a recreational park around the building		SOSC Executive Director, House of Sport operator	SOSC budget, House of Sport budget	Medium	2024

Economic sustainability is ensured by paying close attention to the cost-efficient use of funds in order to achieve the above sustainability goals.



EVENTS

DELIVERING SUSTAINABILITY THROUGH EVENTS

Mission:

The organisation of sustainable sports events in Slovakia

In line with the UN Agenda 2030 SDGs:



Scope

This area of focus refers to the organisation of sustainable SOSC events and sports events organised within the Slovak sports sector.



Why it is important

The SOSC is aware that the organisation of sports events is another area that should reflect the principles of sustainability. It has been proven that climate change has already had many negative impacts on sport events around the world. However, at the same time it is necessary to confess that the sport events themselves contribute to this situation through their carbon footprint. Recently, event organisers that are associated with sponsors that use fossil fuels are also beginning to be perceived in a negative light. Moreover, in raising the global awareness of the impact of sports events on the production of carbon emissions may jeopardise the image of global sports and consequently affect its marketing attractiveness for potential partners with clearly set sustainability standards and measures.

The IOC's influence on the International Sport Federations (ISFs) is also evident in this area. Consequently, the ISFs are beginning to pay more attention to the organisation of their events to meet the needs of sustainability.

Considering that the organisation of events impacts the economy, the environment as well as society, it is important that the organisers use these opportunities to contribute to sustainable development. The benefits of the organisation of events according to the principles of sustainability can take multiple forms, e.g.:

- cost savings through energy efficiency, waste reduction and the consumption of local and regional products;
- a positive effect on the organiser's reputation through their commitment to follow the principles of sustainability, having a positive impact on their image and international competitiveness;
- by raising awareness among participants, organisers, suppliers or the local community that may encourage people to make more responsible decisions;
- the social benefits that result from additional employment, providing exposure for local and regional suppliers, or the promotion of better working conditions;
- environmental innovations through the use and promotion of technological solutions that contribute to the more efficient use of natural resources and the reduction of negative impacts.

Within Slovakia, in terms of the organisation of major international sports events, it has been evident, for a long time, that it is also necessary to take a particular conceptual approach and set rules for the governance of the organisation of these events. This also pertains

to the financial support received from public sources, that further reflects the economic dimension of sustainability.

The SOSC recognises these opportunities and risks, therefore, it considers the organisation of events according to sustainability principles to be an inevitable step that should be taken within the Slovak sports movement. Therefore, the SOSC has decided to include selected goals and measures into its Strategy.

Through this Strategy the SOSC intends to contribute, not only, to the organisation of sustainable sports events in Slovakia, but at the same time, it will adopt sustainable measures within its own events that are organised by the different departments of its secretariat.

Along with its contribution to the organisation of sustainable sports events in Slovakia, the respective goals and measures within this Strategy should also bring an opportunity to further strengthen the position of the SOSC as an umbrella organisation and good role model for the national sports federations and other member organisations.

These aims will be achieved through the following goals:

Goal 2.1 Sustainable SOSC events

The SOSC will implement sustainability measures and standards into the organisation of its events. Subsequently, it will organise pilot events at local, regional, national and international level as case studies.

Goal 2.2 Sustainable sports events

The SOSC intends to cooperate with the process of the preparation of a National Sport Events Strategy to set out the principles and rules that will govern the organisation of sports events in our country, especially those at international level.

Furthermore, it will develop sustainability guidelines, which should be applied to different types and levels of sports events. In cooperation with its partner NOCs

(e. g. DIF and DOSB) it will create a manual/portal that should help Slovak sports organisations to organise their events according to the principles of sustainability.

Having met the conditions and received ISO 20121 certification, the SOSC intends to provide assistance to the national sports organisations that are interested in obtaining certification to ISO 20121.



ACTION PLAN

Here we present an overview of all the goals, targets and measures (48 – 54) related to this area of focus, including the indicators, responsibilities, sources of funding and target year of delivery.

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
2 Deliver sustainability through events	2.1 Sustainable SOSC events	2.1.1 Sustainability standards within SOSC events have been implemented	48 Create and adopt a SOSC sustainable events manual	A document has been created and published on the SOSC website	SOSC Olympism dept.	SOSC budget	Medium	2024
		2.1.2 SOSC pilot events have been organised according to the sustainability standards	49 Organise a selected Olympic Day event according to the sustainability standards (local/regional level)	A report of the event with an overview of the sustainability measures applied has been published on the SOSC website	SOSC Olympism dept.	SOSC budget	Medium	2024
			50 Organise a Sport (R)Evolution conference according to the sustainability standards (at national level)	A report of the event with an overview of the sustainability measures applied has been published on the SOSC website	SOSC Marketing dept.	SOSC budget	Medium	2024

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
			51 Contribute to the organisation of EYOF 2022 according to the sustainability standards (international level)	A report of the event with an overview of the sustainability measures applied has been published on the EYOF 2022 website	SOSC representatives within the EYOF 2022 OC	EYOF 2022 budget	High	2022
	2.2 Sustainable sport events	2.2.1 The conditions for the organisation of sustainable sport events in Slovakia have been created	52 Initiate the creation and adoption of a National Sport Events Strategy including the requirements for sustainability		SOSC top management, Sport Event		High	2022
			53 Develop a sustainable sports events manual/ portal to transfer knowledge to the SOSC member organisations		Sport Event, SOSC Olympism dept., SOSC IT dept.	SOSC budget	Medium	2024
			54 Provide assistance to the national sports organisations towards the implementation of ISO 20121 Standard for the Sustainable Management of Events		Sport Event, SOSC Olympism dept.		Low	2030

Economic sustainability is ensured by paying close attention to the cost-efficient use of funds in order to achieve the above sustainability goals.



INFRASTRUCTURE

DELIVERING SUSTAINABILITY THROUGH INFRASTRUCTURE

Mission:

Contribute to the creation of a sustainable sports infrastructure in Slovakia

In line with the UN Agenda 2030 SDGs:



Scope

This area of focus outlines the conditions needed for the development of a sustainable sports infrastructure in Slovakia as well as the construction of sport facilities at schools that encourage an increase in the physical activity of children and youth and a high-quality education.



Why it is important

The development of sports infrastructure is one of the top sports priorities in Slovakia. Slovak sport has long faced the issue of a considerable lack of sports facilities, while the existing infrastructure is relatively old and inevitably requires modernisation.

However, construction based on the utilisation of concrete and steel is widely considered to be one of the main producers of carbon emissions.

The production of carbon emissions is, of course, not only associated with the construction of buildings, but also with their operation. For this reason, there are new solutions, which are able to improve the energy performance of a building and the use of renewable sources of energy.

The need to implement sustainability measures in the construction and operation of buildings is already well established within the EU. Current standards for the minimum energy performance of buildings is very strict. Since January 2021 a new standard has been in force in Slovakia that requires all newly constructed buildings to meet the A0 energy class requirements. Moreover, it is expected that new standards will be adopted in the near future, that requires the operation of buildings to be carbon neutral and subsequently over their whole life cycle. These measures reflect the ambition of the EU to achieve a 55% reduction in carbon emissions by 2030 and carbon neutrality by 2050.

However, the sustainability of buildings relates to a much broader spectrum of measures related to the whole life cycle of a building, from the planning, construction, operation,

demolition and the possible reuse and recycling of its elements. Moreover, it reflects not only environmental, but also social and economic aspects, thus emphasising the importance of a complex and systematic approach to the sustainable construction and operation of buildings.

Of course, those standards are also applicable to the construction and renovation of sports facilities. The sustainable development of sports infrastructure is likely to be specifically recognised at one of the upcoming meetings of the Sports Ministers of the EU. Similarly, a sustainable infrastructure for sports is also one of the priorities of the agenda for the Czech Presidency of the EU in 2022.

Within the consultation process during the preparation of this Strategy, the SOSC member organisations identified the implementation of sustainability measures into the construction and operation of sports infrastructure as the second most important factor for the sustainable development of sports in Slovakia.

The sports community in Slovakia is also very well aware of the importance of regular physical activity for children and youths. Within the consultation process the member organisations declared it to be the most important factor for the sustainable development of sports in Slovakia.

Scientific evidence from the past two decades has shown the positive impact of regular physical activity not only on health, but also on the cognitive function of children and their well-being. Through the consistent application of physical activity within the learning process at schools, in

excess of the traditional PE classes, it is possible for children to achieve better academic results and behaviour.

This scientific knowledge is driving changes to the teaching process, for example, at schools in Finland and Denmark. In Denmark, the work of the Danish Foundation for Culture and Sport Facilities deserves attention for the co-financing, inter alia, of projects for the transformation of schoolyards and interiors. These projects bring innovative solutions intended to motivate children to increase their degree of physical activity during the day.

The SOSC finds the Danish approach inspiration and worthy of implementation within Slovak schools. It brings the opportunity to benefit from the innovation and experience of others, whilst also taking into account the social aspects of sustainability and thus contribute to a high-quality education and meet one of the UN Agenda 2030 sustainability development goals.

The SOSC as the leader of the sports movement in Slovakia intends to contribute to positive changes in these areas through the implementation of specific goals and measures within this Strategy.

Along with a contribution to the sustainable construction and operation of Slovak sports facilities, an improvement in the conditions for physical activity and a healthy life style, the proposed goals and measures may bring the opportunity for the SOSC to become a trustworthy source of knowledge for the national sports federations and other member organisations and to be a reliable partner that cooperates with other institutions in this particular field.

These intentions will be achieved through the following goals:

Goal 3.1 Sustainable sports infrastructure

The SOSOC will cooperate in the process of the preparation of a National Strategy for the Development of Sport Infrastructure that represents an important prerequisite for building sustainable sports facilities in Slovakia.

Similarly, it will work with other parties on the creation of a sports infrastructure database following the experience of the Danish Institute for Sport Studies when it created its sports facilities database in 2017.

Together with the Sports Development Fund (SDF), the SOSOC will make efforts and consider all possibilities for the implementation of sustainability criteria within the evaluation system for projects related to sports facilities, that apply for co-financing from SDF funds. Similarly, in cooperation with the SDF it will consider all possible ways to provide financial support for the certification of sports facilities projects through existing systems such as BREEAM, LEED etc.

The SOSOC also understands the importance of transfer of knowledge related to the sustainable construction and operation of sports infrastructure. In this regard, it will gradually build an internet portal that is intended to

collect useful information and examples of best practice.

One of the important prerequisites for the sustainable operation of sports facilities is the efficient use of energy and renewable energy sources. Since January 2021 all new build sports facilities must meet the A0 energy efficiency class criteria, with the use of renewable sources of energy. Currently, the Central Register of Energy Performance Certificates only lists 358 sports facilities, from which only 8 meet the A0 class criteria and 77 fall into the A1 energy efficiency class. A significant proportion of the sports facilities in Slovakia has no certification, or fall within lower energy efficiency classes.

Therefore, the SOSOC in cooperation with the SDF will explore the possibility to reflect this specific need for the modernisation of the existing sports infrastructure in order to improve its energy performance and the use of renewable sources of energy within the future co-financing programmes. Similarly, the SOSOC in cooperation with the SDF will consider the possibility of the provision of support to projects for the modernisation of ice hockey arenas using CO₂ refrigeration systems within future co-financing programmes.

Goal 3.2 Sustainable sports infrastructure in schools

Following the good example set by the Danish Foundation for Culture and Sports Facilities, the SOSOC in cooperation with the SDF will consider the possibility of providing support to projects for the transformation of schoolyards

and interiors to facilitate an increase in the physical activity of children and youths and the quality of education at Slovak schools.

ACTION PLAN

Here we present an overview of all the goals, targets and measures (55 – 62) related to this area of focus, including the indicators, responsibilities, sources of funding and target year of delivery.

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
3 Deliver sustainability through sports infrastructure	3.1 Sustainable sports infrastructure	3.1.1 The conditions for development of a sustainable sports infrastructure	55 Cooperate in the creation of a National Sports Infrastructure Strategy		SOSC Top management		High	2022
			56 Cooperate in the creation of a sports facilities database		SOSC Executive Director, SOSC Olympism dept.		High	2022
			57 In cooperation with the Sports Development Fund (SDF) consider the possibility of the implementation of sustainability standards into the evaluation process for sports facility projects within the SDF co-financing programmes		SOSC Executive Director, SOSC Fund members		High	2022

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
			58 In cooperation with the SDF consider the possibility to implement financial support for the certification of sports facility projects through the existing systems		SOSC Executive Director, SOSC Fund members		Medium	2024
			59 Create a sustainable sports facility internet portal as a tool for the transfer of knowledge to SOSC member organisations		SOSC Olympism dept., SOSC IT dept.	SOSC budget	Low	2030
		3.1.2 Existing sport facilities are gradually modified to meet sustainability standards	60 In cooperation with the SDF examine possibility of reflecting the need for the modernisation of sports facilities to use renewable energy solutions within the future SDF co-financing programmes	Number of co-financed projects	SOSC top management, SOSC Fund members	SDF budget	Medium	2024

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
			61 In cooperation with the SDF examine the possibility of providing support to modernisation projects for ice hockey rinks with the use of CO ₂ refrigeration systems within the future SDF co-financing programmes	Number of co-financed projects	SOSC top management, SOSC Fund members	SDF budget	Low	2030
	3.2 Sustainable sports infrastructure within schools	3.2.1 School yards and interiors are gradually transformed, facilitating an increase in the physical activity of children and youths	62 In cooperation with the SDF consider the possibility to support projects for the transformation of school yards and interiors to facilitate an increase in the physical activity of children and youths and the quality of education at Slovak schools	Number of co-financed projects	SOSC top management, SOSC Fund members	SDF budget	Low	2030

Economic sustainability is ensured by paying close attention to the cost-efficient use of funds in order to achieve the above sustainability goals.



EDUCATION

DELIVERING SUSTAINABILITY THROUGH EDUCATION

Mission:

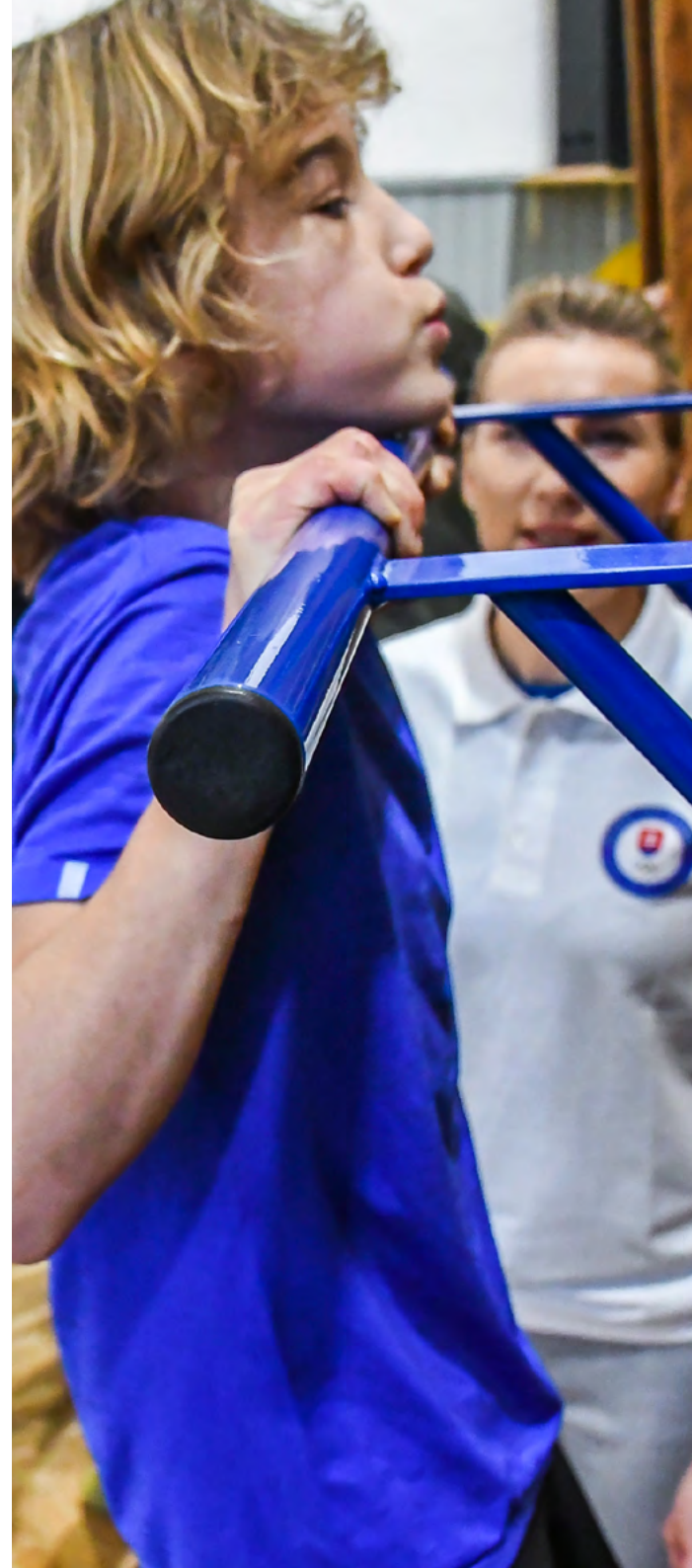
Building a high-quality education through sport at Slovak schools

In line with UN Agenda 2030 SDGs:



Scope

This area of focus refers to the building of a high-quality education through sport at Slovak schools.



Why it is important

A high-quality education is one of the SDGs defined within the UN Agenda 2030. Part of the process of education is the development of the moral and ethical qualities of children and youths that is an important element in building a sustainable future for the next generations.

Education has an important place within the portfolio of activities of the SOSC. Olympic education has a very rich tradition in the Slovak Olympic movement with a specific focus placed on the promotion of Olympic values.

The SOSC understands that there is no systematic approach to the teaching of values in Slovakia. At the same time, we understand that sport includes precious life values and may act as a useful instrument in the development of the character of children.

Based on the SOSC's rich tradition in Olympic education and the promotion of Olympic values, the SOSC sees an opportunity to mitigate the risks that result from a lack of attention paid to the teaching of values. In its own way, the SOSC intends to contribute to an improvement in this respect.

The decrease in the regular physical activity of children and youths is another long-term issue that the SOSC is well aware of. The resulting risks related to the negative impacts on health and mental well-being are clearly recognised and obvious.

Scientific evidence from the past few decades about the positive impact of regular physical activity, not only on our health, but also on the academic performance and behaviour of pupils and students, puts even greater emphasis on the need to make an effort to promote the importance of regular physical activity within Slovak schools in order to achieve positive changes.

The proposed goals and measures should thus contribute to a high-quality education as one of the UN Agenda 2030 SDGs as well as to strengthen the position of the SOSC within the Slovak sports movement as a competent and a reliable partner that cooperates with other institutions on their delivery.



These intentions will be achieved through the following goals:

Goal 4.1 High-Quality Education

The SOSC is aware of the importance of the teaching of values in the development of the moral compass of the young generation. For this purpose, the SOSC has decided to build on its established educational tradition and take the necessary steps to use the Olympic Values Education Programme (OVEP), developed by the IOC, adjust its content to make it suitable for use in Slovakia and also include environmental education and sustainability.

Based on the experience of Denmark and Finland, the SOSC will also initiate the creation of a document that will contain an overview of the academic research and

evidence that demonstrate the benefits of regular physical activity on the cognitive function of children and the subsequent improvement in their academic performance, including case studies and examples of good practice. This document should serve as an instrument to stimulate further steps that will lead to implementation of specific measures at Slovak schools, that will facilitate an increase in the physical activity of children and youths and an improvement in their health and mental well-being.

In an effort to contribute to the physical activity of children, the SOSC will also launch the Olympic Badge of Versatility (OLOV) project which is focused on testing the physical skills of children.



Photo: Lithuanian NOC

ACTION PLAN

Here we present an overview of all goals, targets and measures (63 – 65) related to this focus theme, including indicators, responsibilities, sources of funding and target year of delivery.

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
4 Deliver sustainability through education	4.1 High-quality education	4.1.1 Relevant sustainability topics are included in the SOSC education programmes	63 Develop and implement the Olympic Values Education Programme (OVEP) in Slovakia	Number of OVEP activities and participants	SOSC Olympism dept.	SOSC Olympism dept.	High	2022
		4.1.2 The SOSC contributes to the promotion of physical activities within the learning process at schools and to the building of optimal conditions for the mental well-being of schoolchildren	64 Create a document with the arguments that support the positive effects of regular physical activity on the cognitive function of schoolchildren based on examples of good practice from Denmark and Finland	The document has been created and presented	SOSC Olympism dept.	SOSC budget	Medium	2024
		4.1.3 The SOSC contributes to an increase in the physical activity of children	65 Implement the Olympic Badge of Versatility (OLOV) project in Slovak schools	Number of participants per school year	SOSC Olympism dept.	SOSC budget	High	2022

Economic sustainability is ensured by paying close attention to the cost-efficient use of funds in order to achieve the above sustainability goals.



Prečo stratégia udržateľnosti?

Agenda 2030 OSN – globálna stratégia trvalo udržateľného rozvoja, 17 cieľov

Stratégia udržateľnosti SA – odzrkadľuje aktuálnu situáciu OSN a napreduje Agendu 2030

Stratégia udržateľnosti MČV – udržateľnosť ako kľúčová súčasť strategického rozvoja, stratégia MČV (2019, 2024, 2026, 2028), ukazovník MČV (zdravie, jazyk, kultúra, ...), od roku 2020 organizácia kľúčových a podstatných

Europejska úroveň dohoda – ústredný plán EÚ a relevantné trhy (od 2020), informácie o 17 % do 2030, uhlíková neutralita do 2050

Corporate Sustainability Reporting Directive – smernica EÚ, povinnosť publikácie súhrnnej správy udržateľnosti pre 11 000 firiem, apríl 2025 – uplatňuje sa (10000 firiem)

EU Green Deal 2021 – program udržateľnosti



COMMUNICATION

LIGHT COMES IN
LIGHT COMES OUT
REFLECTIVE
ARMANI EXCHANGE
1981

DELIVERING SUSTAINABILITY THROUGH COMMUNICATION

Mission:

Raising awareness about sustainability within the Slovak sports sector

In line with UN Agenda 2030 SDG:



Scope

This area of focus refers to the creation of conditions to facilitate an increase in awareness and to build knowledge of relevant topics of sustainability within the SOSC and its member organisations.



Why it is important

Communication plays a vital role in relation to sustainability. The SOSC understands that sustainability is an incredibly complex subject to communicate. At the same time, we are aware that if we want to build Slovak sports on the principles of sustainability, communication of the relevant topics with our partners and stakeholders is necessary, especially with our own employees and member organisations. This was also highlighted in the results of the consultation process that clearly identified

the need to put more effort into raising awareness of the importance of sustainability.

The implementation of the respective goals, targets and measures brings an opportunity to the SOSC to raise awareness and knowledge of different sustainability topics and at the same time to become a trustworthy source of knowledge and leader in the communication of sustainability within the Slovak sports sector.

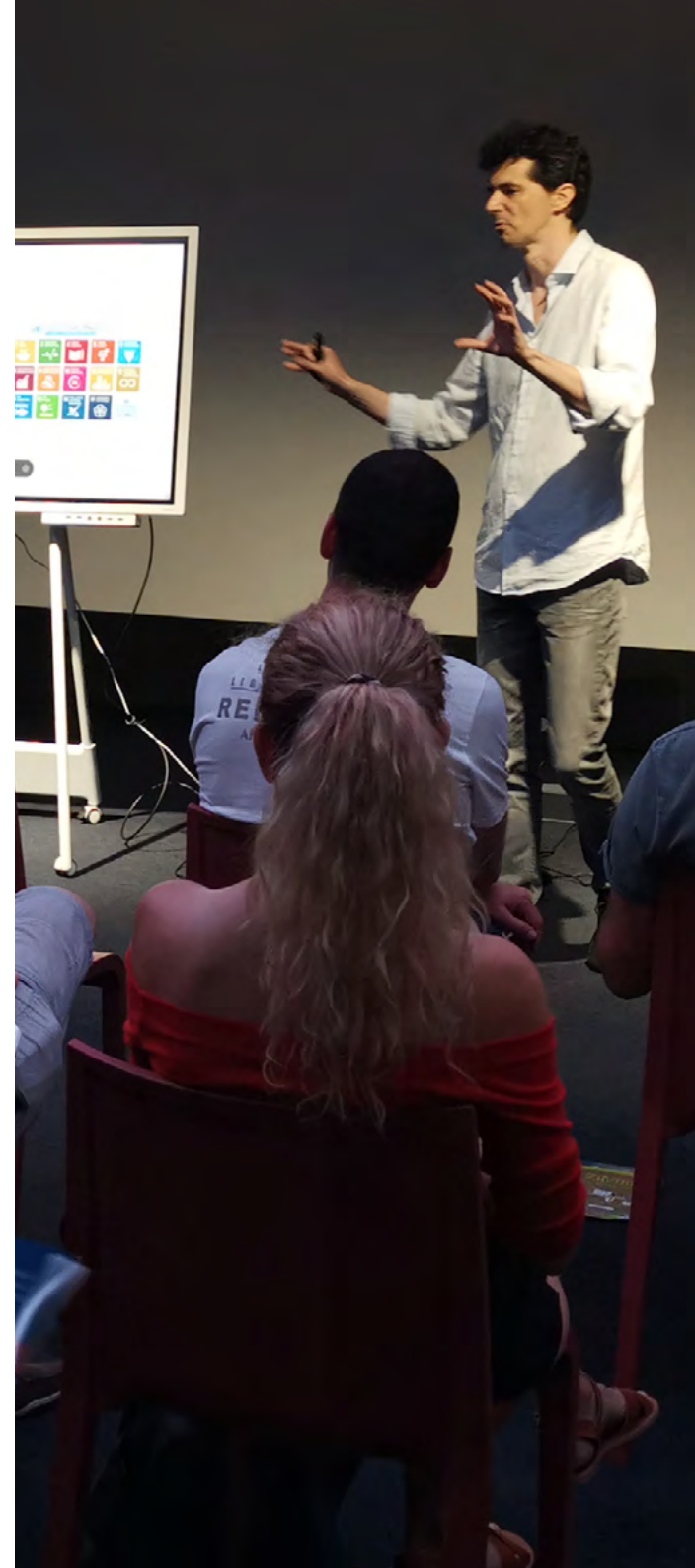
These intentions will be achieved through the following goals:

Goal 5.1

SOSC is a leader in the promotion of sustainability topics within the sports sector

The SOSC intends to become a leader in the promotion of sustainability among its member organisations as well as within the whole sports movement of Slovakia. Consistent and systematic communication of relevant sustainability topics and the transfer of knowledge in this specific field are perceived as an inevitable step and an important instrument in building Slovak sport according to the principles of sustainability. In this regard, the SOSC will develop and implement a sustainability communication strategy and gradually build a "Sustainable Sport" internet portal as a tool to transfer knowledge to the SOSC member organisations. In this regard, it will use examples of good practice from other NOCs.

The SOSC will also take the necessary steps within its organisation and with its employees, who should also systematically receive information about sustainability through specific activities and initiatives.



ACTION PLAN

Here we present an overview of all the goals, targets and measures (66 – 69) related to this area of focus, including the indicators, responsibilities, sources of funding and target year of delivery.

Focus area	Goal	Target	Measure	Indicator	Responsibility	Funding	Priority	Delivery year
5 Deliver sustainability through communication	5.1 The SOSC is a leader in the promotion of sustainability topics within the sports sector	5.1.1 The SOSC communicates with its member organisations on relevant topics of sustainability	66 Develop and implement an SOSC sustainability communication strategy	The number of articles and presentations per year	SOSC Media House	SOSC budget	Medium	2024
			67 Develop the „Sustainable sport“ internet portal as a tool for the transfer of knowledge to SOSC member organisations	A website has been created that contains information about the outcomes of this strategy and other practical information about relevant sustainability topics	SOSC Olympism dept., IT dept.	SOSC budget	Low	2030
		5.1.2 The SOSC communicates with its employees about relevant sustainability topics	68 Prepare infographics and manuals on sustainability topics to be distributed in the SOSC workplace		SOSC Olympism dept.	SOSC budget	High	2022
			69 Organise informative activities on sustainability topics	The number of activities and participants per year	SOSC Olympism dept.	SOSC budget	Low	2030

Economic sustainability is ensured by paying close attention to the cost-efficient use of funds in order to achieve the above sustainability goals.

5 Delivery – making it happen



5.1 Management system

The SOOSC understands that sustainability has to be an integral part of the way it operates and makes decisions. Therefore, the SOOSC will implement an approach that includes a sustainability management system to deliver the sustainability strategy and action plan.

The implementation of the sustainability management system will rely on the following elements:



Through this Sustainability Strategy the SOOSC has committed itself to prepare a sustainability management system in accordance with an internationally recognised standard. The most appropriate standard is ISO 20121: 2012 (Event Sustainability Management System). This system was specifically developed for the events sector and was pioneered

by the London 2012 Organising Committee of the Olympic Games. Subsequently, it was implemented by the Rio 2016 and Pyeongchang 2018 Organising Committees, and is an IOC requirement for all the future Organising Committees of Olympic Games. The IOC advises all National Olympic Committees to implement this standard.

5.2 Roles and responsibilities

In order to deliver on the goals and measures within this Sustainability Strategy, the roles and responsibilities have been defined as follows:

The SOSC Executive Board, chaired by the President of the SOSC is the primary decision-making body of the SOSC. It comprises 11 members, who are responsible for the approval of the Sustainability Strategy, the sustainability policy, the sustainability reports and the outcomes of the implementation of the Strategy. These documents are subsequently submitted to the SOSC General Assembly for information.

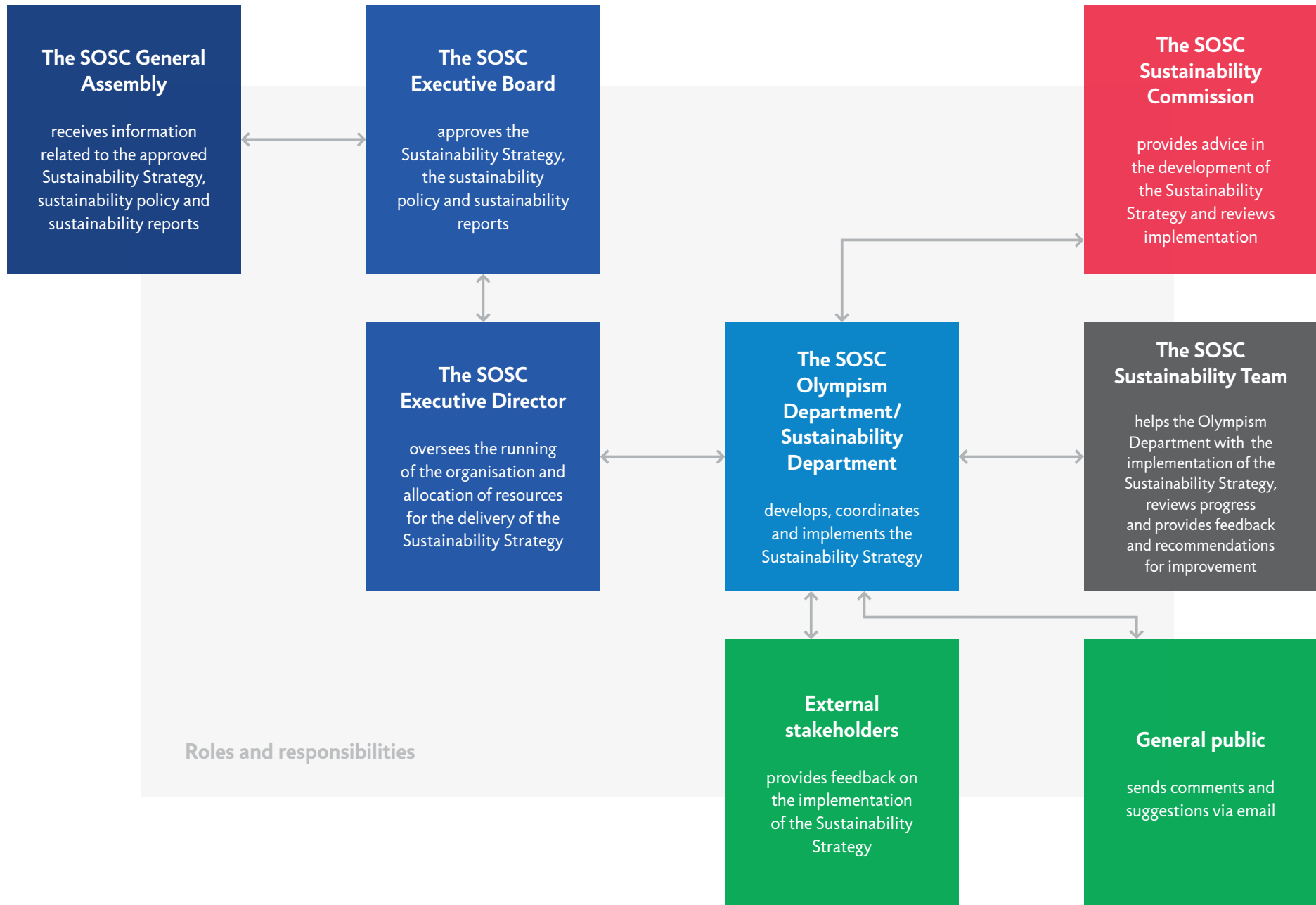
The SOSC Olympism Department (possibly, in future, the Sustainability Department) is in charge of the development, coordination and implementation of the Sustainability Strategy. The director reports to the Executive Director and sits on the Board of Directors alongside the other departmental directors. The Olympism Department also supports the work of the SOSC Sustainability Commission.

The SOSC Sustainability Team collaborates with all the departments and entities of the SOSC. It includes representatives from several departments of the SOSC and it helps the Olympism Department (possibly, in future, the Sustainability Department) with the implementation of the Sustainability Strategy, reviews progress and provides feedback and recommendations for improvement.

The Executive Director is the lead executive officer. He oversees the operation of the organisation, the allocation of resources, including the delivery of the Sustainability Strategy. The Executive Director provides an interface between all departments and the Executive Board and reports directly to the President of the SOSC.

The SOSC Sustainability Commission has been established in order to provide advice in the development of the Sustainability Strategy and to review the implementation. It is made up of representatives of the SOSC and external experts and stakeholders.

Feedback on the implementation of the Sustainability Strategy is also welcomed from external stakeholders. The general public is also welcome to send comments and suggestions via email to: udrzatelnyisport@olympic.sk.



5.3 Provision of support

Throughout the development phase of this Strategy the SOSC implemented a process of consultation and brought together the feedback from its stakeholders. We intend to maintain these relationships and continue our dialogue via round-table meetings, videoconferences, bilateral meetings and other interactions.

As the umbrella organisation for the Slovak sports

movement, the SOSC expects to see sustainability gradually implemented by its member organisations. For this purpose, the SOSC intends to provide the necessary knowledge and support.

The SOSC has also developed partnerships with several organisations, such as the Sports Development Fund, the Slovak Antidoping Agency, the environmental NGO

Planet Lover etc. These partnerships will enable the SOSC to fulfil the goals of this Strategy and to promote the role of sports and Olympic values in sustainable development.

The SOSC understands that sustainability is a long-term process and commitment and that it is important to remain open to new ideas and contributions. In this respect, great importance is attached to feedback from our stakeholders.

5.4 Measuring our progress

The Sustainability Strategy action plan includes indicators, which have been defined to allow us to measure progress towards the achieving the goals and measures in each of the five themes.

5.5 Communication and reporting

The SOSC online, social media and other conventional channels will be important channels of communication for the publication of the outcomes of our Sustainability Strategy.

Communication by the SOSC must also include formal reporting on sustainability. To meet this requirement the SOSC will, from 2022 onwards, incorporate a sustainability summary in the SOSC Annual Report.

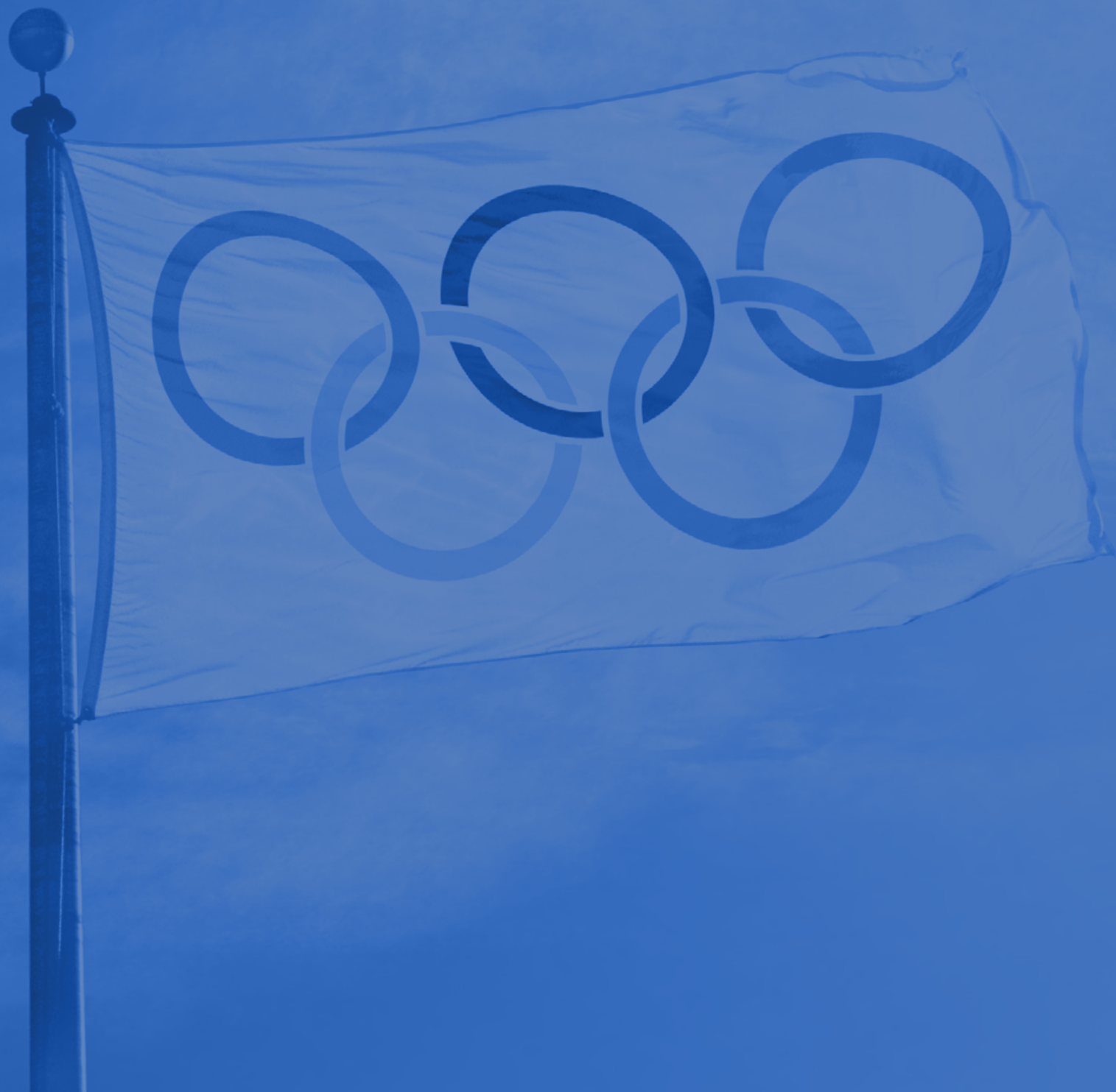
5.6 Sustainability Strategy review

The SOSC Sustainability Team will carry out regular checks on progress and collate data on the status of actions. This will allow us to make an annual check of the progress towards the goals of the Strategy.

The Sustainability Strategy will be reviewed at the end of each four-year cycle to ensure it remains relevant with regards to progress within the Olympic movement and developments within the area of sustainability.

Based on the results of the review process, an updated version of the Sustainability Strategy and its action plan will be published in early 2025 at the beginning of the next four-year cycle.

Annexes



The Slovak Olympic and Sports Committee Sustainability Policy

As the National Olympic Committee of Slovakia, we are committed to supporting the mission of the Olympic Movement to build a better world through sport and the promotion of Olympic values. This is also highly relevant to sustainability, which is one of the greatest challenges of our time.

The seventeen United Nations Sustainable Development Goals provide us with a specific framework to allow us to define what a 'better world' could look like by 2030. It is important that the UN recognises sport as an important

enabler of sustainable development as well as the role of Olympism in reaching young people and inspiring future generations.

As the umbrella organisation for Slovak sports, whose primary mission is to support the development of sport in Slovakia, we fully recognise the need for us to do whatever we can to improve our sustainability and to encourage and support others to do so too.

In 2020 we started the process of the creation of our

Sustainability Strategy. During the preparation process, we took inspiration from the sustainability strategy of the International Olympic Committee, the National Olympic Committee and Sport Confederation of Denmark as well as from information gained from the consultation with our partners and stakeholders.

The strategy reflects our goals in the area of sustainability until 2030 and represents the SOSC's contribution to the fulfilment of the global sustainability development goals of the United Nations.

The Strategy covers three spheres of responsibility:

The SOSC as an organisation
The SOSC as the leader of the Slovak sport movement
The SOSC as a member of the global Olympic movement

and five focus themes:

Workplace
Events
Infrastructure
Education
Communication

Through this Strategy we declare our commitment to transform the SOSOC into a modern organisation and act as a trustworthy example and facilitator of sustainable change within the whole sports sector in Slovakia.

Our goal is to make sustainability an inherent part of our management system and working culture. Sustainability has become an important part of our system of values along with leadership, integrity, transparency and cooperation.

We will ensure the delivery of this Strategy through:

- The designation/establishment of a department within the SOSOC that will coordinate work in this field;
- The establishment of a “Sustainability Commission” and “Sustainability Team” that will support work in this field;
- Set goals and implement measures that reflect the five sustainability focus themes;
- Ensure our people understand this policy, the goals of the strategy and are encouraged to be champions of sustainability through their work;
- Collaborate with our stakeholders to deliver the goals and measures.

Our Executive Board is responsible for the approval of this Sustainability Strategy and to oversee its implementation. Our Executive Director and directors of departments are accountable for the delivery of sustainability and will ensure that adequate resources are available to deliver its goals. They fully support this Strategy and provide effective leadership within their areas of responsibility.

We hereby commit to openly and regularly report progress on the delivery of this Strategy and to continually strive for further improvements in the field of sustainability.

Approved by the Executive Board on 9th September 2021



Anton Siekel, SOSOC President







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