



People



Planet



Prosperity

ITTF GROUP Sustainability

SUSTAINABILITY (PLANET) ACTION PLAN 2025



Approved
17 March
2023



Editorial



**Petra Sörling,
ITTF President**

Embracing sustainability is one of our most crucial responsibilities. This conviction holds a special place in my heart, both in my professional capacity and personal life. As one of the world's largest sports federations, it is essential that we infuse every action we take with sustainable values. I am convinced that our sport possesses the power to achieve remarkable progress, acting as a global role model as we work together with the world for a sustainable future. With the release of the ITTF Group Sustainability Planet Action Plan 2025, I see a fundamental step towards the fulfilment of our commitments to making table tennis accessible to all, for life and for future generations.



**Steve Dainton,
ITTF Group CEO**

I am genuinely pleased to endorse this roadmap that outlines concrete measures to uphold our commitment to the UNFCCC Sport for Climate Action Framework targets. In order for our sport to maintain its significance for both the present and upcoming generation, we must ensure its appeal, its relevance and minimal environmental impact. The ITTF Group Sustainability Planet Action Plan addresses critical aspects of our operations, ranging from offices to events and equipment. While the road ahead is filled with substantial efforts, this marks an encouraging beginning. We must lead by example, with the ultimate aim of inspiring every member of the table tennis family to integrate sustainability in every facet of their actions and endeavours.



**Karine Teow
Head of Sustainability**

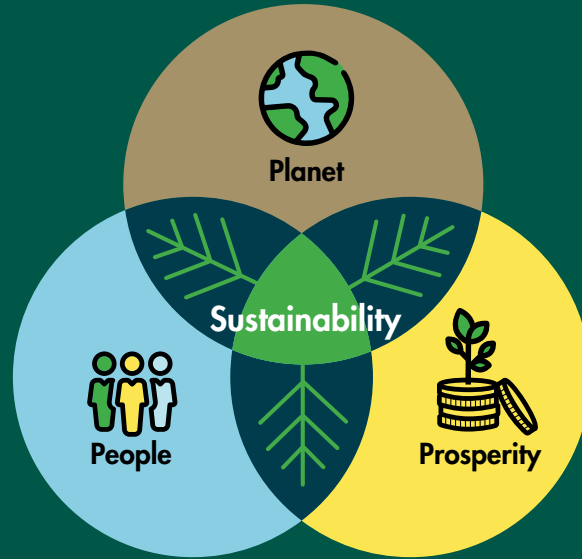
I am delighted to introduce the ITTF Group Sustainability Planet Action Plan 2025. This plan is the first stride in our journey towards a more sustainable sport. It marks a pivotal moment where we are laying the foundation for robust sustainable practices across the entities of the ITTF Group. While contemplating the formulation of a strategic plan, we recognised the necessity to start with an introspective evaluation of our organisation. This will enable us to gain deeper insights into measuring our impact, understanding our reach, enhancing our reporting, setting targets, and advancing our knowledge. This comprehensive Planet Action Plan will guide our work over the upcoming years, and I am confident that this will serve as a strong framework for a compelling reduction strategy and clear steps towards our environmental commitments.



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ITTF Sustainability



Sustainable development has been defined as development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

ITTF and the Global Sustainability Agenda

Following the work of the **ITTF Sustainability Working Group in 2021**, sustainability will be added as a pillar of the next ITTF Strategic Plan.

In order to ensure concrete steps forward are taken, the ITTF Group Sustainability Planet Action Plan 2025 was created. The Action Plan presents the ITTF Group's commitment to take the necessary steps to reduce its footprint and integrate sustainability across its operations.

The ITTF Group Climate Action Plan 2025 was built based on the global planet sustainability agenda:

- IOC Sustainability Essentials
- UN Sport for Climate Action Framework
- UN Sport for Nature Framework
- UN Sustainable Development Goals

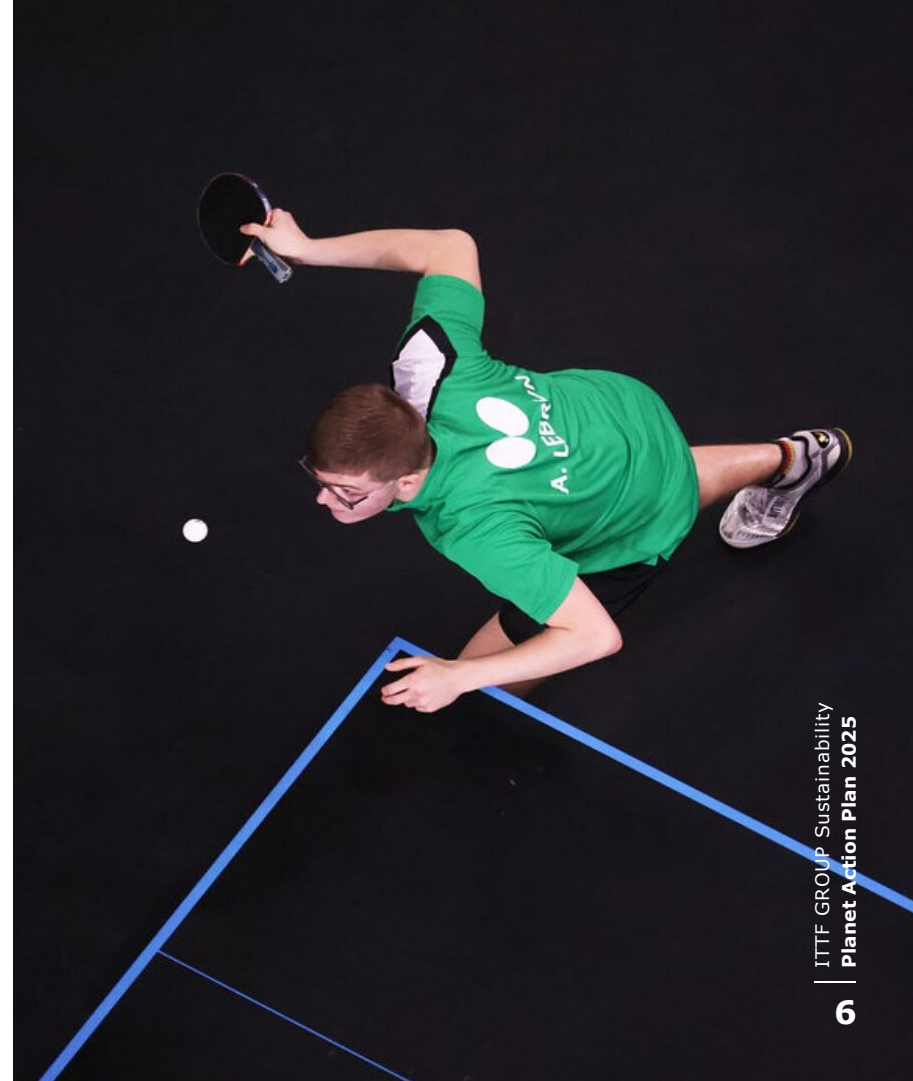




Global Agenda – IOC leadership

IOC Sustainability

In response to the growing climate crisis, the IOC is aligning with the Paris Agreement on Climate Change. Sustainability is one of the three pillars of Olympic Agenda 2020 alongside credibility and youth. In line with its recommendations, the IOC has developed a Sustainability Strategy. Based on the responsibility of the IOC as an organisation, as the owner of the Olympic Games, and as the leader of the Olympic Movement, it focuses on infrastructure and natural sites, sourcing and resource management, mobility, workforce, and climate. For the “IOC as leader of the Olympic Movement”, the strategic intent is to inspire and assist Olympic Movement stakeholders in developing sustainable sport worldwide and to leverage the inspirational power of athletes and the Olympic symbol to promote sustainability through sport. It is clear the IOC strongly encourages International Sports Federations to develop sustainability action plans. The IOC has produced accessible, clear guidelines to getting started in sustainability and taking steps forward. The ITTF Sustainability (Planet) Action Plan 2025 supports the IOC sustainability objective and will play its part in building a better, more sustainable world through table tennis.



Commitments and Responsibilities

UNFCCC SPORTS FOR CLIMATE ACTION FRAMEWORK

Launched during COP24, the UNFCCC Sports for Climate Action Framework is a concerted effort to gather sports organisations, teams, athletes and fans to raise awareness and deliver concrete actions to meet the goals of the Paris Agreement.

To formalise its commitment to planet action, the ITTF became a signatory of the **United Nations Framework Convention on Climate Change (UNFCCC) Sport for Climate Action Framework** in 2022. Signatories commit to adhere to a set of five principles and incorporate them into strategies.

In signing the framework, ITTF has committed to taking significant steps to **reduce GHG emissions by 50% by 2030 and reach Net Zero GHG emissions by 2040** and playing its part in meeting the goals of the Paris Agreement in limiting global temperature rise to 1.5 degrees Celsius above pre-industrial levels and will adhere to the following:

1. Undertake systematic efforts to promote greater environmental responsibility;
2. Reduce overall climate impact;
3. Educate for climate action;
4. Promote sustainable and responsible consumption;
5. Advocate for climate action through communication.



SPORTS FOR NATURE FRAMEWORK

The Framework has been developed by the International Union for Conservation of Nature (IUCN), International Olympic Committee (IOC), United Nations Environment Programme (UNEP), in consultation with the Secretariat of the Convention on Biological Diversity (CBD), and in collaboration with sports organisations.

The Sports for Nature principles are:

- 1) Protect nature and avoid damage to natural habitats and species;**
- 2) Restore and regenerate nature wherever possible;**
- 3) Understand and reduce risks to nature in your supply chains; and**
- 4) Educate and inspire positive action for nature across and beyond sport.**

The **ITTF is one of the founding organisations** to support the Sport for Nature Framework for which it became a signatory in 2023. It remains fully aligned with the international community to ensure the holistic impact that table tennis brings about.

Historic Milestones

2018



Creation of **ITTF Foundation** (focusing on people UNSDG 3, 4, 5 and 10)

2020



Creation of **WTT** (focusing on prosperity and growth)

2021



ITTF Sustainability Working Group in 2021

2022



Signatory of UN Sport for Climate Action Framework

2023



- First Head of Sustainability hired across 3 entities of the ITTF Group
- Signatory of the UN Sport for Nature Framework
- World Table Tennis Day on theme “think sustainably, act now”
- First ITTF Group Sustainability (Planet) Action Plan 2025
- Creation of first ITTF Sustainability Committee
- Gender Equality, Diversity and Inclusion (GEDI) Action Plan 2025

ITTF Group Sustainability spheres of influence

- **ITTF Group (WTT, ITTF, ITTF Foundation) leading by example as organisations**

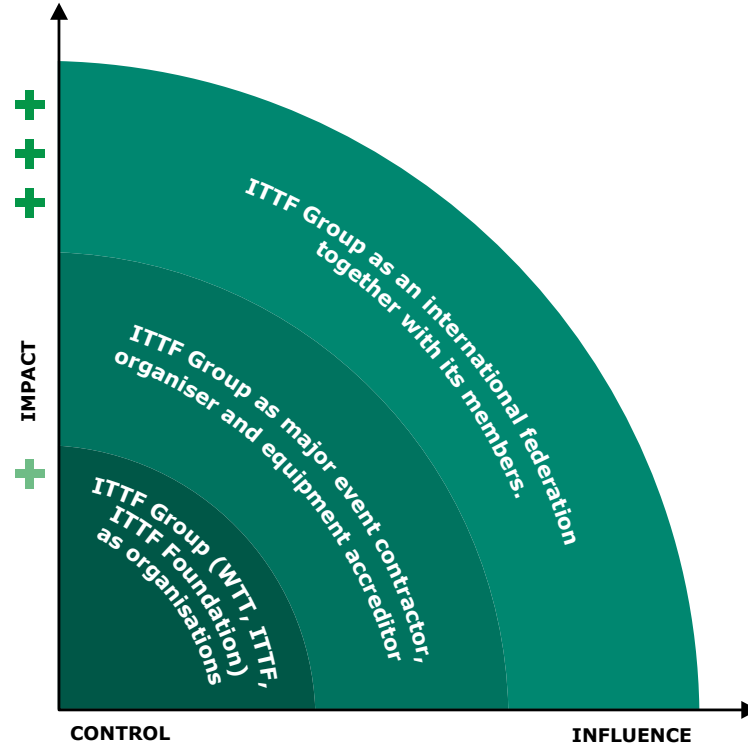
Our day-to-day activities at our offices and the work of our staff wherever they operate.

- **ITTF Group as major event contractor, organiser and equipment accreditor**

The driving force behind the growth of our sport: major growing events portfolio spearheaded by WTT and our responsibility as an equipment accreditor.

- **ITTF Group as an international federation together with its members.**

We are the governing body for a global movement of players, fans, players, coaches, umpires, referees, 227 member strong who make up the core of our sport.



Vision & Mission

Vision:

Table Tennis. For all.
For life. Forever.

Mission:

Putting people, planet,
and prosperity at the
heart of everything we
do. Table Tennis. For All.
For a Better Life. Forever.



2023-2025

SUSTAINABILITY (PLANET) ACTION PLAN



Spheres of Influence: Role and Priorities

The Action Plan defines the concrete steps the ITTF Group will be taking in the coming years, under four priority areas:



ITTF Group (WTT, ITTF, ITTF Foundation) leading by example as organisations:

Priority 1.

Governance, culture and identity

Priority 2.

Direct impacts: measurement, reporting and solutions



ITTF Group as a major event contractor, organiser and equipment accreditor:

Priority 3.

Indirect impacts: measurement, reporting and setting new standards together with stakeholders



ITTF Group as an international federation together with its members:

Priority 4.

Education and community engagement

Priority 1. Governance, culture and identity

Goal	Action	Deadline
1. Define and establish a clear scope for sustainability efforts within the organisation, across all entities	1.1 Develop and approve the ITTF Group 2023-2025 Sustainability Planet Action Plan and sustainability policy	2023
	1.2 Publish the ITTF Group 2023-2025 Sustainability Planet Action and sustainability policy	2023
	1.3 Develop and approve the Sustainability Committee terms of reference stipulating the composition and advisory role of the entity	2023
	1.4 Prepare, plan and hold the first sustainability committee meeting at the ITTF summit	2023
	1.5 Run a minimum of 2 Sustainability Committee meetings per year	Annual starting Aug 2023
	1.6 Reach the "intermediate level" of the Sustainability Maturity Matrix 's by 2025	2025
2. Develop and encourage a more data driven culture across the Group	2.1 Establish a structured approach to Group wide biennial stakeholder engagement on all aspects of sustainability (People, Planet and Prosperity)	2023
	2.2 Consult and collate sustainability data from all member associations	2023
	2.3 Analyse and share data to build a holistic, group wide sustainability strategy	2024
3. Build bridges, foster economic confidence and clear processes in all sustainability actions	3.1 Identify sustainable solutions to optimise resources, design more circular processes and drive resilience together with relevant departments	2025
	3.2 Work with partnerships team to increase sustainability focus of upcoming partnerships targets and deals, search for value and vision sharing organisations	Ongoing starting 2024
	3.3 Introduce more sustainable thinking in culture and new project design and management processes aligned with resources or policies	2025
	3.4 Consult the Sustainability Committee on strategy and prosperity of sustainability actions	2025

Priority 2. Direct impacts: measurements, reporting and solution

Goal	Action	Deadline
4. Measure our direct GHG emissions (Scope 1, 2 and 3)	4.1 Measure carbon footprint for all offices (Germany, Switzerland, Singapore, home office) full time employed staff within 6 month of publishing the Planet Action Plan	2023
	4.2 Submit a plan to achieve interim targets based on the data gathered from each entities' results	2025
	4.3 Define processes to make carbon data collection and reporting more efficient	2025
5. Report accurate, reliable and transparent data on an annual basis	5.1 Audit our data collection and reports by a third party	2025
	5.2 Publish a group wide Sustainability Report on an annual basis	Annual starting 2024 (on 2023)
	5.3 Align with local and international sustainability standards and awards	2025
6. Create spaces for cross-group collaboration based on efficient resource optimisation and develop a stronger Group identity	6.1 Internal communication: involve, educate and share key sustainability milestones from our sustainability journey with staff	Ongoing starting 2023
	6.2 Work with HR on integrating sustainability in internal processes recruitment, onboarding and development training	2024
	6.3 Work on the event and travel calendar to find solutions to optimise resources	2025
	6.4 Establish a process for staff to raise their sustainability issues, solutions and ideas	2024
7. Put staff at the centre of the office carbon reduction plan over the next 2 years and build pride and ownership around ITTF Group sustainability journey	7.1 Run an annual sustainability challenge for all staff across the group	Annual starting 2023
	7.2 Run a staff consultation on solutions to reduce our footprint based on report	2024
	7.3 Explain the carbon reduction plan and process how to concretely get there via online sessions	2025

Priority 3. Indirect impacts: measurement, reporting and solutions together with stakeholders

Goal	Action	Deadline
Inform and guide event organisers and equipment manufacturers towards new sustainability standards	Develop events sustainability guidelines	2023
	Develop sustainability standards to be included in accredited equipment requirements	2025
	Intergrate the sustainability standards and event guide in the bidding and WTT event planning, delivery and evaluation processes	2023
	Develop and publish sustainable event certification process	2025
Measure our indirect GHG emissions	Conduct product life cycle and supply chain assessments for the equipment that is ITTF accredited	2025
	Measure at least three event GHG emissions baseline in 2023-2024	2025
Grow stakeholder buy-in, consultation and support towards the table tennis sustainability journey	Accompany organisations who wish to take part in accreditation, certification processes as needed	2024
	Consult and work with manufacturers to develop equipment accreditation process	2024
	Promote good practise examples of events and equipment milestones	2024
	Update and consult the Sustainability Committee on stakeholder engagement, support and buy-in	2024



Priority 4. Education and community engagement

Goal	Action	Deadline
Build table tennis sustainability fan base and supporters	Communicate our planet commitments clearly on the website	2023
	Share a minimum of four milestones on where we are on our sustainability journey per year	2024
	Identify and highlight good practise sustainability event examples following on WTTD events	2024
	Work across the ITTF Group to identify opportunities to grow our sustainability fan base	2025
	Work with ITTF and WTT to develop a fun table tennis sustainability campaign aimed at educating existing fans and growing a new fan base	2025
Make table tennis sustainability action accessible to all	Produce and publish a manual that can serve as an entry point to concrete table tennis for sustainability actions ahead of World Table Tennis Day 2023	2023
	Work on staff education and involve them in office reduction strategies	Ongoing starting 2023
	Offer member associations an Introduction to Sustainability via the Online service education	On going starting 2023
	Consult with the 'Athletes' Commission around sustainability and possible steps forward	2024-2025
	Grow table tennis sustainability competencies by developing opportunities for sustainability education and development	2025
	Consult with the Scientific Commission around potential research linked to table tennis and climate change, nature and biodiversity, sourcing or other planet health related topics	Ongoing starting 2024
	Consult with the Umpires and Referees commission around sustainability and possible steps forward	Ongoing starting 2025
	Establish a process for all members of the table tennis family to raise their sustainability concerns and solutions	2024