

INTERNATIONAL SPORT FOR ALL FEDERATION

Climate Transition Action Plan

Introduction

The International Sport for All Federation (the “Federation”) is an international governing body dedicated to promoting sport and physical activity for all, without owning or organizing competitions or major events. Our footprint is therefore limited and mainly linked to office functions, governance and committee work, international coordination, and communications.

As a signatory to the Sports for Climate Action Framework, the Federation commits to align with a 1.5°C pathway by halving greenhouse gas (GHG) emissions by 2030 and achieving net zero GHG emissions by 2040. Because we do not organize competitions or operate venues, our main emission sources are business travel for governance and representation, board and committee meetings, office energy use and digital services, and purchased goods and services and related waste.

This Climate Transition Action Plan describes our near-term actions to reduce emissions, how climate is integrated into our governance and strategy, and how we address public policy and just transition considerations, in line with the template provided under the Sports for Climate Action Framework.

Emissions Reduction Strategy

Near-term actions: Current and near-term actions your organization is taking to reduce emissions in line with its 1.5°C targets that cover the most relevant emissions sources across all three scopes	GHG reductions: Emissions reduction expected if action is successful (total emissions reduced and percent of total emissions)	Timeline: Implementation timeline and partners engaged (internal or external)	Investments: Investments planned (type and % of total e.g., of capex and/or opex)	Challenges: Potential barriers and how to address them	Just Transition: Just transition considerations applied to this action

<p>Action 1 - Online Board and Committee Governance: Make online meetings the default for the Board, Executive Committee, commissions, and working groups, with in-person governance meetings only in exceptional cases.</p>	<p>Significant reduction in Scope 3 emissions from air/rail travel, local transport, and accommodation linked to governance meetings. For a small international federation, this is likely to deliver the largest single reduction in the overall footprint.</p>	<p>2026: Policy adopted by the Board; all statutory and regular meetings planned as online by default. 2027-2030: Annual review of adherence and limited justified exceptions (e.g., one strategic hybrid meeting if necessary). Partners: Board, committees, Secretariat, IT/digital providers.</p>	<p>Minimal additional cost. Use existing or low-cost videoconferencing tools. Possible small investments in improved connectivity or licenses, representing a very small share of total operational expenditure.</p>	<p>Reduced face-to-face interaction; time zones for global participation. Mitigation: Strong facilitation of online meetings, rotation of meeting times, and occasional hybrid strategic sessions only when clearly justified.</p>	<p>Reduces travel costs and time, improving accessibility for members from all regions and income levels. Enables wider participation in governance and reduces burden on volunteers and small member organizations.</p>
<p>Action 2 - “Virtual First” Operational Policy: Apply a “virtual first” rule for all internal meetings, consultations, and working groups, with</p>	<p>Moderate reductions in Scope 3 business travel emissions across staff, officers, and committees beyond formal Board meetings.</p>	<p>2026: Virtual-first operational policy approved and communicated. 2027-2030: Integrated into all work planning, including default use of online</p>	<p>No specific new investment. Possible small training or support costs for online collaboration tools.</p>	<p>Habitual preference for physical meetings in some contexts. Mitigation: Introduce a simple travel approval process that requires justification; bundle</p>	<p>Facilitates participation by those who cannot travel frequently due to financial, family, or visa constraints, supporting inclusive and fair involvement</p>

travel used only where there is a strong operational or strategic justification.		formats for consultations and working groups.		responsibilities into fewer trips where travel is unavoidable.	in the Federation's work.
Action 3 - Office Energy Efficiency and Usage Optimization: Optimize energy use in Secretariat office(s), including heating/cooling, lighting, and ICT equipment, and adopt efficient devices when replacements are due.	Small but measurable reductions in Scope 2 emissions (and Scope 1 where directly controlled). Reductions are modest in volume but relevant given the limited overall footprint.	2026: Simple review of office energy use and identification of low-cost improvements. 2027-2029: Progressive implementation as leases and equipment are renewed. Partners: Secretariat, landlord, IT support.	Limited capital expenditure, focused on replacement cycles (e.g., efficient monitors, LED lighting, power management). Represents a small portion of total budget.	Limited control in leased premises; building systems may be outside our direct influence. Mitigation: Engage with landlords on energy issues; focus on operational measures (turn-off policies, temperature settings).	Improved comfort, potentially lower energy bills, without affecting employment conditions or services. Helps maintain a healthy working environment while reducing environmental impact.
Action 4 - Paper-Light and Low-Material Operations: Reduce paper use and printing, digitize records, and limit purchase of	Small reductions in Scope 3 emissions from purchased goods and services and waste generated in operations. Waste volumes	2026: Adoption of internal guidance for digital-first document management. 2027 onward: Periodic checks to confirm that printing is	Minimal investment; mainly process change. Possible modest costs for secure digital storage and document-management	Legal or administrative requirements for hard copies; habits of staff or partners. Mitigation: Use digital signatures, offer	Reduces material use while maintaining accessibility of documents via simple digital formats. Avoids shifting costs to

<p>non-essential office materials; use digital documentation and signatures as standard.</p>	<p>reduced.</p>	<p>limited to legal or accessibility requirements . Partners: Secretariat, administrative suppliers, external service providers.</p>	<p>tools.</p>	<p>guidance, maintain limited, controlled printing where strictly necessary.</p>	<p>members by keeping processes light and easy to use.</p>
<p>Action 5 - Responsible Travel Policy: Introduce a formal travel policy requiring written justification for all in-person travel, preference for rail or lower-emission options where feasible, and combining multiple responsibilities into single trips.</p>	<p>Ongoing reductions in Scope 3 business travel emissions, especially air travel, by reducing the number and length of trips, and shifting modes where practical.</p>	<p>2026: Policy approved by Board and integrated into budgeting and approval processes. 2027–2030: Policy fully implemented and monitored annually. Partners: Secretariat, President, Treasurer, committee chairs.</p>	<p>No additional budget; likely overall savings from fewer trips and more efficient planning.</p>	<p>In some situations, air travel may remain the only realistic option. Mitigation: Use hybrid events to limit the number of traveling representatives; optimize itineraries and avoid unnecessary legs.</p>	<p>Transparent criteria for travel help ensure fairness between regions and individuals. Lower travel demand reduces time away from work and family, supporting well-being and equity.</p>

Additional activities or actions related to emissions reduction strategy:

- Measure Scope 1 and 2, and key Scope 3 categories (business travel, office space, major purchased services) as data allows.

- Select a recent baseline year once sufficient data are available and keep annual records to track progress toward 2030 and 2040 targets.
- Focus on “low-hanging fruit” first—travel reduction, digital operations, and basic office efficiency—then refine with more detailed data and methods as capacity grows.
- Consider high-integrity compensation for residual emissions only after strong internal reductions have been achieved.

Concerns or challenges:

- The Federation’s footprint is already relatively small, so absolute reductions will be modest, even if percentage reductions are high.
- Occasional in-person international representation may still be necessary.
- Limited staff capacity means climate work must be integrated into existing processes rather than built as a separate, resource-heavy program.

Business Strategy Integration and Governance

Topics	List of actions	Implementation timeline and partners (if relevant)	Potential barriers and how to address them
Risks and opportunities	Integrate climate-related risks and opportunities into the annual strategic review and risk register, including financial, operational, and reputational aspects. Identify opportunities linked to reduced travel costs, improved accessibility, and alignment with best practice in international sport governance.	From 2026, annually. Partners: Secretariat, Board, relevant committees.	Limited staff and time. Mitigation: Integrate into existing risk and strategy processes, using concise templates and short discussions rather than separate, lengthy exercises.
Investments and	Adopt a “digital-first, low-travel”	2026–2030. Partners:	Budget constraints may limit rapid

Business Model	operating model as a core business principle. Prioritize investments in robust digital communication tools, simple emissions data collection, and basic training for online collaboration. Ensure new programs and partnerships consider travel and material impacts at design stage.	Secretariat, Board, IT providers, key suppliers.	technology upgrades. Mitigation: Use affordable, widely used platforms; align upgrades with normal replacement cycles; prioritize changes with greatest impact on travel and efficiency.
Governance and Accountability	Appoint a Climate Focal Point within the Secretariat. Include climate action and this Plan as standing items in annual Board meetings. Update key governance documents where appropriate to reflect climate commitments. Provide a short climate progress update to members each year.	2026: Appointment of Focal Point and Board approval of the Plan. 2027 onward: Annual review and member update.	Risk that climate topics are treated as peripheral. Mitigation: Embed climate into regular reporting cycles and Board agendas, and link actions clearly to cost savings, efficiency, and reputation.

Additional activities or actions related to business strategy integration & governance:

- Participate, where capacity allows, in Sports for Climate Action working groups and knowledge-sharing activities.
- Periodically benchmark the Federation’s approach against guidance and examples from other signatories and federations.

Concerns or challenges:

- Small size and limited resources restrict the number of separate committees and initiatives that can be created.
- Continuity risk if a few key individuals hold most of the institutional knowledge; addressed by documenting policies and keeping procedures simple and clear.

Public Policy

Topics	List of actions or policies	Implementation timeline and partners (if relevant)	Potential barriers and how to address them
Policy Advocacy	Use the Federation’s communications (website, newsletters, statements) to support sport’s transition to net zero and promote practical, low-cost actions such as virtual governance and reduced travel. Share our experience as a small federation operating effectively with limited travel and light infrastructure.	From 2026 onward. Partners: Secretariat, Board, communications partners, member organizations.	Limited direct influence on public policy. Mitigation: Focus on constructive examples, alignment with sector frameworks, and collaboration rather than stand-alone lobbying.
Lobbying and Trade Associations	Review participation in alliances, platforms, or associations to ensure alignment with climate goals. Avoid involvement in lobbying or campaigns that conflict with 1.5°C-	Annual review starting 2026. Partners: Secretariat, Board.	Limited transparency on all activities of broad platforms. Mitigation: Request information on climate positions, state the Federation’s own stance clearly, and

		aligned targets. Encourage partner organizations to consider similar commitments.		disengage from activities that contradict commitments if necessary.
Specific Levers	Policy	Promote recognition of digital governance tools in sport, availability of low-carbon travel options, and practical guidance for small federations to measure and reduce emissions without excessive administrative burden.	2026–2030, integrated into external communications and collaboration initiatives.	Influence is indirect and dependent on wider networks. Mitigation: Work collaboratively with other signatories, share concrete examples, and align messages with established frameworks.

Additional activities or actions related to public policy:

- Contribute case studies or short examples of low-emission governance to sectoral reports or platforms, as opportunities arise.
- Support messages that link climate action with fairness, accessibility, and long-term viability of sport for all.

Concerns or challenges:

- The Federation must avoid overstating its policy influence while still playing a positive role.
- Care is needed to ensure that climate messaging remains consistent and credible across all channels.

Just Transition

Topics	List of actions or policies	Implementation timeline and partners (if relevant)	Potential barriers and how to address them
Support for	Ensure that the shift	From 2026 onward.	Variability in digital

<p>workforce, suppliers, and members</p>	<p>to online and low-travel operations does not exclude participants due to technology or connectivity limitations by using accessible platforms, offering simple instructions, and sharing documents in advance. Maintain low participation costs by limiting travel requirements. Consider environmental and social aspects when choosing suppliers within our modest procurement scope.</p>	<p>Partners: Secretariat, Board, IT providers, key suppliers, member organizations.</p>	<p>access and skills among members in different countries. Mitigation: Use low-bandwidth options where possible, allow dial-in or recorded options, and provide basic technical guidance.</p>
<p>Stakeholder Consultation</p>	<p>Consult Board members, committees, and member organizations on the implementation of the travel policy and digital governance approach. Gather feedback on inclusiveness, practicality, and any unintended impacts, and adjust practices accordingly.</p>	<p>Initial consultation in 2026; subsequent consultations at least every two years or via regular assembly agendas.</p>	<p>Consultation takes time and may compete with other agenda items. Mitigation: Integrate climate and transition questions into existing surveys and meetings instead of organizing separate processes.</p>

Additional activities or actions related to just transition:

- Recognize that the Federation does not operate large facilities, professional teams, or extensive supply chains, so traditional “just transition” issues are not expected.

- Focus on maintaining fair access, representation, and affordability while reducing emissions through governance and operational changes.

Concerns or challenges:

- Ensuring that digitalization does not inadvertently marginalize members with weaker connectivity or limited experience with online tools.

- Balancing the need for emission reductions with the Federation's core mission to serve and engage a diverse global membership.

Monitoring, Reporting, and Review

The Federation will collect basic annual data on business travel, office energy use, and key purchased services as capacity allows, and will refine methodologies over time.

Once a robust baseline year has been confirmed, progress toward the 2030 and 2040 targets will be assessed periodically.

The Federation will report annually through the Sports for Climate Action reporting process and, where possible, summarize progress publicly.

This Climate Transition Action Plan will be reviewed at least every three years, or earlier if there are significant changes to operations, guidance, or membership.

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