

Sustainability maturity tool

Select topic:

Carbon emissions

Circular economy

Blue-green environment

Biodiversity gain

Tackling inequalities

Enabler



Carbon emissions

Reducing greenhouse gas emissions

1 Starting

Internal action

- **Basic knowledge** of emissions
- Energy use reduction initiatives in place

External action

- **Learning from others**
- Minimal involvement in emissions reduction efforts in the sector or locally

2 Progressing

Internal action

- **Assessed climate impacts**, e.g. calculated carbon footprint or identified areas of highest impact
- **Targets/goals set** to reduce emissions with KPIs to assess progress
- Basic emissions reduction actions implemented, e.g. renewable electricity tariff, LED lights

External action

- **Beginning to raise awareness** of emissions reduction in the sector or locally

3 Sustainable

Internal action

- **Several actions implemented** to reduce operational emissions, leading to a reduction of carbon footprint
- Published carbon reduction targets e.g. signatory of UN Sports for Climate Action Framework, Science-Based Targets initiative

External action

- **Involved in initiatives** to reduce emissions in the sector or locally

4 Restorative

Internal action

- Demonstrable progress towards operational net zero and carbon neutrality
- Beginning to understand the interconnections between emissions and other sustainability themes

External action

- **Initiated and delivered projects** to reduce emissions in the sector or locally
- **Shared resources** and learning with others
- Influenced policy change towards net zero

5 Regenerative

Internal action

Achieving operational net zero or carbon negative

External action

- **Sector leadership and working in partnership; driving innovation and positive outcomes** towards net zero, e.g. led shift to carbon negative solutions in the sector – removing more CO₂ than emitting
- Actions across themes are interconnected (rather than done in silos) which enables positive social, environmental, and economic outcomes
- Positive impacts are quantified, communicated widely, and replicated by other organisations

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Circular economy

Reducing material consumption and avoiding waste

1 Starting

Internal action

- **Basic waste actions**, e.g. recycling bins in office, sports facilities, events
- Encouraging reduction of single-use plastics, e.g., reusable water bottles

External action

- **Learning from others**
- Minimal involvement in waste reduction efforts in the sector or locally

2 Progressing

Internal action

- **Assessed impact**, e.g. conducted waste audit
- **Targets/goals set** to reduce waste
- Initial procurement considerations to reduce waste from operations

e.g., buying less and differently, reuse, repurpose, repair, and minimising waste

External action

- **Beginning to raise awareness** about reducing waste

3 Sustainable

Internal action

- **Circular economy is considered** in procurement (and events), e.g. the principles; refuse-reduce-reuse-repurpose-recycle
- Major waste reduction actions taken in operations
- Supplier (and sponsors, where relevant) engagement initiatives to upskill supply chain; circular economy is a key criteria in your tender process.

External action

- **Involved in initiatives** to improve the circular economy of the sector, sporting events or local area, e.g., donation programs for second-hand sports kit/equipment

4 Restorative

Internal action

- **Re-use is prioritised**
- All products and services procured promote the circular economy
- Zero to extremely low waste produced
- Beginning to understand the interconnections between the circular economy and other sustainability themes

External action

- **Initiated and delivered projects** to improve and promote the circular economy of the sector or region

5 Regenerative

Internal action

- **All actions result in zero waste and enable positive** social, environmental, and economic benefits across the supply chain

External action

- **Sector leadership and working in partnership; driving innovation and positive outcomes** towards a fully circular economy
- Actions across themes are interconnected (rather than done in silos) which enables positive social, environmental, and economic outcomes
- Positive impacts are quantified, communicated widely, and replicated by other organisations

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Blue-green environment

Improved access to quality blue and green spaces where physical activity takes place

1 Starting

Internal action

- **Basic knowledge** of the importance of blue-green environment quality
- Owned outdoor spaces are designed to be accessible
- Potential pollutants are still routinely used, e.g., single use plastic (incl. packaging), pesticides, herbicides, fertilisers

External action

- Learning from others
- Minimal involvement with blue-green environment quality improvement initiatives in the sector or locally

2 Progressing

Internal action

- **Assessed organisational impact** on, and the relevance of, blue-green environments (and opportunities to influence)
- **Targets/goals set** to enhance the quality of blue-green environment
- Owned outdoor spaces are designed to be accessible, inclusive, and consider nature
- Initial pollution reduction actions, e.g. reduced or switched to less toxic products, plastics, paints, fertilisers

External action

- **Beginning to raise awareness** for blue-green environments quality improvements, e.g. pollution reduction campaigns

3 Sustainable

Internal action

- Owned outdoor spaces are designed to enhance nature, water, and wildlife
- Potential pollutants are carefully managed to reduce harm to people and the environment

External action

- **Involved in initiatives** to improve the quality, access, inclusion, and nature of blue-green environments in the sector or locally in your place/community

4 Restorative

Internal action

- **All decisions actively consider benefits** to the natural environment within operations, network, and supply chain
- Potential pollutants are avoided
- Beginning to understand the interconnections between the blue-green environment and other sustainability themes

External action

- **Initiated and delivered projects** to improve local blue-green environments which engage the wider community and actively enable greater connection with nature

5 Regenerative

Internal action

- **All actions enable positive outcomes** for the natural environment within operations, network, and supply chain

External action

- **Sector leadership and working in partnership; driving innovation and positive outcomes** in the blue-green environment for people and nature
- Actions across themes are interconnected (rather than done in silos) which enables positive social, environmental, and economic outcomes
- Positive impacts are quantified, communicated widely, and replicated by other organisations

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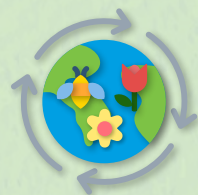
Circular economy

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Biodiversity gain

Enhancing the variety of plant and animal life

1 Starting

Internal action

- **Basic knowledge** of biodiversity loss
- Minimal consideration of impacts on wildlife or local species, e.g. pesticides and herbicides may be used

External action

- **Learning from others**
- Minimal involvement in biodiversity gain initiatives in the sector or locally

2 Progressing

Internal action

- **Assessed organisational impact** on local biodiversity (and opportunity to influence)
- **Targets/goals set** to improve biodiversity
- Initial actions taken, e.g. pesticide and herbicide use are limited, bird boxes or bug hotels

External action

- **Beginning to raise awareness** of biodiversity loss in the sector or locally in your place/ community

3 Sustainable

Internal action

- **Several actions implemented**, leading to improved biodiversity on own site
- Beginning to consider biodiversity through procurement, e.g. purchasing organic food

External action

- **Involved in initiatives** to drive biodiversity gain in the sector or locally
- Set targets and reporting publicly, e.g. Signatory of IUCN Sports for Nature Framework or commitment to local nature recovery strategy

4 Restorative

Internal action

- **Biodiversity improvements** and wildlife benefits are achieved at own site and through the supply chain
- Beginning to understand the interconnections between biodiversity gain and other sustainability themes

External action

- **Initiated and delivered projects** to enhance biodiversity and benefit wildlife in the sector or locally in your place/ community

5 Regenerative

Internal action

- All actions enable positive outcomes for biodiversity within operations, network, and supply chain

External action

- **Sector leadership and working in partnership; driving innovation and positive outcomes** in biodiversity gain
- Actions across themes are interconnected (rather than done in silos) which enables positive social, environmental, and economic outcomes
- Positive biodiversity impacts are quantified, communicated widely and replicated by other organisations

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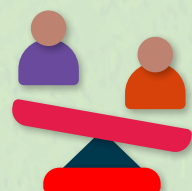
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Tackling inequalities

Action to address climate-related inequalities/ impact on under-served communities

1 Starting

Internal action

Equality, diversity and inclusion (EDI)-focused actions

- Separate environmental and EDI policy/strategy
- **Limited knowledge** of climate-related inequalities, or the environmental impact on under-represented or under-served communities

External action

- **Learning from others**
- Minimal involvement in climate-related inequalities reduction efforts in the sector or locally

2 Progressing

Internal action

• **Assessed organisational relevance** of climate-related inequalities (and opportunities to influence)

- Team members have completed training or built their knowledge about climate-related inequalities
- Basic actions to reduce climate-related inequalities e.g. charitable giving, volunteering days for local climate resilience projects

External action

- **Beginning to raise awareness** of climate-related inequalities in the sector or locally

3 Sustainable

Internal action

• **Targets/goals set** to reduce climate-related inequalities

- **Some actions implemented** to reduce climate-related inequalities e.g. providing mentorship, work experience, jobs, switched procurement to fair trade, local suppliers etc

External action

- **Involved in initiatives** to reduce climate-related inequalities in the sector or locally, e.g. community outreach programmes, influencing stakeholders (developers, local authority etc), awareness-raising campaigns

4 Restorative

Internal action

• Social and environmental impact on underserved communities is improved through operations and supply chain

- Beginning to understand the interconnections between climate-related inequalities and other sustainability themes

External action

- **Initiated and delivered projects** to improve the social and environmental impact on underserved communities in the sector or locally
- **Shared resources** and learning with others

5 Regenerative

Internal action

All actions enable positive outcomes for underserved communities

External action

- **Sector leadership and working in partnership; driving innovation and positive outcomes** to improve the social and environmental impact on underserved communities in the UK and globally
- Actions across themes are interconnected (rather than done in silos) which enables positive social, environmental, and economic outcomes
- Positive impacts are quantified, communicated widely, and replicated by other organisations

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Organisational knowledge and capacity

Support from the [Sports Governance Academy](#) on ESG is available

1 Starting

Internal action

- **Basic understanding** of sustainability and climate change
- Minimal engagement with available support and training
- No dedicated agenda lead

2 Progressing

Internal action

- **Initial knowledge and capability building**
- Relevant staff have completed training
- Initial governance actions undertaken, e.g. environmental sustainability policy and agenda lead in place; environmental sustainability considered in organisational risk register

3 Sustainable

Internal action

- **Clear operational and strategic leadership** for environmental sustainability and board-level responsibility (e.g. Board champion)
- Environmental sustainability is embedded within operations and governance, in line with section 5.2 of 'A Code for Sports Governance', e.g. job descriptions and decision criteria and regularly discussed at Board and senior leadership level
- Training implemented for relevant team members (and volunteers and athletes) at all organisational levels

4 Restorative

Internal action

- **Sustainability is considered holistically**, understanding the interconnections between all themes (i.e. not split by carbon, pollution, biodiversity etc) and is embedded within operations and governance

5 Regenerative

External action

- **Knowledge and capacity are actively grown, beyond own organisation**, across networks and partners
- Actively guides, supports, and collaborates widely to drive systemic change
- Educates and encourages others to ensure that actions across themes are interconnected (rather than done in silos) which enables positive social, environmental, and economic outcomes