

ENVIRONMENTAL SUSTAINABILITY STRATEGY 2024-28



Aquatics GB

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Aquatics GB



SECTION 01

FOREWORD AND INTRODUCTION



Aquatics GB





I am proud to present our inaugural Environmental Sustainability Strategy. In today's world, the call for environmental responsibility echoes louder than ever before. It is no longer sufficient for organisations to focus solely on economic gains; we must also prioritise the protection and preservation of our planet for current and future generations.

Aquatics GB recognises the critical role we play in this global challenge. As a leading entity in the aquatics industry, we understand the profound impact our operations can have on the environment. Therefore, it is our duty, as well as our privilege, to embrace sustainability as a core principle guiding our actions and decisions.

This strategy embodies our commitment to environmental stewardship. It outlines our vision for integrating sustainability into every aspect of our business. We recognize that sustainability is not merely a goal to achieve but a journey to embark upon continuously, and this strategy sets forth a roadmap to guide us along this path.

We also recognise the importance of education and advocacy in driving meaningful change. Through outreach programs, partnerships with environmental organisations

and transparent communication with our stakeholders, we will raise awareness about the importance of environmental sustainability and empower others to join us in our efforts.

As we embark on this journey, we understand that challenges may arise, and progress may require perseverance and adaptation. However, we are steadfast in our commitment to creating a more sustainable future for our planet. By integrating environmental sustainability into our business practices, we not only fulfill our responsibility to the planet but also position Aquatics GB as a leader in our industry and a beacon of inspiration for others.

I am immensely proud of the dedication and passion demonstrated by the Aquatics GB team in developing this strategy. Together, we have the opportunity to make a meaningful difference in the world, and I am confident that, with collective effort and determination, we will achieve our vision of a more sustainable future.

Thank you for joining us on this journey.

DREW BARRAND, CEO OF AQUATICS GB

INTRODUCTION

Aquatics GB is proud to unveil its comprehensive Environmental Sustainability Strategy. As an organization deeply committed to the well-being of our planet, we recognize the critical role that aquatic sports play in promoting environmental awareness and responsibility.

This strategy represents our dedication to integrating sustainable practices into every aspect of our operations, from competitive events to supporting grassroots initiatives. By harnessing the collective power of our athletes, coaches and stakeholders, we aim to lead by example in fostering a culture of environmental consciousness within the aquatics community. Through this strategy, we pledge to uphold our responsibility to protect our planet's precious aquatic ecosystems and inspire positive change for generations to come.



SECTION 02**SUSTAINABILITY
IN AQUATICS GB**

WHY DEVELOP AN AQUATICS GB SUSTAINABILITY STRATEGY?

75 PERCENT OF UK RIVERS POSE A SERIOUS RISK TO HUMAN HEALTH

Surfers Against Sewage

TOKYO OLYMPICS SAW TEST EVENTS EXCEEDING **30 DEGREES** CELSIUS AT 7AM, WITH CONCERNS RAISED AROUND WATER CLEANLINESS AND TEMPERATURE.

ONLY **14 PERCENT** OF ENGLISH RIVERS ARE IN GOOD ECOLOGICAL CONDITION

Water Quality Report 2023

1000 PUBLICALLY ACCESSIBLE POOLS HAVE CLOSED SINCE 2010, WITH RISING ENERGY COSTS AND LACK OF INVESTMENT IN FACILITIES CITED AS COMMON REASONS FOR CLOSURES

Value Of Swimming Report,
Swim England 2023

FEARS AROUND WATER POLLUTION AND WATER QUALITY IS THE **BIGGEST** BARRIER TO GROWTH IN OUTDOOR SWIMMING

Value of Swimming Report,
Swim England 2023

WHAT OUR STAKEHOLDERS SAY

We asked a range of Aquatics GB key internal and external stakeholders for their opinions on environmental sustainability. The objectives of the survey were to:

- 01** Raise awareness amongst internal and external stakeholders that Aquatics GB is developing a sustainability action plan.
- 02** To ensure everyone within our organisation had the opportunity to shape our action plan.
- 03** To receive inputs that helped shape Aquatics GB sustainability vision statement.
- 04** To receive inputs which helped inform what priority topics should be included in Aquatics GB action plan.
- 05** To understand relevant stakeholder perceptions of challenges and opportunities to taking action on environmental sustainability.

We used the feedback to shape our environmental sustainability vision, strategy and action plan.



ENVIRONMENTAL SUSTAINABILITY IS IMPORTANT TO OUR SPORT

93% think its important for Aquatics GB to take positive action on environmental sustainability?’

AQUATICS GB SHOULD LEAD AND INFLUENCE

Key themes highlighted by respondents when thinking about environmental sustainability and Aquatics GB included **showing leadership and setting standards**, focusing on **clean and safe water**, **raising awareness** and having a **wider influence**.

THERE IS ALIGNMENT ON KEY TOPICS

The priority environmental issues selected by our stakeholders were: **fossil fuel energy and carbon emissions**, **waste and resources** and **water quality and water pollution**.

When asked if any other priority environmental issues should be considered, numerous respondents mentioned helping to **ensure sustainable long-term energy to run pools around the country**.



CHALLENGES IDENTIFIED

- Unavoidable travel with a high carbon footprint
- The need for organisation wide buy in to act on sustainability
- Cost and resource to deliver on actions
- Ensuring environmental sustainability supports the organisations core mission

OPPORTUNITIES IDENTIFIED

- Influencing action at owned events (such as Aquatics GB National Competitions and Events)
- Focusing on water as a key topic that matters to Aquatics GB
- Addressing end of life kit waste
- Influencing and collaborating with other organisations and stakeholders





SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a blueprint for peace and prosperity for people and the planet.

At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action across a range of Environmental, Social and Governance topics.

To learn more about the SDGs, head to the UN site. <https://sdgs.un.org/goals>

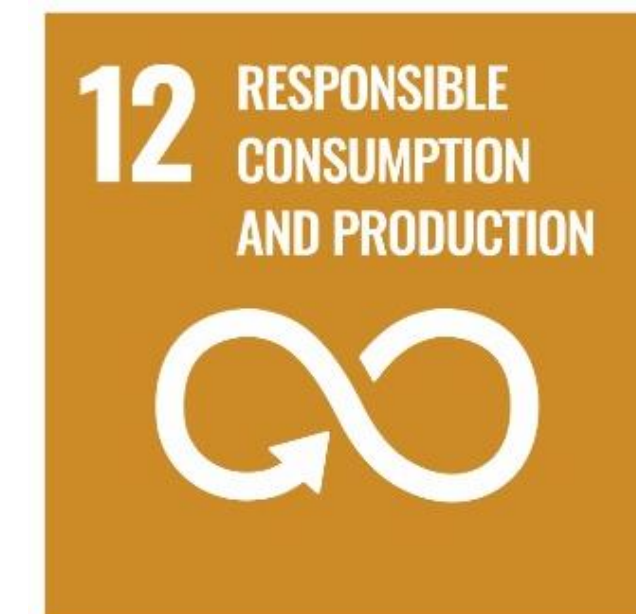


AQUATICS GB AND UN SDGS

Aquatics GB, recognising the pivotal role of sports in promoting sustainable development, has strategically aligned initiatives with the United Nations Sustainable Development Goals (SDGs). Through its programs and activities, we aim to address several SDGs directly including;

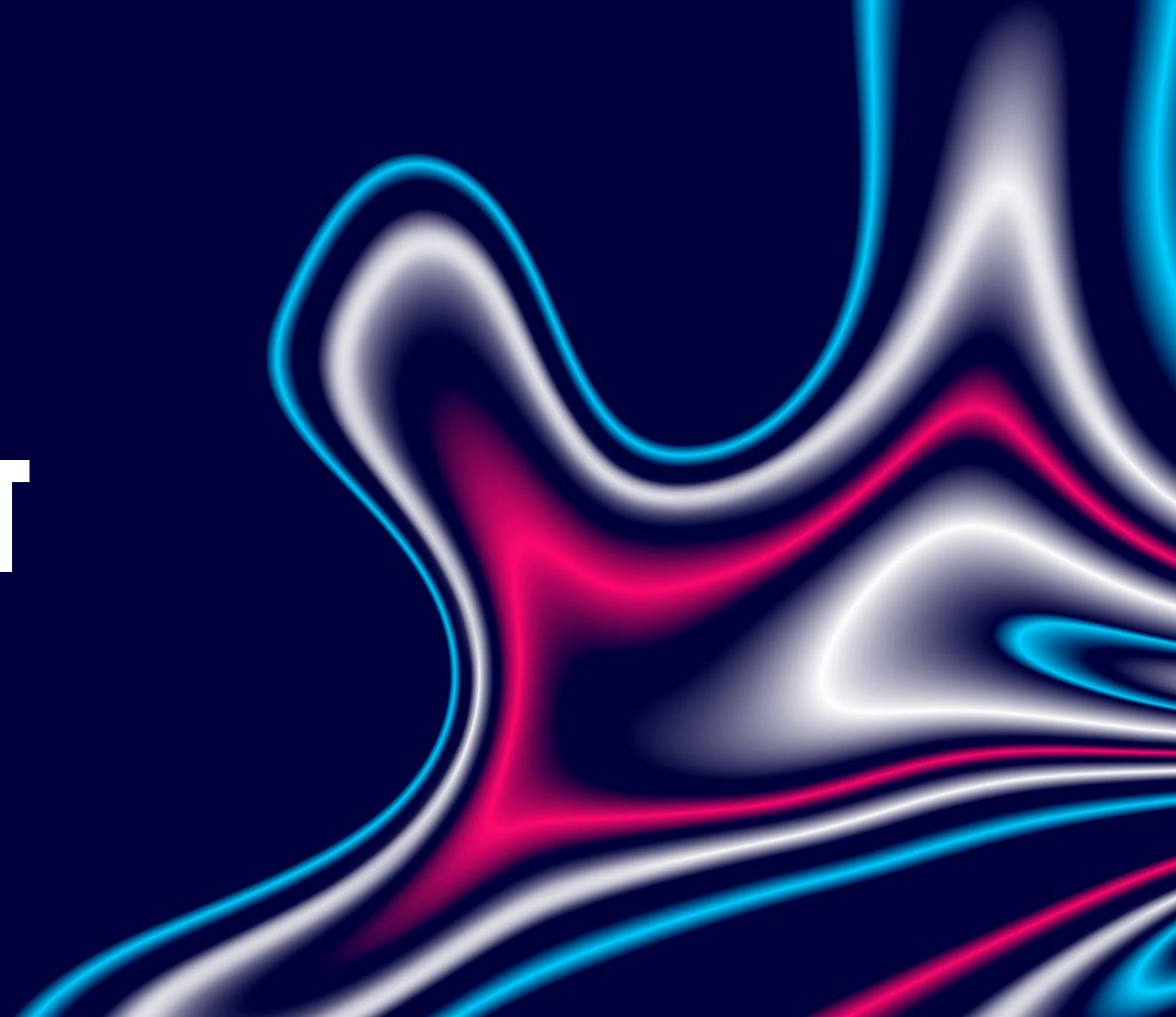
- Goal 6 (Clean Water and Sanitation) by advocating for the preservation of aquatic environments and ensuring access to safe water resources for communities.
- Goal 12 (Responsible Consumption and Production) by promoting sustainable practices such as reducing waste at events, advocating for eco-friendly equipment and raising awareness about responsible consumption among athletes and stakeholders.
- Goal 14 (Life Below Water) by fostering awareness about aquatic conservation and sustainable water usage practices.

By aligning its strategy with the SDGs, Aquatics GB demonstrates its commitment to leveraging the power of sports to foster a healthier, more sustainable future for all.



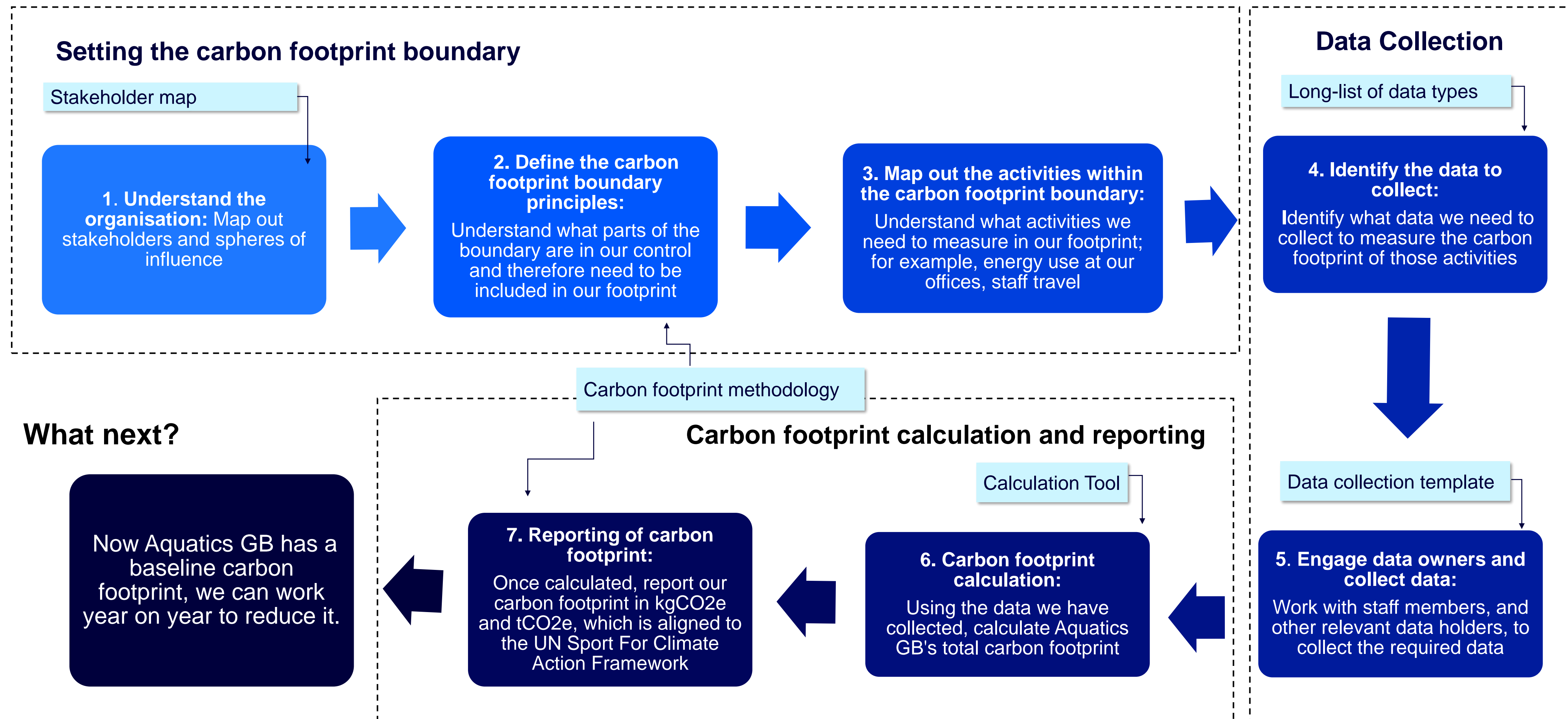
SECTION 03

**CARBON
FOOTPRINT**



CALCULATING AQUATICS GB CARBON FOOTPRINT

This table provides a high-level overview of how we calculated Aquatics GB carbon footprint.



AQUATICS GB CARBON FOOTPRINT (2022/23)

Our carbon emissions inventory for Aquatics GB, developed in accordance with international best-practice.

CARBON FOOTPRINT (TONNES (T) OF CARBON DIOXIDE (CO2) EQUIVALENT (E))

SCOPE 1

Direct emissions from activities and resources we own and control

7t CO2e

Gas consumption: <1%
Fuel Use: Not available

SCOPE 2

Indirect emissions associated with the purchase of energy

5.2t CO2e

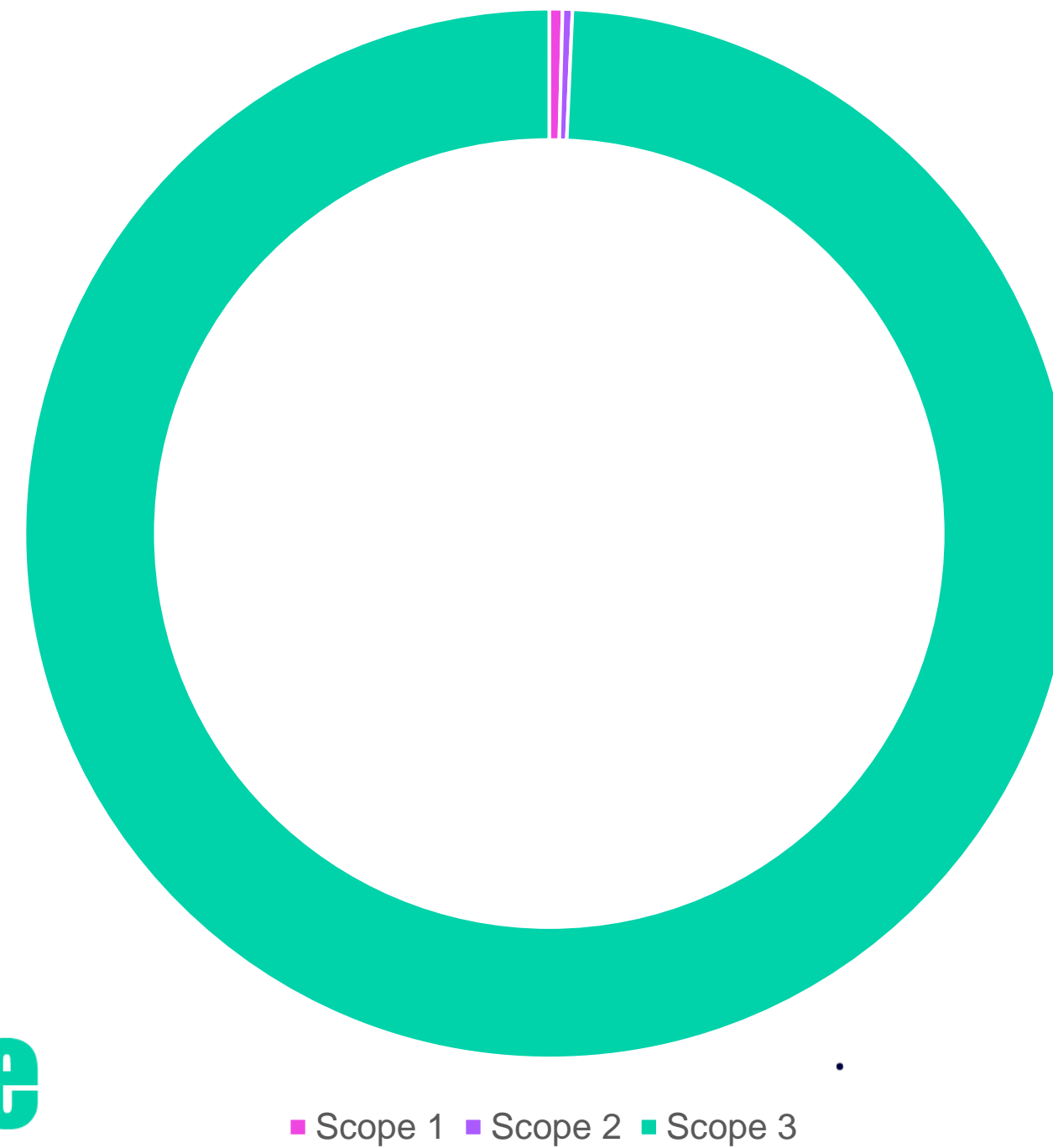
Electricity (Mains): <1%

SCOPE 3

Indirect emissions from our value chain

3,260.3t CO2e

Purchased goods and services: 43.2%
Waste: <1%
Water: <1%
Business travel: 49.8%
Fuel & energy related activities: <1%
Employee Commuting & Homeworking: 6.5%



GREENHOUSE GAS METHODOLOGY

Our carbon footprint approach has been developed in accordance with international best-practice including The Greenhouse Gas Protocol.

- **Reporting period:** April 2022 – March 2023
- **Organisational boundary approach:** Operational control
- **Aligned standards:** Greenhouse Gas Protocol, UN Sports for Climate Action Framework

Emissions Factors:

- Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy (2022)
- One Carbon World (2022)

99% of our emissions come from Scope 3 emissions.

SECTION 04

**STRATEGIC VISION
AND LEADERSHIP**

SETTING AQUATICS GB'S VISION

Vision

Leading a sustainable future for aquatics where our athletes can thrive



We have an opportunity to lead on sustainability; from setting event standards, to advocating for clean closed and open water for athletes, to raising awareness of the risks of energy security to pools.



Sustainable in every sense of the word; from reducing Aquatics GB's environmental impact across carbon emissions and waste, to helping safeguard the future of the sport.



Ensuring we are maintaining a focus on water, the fundamental enabler of our sport.



A sustainable future for everyone; elite athletes, pathway athletes, staff, current and future participants and the next generation.

LEADING THE WAY – WHERE AQUATICS GB CAN LEAD

01

Taking bold action on Aquatics GB's priority topics; carbon and climate, waste and resources and water

02

Setting environmental sustainability event standards, including at the national championships

03

Ensuring we 'walk the walk' and embed sustainability practices within our own organisation

04

Collaborate with each other, our partners and stakeholders on shared solutions

05

Using our platform to advocate, engage and drive positive change. Particularly for action on topics most important to our sport; clean water and energy resilience for pools



OUR STRATEGIC PRIORITIES

Aquatics GB's strategic priorities for sustainability are encompassed by three key pillars:

**CARBON
AND
CLIMATE**

**WASTE
AND
RESOURCES**

**ACCESS
TO
WATER**

OUR FOUNDATIONAL PILLARS

At the heart of Aquatics GB's sustainability strategy lie three foundational pillars that guide our actions and aspirations

THE WAY WE ACT

Embed sustainability into our organisation

THE WAY WE COLLABORATE

Lead, collaborate and build purpose-based partnerships

THE WAY WE AMPLIFY

Communicate, advocate and engage to engage and drive positive environmental change

These pillars represent our unwavering commitment to fostering environmental stewardship, driving positive change, and inspiring a collective movement towards sustainability within the aquatics community.

SECTION 05

**AQUATICS GB
STRATEGY AND
ACTION PLAN**

BS Vision	Leading a sustainable future for aquatics where our athletes can thrive					
Pillar topics	Carbon and climate		Waste and resources		Access to water	
Pillar headings	Leading the pack in the race to net zero	Driving change to reduce impacts from travel	Resourcing the future of sport through a circular economy		Ensuring quality facilities for our athletes and advocating for accessible, clean and safe water for all	
Key objectives	Reduce our direct and indirect carbon emissions. Address our exposure to climate change impacts.	Adopting and championing climate-positive travel solutions for our staff, athletes and events	Drive circularity innovation for our products and services. Eliminate avoidable single-use products and materials at our events and HQ.		To protect high quality, accessible aquatics facilities and spaces. Champion access to clean and safe waters.	
Targets	<ul style="list-style-type: none"> • Become a net zero organisation by 2040 at the latest • Submit to UN Sport for Climate Action by 2025 • Interim scope 1, 2 and 3 GHG emission reduction target of 50% by 2030 • Identify relevant climate change impacts and integrate climate into the business risk management process by the end of 2024. 	<ul style="list-style-type: none"> • Achieve a 50% reduction in emissions from controllable elite programme travel by 2030. • Increase the percentage of surveyed event attendees using active travel methods to our flagship Championship events by 25% by 2025. 	<ul style="list-style-type: none"> • Establish second-life avenues for 50% of sport kit and equipment by 2024 • 100% of key suppliers aligned to Sustainable Procurement Code by 2025 • Zero avoidable single use materials (including plastic) from HQ operations and owned events by the end of 2024 		<ul style="list-style-type: none"> • Work with Home Nations to engage aquatics facility operators on sustainable water management practices and advocate for action on challenges faced by 2026. • Engage relevant national and international governing bodies on water quality, cleanliness and protection campaigns by 2026 • All our partners and suppliers to understand our water management priorities and expectations to avoid negative impacts on water from their operations by 2024. 	
Foundations	Delivered through the way we act, collaborate and amplify					
	We will embed sustainability into our organisations, we will lead and collaborate with each other, our partners and stakeholders on shared solutions and we will use the platform of sport to advocate, engage and drive positive change					
	Embed sustainability into our organisation		Lead and collaborate		Communicate, advocate and engage	

ACTION PLANS: CARBON AND CLIMATE

Goal: Leading the pack in the race to net-zero

Level of ambition: Progressing

Objectives	Target	KPI	Actions			Rationale
			Short-term	Medium-term	Long-term	
Reduce our direct and indirect carbon emissions	Become a net zero organisation by 2040 at the latest	% reduction from baseline	Calculate an accurate and representative baseline Identify and implement measures/policies to reduce carbon across travel	Develop full net zero plan with detailed steps to decarbonisation and transition from fossil-fuel intensive activities, guided by the identified emission hotspots.	Implement the net zero plan across the business. Continue to monitor and review carbon emissions and seek continual data quality improvement.	UK Sport S4CA SASB GRI 2021
	Interim scope 1, 2 and 3 GHG emission reduction target of 50% by 2030	Scope 3 carbon intensity				
	Submit to UN Sport for Climate Action by 2025	Report submission to UNS4CA	Review reporting / submission requirements and undertake a readiness assessment.	Identify key gaps in reporting requirements and set an action plan to enable BS to report fully.	Prepare submission for next appropriate UNS4CA reporting cycle.	
Address our exposure to climate change impacts	Identify relevant climate change impacts and integrate climate into the business risk management process by the end of 2024	Description of identified climate impacts for each relevant areas of the business	Identify and understand the climate risks associated with the organisation and the sport. Upskill internally on climate-related risk identification and mitigation/adaptation.	Review identified climate-related risks and identify actions needed to safeguard and protect the sport. Identify partners required to help mitigate climate risk.	Implement adaptation measures for each of the identified. Engage with relevant internal and external parties to begin implementing the required adaptation measures.	S4CA
		Integration of climate into business risk management process				
Adopt and champion climate-positive travel solutions for our staff, athletes and events	Achieve an 50% reduction in emissions from controllable elite programme travel by 2030	% reduction from elite programme travel baseline	Following the footprint calculation, engage travel partners across air, land and sea (people and equipment) to identify areas of travel within reasonable control or influence, and those outside of current control.	Identify efficiency opportunities across controllable and influence aspects of elite travel (i.e. travel routes, more fuel-efficient transport modes, accommodation choices).	Collaborate with travel partners to set emission reduction targets and establish action plans. Monitor progress through clear metrics. Integrate carbon criteria into all elite programme transport decisions.	UK Sport S4CA GRI 2021
	Increase the percentage of surveyed attendees using active travel methods to our events by 25% by 2025	% of surveyed event attendees arriving using active travel methods	Develop key active travel messages and supporting initiatives in tandem with the sustainability comms plan with a focus on staff, athletes and event comms assets.	Integrate active travel messages and initiatives into sustainability communication plan and the event attendee engagement survey including clear performance metrics.	Implement the roll out of active travel messages and initiatives across communication sources (i.e. athlete platforms, engagement mediums, events). Measure and monitor progress.	UK Sport S4CA

ACTION PLANS: WASTE AND RESOURCES

Goal: Resourcing the future of sport through a circular economy

Level of ambition: Progressing

Objectives	Target	KPI	Actions			Rationale
			Short-term	Medium term	Long-term	
Drive circularity innovation for our products and services	Establish second-life avenues for 50% of sport kit and equipment by 2024	Proportion of non-disposable kit and equipment provided with second-life avenues (%)	<p>Measure / understand current kit streams (set baseline) and disposal options.</p> <p>Implement kit hierarchy (avoid, reuse, recycle, dispose).</p>	Establish a kit and equipment plan implementing the hierarchy across all operations.	<p>Identify partners to develop second-life and recyclable solutions for sports kit and equipment.</p> <p>Monitor and identify where necessary any waste management plans.</p>	UK Law
Eliminate avoidable single-use products and materials at our events and HQ	100% of key suppliers aligned to Sustainable Procurement Code by 2025	% suppliers aligned to Sustainable Procurement Code	<p>Develop sustainable procurement code to minimise single use, non-recyclable or recycled products.</p>	Embed the Sustainable Procurement Code through a supplier engagement strategy, encouraging suppliers to provide reusable, recyclable, recycled products – highlighting the materials and products identified in the baseline assessment.	<p>Check-in on suppliers' adhering to the Sustainable Procurement Code requirements.</p> <p>Replace single-use products and roll out reusable / recyclable alternatives across appropriate operations and product lines.</p>	UK Sport SDG 12
	Zero avoidable single use materials (including plastic) from HQ operations and owned events by the end of 2024	Proportion of avoidable single-use products and materials across operations and owned events (%)	Undertake a review of the current proportion (baseline) of products and materials across operations deemed as non-essential single-use.			

ACTION PLANS: ACCESS TO WATER

Goal: Ensuring quality facilities for our athletes and advocating for accessible, clean and safe water for all

Level of ambition: Sector leading

Objectives	Target	KPI	Actions			Rationale
			Short-term	Medium-term	Long-term	
To protect high quality, accessible aquatics facilities and spaces	Work with Home Nations to engage aquatics facility operators on sustainable water management practices and advocate for action on challenges faced by 2026.	Description of advocacy undertaken and relevant bodies engaged	Start by reaching out to Swim England to understand the current use of water management criteria in reviewing grassroots, local programmes and wider water management practices.	Work with Swim England to encourage aquatics facility operators to integrate water management standards aligned to best practice standards such as ISO 46001:2019.	Monitor and record engagement by Swim England and measurable improvements in water management practices across all relevant facilities.	SDG 6
				Seek opportunities to share BS's experience and sustainability approach with Home Nations.	Once BS's approach is underway, engage with Swim Wales and Swim Scotland on their approach and capacity to take similar action.	
	Description of water management improvements implemented by facility operators	Upskill internally on best practice standards laid out in the ISO 46001: 2019 water management system guidance.	Develop clear messages to communicate using the BS and Alliance message house and athlete advocacy tools as a starting point. Clearly articulate the social and environmental impacts surrounding aquatics facilities to Home Nations.	Continue to monitor facilities at risk and actions taken through scheduled check-ins and feedback mechanisms.	SDG 6	
				Build partnerships and convene Home Nations to help future proof these facilities and spaces.		
Champion access to clean and safe waters	Engage relevant national and international governing bodies on water quality, cleanliness and protection campaigns 2026	Description of contributions and collaborations with governing bodies with a focus on actions taken to champion access to quality recreational water.	Understand the focus areas and current practices of governing bodies, including World Aquatics and IOC, on issues relating to water. Reach out to World Aquatics, IOC, BOC, LEN etc.	With a focus on access to water, plan avenues and mediums to engage governing bodies on their practices and proposals for joint ventures aligning to the BS strategy.	Create an action plan for how Aquatics GB can work with governing bodies on key water-related issues. Continue to engage and monitor governing body actions and commitments on relevant issues.	SDG 6
	All our partners and suppliers to understand our water management priorities and expectations to avoid negative impacts on water from their operations by 2024	Number of tier 1 partners and suppliers engaged Demonstrations of good practice undertaken by partners and suppliers on water management	Identify key issues on water and an appropriate list of partners and suppliers with whom to engage on water impacts – emphasis on identifying those whose operations present a greater risk.	Reach out to selected partners and suppliers to understand what their starting point / current approach to the identified key issues around water impact.	Work with partners and suppliers to develop actions to improve their approaches minimising their actual, and risk of, impacts to water. Monitor partners and suppliers' actions on their impacts to water.	SDG 6

FOUNDATIONS ACTION PLAN: THE WAY WE ACT

Goal: Embed sustainability into our organisation

Level of ambition: Requirement

Objectives	Target	KPI	Actions			Rationale
			Short-term	Medium-term	Long-term	
Integrating environmental considerations into every decision we make	Integrate environmental sustainability roles and responsibilities into our governance structure by the end of 2024	Description of the roles and responsibilities assigned at all levels	<p>Include delivery of environmental sustainability strategy as strategic priority reported at Director/ Board level.</p> <p>Devise clear sustainability roles and responsibilities across staff (for future roll-out).</p>	<p>Establish a sustainability steering committee, and if applicable pillar Working Groups, to drive delivery of the strategy.</p> <p>Update job descriptions and recruitment processes to contain sustainability responsibilities.</p>	<p>Integrate sustainability into performance reviews of applicable staff.</p> <p>Integrate delivery of strategy using a management system approach.</p>	GRI 2021 UK Sport
	All staff and selected athletes to complete sustainability training by 2024	Staff and selected athletes completing assigned sustainability training.	<p>Understand sustainability training needs across staff to delivery roles and assess current competency levels.</p> <p>Identify sustainability topics most relevant for athlete training.</p>	<p>Establish training content and delivery programme for staff and athletes.</p> <p>Include sustainability training into new staff inductions.</p>	<p>Build sustainability champions across the organisation through training courses (such as CPD) and wider knowledge sharing opportunities.</p>	UK Sport GRI 2021

FOUNDATIONS ACTION PLAN: THE WAY WE COLLABORATE

Goal: Lead, collaborate and build purpose-based partnerships

Level of ambition: Requirement

Objectives	Target	KPI	Actions			Rationale
			Short-term	Medium-term	Long-term	
Collaborate with partners and stakeholders to identify solutions and drive positive change	100% of key commercial partners demonstrating alignment to the environmental sustainability strategy by 2025	% partners with shared strategy-supporting initiatives	Map commercial partners to strategy topics and identify relevant focus areas to collaborate on.	Reach out to identified partners on relevant strategy topics to understand their starting point and capacity. Identify opportunities for collaborative activations.	Develop a due diligence / screening process around partnerships to identify opportunities and potential risks. Implement purpose led activations with partners.	ISO standards
	Establish event environmental management minimum criteria by 2024	Number of events adhering to minimum environmental management criteria	Establish need and starting point across events through reaching out and review event reports.	Identify existing resources and gaps, and signpost where new resources and actions needed. Consider the best medium to share the resources.	Reach out to all event facilitators / coordinators to integrate environmental management improvements actions	UK Sport

FOUNDATIONS ACTION PLAN: THE WAY WE AMPLIFY

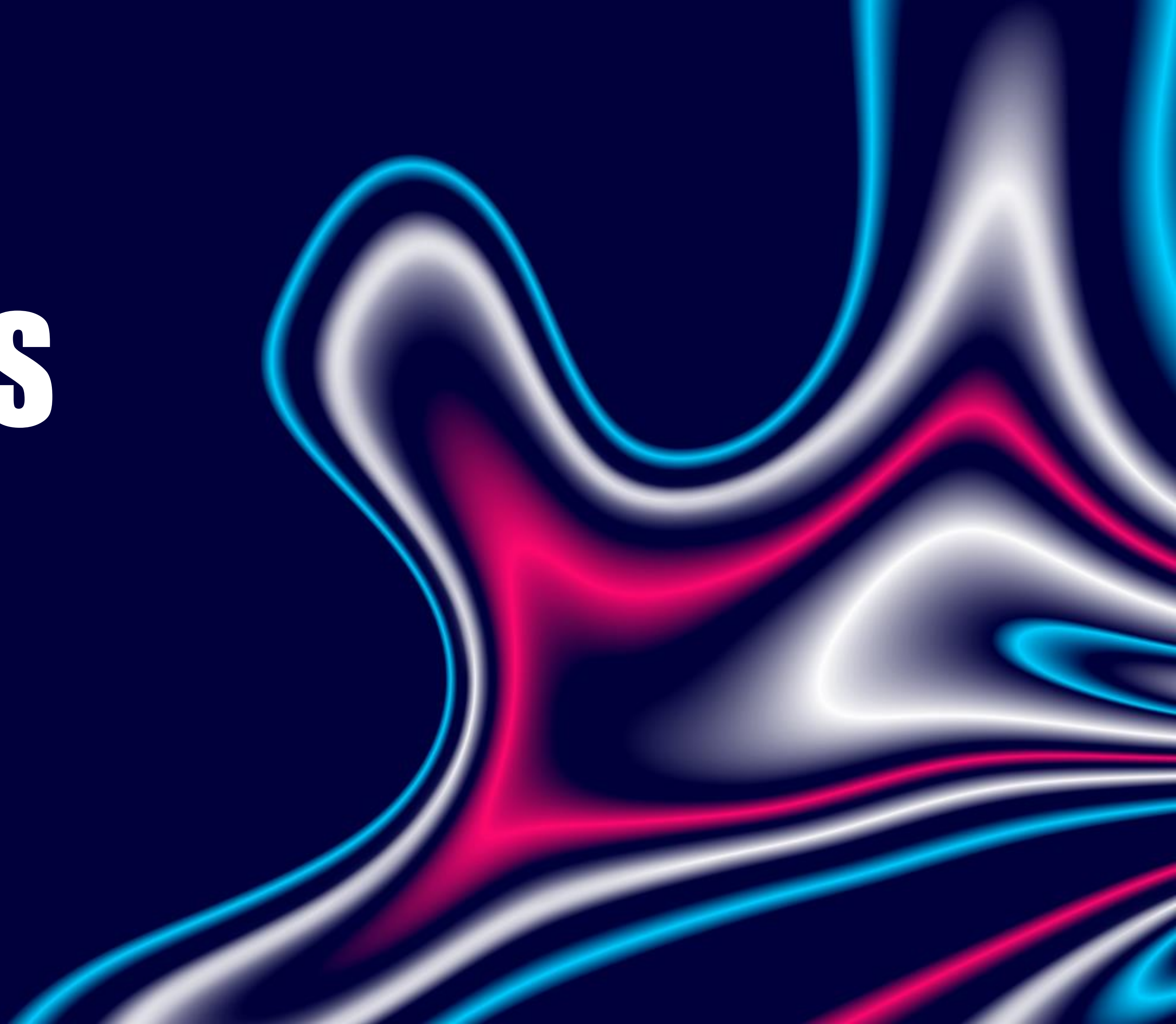
Goal: Communicate, advocate and engage

Level of ambition: Requirement

Objectives	Target	KPI	Actions			Rationale
			Short-term	Medium-term	Long-term	
Use the platform of sport and our practitioners to engage and drive positive environmental change	Integrate environmental sustainability into our communications plan by 2024	Description of environmental communications integrated	Identify engagement / communications requirements for environmental sustainability plan: What – How – Who – When?	Work with internal comms team on their sustainability knowledge and alignment to your key goals and objectives. Integrate requirements into the existing communications plan.	Establish sustainability as a core part of your organisation's storytelling and engagement across its comms platforms.	UK Sport
	Increase the number of environmental sustainability champions across our athletes (both senior and junior teams) year on year	Number of athlete environmental sustainability champions	Upskill internally and determine the key environmental sustainability focus areas for athletes through Athlete Leadership Group. Engage athletes on the opportunity to enrol on the forthcoming advocacy and champion programme.	Develop an environmental sustainability advocacy and engagement guidance / programme for enrolled athletes.	Athletes to become official sustainability champions and deliver the advocacy and engagement programme.	Fan expectation

SECTION 06

NEXT STEPS



NEXT STEPS

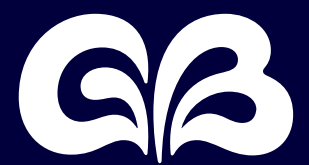
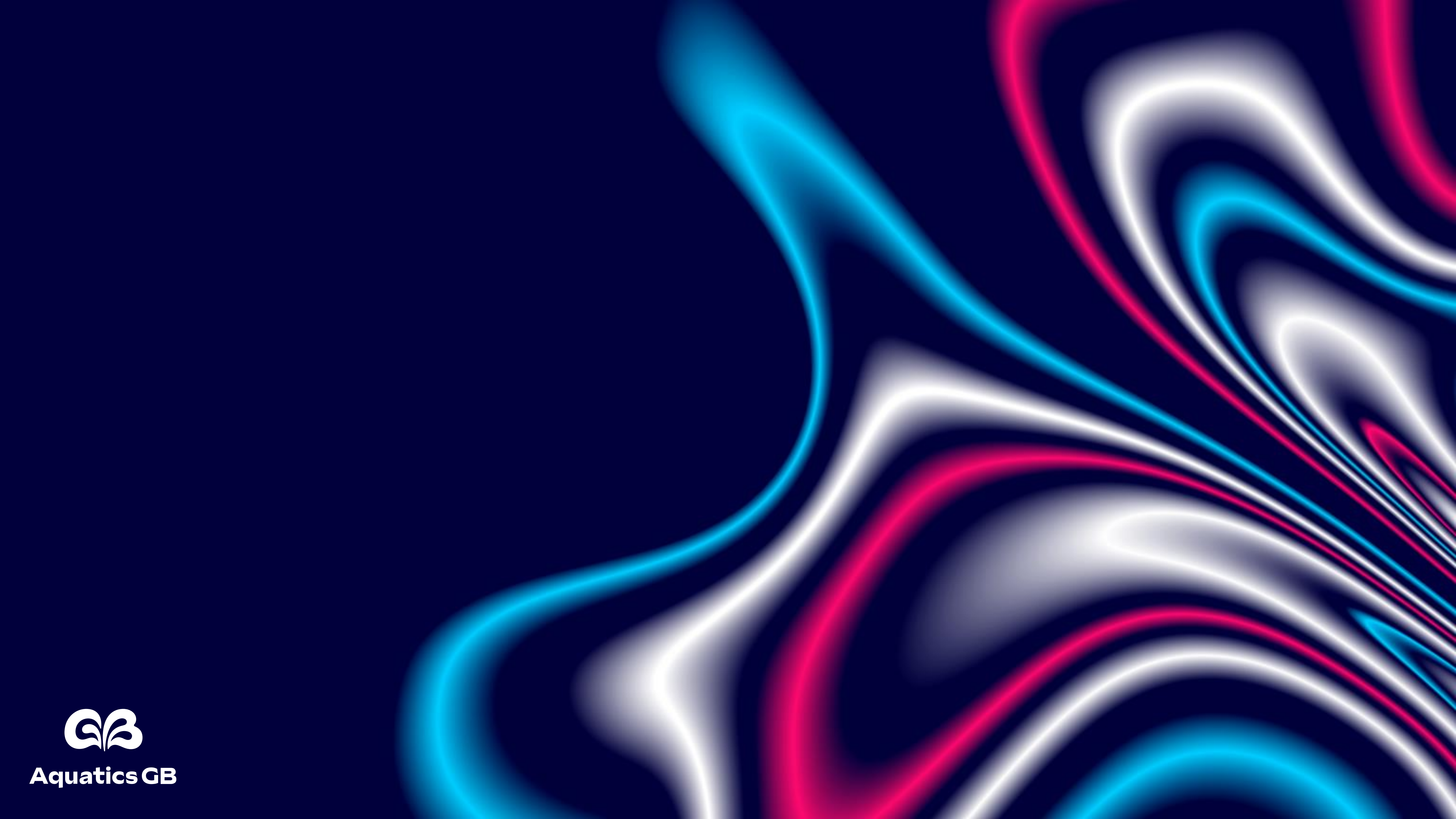
As we embark on the journey from strategy to action, it is with great enthusiasm and determination that we present our strategy in advancing sustainability within Aquatics GB.

Building upon the foundation laid by our strategic priorities, we now transition from planning to implementation, from vision to tangible impact. This phase marks a pivotal moment in our commitment to environmental stewardship, as we translate aspirations into concrete initiatives and tangible results.

Our collective efforts, guided by purpose and driven by passion, will propel us forward as we strive to make a meaningful difference in the world around us. From engaging in access and outreach to forging partnerships, embracing innovation to amplifying our message, each step we take brings us closer to our goal of creating a more sustainable future for all.

Together, we embrace this inaugural moment to take decisive action to turn our shared vision into reality. It is through our collective dedication and concerted efforts that we will make a lasting impact on environmental sustainability within Aquatics GB and the wider ecosystem.





Aquatics GB