



OCS-ASF SUSTAINABILITY ACTION PLAN

2025-2030



SLOVENIA



OLYMPIC COMMITTEE
OF SLOVENIA
ASSOCIATION OF
SPORTS FEDERATIONS



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Introduction

Background of the Organization

The Olympic Committee of Slovenia – Association of Sports Federations (OCS-ASF) is the umbrella sports organization in the Republic of Slovenia, functioning as part of the international Olympic movement. It comprises 193 Slovenian sports organizations, including 75 national sports federations. The mission of OCS-ASF is to promote the development of elite sports and sports for all, ensuring appropriate conditions for the functioning of sports clubs, federations, and other associated entities.

OCS-ASF is a non-governmental and non-profit organization that operates in accordance with the principles of the Olympic movement, national sports legislation, and international standards established by the International Olympic Committee (IOC) and other relevant sports organizations. Together with its members, OCS-ASF provides support to elite athletes, encourages mass participation in sports, develops programs for children and youth aimed at high-performance sports, and contributes to the development of sports infrastructure. Additionally, it actively promotes a healthy lifestyle within society.

OCS-ASF plays an active role in shaping and implementing national strategies in the fields of sports, sports legislation, and development programs aimed at improving conditions for sports activities.

Funding Sources

Funding for the programs and activities of OCS-ASF is secured through the budget of the Republic of Slovenia, the Foundation for Financing Sports Organizations, the Olympic Solidarity Fund of the IOC, Erasmus+ Programme of the European Union, EU structural funds, membership fees, material rights, marketing, revenue-generating activities, and other sources.

Organizational Structure

The headquarters of OCS-ASF is located at Ameriška ulica 2 in Ljubljana. The organization operates in leased office spaces. As of February 1, 2025, OCS-ASF employs 31 staff members across three main sectors:

- **Sports Sector** – responsible for the development and support of sports programs and coordination of activities among national sports federations.
- **Marketing and Finance Sector** – responsible for financing, sponsorship, and promotion.
- **Secretariat** – responsible for administrative and legal support for the organization and its members, as well as public relations.

OCS-ASF organizes or actively participates in the execution of more than 150 sports events and other activities at national and international levels each year. Key activities include supporting Slovenian Olympians, organizing events related to the Olympic Games, promoting sports and a healthy lifestyle across all generations, and implementing various programs aimed at sports education and youth development.

Through its activities, OCS-ASF significantly contributes to the strengthening and consolidation of the reputation of Slovenian sports and athletes, the development of sports culture, and the preservation of Olympic values (excellence, sustainability, friendship, and respect) within Slovenian society.



Sustainability and OCS-ASF

Climate change is one of the greatest societal and economic challenges of our time. In response to this challenge, world leaders have committed to limiting global warming to no more than 1.5°C by the end of the century, through the Paris Agreement. The European Union, through the European Green Deal, has committed its member states to reducing greenhouse gas emissions by at least 55% by 2030 and achieving climate neutrality by 2050.

Many esteemed sports organizations, including the International Olympic Committee (IOC), the European Olympic Committees (EOC), and the Association of National Olympic Committees (ANOC), are aligning their activities with these climate goals. OCS-ASF is a member of these organizations and also strives to adhere to ambitious guidelines set by these global bodies.

OCS-ASF is committed to sustainability and aims to play an active role in achieving sustainability in Slovenian sports, setting an example for its members. The organization supports national and international government initiatives aligned with global climate goals, encourages policies for greening sports infrastructure, improving energy efficiency, and organizing sustainable events.

Responsibility, Implementation, and Monitoring of Measures

The responsibility for climate issues and sustainability goals within OCS-ASF has been entrusted to the Executive Board and the General Assembly of OCS-ASF. To ensure effective implementation of the sustainability strategy, a dedicated position for a Sustainability Officer has been established within OCS-ASF. This position will collaborate with the General Secretary and leadership of OCS-ASF and the Sports Sustainability Commission in carrying out and monitoring measures.

Vision

To become a model for sports organizations in Slovenia, the region, and beyond, and to establish new standards for conducting sports activities through its initiatives in sustainability, environmental protection, social responsibility, and economic viability.



Sustainability Initiatives and Commitments

We have developed sustainability initiatives and projects aimed at actively engaging OCS-ASF members, event organizers, athletes, sponsors, and other stakeholders in achieving sustainability goals.

To this end, we have:



1. Developed the OCS-ASF Sustainability Strategy 2024-2030 (hereinafter: Sustainability Strategy), adopted by the OCS-ASF General Assembly on June 12, 2024.



2. Established a sustainability commitment for sponsors.



3. Launched the Triglav Glacier Initiative and joined the Olympic Forests Network campaign.



4. Established the Sports Sustainability Commission.



5. Systematized a sustainability-focused position titled Sustainability Officer.



6. Become part of the European project Olympic Committees of Europe Approaching Carbon Neutrality (OCEAN), which aims to:

- Enhance OCS-ASF's competencies and knowledge in climate action,
- Develop a tool for measuring and monitoring OCS-ASF's carbon footprint,
- Formulate measures for reducing OCS-ASF's carbon footprint.



7. Signed the United Nations Sports for Climate Action Commitment (UNS4CA) during the Paris 2024 Olympic Games.



By signing this commitment, we joined more than 280 sports organizations that have pledged to:

- Limit global warming,
- Strive for a 50% reduction in greenhouse gas emissions (GHG) by 2030,
- Achieve net-zero GHG emissions by 2040,
- Establish a baseline year for measuring GHG emissions,
- Develop an action plan with measures to reduce emissions,
- Ensure transparent and standardized measurement and annual reporting of GHG emissions,
- Enhance resilience and adaptation capacity within OCS-ASF and national sports federations to climate change,
- Encourage OCS-ASF stakeholders to engage in climate action.

As part of these commitments and project activities, we have developed the OCS-ASF Sustainability Action Plan 2025-2030 (hereinafter: Action Plan) with measures to reduce the carbon footprint. This Action Plan is strategically aligned with the Sustainability Strategy and the goals of the UNS4CA commitment.

Sustainability Goals

The sustainability goals of OCS-ASF are:

- Achieving carbon neutrality for OCS-ASF by 2040.
- Integrating sustainable practices into sports events.
- Improving the sustainability of sports infrastructure.
- Collaborating with sports federations, suppliers, and sponsors to promote sustainability.
- Educating athletes, sports organizations, and the public on sustainability.
- Supporting initiatives addressing climate change and environmental protection.
- Ensuring transparency and accountability in achieving sustainability goals.

These objectives reflect OCS-ASF's firm commitment to carbon neutrality, sustainable infrastructure, stakeholder inclusion, and environmental protection while aligning with global sustainability frameworks.

UN 2030 Agenda for Sustainable Development

OCS-ASF adheres to eight UN Sustainable Development Goals (SDGs):

- **Goal 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- **Goal 5:** Achieve gender equality and empower all women and girls.
- **Goal 8:** Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
- **Goal 9:** Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.
- **Goal 12:** Ensure sustainable consumption and production patterns.
- **Goal 13:** Take urgent action to combat climate change and its impacts.
- **Goal 15:** Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.
- **Goal 17:** Strengthen the means of implementation and revitalize the global partnership for sustainable development.

Guidelines for Carbon Footprint Calculation

As part of our overall Sustainability Strategy, we incorporate carbon footprint calculation and reduction to ensure a measurable approach to minimizing emissions. However, carbon footprint measurement and reduction are only one aspect of our holistic sustainability approach, which also includes resource efficiency, circular economy principles, and long-term environmental stewardship.

To determine the scope of greenhouse gas emissions, we employed the Greenhouse Gas (GHG) Protocol, which defines guidelines for carbon footprint calculation and categorizes emissions into three scopes:

- Scope 1: Direct emissions from sources owned or controlled by the organization.
- Scope 2: Indirect emissions from the production of purchased energy, heat, steam, or cooling.
- Scope 3: Other indirect emissions resulting from organizational activities but originating from sources not owned or controlled by the organization.

Methodology for Developing Mitigation Measures

The methodology for developing measures to reduce the carbon footprint follows a structured and systematic approach developed within the OCEAN project, ensuring consistency in reporting and precise emissions monitoring over time.

The process begins with defining the measurement scope, followed by comprehensive data collection, calculation, and interpretation of results. The final step involves identifying and implementing measures to reduce OCS-ASF's carbon footprint while maintaining alignment with international sustainability standards.

The measures are based on OCS-ASF's 2022 carbon footprint assessment, conducted using a tool developed by OCEAN project partner Öko-Institut.

Priority Areas

The 2022 carbon footprint assessment highlighted key areas where OCS-ASF generates the highest CO₂ emissions. These areas are prioritized for emission reduction to meet the primary goal of a 50% reduction in carbon footprint by 2030 compared to the 2022 baseline.

In 2022, OCS-ASF's total CO₂ emissions amounted to 3,480 tons CO₂-eq. The measurement was conducted using the Location-Based Approach:

- **Scope 1 emissions:** 1.4% of total emissions, equivalent to 49 tons CO₂-eq.
- **Scope 2 emissions:** 1% of total emissions, equivalent to 37 tons CO₂-eq.
- **Scope 3 emissions:** 97.6% of total emissions, amounting to 3,394 tons CO₂-eq.

Achieving a 50% reduction requires cutting emissions by 1,750 tons CO₂-eq by 2030, which translates to an approximate 13% annual reduction from 2025 onward, relative to the 2022 baseline.

The two areas with the highest emissions, requiring prioritized mitigation measures, are:

- 1. Sports events and external activities organized by OCS-ASF:** 2,612 tons CO₂-eq.
- 2. Air travel:** 369 tons CO₂-eq.

Table 1 outlines emission sources and projected percentage reductions needed to achieve the 50% decarbonization target. These data informed the formulation of specific OCS-ASF goals, incorporated into the Action Plan as sub-goals of the OCS-ASF Sustainability Strategy 2024–2030.

All collected data contribute to the overall carbon footprint assessment of OCS-ASF, with one exception: travel and accommodation in the Olympic Village for athletes and their entourages during the Olympic Games. These emissions are accounted for in the carbon footprint calculations of the Olympic Games Organizing Committee (OCOG).

Table 1: CO₂ measurements for 2022 and percentage calculation of the expected CO₂ reduction in individual sectors to achieve 50% decarbonization of OCS-ASF

	Baseyear 2022	Relative reduction 2030	Carbon footprint 2030
	[t CO ₂ -eq]	[%] (between -100% in -0%)	[t CO ₂ -eq]
End Goal	3480	-50%	1750
Energy & buildings	43	-30%	30
Refrigerants	9	-0%	9
Water consumption and waste	1	-10%	1
Materials usage	114	-50%	57
Commuting	45	-50%	23
Vehicle fleet	51	-90%	5
Flights	369	-50%	185
Overnight stays	118	-40%	71
Events - Sports events and other external events	2612	-50%	1306
Events - In-house events	88	-50%	44
Other business trips and logistics	30	-20%	24
Sum	3480	-50%	1740

Structure of the Action Plan and Overview of Key Goals and Measures

The Action Plan defines 19 goals, 20 sub-goals, and 70 measures aimed at achieving a sustainable transition across all spheres of responsibility:

- OCS-ASF as an organization,
- OCS-ASF as the umbrella sports federation, and
- OCS-ASF as the bearer of Olympism and the Olympic Movement in Slovenia.

The plan is based on clearly defined goals and sub-goals, followed by concrete measures. Each measure is assessed based on its implementation priority, which depends on its expected impact, and has a designated deadline for execution.

The Action Plan is built on five pillars, as already mentioned in the **OCS-ASF Sustainability Strategy 2024–2030**, and is aligned with the ESG (Environment, Social, Governance) framework for sustainable operations:

1. Organization and infrastructure

2. Sustainability at events

3. Knowledge and networking

4. Sport and the public

5. Environmental care

ESG Framework for Sustainable Operations

ESG represents a comprehensive framework for assessing the sustainability and ethical conduct of organizations. It includes three key aspects:

Vključuje tri ključne vidike:

- **The environmental aspect** covers factors such as greenhouse gas emissions, energy consumption, use of natural resources, biodiversity, circular economy, pollution, and water resource management. Its goal is to reduce negative environmental impacts and promote the sustainable use of natural resources.
- **Social responsibility** focuses on the organization's interaction with employees, athletes, sports federations, business partners, local communities, and other stakeholders. It promotes equality, safe working conditions, and responsible operations that foster long-term and mutually beneficial relationships with society at large.
- **The governance aspect** pertains to business ethics, transparency, and accountability in organizational management. It emphasizes the importance of integrity in business practices, leadership responsibility, and compliance with legislation.



Structure of Goals, Sub-goals, and Measures Organized by Action Pillars

Pillar 1: Organization and Infrastructure

The ambition of OCS-ASF is to become a role model and leading organization in the implementation of sustainability within the field of Slovenian sports. The Organization and Infrastructure pillar focuses on the areas of responsibility of OCS-ASF as an organization and as the leading sports association. In this area, we have defined six goals, fifteen sub-goals, and forty measures.

In developing the action plan, we set goals and measures at the organizational level concerning resource usage in the workplace, supply chains, mobility, health and recreation, and responsibility in marketing and communications.

OCS-ASF, as the umbrella sports organization, aims to collaborate with relevant stakeholders and decision-makers in preparing guidelines and sustainability standards for the sustainable renovation and construction of real estate and sports facilities. Sports infrastructure represents an intervention in the natural environment and intensive use of natural resources and energy. These factors have a direct and long-term impact on the sustainability of sports facilities.

Table 2: Action Plan Table for the Environmental (E) Aspect of Business and the Target Area “Organization and Infrastructure”

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
ORGANIZATION AND INFRASTRUCTURE	Effective Resource Use at the Workplace	30% reduction in the carbon footprint of energy use in buildings.	Actions to relocate the OCS-ASF headquarters to new, sustainable premises.	Explore the possibility of building or renovating a building that will house the OCS-ASF headquarters and the Slovenian Sports Home. The sustainable building will feature low embedded emissions materials, clean construction processes, the ability to recycle waste, energy efficiency, and cost-effectiveness.	High	2030
			Exploring solutions for switching to renewable or low-carbon electricity.	In cooperation with the landlord, check the possibility of purchasing electricity from renewable or low-carbon sources.	High	2030
			Actions to lower the average indoor temperature during the heating season.	In cooperation with the landlord, optimize heating system settings to maintain lower temperatures and reduce energy consumption during the heating season. Reduce heating in areas without constant presence, and provide planned energy awareness for employees.	Medium	2025
			Actions to raise the average indoor temperature during the cooling season.	In cooperation with the landlord, optimize the power of air conditioning systems during the cooling season. Adjust air conditioner settings to achieve optimal energy consumption and reduce system load. Encourage employees to use cooling systems responsibly, especially when combined with ventilation during hot months.	Medium	2025
			Regular maintenance of air conditioning systems.	Since refrigerants have a strong greenhouse effect, regular servicing, filter cleaning, system optimization, and leak detection of air conditioning units in OCS-ASF are necessary in cooperation with the landlord.	Medium	2025

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
		10% reduction in waste at the workplace	Establishing an efficient waste sorting system.	Introduce an efficient and larger waste sorting system in the kitchen and an additional paper sorting system in the OCS-ASF premises.	High	2025
			Discontinuation of plastic bottle use.	Stop using plastic bottles at OCS-ASF and switch to more environmentally friendly alternatives, such as aluminium cans (which must be correctly sorted into recycling bins after use) and tap water.	Medium	2026
			Introduction of glass returnable packaging.	In cooperation with Coca-Cola, explore the possibility of introducing a returnable glass packaging system for beverages at OCS-ASF.	Low	2026
	Sustainable Supply Chain	50% reduction in the carbon footprint of office paper and electronic devices.	Shift toward business digitization.	Reduce office paper consumption and further digitize operations by introducing digital alternatives and encouraging the use of electronic documents and digital signatures. Optimize processes where printing can be reduced (e.g., introducing double-sided printing and copying) and move to storing documents digitally.	High	2026
			Finding solutions for purchasing electronic devices with extended lifespan and repairability.	When purchasing electronic devices, prioritize those that allow for easy upgrades or repairs, reducing the need to replace entire devices, reducing electronic waste, and extending the devices' lifespan. This requires monitoring market trends and focusing on manufacturers offering sustainable and repairable products.	High	2026

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
		50% reduction in the carbon footprint of other office and promotional materials and the Olympic collection.	Actions for sustainable procurement of other office and promotional materials.	Implement procedures for the sustainable procurement of office and promotional materials. Encourage the use of reusable or recyclable products and limit the use of single-use materials in office and promotional materials.	Medium	2026
			Encouraging a sustainable Olympic collection.	Aim to implement procedures for sustainable procurement and production of the Olympic collection, including optimizing order volumes. Address the supplier's initiative for gradually introducing sustainable materials into the Olympic collection. Try to reach an agreement with the supplier by 2030 to use recycled materials. The goal is to reduce the environmental impact of the Olympic collection by using materials with a lower environmental impact and carbon footprint. Create promotional materials, Olympic equipment, and fan products in a way that is not tied to specific events and has a uniform design, allowing them to be reused and reducing the need for new acquisitions.	High	2030
			Encouraging sustainable gifts.	For business gifts, ensure that they are predominantly made in Slovenia and reflect Slovenian tradition. The sustainability aspect will also be implemented, promoting virtual, digital, or service-based gifts. This measure reduces material and packaging consumption while contributing to a lower carbon footprint caused by transportation and production of physical gifts.	Low	2030

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
	Sustainable Mobility	50% Reduction in the Carbon Footprint of Employee Commuting	Enabling Flexible or Staggered Work Hours	Maintain flexible or staggered work hours for employees at OCS-ASF to better align with public transportation schedules. This measure will give employees more flexibility in determining their work hours, allowing them to avoid peak traffic times and take advantage of more convenient public transportation options. This approach improves work-life balance and encourages the use of eco-friendly transportation methods, reducing CO2 emissions and contributing to greater sustainability in operations.	Medium	Ongoing
			Hybrid Work Option	Maintain the option for employees at OCS-ASF to work from home on a specific day of the week, where the nature of the work allows. This measure reduces the need for daily commuting, which will help decrease emissions. Without the time spent commuting, employees can better use their time and focus on completing tasks efficiently.	Medium	Ongoing
			Participation in Activities Promoting Sustainable Commuting	Participate in campaigns that encourage sustainable commuting to work, such as carpooling, using public transport, cycling, or walking. These campaigns raise employee awareness and encourage healthy habits.	Medium	2028
		90% Reduction in the Carbon Footprint of the Own Vehicle Fleet	Finding Solutions to Reduce the Number of Trips with Company Vehicles	Conduct a review of travel within OCS-ASF and use this analysis to identify opportunities for reducing the number of trips with company vehicles. Non-essential trips will be eliminated. When participation is necessary, actions will be taken to optimize transportation, such as carpooling to fit more passengers into one vehicle and, if possible, combining multiple locations/meetings/trips at the same time.	High	2025
			Gradual Introduction of Digital Business Meetings	Implement digital business meetings, conferences, and gatherings where feasible and appropriate for business needs.	Medium	2025

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
			Encouraging the Use of Bicycles Owned by OCS-ASF:	Investigate the possibility of acquiring company bicycles. Employees will be encouraged to use them for shorter business trips.	Low	2026
			Gradual Introduction of a Sustainable Vehicle Fleet:	In agreement with the new supplier, gradually transition OCS-ASF's fleet to electric, hybrid, or alternative fuel vehicles.	Medium	2026
		20% Reduction in the Carbon Footprint of Other Business Travel	Reducing the Number of Other Business Trips:	Define essential business trips and avoid travel that lacks a clear goal or specific business impact.	High	2025
			Actions to Prioritize Sustainable Mobility in Other Business Travel	Prioritize the use of sustainable mobility options (using public transport, car-sharing systems, bicycles, and scooters, active mobility, and other low-carbon transportation forms, such as traveling in a fully occupied car or van). Other business trips refer to those that do not involve air travel or the company vehicle fleet.	Medium	2025–2030
		20% Reduction in the Carbon Footprint of Logistics Routes	Actions to Prioritize Rail and Sea Transport for Logistics Routes:	Prioritize rail and sea transport over air freight when possible and economically sensible.	Medium	2028–2030
			Finding Solutions to Standardize Logistics Routes:	Strive to choose a sustainable logistics provider for the supply of equipment and materials. Offer logistical partnerships to OCS-ASF members.	Medium	2026-2030

Table 3: Action Plan Table for the Social (S) Aspect of Business and the Target Area “Organization and Infrastructure”

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
ORGANIZATION AND INFRASTRUCTURE	Promoting Employee Health and Recreation	Improved physical and mental health of employees.	Fitness testing and organizing a sports day for employees.	Gradually introduce annual fitness testing for employees and organize a sports day aimed at fostering social interaction and promoting a healthy lifestyle.	Medium	2028
			Provision of seasonal fruit for employees from local and organic sources.	Ensure the availability of seasonal fruit from local and organic sources for employees.	Medium	2028
			Encouraging regular physical activity and exercise at the workplace.	Provide employees with opportunities for physical activity through guided exercise providers. Implement workplace exercise sessions and encourage employees to engage in regular physical activity, promoting an active and healthy work-life balance.	Low	2025–2030
	Responsible Marketing	Socially and environmentally responsible marketing.	Gradual implementation of guidelines for socially and environmentally responsible marketing.	Use expert guidelines for sustainable marketing to ensure that OCS-ASF's marketing activities align with sustainability standards.	Medium	2026
			Encouraging the transition to digital media in outdoor advertising.	To achieve responsible marketing, find a balance between print and digital media for outdoor advertising, whenever possible and economically sensible.	Medium	2028

Table 4: Action Plan Table for the Governance (G) Aspect of Business and the Target Area “Organization and Infrastructure

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
ORGANIZATION AND INFRASTRUCTURE	Efficient Resource Use in the Workplace	Effective management of own operations.	Filling the position of Sustainability Officer.	Fill the position of Sustainability Officer who will execute and coordinate activities related to sustainability. They will monitor the annual carbon footprint of OCS-ASF, implement measures from the Action Plan, and propose changes or additions to measures based on current data.	High	2026
		30% reduction in the carbon footprint of energy use in buildings	Preparation of guidelines for efficient energy use in office spaces.	Prepare clear and accessible guidelines for efficient energy use and energy consumption in OCS-ASF premises. These should include advice on reducing energy consumption, such as turning off lights when not in use, limiting air conditioning, and optimizing heating and ventilation. The guidelines should also emphasize the rational use of electronic devices and provide all employees with access to this information.	High	2025
			Raising employee awareness about rational energy use and energy consumption in buildings.	Regularly and actively raise awareness among employees about rational energy use in OCS-ASF spaces.	Medium	2026
		10% reduction in waste at the workplace.	Preparation of guidelines for effective waste management in OCS-ASF premises.	Ensure proper waste separation in OCS-ASF premises.	Medium	2025
			Raising employee awareness about effective waste management.	Regularly and actively raise awareness among employees about effective waste management in OCS-ASF spaces.	Medium	2026

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
ORGANIZACIJA IN INFRASTRUKTURA	Sustainable Supply Chain	50% reduction in the carbon footprint of office paper, electronic devices, other office and promotional materials, and the Olympic collection.	Preparation of guidelines for sustainable procurement of all materials.	Prepare clear and accessible guidelines for sustainable procurement at OCS-ASF to assist in choosing sustainable suppliers and procuring office paper, electronic devices, other office and promotional materials, and the Olympic collection.	High	2025
			Employee education on sustainable procurement of materials.	Regularly and actively educate employees about sustainable procurement of materials.	High	2025
	Sustainable Mobility	50% reduction in the carbon footprint of employees' commuting.	Development of a mobility plan for leadership and employees.	Develop a mobility plan that includes sustainable solutions for all commutes. The plan will promote the use of public transport, bicycles, walking, electric vehicles, and other environmentally friendly transportation methods.	High	2025
			Education of leadership and employees on sustainable mobility.	Regularly and actively educate employees about sustainable mobility and alternative commuting options.	High	2025
	Sustainable Sports Infrastructure in Slovenia	Ensuring the sustainable transition of sports infrastructure in Slovenia.	Collaborate in preparing guidelines and standards for the renovation and sustainable upgrading of sports infrastructure, aimed at OCS-ASF members and other sports infrastructure owners in Slovenia.	Work with relevant stakeholders and decision-makers to introduce guidelines and standards for the renovation and sustainable upgrading of sports infrastructure, ensuring a coordinated approach to the sustainable renewal and improvement of sports facilities. These guidelines will include criteria for cost, environment, energy, and materials, as well as directions for energy-efficient solutions, sustainable materials, and reducing negative environmental impacts.	High	2027
	Responsible Marketing	Social and environmental responsibility in sponsorship partnerships.	Collaborate with sustainability-oriented sponsors.	Partner with sponsors who demonstrate commitment to environmental, social, and economic responsibility, supporting OCS-ASF's goals and commitments.	Low	2030

Pillar 2: Sustainability at Events

Sports events are essential for the existence and development of sports and the sports industry. Like any mass event, sports events also have negative impacts on the environment and society. Each event requires resources, infrastructure, and mobility for fans and organizers, and these needs increase with the scale of the event.

Proper organization and adherence to sustainability guidelines ensure that after the event, the organizer does not record a negative environmental, social, or economic balance. In the area of sustainability at events, we have identified four goals, five sub-goals, and eighteen measures.



Table 5: Action Plan Table for the Environmental (E) Aspect of Business and the Target Area “Sustainability at Events”

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
SUSTAINABILITY AT EVENTS	Implementation of Events in a Way That Creates the Lowest Possible Carbon Footprint	50% reduction of the carbon footprint of sports events and outdoor events organized by OCS-ASF	Actions to reduce the number of events organized by OCS-ASF.	Review the events organized by OCS-ASF, conduct an analysis, and select events for each year, considering the possibility of reducing the number of events. The analysis should include criteria such as cost, economic feasibility, competition rank, reach, added value, and the impact the event has on visitors and other stakeholders.	High	2025-2030
			Actions to reduce the carbon footprint of transporting athletes and accompanying staff to events.	Find solutions for accommodation for athletes, accompanying staff, volunteers, and VIPs close to the venue, near public transport infrastructure or systems for car-sharing, low-emission vehicles, bicycles, scooters, and other forms of mobility. If this is not possible, provide organized transportation for athletes and their teams using low-emission vehicles with full occupancy or establish additional public transport lines. Raise awareness among athletes about sustainable transportation options.	High	2026–2030
			Actions to reduce the environmental footprint of transporting visitors.	Find solutions for organizing events in areas easily accessible by public transport. If this is not possible, explore the option of organizing free public transport to the venue for spectators and consider the introduction of additional public transport lines for the event. Raise awareness among visitors about sustainable mobility options such as car-sharing, bicycles, scooters, and active access (walking, cycling).	High	2026–2030
			Actions to reduce waste at sports events and outdoor events organized by OCS-ASF.	Introduce an efficient waste sorting system at all OCS-ASF events and provide clear instructions for waste separation to assist visitors and participants. Encourage the establishment of a deposit system for reusable cups. Offer food and drinks in biodegradable packaging with recycling options.	Medium	2028

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
			Gradual introduction of local food offerings.	Introduce local food offerings at OCS-ASF events, including vegetarian and vegan options made from organic and sustainable ingredients. Using local produce will further reduce the need for long-distance food transportation, contributing to the reduction of the carbon footprint.	Low	2030
		50% Reduction of the Carbon Footprint of Internal OCS-ASF Events	Actions to reduce the number of internal events.	Review internal events and explore possibilities for reducing their number. The analysis should consider economic feasibility, reach, added value, and impact.	High	2026
			Actions to reduce the environmental footprint of transport.	Encourage participants to use public transport, car-sharing, cycling, or walking whenever possible.	High	2028
			Waste reduction at internal events.	Introduce an efficient waste sorting system at all OCS-ASF events and provide clear instructions for waste separation to assist visitors and participants. Offer food and drinks in packaging that is biodegradable, sustainable, and reusable.	Medium	2028
		50% Reduction of the Carbon Footprint of Air Travel	Actions to reduce the number of air travels.	Analyse and plan air travel on an annual basis. Reduce air travel where possible, economically feasible, and appropriate. For trips shorter than 750 km, explore the possibility of traveling by train, bus, or fully occupied cars/vans.	High	2025
			Finding solutions to reduce the carbon footprint of air travel.	Travel by air only in economy class and choose direct flights. If the airline provides access to CO2 emissions data and allows comparisons, select flights with lower emissions when economically and time-wise feasible.	High	2026
			Communication with the partner travel agency regarding travel criteria.	Communicate travel criteria to the partner travel agency to ensure they use the same criteria when finding travel solutions for OCS-ASF.	Medium	2025

Target area ENVIRONMENTAL (E)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
		40% Reduction of the Carbon Footprint of Accommodation	Reduction of overnight stays.	Reduce the number of overnight stays for business trips by optimizing travel and meeting planning. Prefer one-day trips and stays when possible, and encourage more efficient meetings to reduce the need for extended stays.	High	2026
			Actions to reduce the carbon footprint of accommodation.	Gradually introduce the selection of sustainable accommodation providers using energy-efficient systems, renewable energy sources, and environmentally friendly practices, where business and economic considerations allow.	Medium	2028

Table 6: Action Plan Table for the Social (S) Aspect of Business and the Target Area “Sustainability at Events”

Target area SOCIAL (S)	Objective	Sub-objective	Measure	Description of measure	Priority	Deadline
SUSTAINABILITY AT EVENTS	Creating Conditions for Facilitating the Implementation of Sustainable Practices at Sports Events	Ensuring rights across the entire value chain.	Ensure the rights of employees, communities, consumers, end-users, suppliers, and workers in the value chain.	Ensure the rights of employees, communities, consumers, end-users, suppliers, and workers in the value chain by adhering to ethical standards and sustainable practices in all business processes. This measure includes monitoring and ensuring fair working conditions, respecting human rights, and responsible handling and cooperation with all stakeholders. Ensure social responsibility, fairness, and transparency in all aspects of business operations.	High	2025–2030

Table 7: Action Plan Table for the Governance (G) Aspect of Business and the Target Area “Sustainability at Events”

Target area GOVERNANCE (G)	Objective	Measure	Description of measure	Priority	Deadline
SUSTAINABILITY AT EVENTS	Creating Conditions for Facilitating the Implementation of Sustainable Measures at Sports Events	Collaboration in preparing proposals for financial assistance or financial relief.	OCS-ASF will lead a dialogue on the organization of sustainable sports events and coordinate options for financial support or incentives through which the relevant ministries can assist OCS-ASF members and their stakeholders.	High	2026
		Preparation of guidelines for implementing sustainable activities at OCS-ASF members' sports events.	Prepare a document with organizational guidelines and examples of good practices in sustainability for OCS-ASF members. The measure includes developing guidelines to help members introduce sustainable practices into their organizations. The documents will contain specific examples of successful sustainability measures to ease implementation.	High	2025
		Development of a mobility plan for large events organized by OCS-ASF.	Develop a mobility plan for large events organized by OCS-ASF, which will include sustainable transportation options for all participants. The plan will promote the use of public transport, car-sharing, cycling, walking, and include options for electric vehicle transportation.	Medium	2025–2030
	Transition to Sustainable Events by OCS-ASF	Development of guidelines for organizing sustainable sports events by OCS-ASF.	The organization of sports, educational, and business events by OCS-ASF will be carried out according to sustainability guidelines for events, ensuring that this does not affect the efficiency of the event's execution.	High	2026

Pillar 3: Knowledge and Networking

OCS-ASF has established a robust system of collaboration with its members and other stakeholders. On one hand, it engages in dialogue with international sports actors, and on the other, it works constructively with the legislative branch of government in Slovenia. At the same time, it leads and coordinates the activities of both commercial and non-commercial stakeholders within the Slovenian sports sector.

These established relationships serve as the foundation for building a formal platform for the exchange of knowledge and best practices within the sports industry. Collaboration and networking are fundamental pillars of Olympism. They are also essential in driving the sustainable transition. In the areas of knowledge sharing and networking, we have defined four goals and five specific measures.



Pillar 4: Sport and the Public

Since its establishment, OCS-ASF has been one of the key ambassadors of sport and recreation in the public sphere. Not only is it deeply involved in the development of elite sports talents, but it also actively promotes a healthy lifestyle among the general public.

From 2025 to 2030, OCS-ASF will continue to intensify its actions and efforts to promote healthy living and physical activity. Under the pillar of Sport and the Public, we have defined three goals and three specific measures.



Pillar 5: Environmental Care

The primary environmental goal of OCS-ASF is to move toward neutralizing its carbon footprint. Carbon footprint refers to the impact of all organizational activities that result in greenhouse gas (GHG) emissions, expressed in CO₂ equivalents (CO₂-eq)—a metric that accounts for CO₂ and other greenhouse gases.

In the area of environmental care, OCS-ASF has identified two goals and four measures, three of which focus on reducing its carbon footprint.



Table 10: Action Plan Table for the Governance (G) Aspect of Business and the Target Area “Environmental Care”

Target area GOVERNANCE (G)	Objective	Measure	Description of measure	Priority	Deadline
CARE FOR THE ENVIRONMENT	Approaching carbon neutrality of OCS-ASF by 2040	Carbon footprint calculation and reporting	OCS-ASF will annually calculate and report the carbon footprint of its own operations for the previous calendar year.	High	2025–2030
		Striving for a 50% reduction in the carbon footprint of the entire operation by 2030	By introducing the measures from the action plan, OCS-ASF will strive to approach neutralization of its carbon footprint by 2040 and a 50% reduction by 2030.	High	2030
		Care for nature and the environment	OCS-ASF will continue with activities in the field of caring for the natural environment.	High	2030
	Sustainable communication in sport	Establishment of guidelines for sustainable communication in sport	OCS-ASF will establish a system of guidelines for clear, transparent and effective marketing and corporate communication of sports organizations with the goal of collectively raising awareness of the importance of sustainability in sports.	High	2025

Conclusion

The OCS-ASF Sustainability Action Plan 2025-2030 with measures to reduce the carbon footprint, represents a significant step towards the sustainable development of sport in Slovenia. With clearly defined goals, sub-goals, and actions, it addresses key challenges in the areas of environmental, social, and governance responsibility. The action plan focuses on activities that include reducing the carbon footprint, organizing sports events sustainably, and promoting responsible behaviour among all stakeholders.

Special attention has been given to areas that generate the greatest environmental impact, while also offering the most significant opportunities for improvement. By incorporating targeted measures such as mobility optimization, promoting sustainable infrastructure, and collaborating with environmentally responsible partners, OCS-ASF will lay the foundation for long-term positive changes.

Committed to transparent reporting and continuous progress monitoring, OCS-ASF will ensure that all stakeholders are involved in the process of the sustainability transition. Annual evaluations will allow for ongoing adjustments to measures and the inclusion of new practices and technologies that will support the organization's sustainability goals.

The set of measures derived from the OCS-ASF Sustainability Strategy 2024-2030 is not only a response to current climate challenges but also an opportunity to establish new standards in the sports sector.

Through this document, OCS-ASF reinforces its role as a leading organization that combines sports values with responsibility towards the environment, society, and future generations. With a vision for sustainable development, it lays the groundwork for a stronger, more resilient, and responsible Slovenian sports sector.

Disclaimer

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