

Note: This is an excerpt from the larger [RA Sustainability Action Plan](#) for working and collaboration purposes.

Three | Sustainability Action Plan 2024 - 2030

Organisation Objectives

The five drivers of success identified in the [Rowing in Australia \(RiA\) Strategic Plan](#) provides the foundation upon which Rowing Australia's sustainability action plan is built. In addition to a the RiA Strategic Plan, a materiality assessment was conducted to understand Rowing Australia's sphere of influence and ability to impact, underpinning our approach to lead through collaboration - responding to our community, industry, science, and best practice to ensure our sustainability objectives enable Rowing Australia to embed sustainability in rowing in Australia:

1. Encourage our stakeholders through collaboration and communication to grow and embed sustainable practices across Rowing Australia's operations and activities.
2. Measure, report, and disclose our sustainability progress so we are operating transparently and responsibly, and ensuring we are accountable for reducing our impact on the environment.
3. Promote sustainable and responsible behaviours leading by example, providing opportunities for education and awareness, and advocacy for sustainable initiatives through communication.

Rowing Australia's sustainability objectives and targets have been set in the context of the [UN Sports for Climate Action Framework](#) (UNCAF) principles, and targets have been aligned to the UN Sustainable Development Goals (SDGs).

SUMMARY | Rowing Australia Sustainability Action Plan (2024 - 2030) - Objectives and Initiatives

OBJECTIVE ONE

Encourage our stakeholders through collaboration and communication to grow and embed sustainable practices across Rowing Australia’s operations and activities.

INITIATIVE ONE | Develop a Sustainability Governance Framework for Rowing Australia

INITIATIVE TWO | Embed sustainability into Rowing Australia policies

INITIATIVE THREE | Embed sustainability into Rowing Australia operational guidelines



OBJECTIVE TWO

Measure, report, and disclose our sustainability progress so we are operating transparently and responsibly, and ensuring we are accountable for reducing our impact on the environment.

INITIATIVE ONE | Determine a methodology to measure, report, and disclose Rowing Australia’s total emissions

INITIATIVE TWO | Measure, report, and disclose Rowing Australia’s total emissions

INITIATIVE THREE | Identify opportunities for Rowing Australia to implement positive sustainability initiatives



OBJECTIVE THREE

Promote sustainable and responsible behaviours leading by example, providing opportunities for education and awareness, and advocacy for sustainable initiatives through communication.

INITIATIVE ONE | Identify Rowing Australia’s key stakeholders and spheres of influence

INITIATIVE TWO | Develop and share resources for stakeholders on Rowing Australia’s Sustainability Action Plan

INITIATIVE THREE | Promote and provide opportunities for advocacy and acknowledgement of sustainability across rowing in Australia



DETAILED | Rowing Australia Sustainability Action Plan (2024 - 2030) - Objectives, Initiatives, and Targets

OBJECTIVE ONE
 Encourage our stakeholders through collaboration and communication to grow and embed sustainable practices across Rowing Australia’s operations and activities.

INITIATIVE ONE | Develop a Sustainability Governance Framework for Rowing Australia
A Climate Governance Framework will act as the foundation for Rowing Australia’s Sustainability Action Plan. It will provide the structure that underpins Rowing Australia’s sustainability purpose, mission, and scope. A Climate Governance Framework will also enable Rowing Australia to identify all relevant stakeholders that impact, and are impacted by, Rowing Australia’s sustainability mission. The implementation of a Sustainability Governance Framework will ensure that governance, at all levels, is aligned to best practice principles and will provide the platform for the continued growth and success of Australian rowing.

Targets	Priority	Impact	Effort	Owner	UNCAF
a. Develop Rowing Australia’s inaugural Position on Sustainability statement.	High	Medium	Medium	Board	1
b. Publish Rowing Australia’s Position on Sustainability and communicate to stakeholders.	High	Medium	Low	Board	1
c. Develop Rowing Australia’s Sustainability Action Plan.	High	Medium	High	Board	1
d. Publish Rowing Australia’s Sustainability Action Plan and communicate to stakeholders.	High	Medium	Low	Board	1
e. Commit to time-bound periodic review and assessment of Rowing Australia’s progress against strategy.	Medium	Medium	Medium	SWG	1

INITIATIVE TWO | Embed sustainability into Rowing Australia policies
Rowing Australia’s policies enhance RA’s operating procedures and activities. Embedding a holistic sustainability lens to all existing policies, and in the development of new policies will ensure that sustainable practices start to become business-as-usual across Rowing Australia’s operations and activities.

Targets	Priority	Impact	Effort	Owner	UNCAF
a. Develop a Rowing Australia Travel Policy with holistic sustainability principles embedded.	Medium	Medium	Medium	GM Ops	1, 4
b. Develop a Rowing Australia Procurement Policy with holistic sustainability principles embedded.	Medium	Medium	Medium	GM Ops	1, 4
c. Conduct a review of all existing Rowing Australia policies to embed principles and operational sustainability in line with Rowing Australia’s Position on Sustainability.	Low	Medium	High	GM Ops	1, 4

INITIATIVE THREE | Embed sustainability into Rowing Australia operational guidelines
Similar to Rowing Australia’s policies, embedding a holistic sustainability lens to all Rowing Australia’s operational guidelines will ensure that sustainable practices start to become business-as-usual across Rowing Australia’s operations and activities.

Targets	Priority	Impact	Effort	Owner	UNCAF
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a.	Develop a Rowing Australia Extreme Weather Guideline with holistic sustainability principles embedded.	Low	Medium	Medium	GM Ops	1, 4
b.	Develop a Rowing Australia Events Guideline with best practice holistic sustainability principles embedded.	Low	Medium	Medium	GM Ops	1, 4

OBJECTIVE TWO

Measure, report, and disclose our sustainability progress so we are operating transparently and responsibly, and ensuring we are accountable for reducing our impact on the environment.

INITIATIVE ONE | Determine a methodology to measure, report, and disclose Rowing Australia’s total emissions

A methodology to measure, report, and disclose Rowing Australia’s total CO₂e emissions will provide a solid baseline for ongoing measurement and ensure reporting going forward uses similar principles and can be a reliable source for emissions forecasts and trends analysis.

Targets	Priority	Impact	Effort	Owner	UNCAF
a. Determine Rowing Australia’s scope and reporting boundary using guidance from the AOC and UN Sports for Climate Action Framework.	High	High	Medium	GM Ops	1
b. Determine a methodology to measure Scope 1, Scope 2, and relevant Scope 3 emissions for Rowing Australia.	High	Medium	High	GM Ops	1
c. Determine Rowing Australia’s emissions disclosures, including which (if any) emissions data will not be disclosed, and justifications for inclusion / exclusion.	High	High	High	GM Ops	1
d. Determine a reporting structure and/or framework to report Rowing Australia’s total emissions for a calendar year (the current reporting year).	Medium	Medium	Medium	GM Ops	1

INITIATIVE TWO | Measure, report, and disclose Rowing Australia’s total emissions (the inaugural year of implementing this Sustainability Action Plan will also include conducting a carbon baseline)

Using appropriate methodology and scope for Rowing Australia’s relevant emissions, conducting accurate measurement of emissions is crucial for Rowing Australia to be accountable for reducing operational impact. Transparent disclosure will also enable Rowing Australia to justify operational changes and actions that both enable excellence in the sport of rowing and create a more sustainable environment for all rowers.

NOTE: Calculating total emissions for relevant Rowing Australia’s operations will require heavy data collection from internal operation managers and procurement. Data required to calculate emissions will be determined in the methodology (O2, I1, TB).

Targets	Priority	Impact	Effort	Owner	UNCAF
a. Conduct a carbon baseline for Scope 1 and Scope 2 emissions for Rowing Australia. <i>Only relevant for the inaugural year.</i>	High	High	High	GM Ops	1,4
b. Conduct a carbon baseline for relevant Scope 3 emissions for Rowing Australia. <i>Only relevant for the inaugural year.</i>	High	High	High	GM Ops	1,4
c. Conduct an emissions calculation for Scope 1, Scope 2, and relevant Scope 3 emissions for Rowing Australia.	High	High	High	GM Ops	1,4
d. Compare and analyse current reporting year emissions to carbon baseline emissions (calculated in inaugural year, using a 2023 baseline).	High	High	High	GM Ops	1,4
e. Report current reporting year emissions to Rowing Australia Board.	High	High	Low	CEO	1,4
f. Disclose current reporting year emissions publicly.	High	High	Medium	CEO	1,4

INITIATIVE THREE | Identify opportunities for Rowing Australia to implement positive sustainability initiatives

Once a solid understanding of Rowing Australia’s total emissions and environmental impact is determined, Rowing Australia can start to identify initiatives to reduce emissions, increase sustainability, and progress Rowing Australia’s operations towards an operating model that promotes both greater environmental and social cohesion, while still continuing the growth and success of Rowing in Australia.

Targets	Priority	Impact	Effort	Owner	UNCAF
a. Using insights from Rowing Australia’s total emissions, identify largest sources of emissions, and areas for emissions to be most impacted through initiatives and operational changes.	High	High	High	GM Ops	2,4
b. Undertake an sustainability assessment on Rowing Australia’s upstream value chain to identify any potential partners or sources where operational changes can be made to reduce environmental impact and / or promote social responsibility.	Medium	High	High	GM Ops	2,4
c. Undertake an sustainability assessment on Rowing Australia’s downstream value chain to identify any potential partners or sources where operational changes can be made to reduce environmental impact and / or promote social responsibility.	Medium	High	High	GM Ops	2,4
d. Identify clear activities that can be undertaken throughout the calendar year to reduce Rowing Australia’s emissions, environmental impact, and / or promote social responsibility.	Medium	High	High	GM Ops	2,4
e. Implement activities, ensuring measures are in place to accurately report overall impact post implement of changes. Positives and lessons learned from any implemented activities should be disclosed in reporting processes.	Medium	High	High	GM Ops	2,4

OBJECTIVE THREE

Promote sustainable and responsible behaviours leading by example, providing opportunities for education and awareness, and advocacy for sustainable initiatives through communication.

INITIATIVE ONE | Identify Rowing Australia’s key stakeholders and spheres of influence

Identification of Rowing Australia’s key stakeholders and spheres of influence will help tailor Rowing Australia’s efforts to communicate and promote sustainable and responsible behaviours for maximum impact.

Targets	Priority	Impact	Effort	Owner	UNCAF
a. Conduct a Materiality Assessment to identify Rowing Australia’s key stakeholders and spheres of influence.	Medium	Medium	Medium	GM Ops	1
b. If appropriate, conduct stakeholder interviews with priority stakeholders to better understand sustainability appetite, levels of awareness, and abilities to bring about change.	Medium	Medium	Medium	GM Ops	1

INITIATIVE TWO | Develop and share resources for stakeholders on Rowing Australia’s Sustainability Action Plan

Develop key resources that are in line with Rowing Australia’s Position on Sustainability to uplift and encourage stakeholders to undertake embedding sustainability initiatives in their own operations. Where implementation of sustainability initiatives is unfeasible, developing resources around educating stakeholders will ensure that Rowing Australia’s Sustainability Action Plan aligns to the Rowing in Australia Strategic Plan.

Targets	Priority	Impact	Effort	Owner	UNCAF
a. Identify key channels of communication for Rowing Australia’s stakeholder groups.	Medium	Medium	Medium	GM Ops	3
b. Develop a communications strategy (high level) for each of Rowing Australia’s key stakeholder groups.	Medium	Medium	Medium	GM Ops	3
c. Develop a Rowing Australia sustainability fact sheet that can be easily shared through key communication channels (sports sustainability, sustainable choices, green transport, sustainable events, etc.)	Low	Medium	Medium	Events	3
d. Develop a sustainability checklist for state organisations, rowing clubs, rowing schools, regatta facilities, competitions, and events.	Medium	Medium	Medium	Events	3

INITIATIVE THREE | Promote and provide opportunities for advocacy and acknowledgement of sustainability across rowing in Australia

Key to promoting the longevity and viability of rowing in a thriving environment for all current, and future generations, is the opportunity to acknowledge and advocate for holistic sustainability. As the leading body for Rowing in Australia, Rowing Australia has a role to play in creating opportunities to acknowledge stakeholders and partners also progressing sustainability.

Targets	Priority	Impact	Effort	Owner	UNCAF
a. Implement a national sustainability ambassador program.	Low	Low	Medium	GM Ops	5
b. Introduce national sustainability awards.	High	High	Low	Board	5
c. Identify key Rowing Australia events where key stakeholders or partners have an opportunity to present / champion sustainability initiatives.	Low	Medium	High	Events	3,5

