



FIA SUSTAINABILITY AND D&I REPORT 2023



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Mohammed Ben
Sulayem

FIA President

I am delighted to share the 2023 Sustainability and D&I Report.

This year, for the first time, we are integrating social and community impact reporting alongside our wider EDI strategy and overview.

At the FIA, we believe it is essential to comprehensively map and review our impact, in our efforts to create a brighter, more sustainable, and more inclusive future for tomorrow. We are doing this in a number of different ways.

Our work begins at home. We are working to reduce travel by our staff, promote homeworking opportunities and eco-friendly options within our office space.

In motor sport, we are focussed on net-zero - whether that's through sustainable fuels and alternative technologies across our portfolio, like hybrid in Formula One, WRC and WEC, electric racing in alongside Formula E and World Rallycross, or greener freighting worldwide.

Alongside this, we have launched our new Sustainable Innovation Series, where we share knowledge alongside our World Championships partners, promoting best practice.

Meanwhile, our mobility colleagues are continuing to drive the sustainability agenda, by sharing advocacy best practice across our global FIA Member Club network.

As we look to the future, we know that we have a way to go. This journey will take time, and it will require the collaboration and dedication of all our stakeholders. However, I remain optimistic that we can create real and lasting change across both Sport and Mobility by leading from the front.

A handwritten signature in Arabic script, likely belonging to Mohammed Ben Sulayem.



Sara Mariani

SDI Director

This report sets out our progress to tackle our emissions and carbon footprint over the past year, as well as our ongoing efforts to boost and improve our social impact going into 2024.

As I noted at the FIA Conference, social impact is a key issue for us. Heading into 2025, we will be integrating social impact into our Sustainability Roadmap, and holding ourselves accountable against strict diversity and inclusion targets.

We know that embracing EDI in motor sport isn't just about fairness; it's a strategic move to ensure the sport remains relevant and resilient. By fostering a diverse and inclusive culture, motor sport can harness fresh perspectives and innovative ideas, aligning with societal values and resonating with sponsors, partners, and fans.

I am confident that the FIA can be part of a positive future for our sport and wider society, helping to drive change and opportunity at every level across the sporting ecosystem. These targets – and reporting like the one below – will help us to track our progress and hold ourselves accountable on every step in our environmental and sustainability journey.

A handwritten signature in black ink, appearing to read 'Sara Mariani'.

2023 HIGHLIGHTS

41 NEW NEW ACCREDITATIONS WERE AWARDED IN 2023

- 2 Promoters
- 4 Circuits
- 6 Teams
- 15 Event organisers
- 7 Suppliers
- 7 Members

1ST

FIA became the first sport federation **to obtain the status of observer to the UN Climate Change Conference (COP).**

8.3%

The average decrease emissions **per FIA** employee compared with 2019.

3,500+

The number of women and girls reached through the FIA's Girls on Track initiative.

€324,000

The sum allocated by the **FIA Grants Programme to sustainability** initiatives from sport and mobility clubs.

2020-2030 STRATEGY

FIA ENVIRONMENTAL STRATEGY

In 2020, the FIA Environment & Sustainability Commission developed a **strategy** setting out its long-term plan (2020-2030).

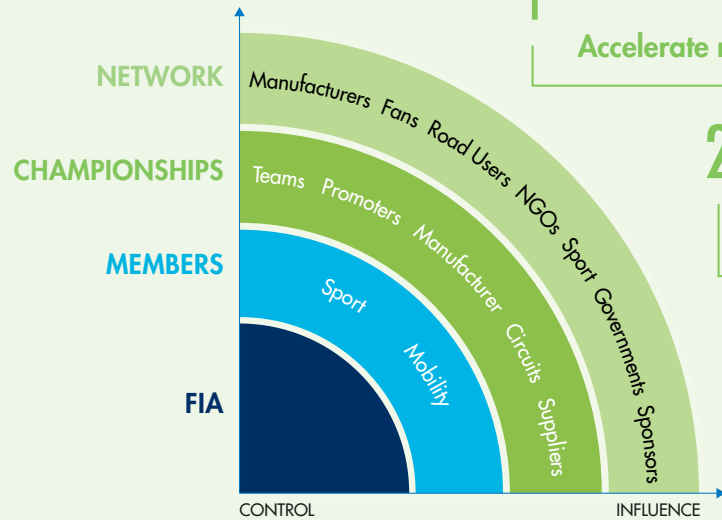
In the plan, the Commission established 50 objectives across four spheres of responsibility. These were structured around three strategic goals:

- Accelerate climate action towards net-zero: by supporting members and stakeholders with their green transition.
- Foster sustainable technology and innovation: by raising awareness and guiding progress on sustainable innovative solutions.
- Inspire sustainable practices: by working with stakeholders to improve environmental sustainability.

SPHERE OF RESPONSIBILITY

IMPACT ++

IMPACT +



1 CLIMATE ACTION

Accelerate net-zero transformation



2 TECHNOLOGY & INNOVATION

Foster sustainable & innovative solutions



3 SUSTAINABLE PRACTICES

Drive sustainable change



2020-2030 STRATEGY

Since publishing this strategy, the federation has provided annual updates on its progress against this plan.

VISION

Sustainable motor sport and mobility for all.

MISSIONS



Develop and improve **environmental sustainability** across motor sport and mobility.



Guide FIA members and championships towards competitive and sustainable practices and activities.



Promote sustainable motor sport and mobility to **contribute to global targets** of the environmental agendas.

AREAS OF RESPONSIBILITY



1

FIA AS AN ORGANISATION

Our primary responsibility is to act on our own impact by following best practices in our operations – whether that's in the areas of sustainability, equality, diversity and inclusion, or employee wellbeing.



2

FIA AS A MEMBERS BASED FEDERATION

Our priority is to continue reinforcing internal capacity and expertise in sustainability, encompassing both environmental and social considerations. By empowering Members with the necessary tools and knowledge, we aim to collectively address environmental challenges and build resilience in the face of a changing climate, while also fostering inclusivity and social responsibility within the motor sport community.



3

FIA AS GOVERNING BODY FOR MOTOR SPORT

Engaging in constructive dialogue with all Championship stakeholders allows us to reinforce motor sport's role as an accelerator for sustainable low-carbon technologies and development. Moreover, we recognise the importance of addressing the social impact of motor sport events, including by promoting accessibility, ensuring safety standards, and fostering community engagement, to create a more inclusive and sustainable future for all.



4

FIA AS THE GOVERNING BODY FOR MOTOR SPORT

Using its global outreach, the FIA will engage with stakeholders outside of the motor sport and mobility ecosystem to contribute to wider conversations on climate issues. In addition to advocating for environmental sustainability, we actively promote social responsibility on a global scale, supporting wider diversity, equity, and inclusion efforts and initiatives that address social challenges and inequalities worldwide. Through these efforts, the FIA aims to drive positive change and contribute to a more sustainable and equitable future for all.

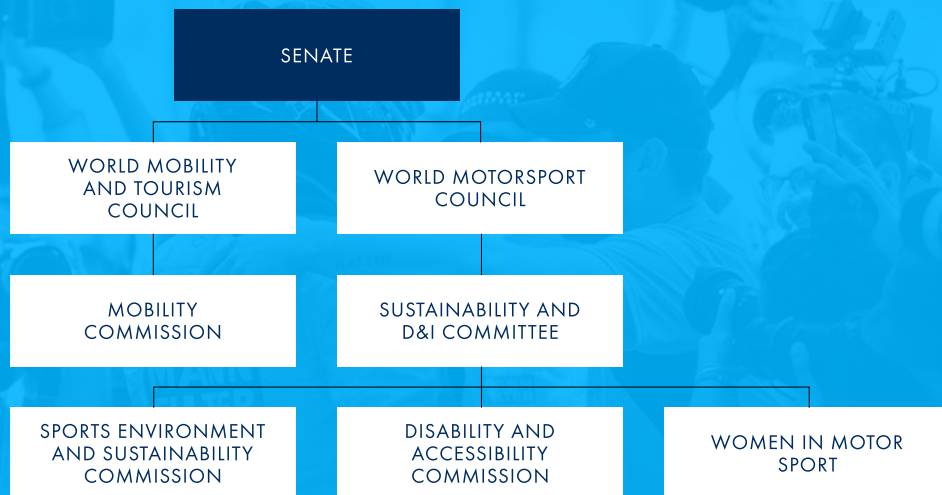
SUSTAINABILITY ORGANISATION AND GOVERNANCE

GOVERNING BODIES

Sustainability and Diversity and Inclusion initiatives are integrated across every level and department of the FIA. This is done through structured collaboration with the federation's different commissions including those for Sports Environment and Sustainability, Women in Motorsport and Disability and Accessibility.

Recommendations from the Commissions are reviewed by the Sustainability and D&I Committee and Mobility Policy Commission, which then formulates proposals for the World Motor Sport Council and the World Council for Automobile Mobility and Tourism respectively.

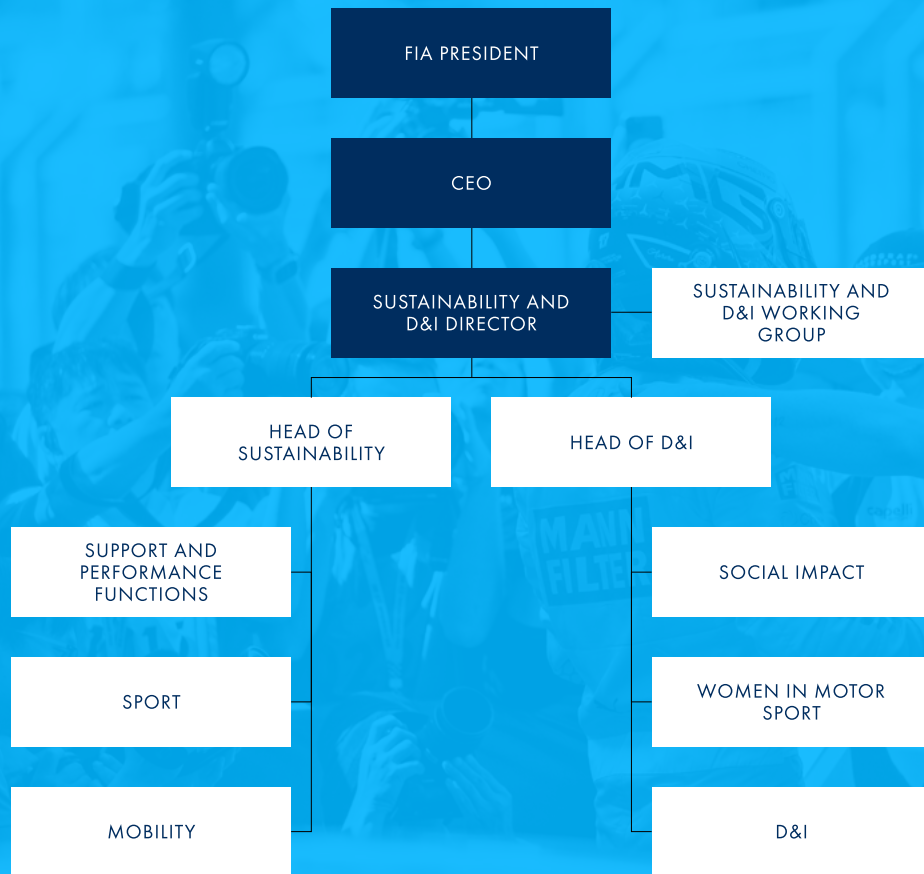
The Senate serves as a supervisory body over these councils, managing their financial and strategic decisions, and ensuring that they act in compliance with the FIA's overall mission and regulations.



SUSTAINABILITY ORGANISATION AND GOVERNANCE

OPERATIONS

The implementation of sustainability initiatives within the FIA is overseen by the Sustainability, Diversity & Inclusion (SDI) Director, who reports directly to the CEO. The SDI department operates across two primary areas of activity: Sustainability and Diversity & Inclusion. Dedicated teams are responsible for driving forward initiatives in each respective area. These teams work collaboratively to develop and implement sustainable practices and diversity initiatives that align with the FIA's overarching goals and values. By centralising responsibility under the SDI Director and organising teams based on dedicated areas of expertise, the FIA ensures a focused and strategic approach to advancing sustainability and diversity throughout the organisation.





ENVIRONMENT

— ORGANISATION • MEMBERS • CHAMPIONSHIPS • NETWORK —

ENVIRONMENT

131

organisations have received FIA Environmental Accreditation, with collaboration from BSI now providing 10 auditors globally.

€203,000

value of funding for Environmental and Sustainability grants.

20-25%

is the weighting of sustainability for decision making in championships tenders managed by the FIA.

HYDROGEN

has seen ongoing research as a potential zero-emission fuel when produced from renewable sources.

50%

carbon emission reduction by 2030 commitments from multiple championships, aligning with FIA's net-zero trajectory.

We are committed to addressing environmental and climate issues at every level. This starts with the FIA's own impact, from its headquarters in Paris, Valleiry, and Geneva.

The section below outlines the FIA's carbon footprint for 2023, as well as the Federation's ongoing efforts to reduce and offset its emissions in line with its net-zero ambitions.

CARBON MANAGEMENT

The FIA has been calculating its carbon footprint since 2019, in line with the Green House Gas Protocol (GHG). Our calculations are independently verified by Global Climate Initiatives.

Each calculation includes the three scopes set out in the GHG Protocol and covers all three FIA sites, events organised by the FIA and Championship and supplier activities financed by the FIA.

Within the categories of emissions defined according to the ISO 14064-1, Scopes 1 and 2 being globally mandatory, Scope

3 items calculated for the FIA are the following: energy-related emissions scope 3, purchased goods and services, capital goods, waste, upstream transportation and distribution, business travels, and employee commuting.

The FIA's 2023 carbon footprint has been audited by a certified external auditor in accordance with ISO 14064-3:2019.

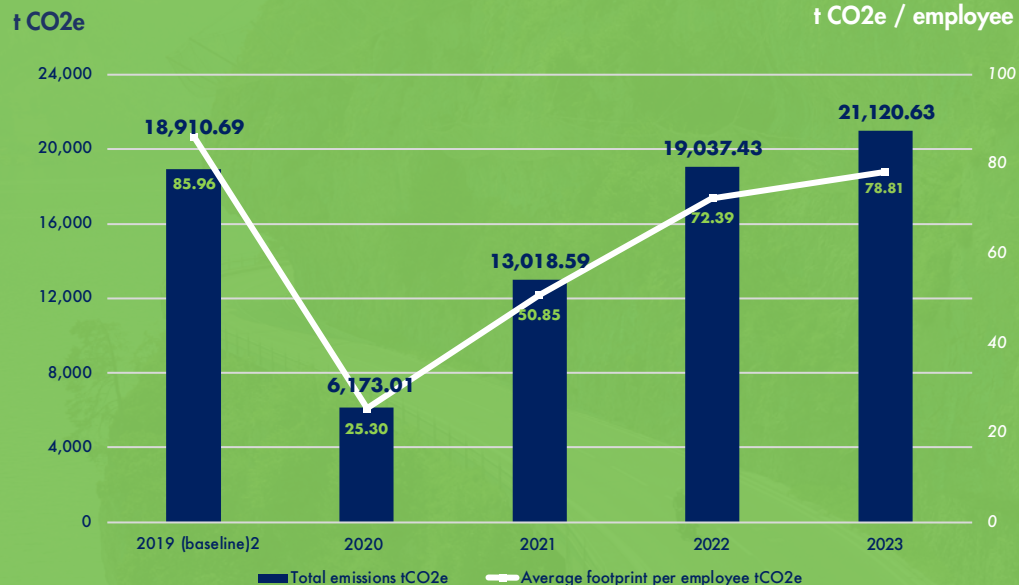
ORGANISATION

FIA administration carbon footprint in 2023 and evolution since 2019.

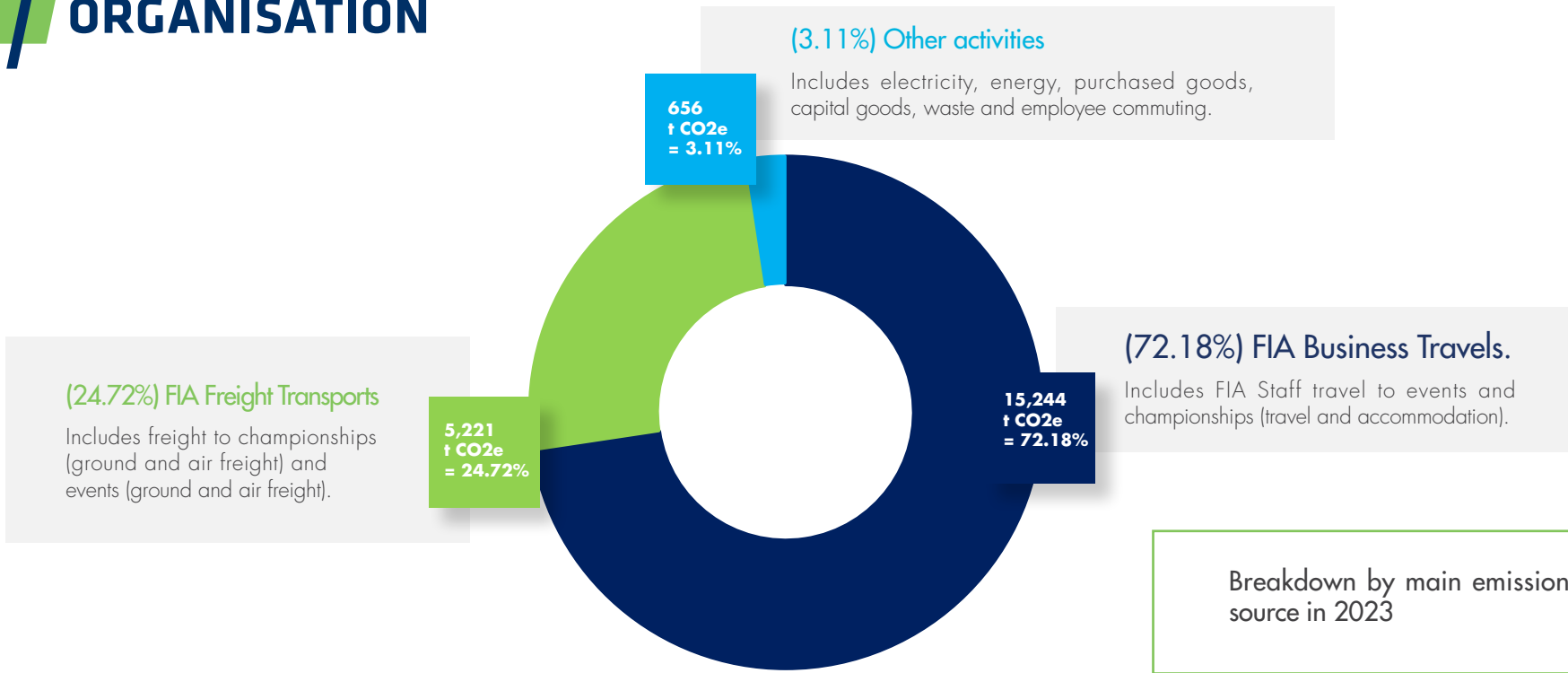
As expected, in 2023, the organisation experienced a rise in emissions compared to the previous three years.

This rise in emissions aligned with a rising level of activity – including an increased number of Championships and employees.

Overall, FIA GHG emissions increased by 11% last year and by 11.7% compared with 2019 level. However, the average impact per employee decreased by 8.3% compared with 2019.



ORGANISATION



■ FIA business travels ■ FIA freight transport ■ Other activities

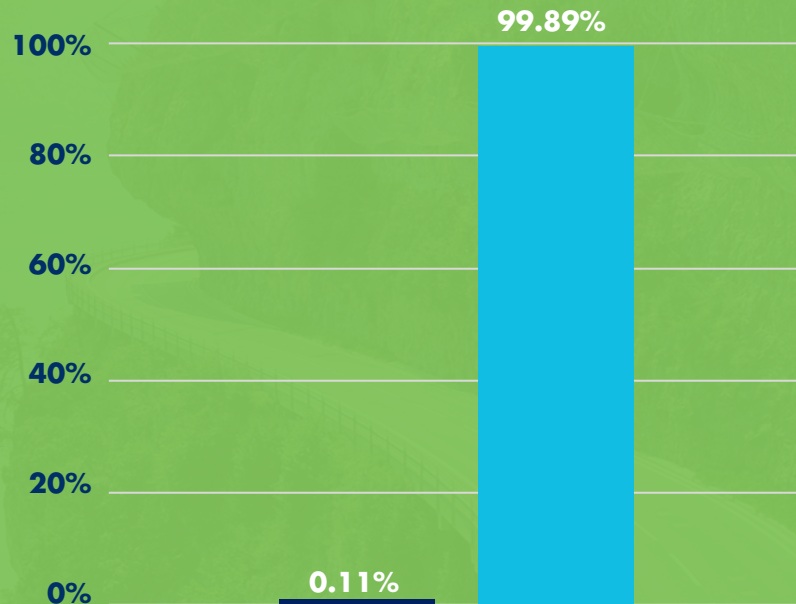
ORGANISATION

BREAKDOWN PER SCOPE IN 2023

■ Scope 1 and 2: Direct (GHG) emissions and Indirect emissions linked to energy.

■ Scope 3: Other indirect (GHG) emissions.

Verified by



ORGANISATION

As in previous years, the majority of the FIA's footprint comes from business travel (72.2% in 2023, 73.5% in 2022) and logistics (24.7% in 2023 and 23.7% in 2022). A small percentage (3.1%) stems from other activities such as electricity consumption, purchased goods, waste and employee commuting.

As part of its strategic commitments, the FIA set itself the objective of reducing emissions caused by its operations. The goal is to decrease emissions by 20% in 2025, and by 50% in 2030 (compared with the baseline year, 2019).

The following measures were taken to reduce CO2 emissions in 2023:

- Reducing number of employees travelling to FIA events by 34% (compared with 2022).
- Increasing possible remote working policy for employees to a maximum of 40% of time worked.
- Streamlining employee travel to FIA Championships through the creation of core lists.
- Setting environmental targets for each department.

However, the evaluation and analysis of our 2023 carbon footprint shows that these efforts most likely had a limited effect, given an increased number of activities, events, and Championships during the year.

To get back on track for 2024, we are developing a new emissions reduction plan. It will predominantly focus on travel and logistics, with proposed levers including:

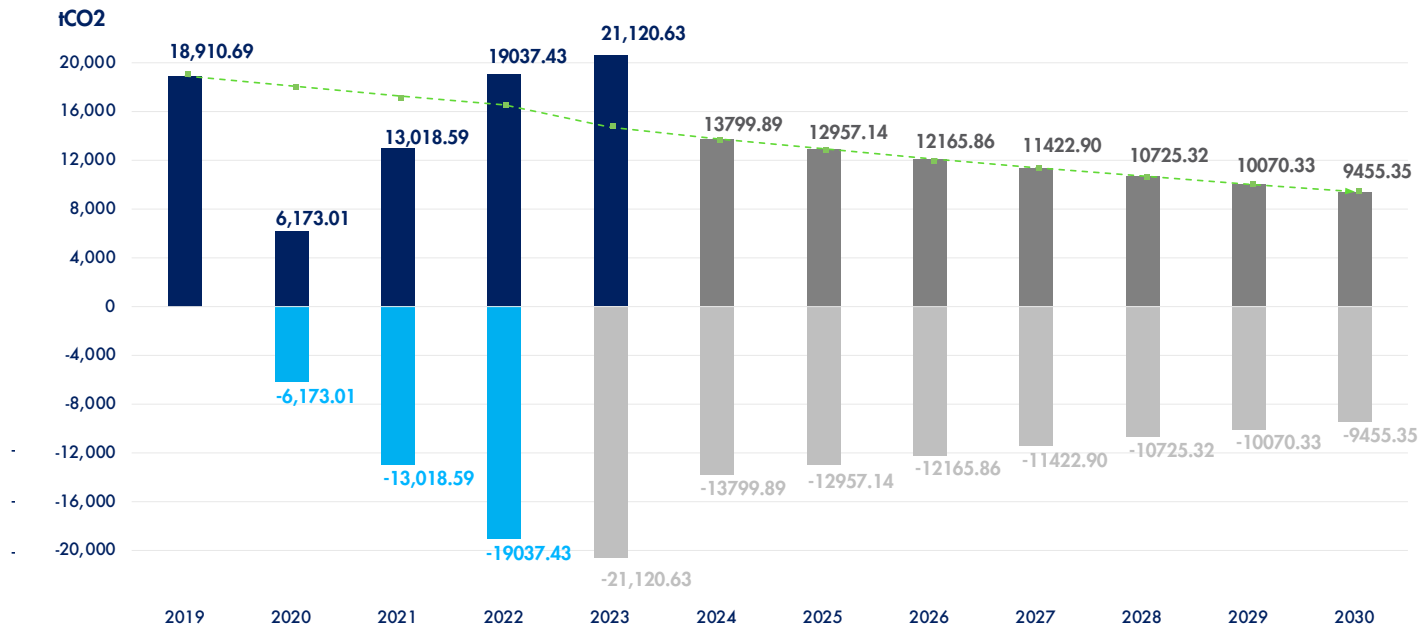
- Further upgrading buildings through installing solar panels (PV), and encouraging further energy reducing behaviour.
- Investing in sustainable aviation, maritime and road fuels supply.
- Improved travel policy (e.g. further limiting the number of people travelling to Championships and events, and optimising the locations for FIA events).
- Increasing the capabilities of remote racing control.
- Improved procurement policy.

These and other actions are being evaluated in the carbon reduction plan framework, which will be approved in 2024.

ORGANISATION

FIA ADMINISTRATION CARBON TRAJECTORY

- Calculated footprint
- Footprint estimation per year (target of reducing the emissions by 50% by 2030)
- Carbon offset
- Carbon reductions / carbon removals (for decisions in revised strategy)
- Trajectory aligned with 50% reduction by 2030 and 90% reduction by 2040










ORGANISATION



OFFSETTING

While the priority remains avoiding and reducing carbon emissions from our activities, the FIA is also offsetting its carbon emissions from through carbon compensation projects.

The FIA has invested in these kinds of projects since 2021, as part of its efforts to become carbon neutral. FIA partner, South Pole, has helped the FIA to produce a diverse portfolio of supported projects including:

	PROJECT	TYPE	TECHNOLOGY	OTHER ENVIRONMENTAL AND SOCIAL IMPACTS (SDGS)	STANDARD
	Song Chung, Vietnam	Hydro power	Energy mix	Energy generation, local job creation, local infrastructure improvement	Gold Standard
	Small Hydro PoA, Vietnam	Hydro power	Energy mix	Energy generation, local job creation	Gold Standard
	Kariba Forest Protection, Zimbabwe*	Forest conservation (REDD+)	Forests	Biodiversity protection, freshwater supply protection, sustainable food production, local education support, local healthcare providers support	Gold Standard 
	Vichada, Colombia	Afforestation/ reforestation	Forests	Biodiversity protection, ecosystem restoration, job creation	Gold Standard
	Forest Restoration with Teak, Mexico	Afforestation/ reforestation	Forests	Biodiversity protection, ecosystem restoration, job creation	

*Investment stopped after year 2, due to termination of the contract between South Pole and project owner and developer.

ORGANISATION

ON THE ROAD TO ZERO

Launched at COP27, the ISO Net Zero Guidelines represent the first guidelines created within an international standards system, setting out credible net-zero actions.

In 2023, the FIA adopted the Guidelines to strengthen our net-zero strategy according to an internationally recognised practice. It greatly helped us to identify areas of improvement in our strategy, and enables us to move forward with a high-integrity approach. Currently, we are in the process of creating a credible plan that prioritises emission reduction over offsets.

In 2020, the FIA committed to reducing scope 1, 2 and 3 emissions.

We set an intermediate emission reduction target of 20% by 2025 and a 50% reduction target by 2030. Working within the value chain, the FIA is adopting measures to cut emissions, and counterbalancing residual emissions through carbon offsets. However, carbon offsetting is only one step on the FIA's path to net-zero. There are other potential areas of investment, including viable nature-based and technology-based carbon removal solutions.

Net Zero Guidelines

Accelerating the transition to net zero

IWA 42:2022(E)

Beyond reducing our own emissions, we will continue to contribute to the decarbonisation of our extended value chain by:

- Suggesting changes to, or the creation of, FIA Championship regulations in line with our sustainability strategy and approach (e.g. delivering sustainable events, optimising calendars and ensuring the use of sustainable alternative fuels)
- Advocating for policy change by supporting the decarbonisation of international transport and mobility

ENVIRONMENTAL MANAGEMENT SYSTEM

The FIA was certified against the ISO 14001:2015 standard in December 2021. This framework was used to help set objectives and create credible action plans for the management of our environmental impact. The FIA reviews its objectives annually to continuously improve environmental performance and reduce the impact resulting from activities.

Activities concerned by the scope are the operational management of the facilities, the hosting of meetings and events (such as conferences, seminars, etc.), and the regular management of administrative, sporting and mobility areas, logistics, and business travel.



ISO 14001:2015



MEMBERS

ENVIRONMENT

The FIA is committed to supporting its Members as they build and consolidate their sustainable development approach. We listen to the needs of our Members and continually strive to improve the support we offer.

In the following section, we outline the results achieved in our flagship programmes and actions developed for Members.

TRAINING



Photo: FIA environmental seminar in Oman February 2023

The FIA organised a seminar to help Members apply the FIA Environmental Strategy. The Seminar was hosted by the Oman Automobile Association (OAA), alongside 14 other clubs from the region, in February 2023. This seminar resulted in concrete progress; all represented members are now in the process of reaching the first level of FIA Environmental Accreditation.

Two dedicated FIA Environmental Accreditation for Members (sport and mobility) sessions were organised alongside the FIA Conference in June 2023.

These initiatives will continue to be developed in 2024 and beyond. Climate change represents a major global challenge, so reinforcing FIA Members' environmental management and helping organisations become more resilient is crucial.

The FIA will continue to work towards its target of all Members reaching 1* FIA Environmental Accreditation or equivalent by 2025, through various educational and awareness raising activities.

GRANTS PROGRAMME

In 2023, the FIA grants programme continued to support members in implementing sustainability initiatives. Grants dedicated to sustainability and environmental programmes came to 203K €, with 40K € allocated to sport activities and 163K € allocated to mobility activities.

SPORT



The FIA Sport Grant Programme works with Sport Members to strengthen motor sport activities and achieve sustainable motor sport growth. The programme has a 'social responsibility' pillar, which is used to fund ASN projects related to campaigns, advocacy, and social responsibility programmes, including those in the field of Environmental Sustainability. In the 2022-2023 call for applications in this field, we selected the following project which was co-funded in 2023:

Real Federación Española De Automovilismo (RFEDA – Spain): the development of a sustainability strategy, the development of a carbon footprint tool, the measurement of the club headquarters' carbon emissions and the carbon emissions from 4 events (from the Spanish Karting Championship and Alternative Energies Rallye). [See more details on dedicated website.](#)

MEMBERS

In 2023, the FIA Sustainable Mobility Programme made the decision to co-fund four projects to the sum of over 163K €. These were funded under two streams: Advocacy, and Innovation. The projects started in 2023 and continue into 2024.



ADAC

AIP FOUNDATION
SAFE ROADS FOR LIFE

MOBILITY



Advocacy: Projects can receive funding under the Advocacy stream, if they seek to raise awareness and strengthen a Club's position as advocates for more sustainable mobility. This year, **the Road Safety Institute « Panos Mylonas » (Greece)** and the **Automobile and Touring Club of Nigeria (ATCN - Nigeria)** received Advocacy funding.

Innovation: Larger-scale innovation projects which aim to promote sustainable mobility technologies and services can be funded through the Innovation stream. This year, the **Allgemeiner Deutscher Automobil-Club (ADAC - Germany)** and **AIP Foundation (Vietnam)** received funding through this funding stream.

/ MEMBERS

CLIMATE ACTION AWARD

The FIA President's Climate Action Award was launched in September 2022. The award celebrates innovative solutions, mitigation measures and bold actions that help Club members, and the wider community, to tackle environmental challenges. The award is meant to act as a catalyst for other initiatives around the world, uniting Member Clubs in a collective movement that will spark innovative ideas, inspire the FIA community, and change mindsets.



Allgemeiner Deutscher Automobil-Club (ADAC - Germany) was granted the Climate Action Award in 2023 for its project "ADAC Pendlernetz – powered by twogo", a ride-sharing platform designed to reduce traffic and emissions around major sporting events.

ADAC Sport President, Dr Gerd Essner, said he was "delighted" to have been recognised by the FIA and added: "With the app and the new opportunity to visit sporting events together, we are offering a sustainable solution to reduce transport emissions."

FIA ENVIRONMENTAL ACCREDITATION PROGRESS

The Environmental Accreditation Programme (EAP) helps FIA stakeholders to measure and improve their environmental performance. Based on best-practice environmental requirements and the leading roadmaps within environmental management, the Environmental Accreditation Programme provides a clear framework with which members can accredit their activities.

The FIA Environmental Accreditation Programme offers 3 levels of certification, from basic to best practice, suitable for all stakeholders.

In line with the FIA Environmental Strategy, the FIA strongly promotes the EAP among the FIA Members and supports them in achieving FIA Environmental Accreditation. The goal is that all Member Clubs will reach at least 1-star by 2025, and 3-star by 2030.

The team is aiming to achieve this both through direct conversation with Clubs and through regional capacity building.



MEMBERS

THROUGHOUT 2023, THE FIA CONTINUED TO DEVELOP THE ENVIRONMENTAL ACCREDITATION PROGRAMME WITH 7 NEW MEMBERS CERTIFIED:

- Belize Automobile and Touring Association (BATA) – 1 star certification
- Bosnia and Herzegovina Automobile Club (BIHAMK) – 2 star certification
- Canadian Automobile Association (CAA Niagara) – 2 star certification
- Federation of Motor Sports Clubs of India (FMSCI) – 1 star certification
- Lithuanian Automobile Sport Federation (LASF) – 1 star certification
- Real Automobil Club de Catalunya (RACC) – 3 star certification
- Automobile Association of South Africa (AASA) – 1 star certification



MEMBERS

IN ADDITION, THE FOLLOWING MEMBERS RENEWED OR **UPGRADED THE LEVEL OF ACCREDITATION:**

- Motorsport Australia – 3 star renewal
- Touring & Automóvil Club de Colombia (ACC) – 1 star renewal
- Dansk Automobil Sports Union (DASU) – 3 star certification
- Organización Mexicana De Automovilismo Internacional (OMDAI) – 2 star certification
- Knac Nationale Autosport Federatie (KNAF) – 3 star certification

This brings the total number of accredited members to 27, marking significant progress.



WORLD CHAMPIONSHIPS **ROADMAPS OVERVIEW**

The FIA closely collaborates with its Championships stakeholders to ensure they meet the organisation's environmental requirements and ambitions. The following sections detail the progress of each Championship in 2023 towards these objectives. Utilising detailed roadmaps and assessment criteria, the FIA monitors progress to foster a unified transition across disciplines towards improved environmental performance.



ASSESSMENT CRITERIA



CLIMATE CHANGE

- > Calculation of carbon footprint
- > Carbon reduction plan
- > 100% offsetting of residual emissions

INNOVATION AND TECHNOLOGY

- > Sustainability in supplier selection
- > Sustainable Engine/Fuel
- > Sustainable Tyres

SUSTAINABLE PRACTICES

- > Green energy application plan
- > Renewable Energy Powered Infrastructure
- > Environmental Accreditation Roadmap
- > Sustainability Strategy

RESOURCES

- > Integration of sustainability in the organisation
- > Human and financial resources

CHAMPIONSHIPS

CHAMPIONSHIPS

						
ADVANCED	MEETING FIA STRATEGY REQUIREMENTS	ONGOING	ADVANCED	ONGOING	ONGOING	ONGOING

PROGRESS AGAINST FIA STRATEGY REQUIREMENTS

CHAMPIONSHIPS

CARBON FOOTPRINT MANAGEMENT

Disclaimer: It can be difficult to compare different Championships, given the diverse scopes and methodologies used. To address this, the FIA is actively engaged in drafting a common and verified framework tailored to its ecosystem.

CLIMATE ACTION							
Baseline year	2018	2019	2022	Ongoing development	2022	Ongoing development	Ongoing development
Total baseline*	256,000	44,620**	79,915		2,404		
Latest calculation year	2022	2023	Same as baseline year		Same as baseline year		
Total latest calculation year	223,031	32,600**	Same as baseline year		Same as baseline year		
Reduction % (compared to baseline year)	13%	27%	-		-		
Commitment on absolute emissions reduction	-50% by 2030	-45,5% by 2030	% reduction TBD		% reduction TBD		

*All emissions in tCO₂e

**Scope includes fans' emissions

CHAMPIONSHIPS

REDUCTION AND OFFSETTING INITIATIVES

Our Championships have launched a wide range of different initiatives to support carbon emission reductions, including:

TRAVEL

- Reduction in business travel emissions, through direct flight routes and fewer hotel stays
- Improvements to on-site charging facilities to incentivise use of electric vehicles
- Investment in sustainable aviation fuels (SAFs)
- Encouraging carpooling to reduce solo travel

LOGISTICS

- Investment in alternative low-carbon fuels and electric HGVs
- Switch from air to sea and road freight
- Assessments to identify opportunities to reduce freight and consolidate goods
- Investment in lightweight freight alternatives

FACILITIES & FACTORIES

- Investment in energy efficient manufacturing processes
- Installation of energy monitoring equipment
- Installation of solar panels

PURCHASED GOODS & SERVICES

- Engagement with the supply chain to better quantify and reduce carbon emissions
- Assessment of existing suppliers to procure sustainable alternatives
- Explore circulatory options to reduce the volume of materials purchased

OTHER INITIATIVES

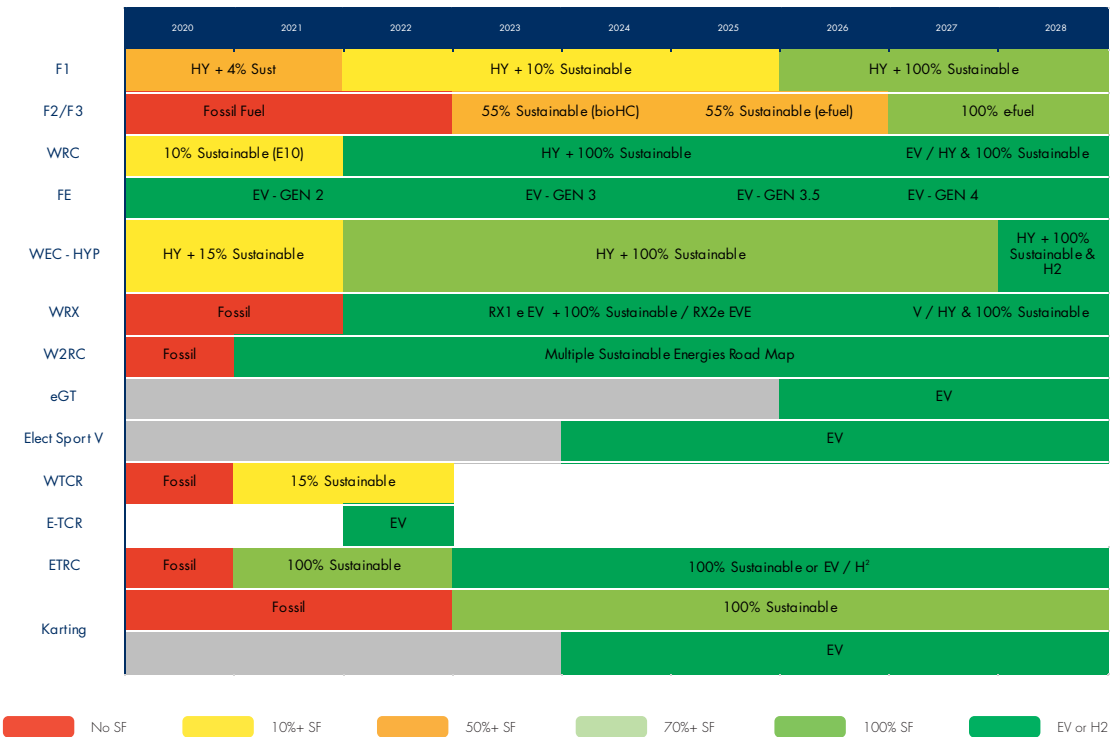
- Reduce waste generation – zero waste to landfill
- Improvements to water maintenance and management
- Use of HVO fuel trackside

CHAMPIONSHIPS

SUSTAINABLE ENERGIES ROADMAP

POWERING CARS WITH CLEAN ENERGY

In 2021, the FIA, along with its relevant Commissions and stakeholders, developed a comprehensive roadmap for transitioning Championships towards sustainable energy sources for powering vehicles. This roadmap is continuously reviewed and refined to ensure that it is effective and remains aligned with the Federation's evolving sustainability goals:

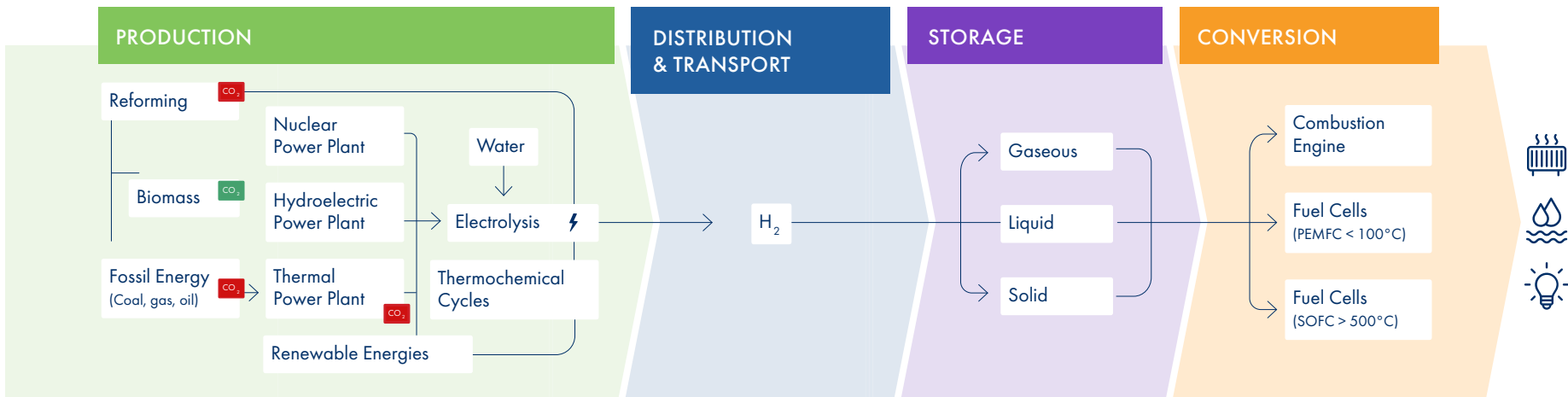


CHAMPIONSHIPS

Hydrogen Update & Future Plans

The FIA promotes track-to-road technological advancements, as part of its journey towards net-zero. While Formula One's move towards more sustainable fuels and the development of Formula E are well-known examples, the FIA has also done significant work on hydrogen propulsion as part of its technologically neutral approach. Hydrogen is the earth's most abundant element, and offers a renewable, zero-emission fuel option when produced

from renewable resources. Its versatility allows it to power vehicles through internal combustion engines or fuel cells, offering zero tailpipe emissions. Despite its potential, widespread deployment of hydrogen faces technological challenges. The FIA, along with its partner-network, is actively addressing these challenges to ensure that any solutions developed benefit mass personal mobility.



CHAMPIONSHIPS

FIA ENVIRONMENTAL ACCREDITATION PROGRAMME

41 NEW
NEW ACCREDITATIONS
WERE AWARDED IN 2023

- 2 Promoters
- 4 Circuits
- 6 Teams
- 15 Event organisers
- 7 Suppliers
- 7 Members



Since its launch in 2013, the [FIA Environmental Accreditation Programme](#) has experienced continuous growth in the number of accredited stakeholders.

This upward trend reflects the increasing recognition and adoption of the programme within the motor sport industry:

Total of 131 accredited
stakeholders as
of December 2023.

CHAMPIONSHIPS

The initial objective was for all World Championship stakeholders to achieve 3-star accreditation by the end of 2025. While this objective is progressing well, it is now projected to be achieved by 2026. The aim is to integrate this requirement into all relevant regulations.

The inclusion of accreditation in various regulatory frameworks has helped foster the growth of accredited stakeholders:

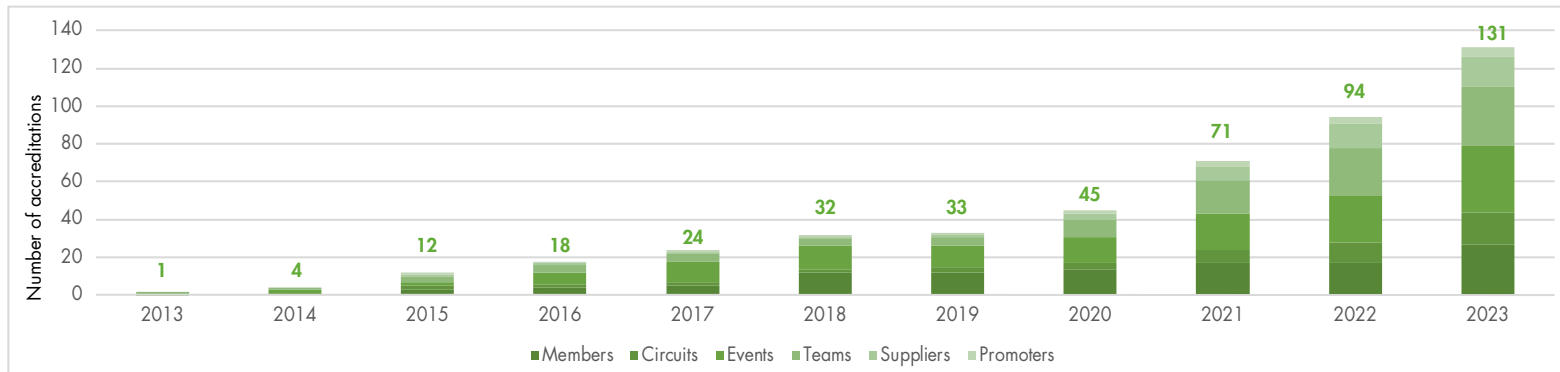
STAKEHOLDERS	CHAMPIONSHIP			Level of accreditation required	Regulatory framework
	Teams			3-star (in place since 2022)	Sporting regulations
				3-star (in place since 2022)	Sporting regulations
				2-star by 2025 & 3-star by 2026	Sporting regulations
	Organisers*			3-star (in place since 2016)	Sporting regulations
				3-star (in place since 2023)	Sporting regulations
				2-star by 2025 & 3-star by 2026	Sporting regulations
	Circuits	N/A		<ul style="list-style-type: none"> - Grades 1, 2 and 6R : 3-star by 2025 (only mandatory for Circuits hosting FIA World Championship Competitions) - Grades 3, 4 and 6 : 3-star by 2030 (only mandatory for Circuits hosting FIA Sanctioned Championships) 	International Sporting Code + Appendix O
	Suppliers	N/A		3-star	Single supply contract

*For organisers joining the championship for the first time, they have the option to achieve 2-star accreditation initially, with an obligation to obtain 3-star accreditation the following year

CHAMPIONSHIPS

In 2023, the FIA conducted a rigorous tender process to select an external company for performing audits as part of the FIA Environmental Accreditation Programme. With its internationally recognised expertise in auditing standards and proven track record, British Standards Institution (BSI) was chosen for this role.

BSI will be deploying regional auditors, enhancing our ability to comprehend regional diversity and to foster closer relationships with audited entities. This strategic approach not only ensures a more comprehensive understanding of regions but also enables us to meet the rising demand for accreditation.



TENDERS

Sustainability has become one of the key elements (20-25% of total weight in decision making process) in the selection of single suppliers for championships (where only one company provides a specific component or

service to all teams participating in a particular racing series or championship). Each bidder must comply with several requirements, organised around four key pillars:



SUSTAINABILITY IN THE ORGANISATION

Sustainable development is integrated into the tenderer organisation's system.

Key initiatives examples: Alignment with best practices standards (e.g ISO 14001), implementation of a sustainability strategy, sustainable procurement policy, etc.



SOCIAL RESPONSIBILITY

The tenderer ensures that its products/services are delivered ethically.

Key initiatives examples: Alignment with best practices standards (e.g ISO 9001, ISO 45001, ISO 37001, etc.), reports on ethical and sustainable mining for any rare or mined materials, human rights policy, safety policy, code of conduct, anti-corruption policy, etc.



CARBON FOOTPRINT

The tenderer is aware of the environmental impact generated by the products and adopts solutions to minimise impact.

Key initiatives examples : Calculation is undertaken following recognised and verified standards (e.g GHG Protocol, ISO 14064, etc.) life cycle analysis (LCA) of the product is performed, use of internal carbon pricing and incorporating CO2 emissions into its investment decision criteria, reduction targets of Greenhouse Gas (GHG) reduction targets validated by SBTi, etc.



CIRCULAR ECONOMY

The tenderer takes the principles of circular economy into account at every stage of products/goods lifecycle.

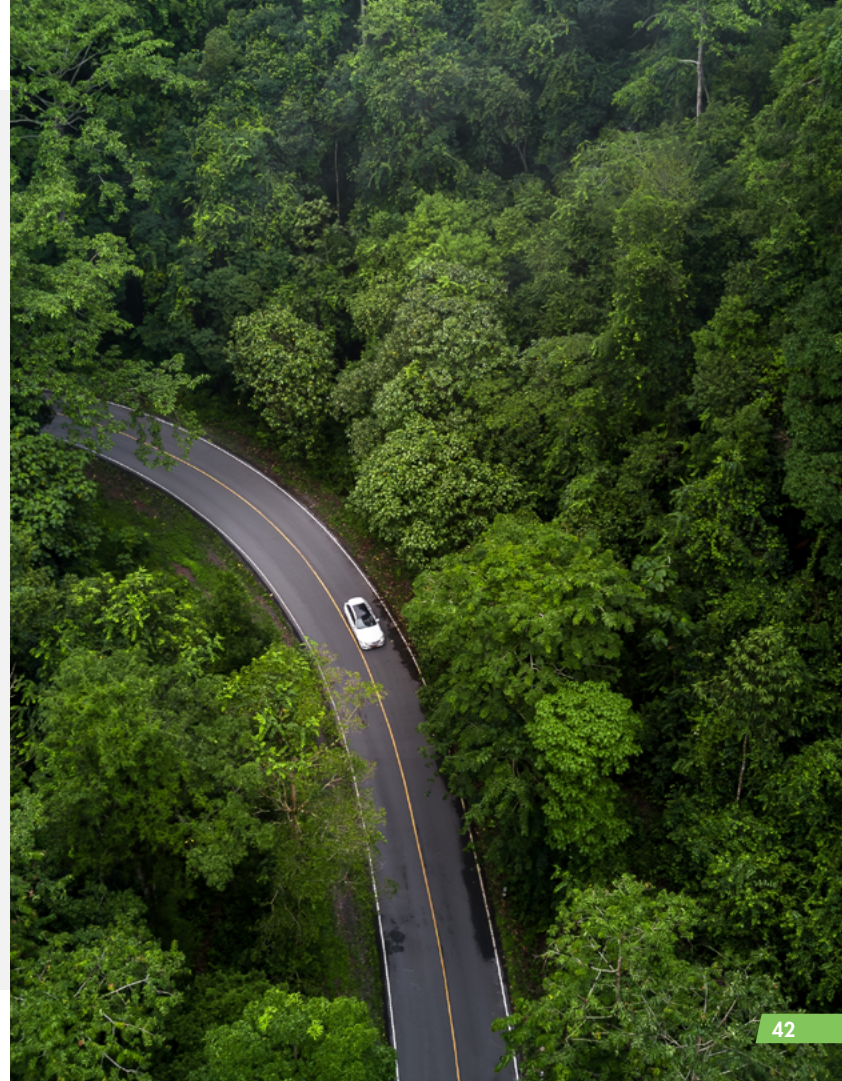
Key initiatives examples: Incorporating recycled and/or bio-based materials, retrieving used products via sustainable means (e.g., sea freight), utilising local recycling facilities, etc.

NETWORK

ENVIROMENT

The FIA is committed to accelerating transformation by advocating for global sustainability action within relevant climate policy related forums.

In the following section, we outline several of the events, achievements and awards testifying to the FIA's commitment and role in setting the global sustainability agenda for the future.



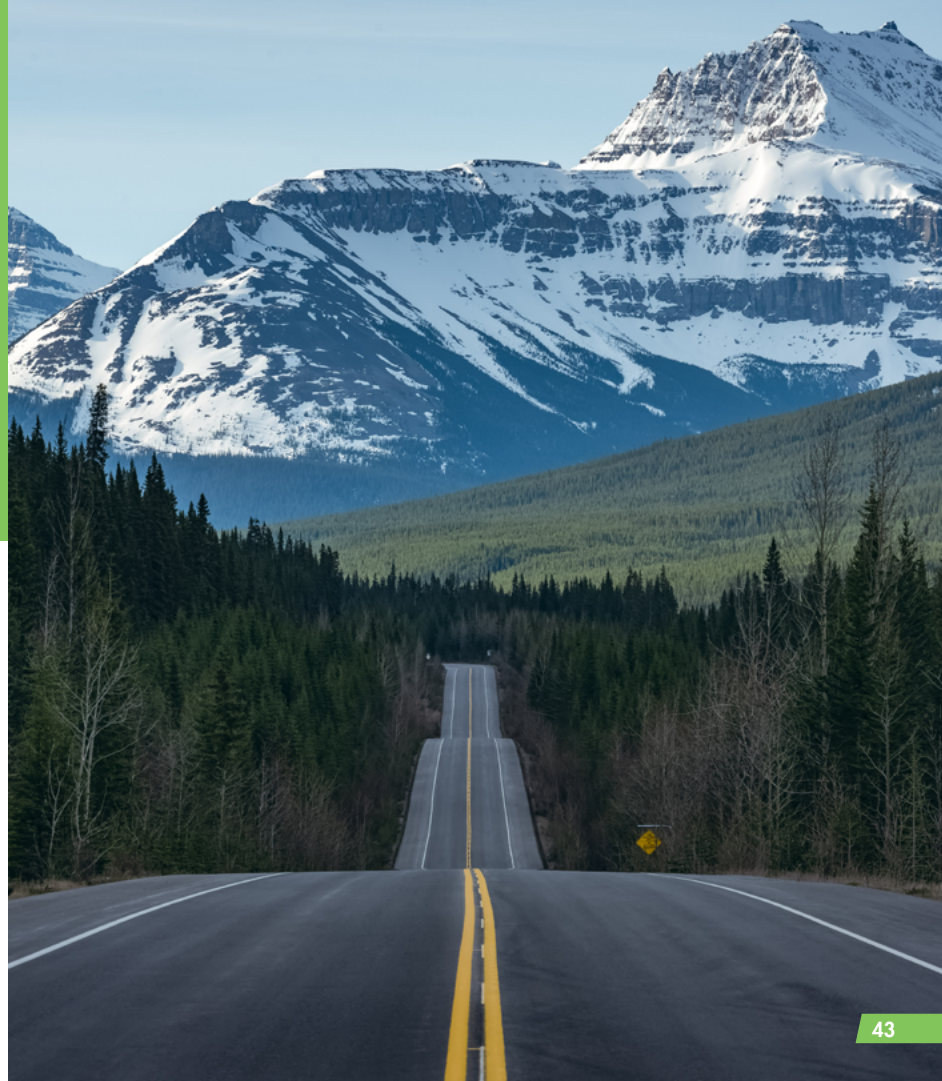
NETWORK

JUNE / BEAT PLASTIC POLLUTION WITH WORLD ENVIRONMENT DAY

On World Environment Day 2023, the FIA raised awareness around plastic pollution linked to tyres. It provided information around how the changes introduced in Championships reduce tyre impact, but also explored different technological solutions for collecting tyre and brake particles produced when tyres are used. These solutions could be replicated in mobility systems on a larger scale.



WORLD ENVIRONMENT DAY



NETWORK

NOVEMBER / FIA AT COP28

In November, the FIA attended the United Nations Climate Change Conference (COP28) in an official capacity for the first time, representing its Members from around the world in Dubai, United Arab Emirates. In total, four activations took place during the two-week conference:

- Dubai Future Forum – Building A Greener Future for Mobility (Side-Event)
- Drive Change Today – FIA Smart Driving Challenge (COP28 Blue Zone)
- Reuters Events - Transition to Net Zero: ISO Net Zero Guidelines (COP28 Blue Zone)
- FIA Conference - Shaping the Transition to a Net Zero Road Transport Future (COP28 Green Zone)

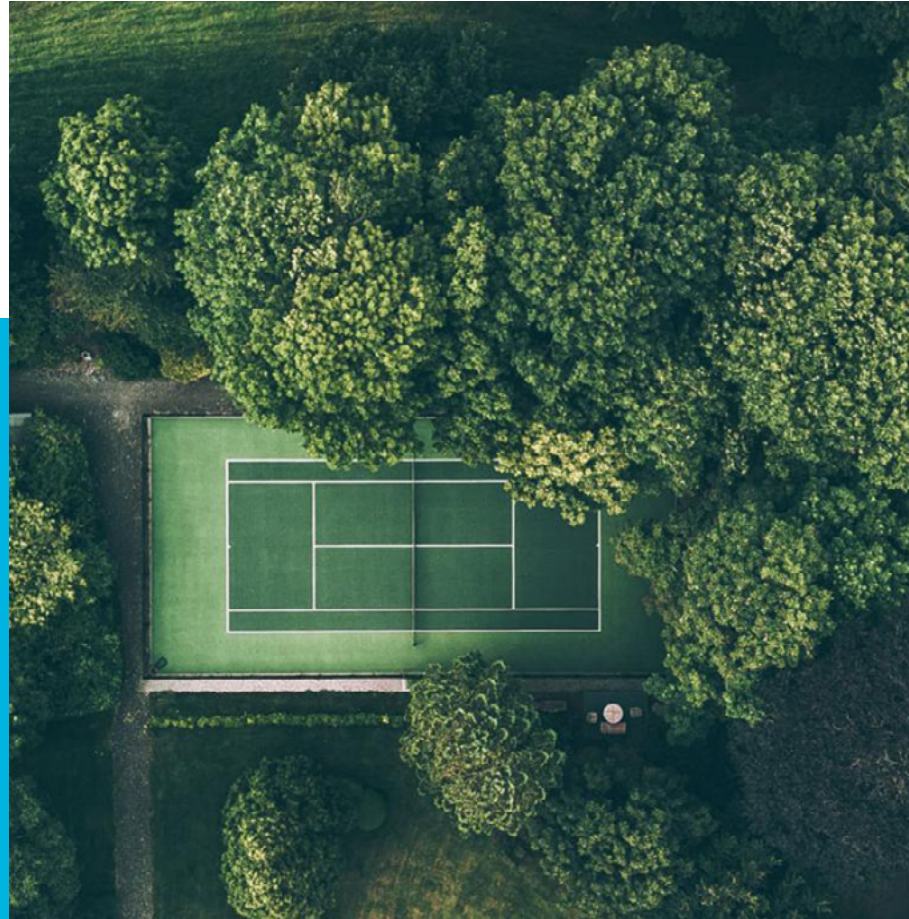
The FIA participation at COP28 was complemented by the launch of a white paper titled, “Accelerating a Just Transition: The Motor Sport and Mobility Perspective”, which highlights the role motor sport can play in driving innovation for everyday mobility.



DECEMBER / SPORT SECTOR PLAYBOOK FOR **THE EUROPEAN GREEN DEAL**

Since 2021, the FIA has been an active member of the Green Sport Expert Group. Established by the EU Work Plan for Sport 2021-2024, it is composed of representatives from EU Member States, sporting bodies, and international institutions such as the European Environment Agency and the UNFCCC Secretariat.

In December 2023, the expert group under the leadership of the European Commission DG for Education, Youth, Sport and Culture, issued the report, "A sport sector playbook for the European Green Deal", that proposes recommendations for environmentally sustainable sports. Key findings are addressed both to policy makers and sport organisations.





SOCIAL IMPACT

ORGANISATION • MEMBERS • CHAMPIONSHIPS • NETWORK

KEY ACHIEVEMENTS:

1ST YOUNG DRIVER ACADEMY

created in Central Asia & the Caucasus region – created by the **Automotorsport Federation of the Republic of Kazakhstan (AMFK)**, the first event was held in September 2023.

165

DRIVERS FROM 15 COUNTRIES

The number of drivers that participated in the MENA Karting Championship Nations Cup, a cup for young talent from the region.

24

STEWARDS AND RACE DIRECTORS FROM 17 COUNTRIES

Attended the first High-Performance Programme for outstanding Race Directors and Stewards.

22 MEMBERS

Applied for the President's 'Equality, Diversity and Inclusion' Award in 2023, with South African Motorsport Club (MSA)'s motor sport education initiative at Daniel Pienaar Technical High School taking home the prize.

EDGE CERTIFICATION

We are committed to promoting diversity, equity, and inclusion, and ensuring the well-being of our employees and stakeholders.

In 2021, the FIA announced that it had been awarded the **EDGE** (Economic Dividends for Gender Equality) Assess Certification. The certification recognises employer policies and provisions around gender equity. Organisations can apply for certification by sharing HR data and policy documents, as well as survey results from staff.

EDGE noted that the FIA has a strong framework of policies and practices in the area of equal pay for equivalent work:

- Achieved results and conformed to the EDGE Standards on outcome indicators related to pay equity.
- Reported the results of an EDGE-compliant statistical analysis of the risk of unexplained gender pay gaps.
- Implemented policies and practices for ensuring equitable pay within their organisation.
- Achieved progress in creating an effective framework of policies and practices to ensure equitable career flows.
- Flexible working (policy put in place with teleworking and flexible working hours based on trust, with the top leadership team committing to the uptake of flexible work models).
- Organisational culture (D&I policy developed, gender equality is part of the organisation's strategic goals, dedicated resources within the organisation to implement gender equality).
- Recruitment and promotion (policy on non-discriminatory recruitment and promotion practices, gender inclusive language and visuals in job advertisements and promotions / recruitment videos, gender diverse recruitment teams, gender diverse candidate pools).



MEMBERS

SOCIAL IMPACT

We are committed to fostering inclusivity and social responsibility within the motor sport and mobility communities, including through our work with Member Clubs.

DOUBLING MOTOR SPORT PARTICIPATION

Supporting regional development programs and young talent engagement and participation initiatives:

REGIONAL TALENT DEVELOPMENT PROGRAMMES

The FIA provided support to the Qatar Motor and Motorcycle Federation (QMMF) to deliver the MENA Karting Championship Nations Cup, an established nations cup for regional young talent. The event was hosted in December 2023 and welcomed 165 drivers from 15 countries. Morocco placed first with UAE in second and Qatar third. QMMF President, Abdulrahman bin Abdullatif Al Mannai said, "We are honored to host exceptional talent from the Middle East and North Africa



الاتحاد القطري للسيارات والدراجات النارية
QATAR MOTOR & MOTORCYCLE FEDERATION

at LIC's karting track. The MENA Karting Championship Nations Cup empowers drivers in the region and provides a stage for them to display their outstanding skills. I extend my gratitude to all participating countries and talented drivers. I would also like to thank FIA President Mohammed Ben Sulayem for his efforts to empower the youth and develop talent through this championship."

MEMBERS

The first **Young Driver Academy in Central Asia & the Caucasus region** was created by the Automotorsport Federation of the Republic of Kazakhstan (AMFK) and held in September 2023 at Sokol race-track in Almaty, Kazakhstan.

The event was funded by the FIA Sport Grant Programme.

The event gathered twelve young male drivers and three young female drivers, from Kazakhstan, Kyrgyzstan, Uzbekistan, Azerbaijan, Armenia, and Georgia.



AMFK, President Marat Abykaev, said:

"This initiative not only places motor sport in our region under the spotlight but also serves as a catalyst for promoting the sport, particularly karting, among our exceptionally talented youth."

AFFORDABLE MOTOR SPORT WORLDWIDE

As part of the global effort to double motor sport participation worldwide, the FIA launched in 2023 the new karting platform “Arrive & Drive” to allow the FIA members to offer low-cost karting competitions, in partnership with local tracks and rental providers.

They can also apply for funding via the FIA Sports Grants, sign up for the FIA’s training and instruction on regulatory, sporting and promotional matters, as well as use the Arrive & Drive Toolkit which was released in December.

With over 3000 rental karting tracks around the globe, leisure karting is an untapped resource for the competitive motor sport market.

Affordable, accessible, and local, leisure karting appeals to people from all backgrounds – opening up new opportunities for talent discovery, youth engagement, and revenue generation.



CIK-FIA President Akbar Ebrahim added: “Through this accessible programme managed by our ASNs in collaboration with rental karting track owners, we will create a virtuous spiral from the recreational market - the foundation of karting - to the racing community sanctioned by an official FIA title. The FIA, as the governing body of motor sport, is putting the infrastructure in place to shape this concept. Going forward, we will rely on the support of our global network of 147 ASNs to bring it to life.”

MEMBERS

CLUB DEVELOPMENT PROGRAMMES

With the world's largest youth population (66% of the population was aged below 35 in 2023), India is one of the FIA's key mega markets.

The Federation of Motor Sport Clubs of India (FMSCI) is keen to tap into this audience, and boost the growth, development and profile of motor sport in India. The Federation collaborated with the FIA on the "India Development Plan".

India Development Program



The IDP, led by FMSCI in collaboration with FIA, set out plans for grassroots initiatives, advancing Esports, nurturing membership growth, and promoting STEM programmes, all grounded in the values of diversity and inclusion.

FMSCI's Chief Executive Officer, Dhyanchand Moses, said: "FMSCI's vision is to enable, energise, challenge and drive the passion for motor sport at the grassroots level in India, along with awareness in Sustainability, Diversity, Inclusiveness and Equality."

MEMBERS

HUMAN CAPITAL DEVELOPMENT

The **FIA's first High-Performance Programme (HPP)** aims to provide a clear pathway for outstanding Race Directors and Stewards, from all genders and regions, to take on roles in the FIA's World Championships. In its first year, 24 men and women from 17 countries joined the programme.

In 2023, the first recipient of the FIA Engineering Scholarship, Argentinean Jessica Salvini, started her MSc in Advanced Motorsport Engineering at Cranfield University (UK). The scholarship was launched in 2022. Its purpose is to remove financial barriers to a career in motor sport by covering the full cost of tuition and key living expenses. The scholarship was promoted to FIA Member Clubs in 146 countries, and Cranfield reported a significant change in the profile of applications.



FIA President, Mohammed Ben Sulayem, said: "As a knowledgeable Federation, we know that high-quality training and mentorship is essential to ensuring excellent practice. I am pleased to see the success of the first HPP class, and would like to congratulate students and mentors alike for the fantastic assignments given in the 2024 season."



EQUALITY, DIVERSITY & INCLUSION AWARD

The FIA President's "Equality, Diversity & Inclusion" Award aims to recognise and celebrate the initiatives, individuals, or organisations that have made significant contributions to inclusivity and accessibility in motor sport or mobility.

22 Members applied for the Award in 2023. Applicants shared submissions on issues such as youth development, women's participation, disability inclusion, and community engagement.



Ultimately, Motorsport South Africa (MSA) received the award for its motor sport education initiative at Daniel Pienaar Technical High School. The initiative aims to teach schoolchildren about the business and practice of motor sport, with the aim of encouraging more young people to consider careers in the industry. The programme has succeeded in driving motor sport uptake among girls and youth from underrepresented backgrounds.

Chairman of Motorsport South Africa, Anton Roux said: "I would like to thank the President for this award, but I am merely the messenger. The hundreds of young students who have benefitted from the programme over the last twenty years are the ones who are thanking the President. I hope more ASNs around the world will copy this model".

UNITED AGAINST ONLINE ABUSE BAROMETER

A BENCHMARK FOR RESEARCH-LED INITIATIVES

The FIA launched the survey, presented as a barometer, under the auspices of the United Against Online Abuse campaign – a strategic initiative designed to address the impact of online abuse against athletes, officials, volunteers, and others involved in the sport.

It has been designed to provide an assessment of the extent of online abuse against athletes, competitors, officials and participants aligned to international sporting bodies.

The respondents were asked to evaluate the direct and indirect impact of online abuse, categorise the forms of abuse that they consider most prevalent and consider how a coherent response to the scourge of online abuse may be shaped and measured.

A total of 22 sporting federations and NGOs, including FIFA, UCI, ITF, World Athletics, World Netball and the FIA, contributed to the new research.

[Campaign's website](#)



MEMBERS

The findings include that 75% of the respondents to the survey reported that competitors regularly face threats of harm against themselves or their families, and 66% of federations believe that social media platforms should do more to tackle online abuse.

Responses paint a clear image of a challenging and aggressive social media environment.

Three-quarters of federations said that sports stars regularly face threats of harm against themselves or their families, with 90% saying that this is likely to lead to them quitting the sport.

Respondents also set out their solutions, with 95% saying that social media platforms have a key role to play in tackling the problem, either voluntarily or under obligation.



Mohammed Ben Sulayem, Founding Partner of UAOA and President of the FIA, said: “Online abuse is a persistent issue within the sporting world.

A number of international federations have voiced their concerns via our barometer survey and in regular discussions we have held since the campaign launch in 2022. The survey findings highlight the importance of united anti-abuse efforts across sporting ecosystems and beyond.

“As part of the UAOA campaign, the aim of our coalition is to rid our sport of the scourge of online abuse. Together we seek to bring about behavioural and regulatory change to create a safer, more harmonious environment free of abuse, hate speech and harassment. We already have the support of a number of sporting bodies and governments and are in discussions with other stakeholders to grow our support base.”

DISABILITY INCLUSION

- New guidance on karting events for those with disabilities has now been included in the FIA Karting Guidelines for Drivers with Disabilities, available on the [FIA Karting website](#). The guidance was produced by the FIA Disability & Accessibility Commission (DAA) in collaboration with the CIK, FIA Safety and Technical departments.
- The FIA's latest Vehicle Adaptation Guidelines were released on the United Nations' International Day of Persons with Disabilities. They now include adaptations to karts and entry level controls for cars for both ASNs and club level competitors to facilitate safe access to racing for mobility-impaired competitors.
- The FIA has also continued to support through FIA grants, ie: disabled driver pathway in digital motor sport and driver scholarships (UK).
- The EmPowering Disabled Motor Sport seminar was added to the FIA Safety Week agenda to support disability inclusion worldwide.



Photo: Safety Week 2023

MEMBERS

GRANTS PROGRAMME

In 2023, the FIA's grants programmes continued to support its Members in implementing diversity and inclusion initiatives. In total, €121K were allocated to sport and mobility activities linked to diversity & inclusion. The following projects were supported through grants:

- Brazil: FIA Girls on Track, F1 in Schools and visit an F1 Race
- Canada: WIM Canada exhibit at Canadian Grand Prix in 2023
- Indonesia: FIA Girls on Track
- Mozambique (cluster): African Karting Cup
- UK: Disabled driver pathway in digital motor sport and driver scholarship

TOTAL AMOUNT FOR GRANTS:

€121,000



MEMBERS

SCHOLARSHIP

In 2023 the first recipient of the FIA Engineering Scholarship, Argentinean Jesica Salvini, started her MSc in Advanced Motorsport Engineering at Cranfield University (UK).

The scholarship was launched by the FIA President in 2022 to remove economic barriers by covering the full cost of tuition and major living expenses in the UK and promote access to motor sport engineering to talented young engineers worldwide. Cranfield reported significant change in the applications profile, as the FIA Members in 146 countries had the opportunity to promote the offering with local academic partners in their communities.

Professor of Automotive Engineering, James Brighton said: "At the highest levels of motor sport there are still barriers to

entry for the brightest engineers, with fierce competition for roles. Engineers need to have a passion for the sport, exceptional technical knowledge, and the ability to work in a fast paced, high-pressure environment. This scholarship will allow a student that typically would not be able to join us the chance to study in the UK, on our leading postgraduate programme. Through our relationships with the industry combined with their desire, we will build the attributes, skills and network needed to start their motor sport career."

[Access the brochure](#)



The advertisement features a dark blue background with a yellow and purple diagonal graphic on the right. At the top left is the FIA Engineering Scholarship logo. The main text reads "GLOBAL TALENT SEARCH BECOME A MOTORSPORT ENGINEER". Below the text is a photograph of a race car pit stop. The Cranfield University logo is in the bottom right corner.

FIA / ENGINEERING SCHOLARSHIP

**GLOBAL TALENT SEARCH
BECOME A MOTORSPORT ENGINEER**

Cranfield University

CHAMPIONSHIPS

SOCIAL IMPACT

Our main focus is on nurturing inclusivity and social responsibility amongst our motor sport community and Members. In keeping with this aim, we continue to launch programmes and initiatives, such as the FIA Girls on Track programme, that work to promote these goals.



CHAMPIONSHIPS

EDUCATIONAL PROGRAMME: **FIA GIRLS ON TRACK**

First launched in 2018, FIA Girls on Track aims to empower girls to pursue careers in motor sport – either on track or behind the scenes. The programme provides hands-on experience, workshops and mentorship programmes for girls aged 8 to 18.

Since its inception, the Girls on Track initiative has proven very successful, hosting more than 3500 women and girls.

In 2023, Formula E and its partners organised a total of five FIA Girls on Track events during ABB FIA Formula E World Championship rounds (in Mexico, Diriyah, Sao Paulo, Jakarta, and London). During these events, girls

participated in several workshops in collaboration with official Formula E partners, engaged in career talks from women who are already involved in the industry (including staff from FIA, Formula E, teams, and local ASN staff), and enjoyed pit and race control tours.

Following the success of the events, Formula E plans to hold one GoT event at each stage of the Formula E Championship in 2024.

FIA Girls on Track events have also been organised by FIA Member Clubs around the world. In 2023, the Namibia Automobile Federation and the Brazilian Automobile

Federation each organised an FIA GoT event. These events provided young girls with the chance to explore different facets of the automotive industry and motor sports.

In Namibia, participants engaged in hands-on karting activities, classes and workshops. Meanwhile, in Brazil, the event coincided with the F1 race in Sao Paulo, offering participants a glimpse behind the scenes, career discussions, a pit lane walk, and a meet-and-greet with Aurelia Nobels, the 2022 Rising Star winner.



CHAMPIONSHIPS

DETECTION PROGRAMME: FIA GIRLS ON TRACK – RISING STARS

FIA Rising Stars programme is a talent identification and development initiative, organised in collaboration with the Ferrari Driver Academy and supported by Iron Dames. The programme is designed to provide opportunities for talented drivers to progress through the ranks of motor sport and potentially access seats in leading motor sport competitions. In 2023, 16 drivers (8 Juniors and 8 seniors) took part in the programme. They were selected from a field of 115 candidates from 47 countries participating in the programme.

After the selection phases, the first training camp was held in Franciacorta (Italy) in September 3-7, 2023. The girls received on-track and off-track coaching and testing, provided by 321 Performance and Scuola Federale ACI Sport. At the end of the event, four seniors and four juniors were chosen to attend the second training camp in Maranello. This event was organised by the FDA in November 2023. Ultimately, Vanesa Silkunaite (LIT) and Alba Hurup Larsen (DEN) were chosen as the programme's winners.



FIA - FIM COMMITTEE FORMATION

The FIA and FIM created a joint Committee to strengthen collaboration between the two international motor sport federations.

The Committee will allow the two federations to work together on key topics including medical, technical, environmental, regulatory, legal and EDI.

FIA and FIM are two sister motor sport federations. Historically both face very similar challenges and deal with very similar issues. This includes technical and sporting rules, medical, safety, environmental and other challenges, but also issues like inclusion and diversity, women in motor sport and disciplinary justice, as well as many others. There is efficient cooperation already running in some areas (medical commissions for example), but enlarging it into other areas would be very helpful for both. Both federations have things to learn from each other, and together their position is much stronger. The formation of the Cooperation Committee writes a new chapter in motor sport history.

Jan Štoviček

FIA-FIM Cooperation Committee President

COLLABORATION WITH INTERNATIONAL SPORTS

Online Safety in Sport

The United Against Online Abuse is an FIA-led collaborative mission between national governments, regulatory institutions, and international sporting federations, with the objective of building a global coalition to tackle online abuse within the sport ecosystem.

United Against Online Abuse is supported by the FIA Foundation and is built upon three key pillars:



**UNITED AGAINST
ONLINE ABUSE**
COALITION TO STOP HATE SPEECH IN SPORT



FIA FOUNDATION

‘STRONGER TOGETHER’

Success is dependent on a united ecosystem and our partnership provides a powerful and consistent presence.

‘EVIDENCE-BASED’

We will provide a platform for knowledge sharing, education and prevention.

‘COMMITTED TO ACTION’

This international coalition will facilitate stakeholder engagement whilst creating safeguarding frameworks to support prosecutions and victim aftercare.

Campaign’s website: unitedagainstonlineabuse.com

PARTNERSHIPS

In September 2023, the Campaign charter was introduced and translated into the 6 Official Languages of the UN. Organisations that support the campaign sign the charter as a pledge to its soft principles. So far, signatories include governments, NGOs, and international sporting federations.



RESEARCH & KNOWLEDGE DEVELOPMENT

The "A Strategic Response To Online Hate Speech In Sport" white paper was produced with the backing of the FIA University.

It sets out the sustained and collaborative approach the FIA will adopt when confronting online hate speech.

The FIA recognises that online abuse against its participants, officials and volunteers has reached intolerable levels. The governing body of motor sport, at the instigation FIA President Mohammed Ben Sulayem, has committed to addressing this issue within motor sport and the wider sporting ecosystem.



NETWORK

SAFEGUARDING THE YOUTH

Recognising the pivotal role of young athletes in online abuse discussions, the United Against Online Abuse team launched a series of workshops dedicated to educating young athletes on how to recognise online abuse, protect themselves online, and manage changing environments as up-and-coming competitors.

These sessions are critical for many young athletes, with several studies suggesting that young people may lack sufficient digital literacy training.

In 2023, digital literacy sessions were held during the Eurasia Young Driver Academy in Kazakhstan, at the FIA Girls on Track – Risings Stars selection events in Italy, and at the MENA Karting Championship Nations Cup in Qatar.



NETWORK

JUNE / FIA WIM NETWORKING EVENT

In 2023, the FIA partnered with ACO to host a networking event at the centennial of the 24-hour Le Mans race in 2023. The event served to promote collaboration and facilitate networking opportunities amongst women working in the paddock.

More than 120 people attended the event, including the five female drivers participating in the race, ACO President Pierre Fillon, and Richard Mille, President of the FIA Endurance Commission. A local school was also invited to participate in the event.



NETWORK

JUNE / EUROPEAN COMMISSION'S #HEALTHYLIFESTYLE4ALL CAMPAIGN



FIA CEO Natalie Robyn participated in the #HealthyLifestyle4All campaign event at the European Commission. She spoke on a panel entitled 'Above and beyond: new frontiers for top performance in sport through innovation' alongside President of European Aquatics Antonio José Silva and Chief of Technology and Innovation of La Liga, Miguel Angel Leal. Natalie also signed the "Breaking Barriers" pledge, marking the FIA's commitment to promoting healthy lifestyles for all, across generations and social groups.





APPENDICES

APPENDIX 1

The FIA has reported in accordance with the GRI Standards for the period January – December 2023.

GRI 1 used: GRI 1: Foundation 2021

DISCLOSURE

GRI 2: GENERAL DISCLOSURE

- 2-1** Organisational details
- 2-2** Entities included in the organisation's sustainability reporting
- 2-3** Reporting period, frequency and contact point
- 2-4** Restatement of information
- 2-5** External assurance

RESPONSE

Name of organisation: Federation Internationale de l'Automobile
Further details: [refer to 2023 FIA activity report](#)

FIA Paris (France)
FIA Geneva (Switzerland)
FIA Centre of Excellence (Valleiry, France)

1 January 2022 - 31 December 2023
Contact point: sustainability@fia.com

DISCLOSURE

GRI 2: GENERAL DISCLOSURE

- 2-6** Activities, value chain and other business relationships
- 2-7** Employees
- 2-8** Workers who are not employees
- 2-9** Governance
- 2-10** Nomination and selection of the highest governance body
- 2-11** Chair of the highest governance body
- 2-12** Role of the highest governance body in overseeing the management of impacts
- 2-13** Delegation of responsibility for managing impacts
- 2-14** Role of the highest governance body in overseeing the management of impacts

RESPONSE

[Refer to the 2023 FIA activity report](#)

[Refer to the 2023 FIA activity report](#)

[Refer to the 2023 FIA activity report](#)

[Refer to the 2023 FIA activity report](#)

DISCLOSURE

GRI 2: GENERAL DISCLOSURE

2.9 Supply chain

RESPONSE

The FIA is committed to sustainable procurement practices and is engaging suppliers in applying its approach.

Sustainability criteria are included in the selection process at all key stages of the procurement process:

- Expressing the needs for purchased products/services
- The original tender sent to all bidders
- The evaluation system where sustainability criteria usually represent 10-20% of the final score
- The supplier contract

Due diligence is conducted for all suppliers in order to ensure their compliance with the FIA Standard Code for Suppliers. In addition, for every key supplier, an analysis of environmental topics is conducted to identify any potential environmental issues.

Refer to the FIA Code of Ethics and FIA Standard Code for Suppliers.

DISCLOSURE

GRI 300 ENVIRONMENTAL DISCLOSURES

GRI 302 ENERGY

302-1 Energy consumption within the organisation

302-4 Reduction of energy consumption

GRI 303 WATER AND EFFLUENTS

303-5 Water consumption

303-5 Water consumption

RESPONSE

Electricity consumption [kWh]

2019	2020	2021	2022	2023
1,115,964	1,115,872	979,338	803,105	722,080

Decrease of 10% compared with previous year and of 35% compared with 2019.

Water consumption [m³]

2019	2020	2021	2022	2023
1,931	1,864	1,691	1,878	1,775

Decrease of 5% compared with previous year and of 8% compared with 2019.

DISCLOSURE

GRI 300 ENVIRONMENTAL DISCLOSURES

GRI 305 EMISSIONS

305-1 Direct (Scope 1) (GHG) emissions

305-2 Energy indirect (Scope 2) (GHG) emissions

305-3 Other indirect (Scope 3) (GHG) emissions

305-4 (GHG) emissions intensity

305-5 Reduction of (GHG) emissions

RESPONSE

(GHG) emissions [tCO₂e]

	2019	2020	2021	2022	2023
Total emissions	18,910.69	6,173.01	13,018.59	19,037.43	21,120.63
Scope 1	67.69	12.54	6.57	3.40	0
Scope 2	35.89	31.58	35.02	27.45	22.74
Scope 3	18,807	6,129	12,977	19,007	21,097
Carbon intensity (tCO ₂ per staff)	85.96	25.30	50.85	72.39	78.81
Average footprint per employee (excl. freight)	66.20	18.26	39.72	55.21	59.33

Increase of total CO₂ emissions by 11% in 2023 compared with 2019. Decrease of average footprint per employee by 8.3% compared with 2019.

Refer to appendix: ["2023 FIA Carbon Footprint"](#).

DISCLOSURE

GRI 300 ENVIRONMENTAL DISCLOSURES

GRI 306 WASTE

306-1 Waste generation and significant waste-related impacts

306-2 Management of significant waste-related impacts

306-3 Waste generated

306-4 Waste diverted from disposal

GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1 New suppliers that were screened using environmental criteria

RESPONSE

Total waste volume [t]

	2019	2020	2021	2022	2023
Total generated	35.77	21.95	19.16	29.16	26.88
% incineration	86%	81%	77%	56%	48%
% recycling	14%	19%	23%	44%	52%

Decrease in generated solid waste of 25% in 2022 compared with 2019, and by 8% compared with previous year.

Continuous improvement of recycling rate.

All new suppliers of product of value above €4,000 were screened using environmental criteria.

DISCLOSURE

GRI 300 ENVIRONMENTAL DISCLOSURES

GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT

308-2 Negative environmental impacts in the supply chain and actions taken

GRI 400 SOCIAL DISCLOSURES

GRI 401 EMPLOYMENT

401-1 New employee hires and employee turnover

GRI 404 EDUCATION AND TRAINING

404-2 Programs for upgrading employee skills and transition assistance programs

RESPONSE

For the selection of suppliers of products for its own venues/ events (value of single purchase >4k€) and suppliers for FIA Championships, the FIA has integrated sustainability in the evaluation criteria. The FIA asks suppliers for evidence of their evaluation of the environmental impact of products (such as Life Cycle Assessment) and scenarios for the end-of-life and the second life of products.

42 New employees (33 of which were permanent) during the reporting period, with 27% of new employees being female

In 2023, a total of 63 courses were conducted for employees, with multiple participants in each.

DISCLOSURE

GRI 400 SOCIAL DISCLOSURES

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

405-1 Diversity of governance bodies and employees

GRI 406 NON- DISCRIMINATION

406-1 Incidents of discrimination and corrective actions taken

RESPONSE

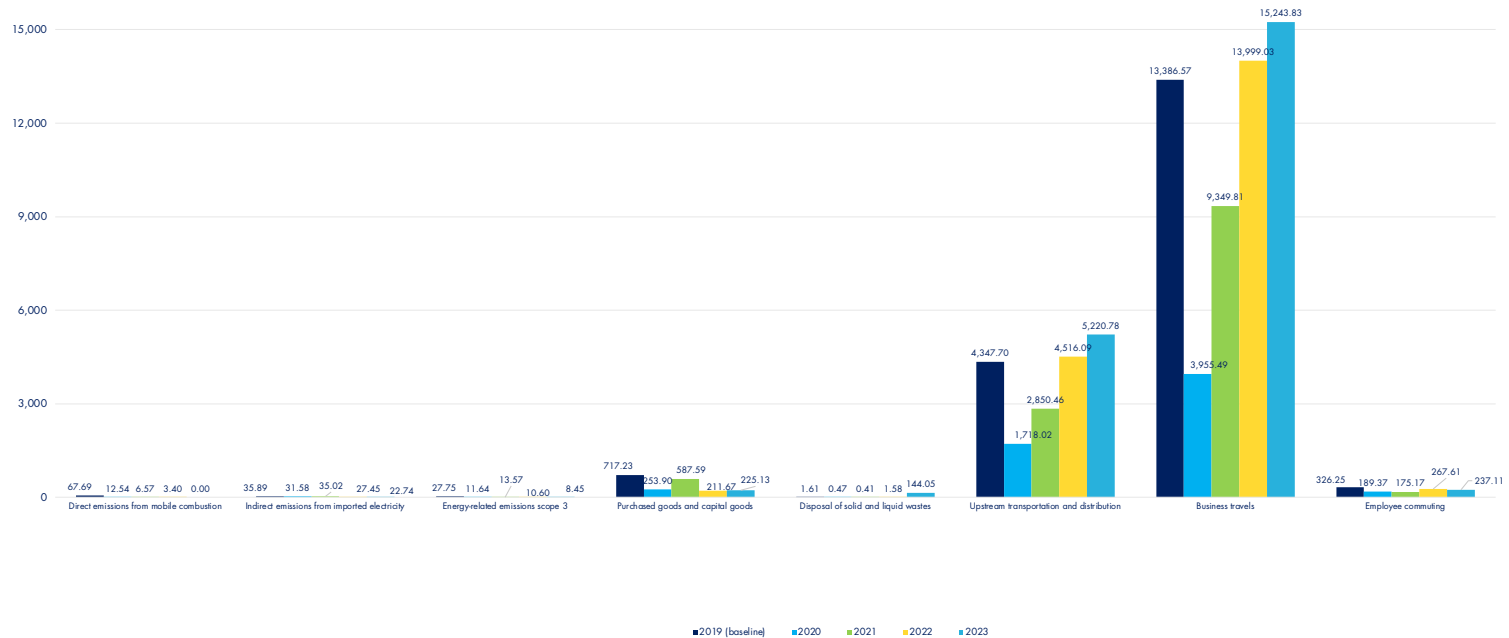
FIA has an internal policy to regulate diversity and equal opportunity, but it is internal and not published on the official website.

Please refer to [FIA ANTI-HARASSMENT AND NON-DISCRIMINATION POLICY](#)

APPENDIX 2

2023 FIA CARBON FOOTPRINT

Emission breakdown by Scope (ISO 14064-1 norm) [tCO₂e] 2019 – 2023



APPENDIX 3

FIA Environmental Strategy - status report

SPHERE	OBJECTIVE	OVERALL PROGRESS UPDATE AND ACTION PLAN
FIA	By 2025, reduce our carbon footprint by 20%.	Measure the FIA's annual carbon emissions. Currently in development is a carbon reduction plan that contains measures to align with a 50% reduction trajectory by 2030.
	From 2025, begin a gradual integration of carbon removal technology as part of the offsetting plan.	Carbon removal strategy to be decided in 2024.
	By 2025, integrate sustainability and sustainable innovations as key criteria (with a target of 25%) for all tenders linked to FIA Championships.	Since 2021, the FIA has integrated sustainability into the evaluation criteria for the FIA Championship supplier selection. As of 2023, these suppliers represent 20 to 25%.
	By the end of 2025, reach ISO 20121 for FIA corporate events.	In 2024, the FIA plans to develop a roadmap to achieve ISO 20121 by 2025. The approach will be tested at one of the FIA events in 2024.

SPHERE

OBJECTIVE

OVERALL PROGRESS UPDATE AND ACTION PLAN

MEMBERS

By the end of 2025, provide an incentive mechanism for carbon neutrality early achievers.

Approach to be decided in 2024.

By 2025, all Sport & Mobility Members reach FIA 1* Environmental Accreditation or its equivalent.

As of the end 2023, about 10% of Members are certified by the programme. The support is reinforced from 2023 to help Members implement the programme and reach the set target.

CHAMPIONSHIPS

By 2025, World Championships to put in place a carbon action plan.

Currently, 4 out of 7 World Championships have developed a carbon reduction plan. The remaining 3 are expected to finalise theirs by end of 2024 or early 2025 at the latest.

From 2025, all new FIA-sanctioned Championships to commit to carbon neutrality.

Approach to be decided in 2024; ensure alignment with latest definitions of carbon neutrality and/or net-zero.

SPHERE

CHAMPIONSHIPS

OBJECTIVE

By the end of 2025, create a platform within FIA Championships promoting the automotive technology of tomorrow with a special focus on environmental considerations (such as carbon capture, hybrid, or electric engines).

From 2025, begin integrating 100% sustainable fuels in World Championships.

By 2025, all FIA World Championships to reach 3* FIA Environmental Accreditation or its equivalent.

OVERALL PROGRESS UPDATE AND ACTION PLAN

Approach to be decided in 2024.

In accordance with the Championship Energy Roadmap, developed in 2021 and updated at least annually, only sustainable fuel will be used in all World Championships from 2026. As of 2023, seven World Championships use 100% sustainable energy.

As of end 2023, 131 of all stakeholders are certified.

SPHERE	OBJECTIVE	OVERALL PROGRESS UPDATE AND ACTION PLAN
CHAMPIONSHIPS	By 2025, develop technical standards for all FIA World Championships aimed at reducing the environmental impact of motor sport.	For 2024 and 2025, we aim to develop more specific technical requirements centred around circular economy. This will help us understand the cars' impact at different stages of their lifecycle.
	<p>By 2025, develop strategic partnerships with climate-related initiatives, such as UN institutions or climate-related NGOs.</p> <p>By 2025, become an observer organisation at the COP.</p>	<p>Approach to be decided in 2024.</p> <p>The FIA was admitted as Observer to the UN Climate Change Conference at COP 28 in November 2023.</p>
NETWORK	By 2025, implement an annual Smart Cities Start-Up Challenge focusing specifically on the environment.	Approach to be decided in 2024.
	By 2025, have 2 million road users taking part in the FIA Smart Driving Challenge.	Total of 4,489 users between 2019 and 2023, resulting in approximately 13% emissions reductions. Key promotion of the app at COP28 as a key global initiative to help reduce CO2 impact from mobility.



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