



SUSTAINABILITY WORKING GROUP

TERMS OF REFERENCE

The Sustainability Working Group is established as a Working Group under section 7.4 of the World Lacrosse (WL) Bylaws.

The Working Group reports to the WL Board of Directors.

CONTEXT

Sustainability is one of the most pressing challenges of our time across a wide spectrum of social, environmental and economic matters. The practice of sport impacts the world's environmental, social and economic resources and highly depends on the availability of these resources to make sport and other types of human activity possible.

In alliance with the United Nations and the International Olympic Committee, World Lacrosse adheres to the definition of Sustainability as a balanced approach to environmental, social and economic aspects, providing for the needs of the present without compromising the ability of future generations to meet their own needs.

In September 2020, the World Lacrosse Board of Directors signalled a unanimous approval for WL's first Sustainability Strategy and the formation of a Sustainability Working Group. The Strategy serves as a strategic roadmap for WL's ten-year commitment to achieve substantial change within Lacrosse. The Strategy builds on key targets in the WL Strategic Plan 2018-2021 demonstrating our ambition to become a global leader, inspiring and influencing change across the sport more widely.

The Sustainability Strategy supports the International Olympic Committee's Sustainability Strategy and the United Nations 2030 Agenda for Sustainable Development.

The WL Sustainability Working Group will advise the WL Board of Directors on the development of the strategy enabling WL to make informed, balanced decisions to maximize positive impacts, minimize negative impacts and foster positive change in the social, environmental and economic spheres.

PURPOSE

The Sustainability Working Group will advise on the development of WL's Sustainability Strategy 2030 and to both guide and monitor progress made against the plan.

WORKING GROUP TIME PERIOD

This Working Group is set up to run from March 2021 to February 2023. If there is a subsequent need for ongoing work, there must be new proposals to the Board.

1. COMPOSITION AND MEMBERSHIP

- 1.1. The Chair of the Working Group will be an Independent Director, appointed by the Board, who will have professional expertise in Sustainability.
- 1.2. Other members of the Sustainability Working Group will include:
 - 1.2.1. Four representatives with relevant experience nominated by WL member-National Governing Bodies (Board appointees)
 - 1.2.2. Two independent representatives who are specialists in the areas of social, environmental and economic sustainability, who may be from outside Lacrosse
 - 1.2.3. An Athletes Commission (AC) representative nominated by the AC
 - 1.2.4. One World Lacrosse Board Director
- 1.3. The WL Director of Philanthropy (DOP) will be the lead staff liaison supporting the Working Group. The staff liaison will attend all meetings without voting privilege.
- 1.4. The Working Group is empowered to invite others to meetings as required for informational purposes.

2. SKILLS, QUALITIES AND COMPETENCIES

- 2.1. Members of the Working Group will need to have the skills, qualities and competencies outlined in Appendix 1. In forming the Working Group, the Chair will seek to balance a range of skills, qualities and competencies, as well as gender and geographic diversity.

3. RESPONSIBILITIES

The Working Group is responsible for:

- 3.1. Advising on the development of Sustainability Agenda 2030
 - 3.1.1. Define strategic sustainability objectives to drive the overall strategy
 - 3.1.2. Provide recommendations, which represent WL's operational areas
 - 3.1.3. Define the financial, human and technical resources required to actualize the Sustainability Agenda 2030
- 3.2. Developing processes and tools, including key targets to measure the progress toward stated objectives and delivery dates

- 3.3. Developing a sustainability policy formalizing management's commitment to sustainability principles and continuous improvement
- 3.4. Engaging stakeholders through the stakeholder engagement exercise
 - 3.4.1. Commit to ongoing dialogue with stakeholders
- 3.5. Supporting and liaising with the WL Diversity and Opportunity Commission on relevant social parameters
 - 3.5.1. Support additional WL Commissions as necessary
- 3.6. Investigating a leadership structure that is best suited to support the long-term goals of the Strategy, in addition to monitoring and activating against the Strategy at the conclusion of the Sustainability Working Group.

4. OPERATING AND REPORTING PROCEDURE

- 4.1. The Working Group will follow the WL General Procedures applicable to all Working Groups. (see Appendix 2)

5. MEETINGS

- 5.1. Minutes of all meetings will be kept and circulated to members of the Working Group. A timeline will be made available on the WL website along with a summary report of each meeting and the Terms of Reference (TOR).
- 5.2. Summary reports will be provided to the Board against agreed timelines. Interim reports will also be made available to the President.
- 5.3. A quorum of a minimum of 50% of the Working Group shall be required for all meetings. In the absence of the Chair, he/she will appoint a deputy, or the members present will appoint a Chair for that meeting, who will liaise with the Working Group Chair.

6. DELEGATED AUTHORITY

- 6.1. The Working Group has no delegated authority for decisions or expenditure.

APPENDIX 1. SKILLS, QUALITIES, EXPERIENCE AND COMPETENCIES FOR MEMBERS OF THE SUSTAINABILITY WORKING GROUP

The membership of the Sustainability Working Group will seek to gain a balance of the following amongst its members:

- A knowledge of best practices across key sustainability areas of social, environmental and economic issues
- An understanding of the varying challenges and organizational capabilities of WL, member-National Governing Bodies and Continental Federations to implement and deliver against the strategy
- A desire and passion to drive sustainable development in the Lacrosse ecosystem forward
- The ability to be present at a minimum of one meeting per quarter. The frequency could be greater pending key delivery dates.
- Strong communication skills, including timely responses to emails
- The ability and desire to work in a collaborative nature with other Sustainability Working Group members, key stakeholders, and external experts

Members of the Sustainability Working Group should aim to uphold the values of World Lacrosse and to encourage these to be upheld across the community.

- Teamwork
- Passion
- Respect
- Integrity
- Friendship
- Inclusiveness



APPENDIX 2. GENERIC PROCEDURES FOR ALL WORLD LACROSSE COMMITTEES, COMMISSIONS AND WORKING GROUPS