

Sustainability Policy

The Football Association Limited (The FA) and its associated companies, including Wembley National Stadium Limited and National Football Centre Limited, recognise that our operations have positive and negative environmental, social and economic impacts. This sustainability policy is applicable to all of The FA's operational sites, as well as major events held at Wembley Stadium from their conception and planning through to their implementation, review and post-event activities.

Sustainability, referred to in this policy, encompasses a commitment to sustainable development principles including stewardship, inclusion, integrity and transparency, in order to protect the environment, people and communities in which we operate.

Sustainability is integral to delivering our core organisational purpose - to inspire positive change through football – and in turn is an important part of our role as a National Governing Body and as owner of two world leading, inspirational venues. This policy reflects our key values as an organisation, as stated in The FA's strategy (2024-2028):

- Aim HIGH
- Achieve TOGETHER
- Embrace DIFFERENCE

Sitting under this wider strategy, and setting out the sustainability vision for The FA, are three supporting strategies:

- 'Playing for the Future', The FA's Sustainability Strategy,
- 'Communities Together', The FA's CSR Action Plan
- 'A Game Free from Discrimination', The FA's EDI Strategy

Our Policy

Across these strategies, as well as through evaluation of global and sectoral sustainability trends, and considering the needs and expectations of key stakeholders (including FA management and staff, suppliers and partners, fans, local authorities and the local community), we have identified the following priority areas of focus:

1. Shoot for Net Zero – reduce carbon emissions within our operational control across Scope 1, 2 and 3, focussing on the key operational areas of: energy and climate action, and transport. As a signatory of the UNFCCC Sports for Climate Action Framework, we have a near-term target to reduce emissions 50% by 2030, from a 2019 baseline and a long-term target to achieve full net zero status by 2040.
2. Save our Resources – minimise the impact from waste, reduce water consumption, maximise water recycling opportunities and protect biodiversity across our venues, focussing on the key operational areas of waste management, water management, responsible procurement and charity and community.
3. Make an Impact – ensure good governance and support wider change through increasing awareness of environmental sustainability practices across football, focussing on the key operational areas of transparency and communication.
4. Connect, support and inspire communities - actively engage with those on our doorstep, providing them access to Wembley Stadium and St. George's Park, listen to our communities'

needs and help to build capacity for charities and local groups in Brent and Burton, and inspire our local residents to reach their aspirations through unique learning and education opportunities around our venues.

5. Enable Health, Safety & Wellbeing For All - We aim to achieve the highest standards of health, safety and wellbeing. Exceeding our legal obligations, we will benchmark ourselves against international standards and adopt a culture of continual improvement, providing an environment free from uncontrolled hazards and risks.
6. Equality, diversity and inclusion - creating a game free from discrimination and embracing the unique diversity of our country whilst using football as a force for good from grassroots right up to the elite level of the game.

For further information, visit <https://www.thefa.com/about-football-association/what-we-do/sustainability>

Continual improvement

We will adhere to this policy through continual assessment and improvement, including:

- compliance with all legal sustainability requirements, as well as other voluntary commitments, such as UNFCCC Sports for Climate Action
- reviewing our activities and the associated sustainability risks and opportunities
- ensuring measurement, evaluation and improvement of our sustainability performance through data collection and regular meetings with operational teams and management
- regular external reporting of progress in line with strategy commitments and sharing lessons learned
- adhering to the requirements of the ISO20121 sustainable event management standard for major events held at Wembley Stadium

The policy will be reviewed on an annual basis and will be communicated internally to employees, suppliers and partners. It will also be made available to the wider public through our website.

Signed:



Mark Bullingham

Chief Executive Officer

April 2025