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AUSTRALIA & NEW ZEALAND



# FIFA Women's World 2023 FWWC 2023 Bid

## Sustainability concept and human rights strategy

Bidding countries:

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Sustainable Event Management	Information provided by the bidder
<p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">ISO 20121:2012 Event sustainability management systems</a></li> <li>• Previous FIFA World 2023 FWWC and FIFA Women's World 2023 FWWC Sustainability Strategies (<a href="#">2014</a>, <a href="#">2018</a>, <a href="#">2019</a>)</li> <li>• <a href="#">FWC 2026 United Bid Bid Book</a> (p.446-474)</li> <li>• <a href="#">FWC 2026 Moroccan Bid Bid Book</a> (p.347-381)</li> <li>• <a href="#">AA1000 Stakeholder Engagement Standard: 2015</a></li> <li>• <a href="#">2018 FIFA World 2023 FWWC Stakeholder Engagement First Phase: Verifying the sustainability strategy</a></li> </ul>	
<p><b>List relevant sustainability issues related to the Competition in the bidding country(ies)</b></p>	<p>Australia and New Zealand will conduct all activities in connection with the co-organisation of the FIFA Women's World Cup 2023 FWWC 2023™ (hereafter 2023 FWWC) based on Sustainable Event Management (SEM) principles in line with ISO 20121, in accordance with the requirements as defined by FIFA and set out in detail in the 2023 FWWC Hosting Requirements and respecting all Internationally Recognised Human Rights in accordance with the UN Guiding Principles.</p> <p>Australia and New Zealand shall adopt the Sustainable Event Management System developed and implemented by FIFA with respect to any of its activities in relation to the preparation, hosting and staging of the Competition. Australia and New Zealand can deliver a tested concept for the sustainable event management strategy for the</p>



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2023 FWWC based on sustainable event management principles in line with ISO 20121, as Australia offers a legacy of independently verified and audited recent practice from the 2018 Gold Coast Commonwealth Games (GC2018).

For the first time in an Australian mega-sporting event context, the GC2018 organising committee, Gold Coast 2018 Commonwealth Games Corporation (GOLDOC), used international best practice frameworks such as ISO 20121: Sustainable Event Management Systems, Global Reporting Initiative's reporting standards and the United Nations' Guiding Principles on Business and Human Rights to inform its framework and approach to sustainability. Achieving second party conformity to ISO 20121 in 2015, this was re-confirmed in a 2017 audit conducted by Sustainable Event Alliance. This global best practice for a mega-sporting event won several domestic and international awards.

Australia and New Zealand will develop a Sustainable Sourcing Code, adhering to internationally accepted standard BS8903 Principles and Framework for Procuring Sustainably, as well as one that is accepted by the Australian and New Zealand Governments in their Procurement Rules. They will ensure continuous improvement of its performances without detracting from the aim of co-organising the Competition together with FIFA and contribute to a lasting and positive legacy impact of the Competition on Australia and New Zealand, and seek to ensure that the Member Association's sub-contractors and further third parties forming part of the Member Association's supply chain in connection with the Competition conduct any activity in relation to the Competition according to Sustainable Event Management principles.

Based on this experience, Australia and New Zealand's key sustainability pillars for 2023 FWWC would be:

- Source responsibly;
- Manage our impacts; and
- Inspire inclusive and active communities

These pillars will ensure the following principles of:

- (i) Stewardship: Responsibility for sustainable development shared by all those involved in the co-organisation of the Competition whose actions affect environmental performance, economic activity, and social progress.
- (ii) Inclusivity: Practice of fair treatment and meaningful involvement of all third parties affected by the co-organisation of the Competition together with FIFA. Inclusivity refers to all affected third parties, regardless of race, age, gender, colour, religion, sexual orientation, culture, national origin, income, disability or any other



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form of discrimination.

- (iii) Integrity: Behaviour that is in accordance with internationally recognised principles of right or good conduct in the context of a particular situation and is consistent with international norms of behaviour.
- (iv) Transparency: Open communication and responsiveness about decisions and activities that affect society, the economy, the environment and their outcomes in a clear, accurate, timely, honest and complete manner.

**Sustainable Building Certification**

No new buildings are planned. There will be stadium overlay infrastructure which includes all of the temporary infrastructure required to support a particular facility or venue, which includes but is not limited to tents, cabins, power, utilities, fencing, flooring and lighting, signage and Field of Play (FOP) equipment. Australia and New Zealand will ensure that any stadium overlay infrastructure is procured, constructed and reused or disposed of according to Sustainable Event Management principles in line with such standards for sustainability certifications in accordance with Clause 13.10.2 below, as approved by FIFA.

**Resource Utilisation and Conservation**

Australia and New Zealand shall ensure efficient water and energy consumption at all Sites and in respect of any of its operational activities. Australia and New Zealand shall ensure efficient sanitation systems, the use of renewable energy (whenever possible) and the use of energy-efficient technology and equipment.

For example, Stadium Australia, Sydney, Australia is a model of green, functional, cost effective design and is still regarded as one of the most environmentally sustainable stadia in the world. Innovative environmentally sustainable measures in the stadium include recycling rainwater from the roof into underground storage tanks to irrigate the pitch and a range of passive design measures including ventilation and natural cooling/heating, and an on-site gas fired co-generation system.

Our approach to sustainable supply chain management has the following key elements:

- Conduct a detailed spend analysis across all 2023 FWWC procurement categories to identify high sustainability risk and opportunity areas.
- Develop a Sustainable Sourcing Code (Code) that sets minimum requirements for all goods or services supplied to 2023 FWWC.



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	<ul style="list-style-type: none"> <li>• For particularly high risk or opportunity procurements, develop Sustainability Category Management Plans which are specifications that apply in addition to the Code’s requirements.</li> <li>• Integrate sustainability into 2023 FWWC’s procurement policies and processes – from targeted pre-tender industry engagement, to initial tender scope development, through to reporting and contract close out.</li> <li>• Mandate that high sustainability risk contractors must have or develop a Sustainability Management Plan that will apply to their 2023 FWWC delivery.</li> <li>• Develop supplier audit and incident management procedures.</li> <li>• Monitor and measure supplier performance against the Code and additional sustainability requirements as applicable.</li> </ul>
<p>List relevant laws related to sustainability of the Competition in the bidding country(ies)</p>	<p>Key legislation – Australia</p> <ul style="list-style-type: none"> <li>• Competition and Consumer Act 2010</li> <li>• Australian Consumer Law (ACL)</li> <li>• National Construction Code (NCC)</li> <li>• Disability (Access to Premises – Buildings) Standards 2010</li> <li>• National Prequalification System for Civil (Road and Bridge) Construction Contracts</li> <li>• Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act)</li> <li>• Heritage protection</li> <li>• National Native Title Tribunal</li> </ul> <p>Key legislation – New Zealand</p> <ul style="list-style-type: none"> <li>• Building Act 2004</li> <li>• Building Code — contained in Schedule 1 of the Building Regulations 1992</li> <li>• Building Regulations, including Acceptable Solutions and Verification Methods</li> </ul>
<p>List the stakeholders you would engage with in the development of a sustainability strategy (please note that this strategy will be developed jointly with FIFA)</p>	<p>The aim of the 2023 FWWC as hosted by Football Federation Australia (FFA) and New Zealand Football (NZF) is to eliminate barriers (physical or otherwise) to a safe, independent and dignified 2023 FWWC experience. During the Planning Phase, the leadership of the 2023 FWWC team will conduct stakeholder engagement in Australia and New Zealand to finalise the sustainability goals and scope, determine how compliance with legal, regulatory,</p>



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and other requirements will be managed, and strategize on other sustainability elements.

We will ensure the policies, procedures, and actions critical to this phase are undertaken. These include:

- Stakeholder engagement;
- Sustainability goals and scope;
- Compliance management;
- Guiding principles;
- Risk management; and
- Roles and responsibilities.

Stakeholder consultation will be an important component of identifying and affirming salient issues. Initial stakeholders will include the New Zealand and Australian Human Rights Commission, UNICEF (Australia and UK), UN Women and selected NGOs dedicated to gender equality (YWCA, Care, Plan, IWDA, ActionAid), local community legal centres, football clubs, trade unions, environmental groups, national and state officials promoting women and girls in sport, First Nations leaders and human rights practitioners, both national and international.

Using the framework and process outlined in AA1000 Stakeholder Engagement Standard, we will begin with mapping the areas covered by the Sustainable Event Management Plan against stakeholders engaged in the process thus far, identifying any gaps. From there, we will work with FIFA to outline the format of how to engage most effectively with stakeholders based on the needs of the Sustainable Event Management principles (e.g. compliance, ethical conduct, human rights, environmental protection, sourcing), gaps identified or areas of heightened risk and the geographic footprint of the event. The planned engagement will likely include a combination of consultation, multi-stakeholder panels and workshops, partnerships and integration into operational planning. We will ensure that the proposed engagement plan is properly resourced, capacity needed to foster engagement is built, and that engagements conducted are focused, inclusive and solutions-oriented. To make certain these engagements serve the needs of the Sustainable Event Management principles, we will ensure outputs, including summaries of concerns, proposals, recommendations and decisions, are tracked to action plans which address them. Finally, we will monitor and evaluate engagements of all formats, ensuring they effectively address the concerns raised and actions taken. With FIFA, we will establish an ongoing stakeholder engagement process, building on what has been started, as well as a formal Advisory Sustainability Panel to advise on sustainability plans and performance throughout the event lifecycle.

FFA and NZF will carry out community and stakeholder dialogues in each of the proposed host cities on topics



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	<p>such as human rights, anti-discrimination, accessibility and environmental protection, which will feed into ongoing city strategies.</p> <p>Through the implementation of ISO20121, a materiality assessment was undertaken of the environmental and social impacts of GC2018, which highlighted some key social impact areas. Following the publication of the policy, further due diligence and a gap analysis was undertaken to review impacts through a 'human rights lens'. This included a further risk and impact assessment and stakeholder consultation. GOLDOC engaged a human rights specialist from Griffith University to assist in the identification of the most salient human rights issues, applying the tests of 'scale, scope and remediability'.</p> <p>FFA and NZF will work through partnerships with leading advocacy actors in gender equality and human rights to build trust. For example, the Commonwealth Games Federation has a formal Memorandum of Understanding (MOU) with UNICEF UK to strengthen human and child rights across the Commonwealth Games movement, which the 2023 FWWC could emulate. As part of this project, UNICEF UK committed to supporting four Commonwealth Games and Commonwealth Youth Games Hosts (2017-2022) with their human rights and child safeguarding approaches, due diligence and implementation procedures.</p> <p>These observations will form the basis of work with FIFA to further strengthen the approach by both the 2023 FWWC and future FWWC hosts on human rights and child rights issues. From this recent experience, FFA and NZF commit to consultation regularly, widely and early in the design phase of the 2023 FWWC.</p>
<p><b>Other information relevant to the development of a sustainability strategy for the Competition in the bidding country(ies)</b></p>	<p>Australia and New Zealand shall adopt the Sustainable Event Management System developed and implemented by FIFA with respect to any of its activities in relation to the preparation, hosting and staging of the Competition.</p>

**Human Rights Strategy**

**Information provided by the bidder**

**References:**

- The independent human rights context assessment developed in relation to your bid



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- [UN Guiding Principles on Business and Human Rights](#)
- [FIFA's Human Rights Policy](#)
- [FIFA Statement on human rights defenders and media representatives](#)
- United Bid FWC 2026:
  - [Human Rights Strategy](#)
  - [Bid book chapter](#) (pages 455-464)
  - [Independent human rights context assessment](#)
- Moroccan Bid FWC 2026:
  - [Human Rights Strategy](#)
  - [Bid book chapter](#) (pages 359-370)
- [The Mega-Sporting Event Lifecycle – Embedding Human Rights from Vision to Legacy](#) (resource provided by the Centre for Sport and Human Rights)

**Risk Assessment**

**Describe risks associated with the event with respect to labour standards in construction work on facilities and related infrastructure (e.g. on health and safety, discrimination, freedom of association, child labour and forced or compulsory labour) and, where applicable, add references to respective sections in the independent human rights context assessment**

Australia and New Zealand have some of the strongest labour laws in the world and have often been pioneers, according to the International Labour Organisation (ILO). New Zealand was also the first to legislate for an eight-hour working day, paving the way for the ILO's Hours of Work (Industry) Convention in 1919.

The ILO and the government of New Zealand have collaborated on a number of initiatives, including the elimination of child labour in Fiji, employment creation in Indonesia, the improvement of labour laws in Cambodia, rural development assistance in Timor-Leste and the Recognised Seasonal Employer (RSE) Scheme for seasonal workers from the Pacific region.

Both Australia and New Zealand are signatories to a number of ILO Conventions, 7 out of 8 fundamental conventions for [Australia](#), and 6 out of 8 for [New Zealand](#).

The primary legislation in Australia at the federal level is the Public Service Act 1999 (Cth); Trade Practices Act 1974 (Cth); and the primary piece of legislation, the Workplace Relations Act 1996 (Cth).

The primary legislation in New Zealand is the Employment Relations Act 2000.

Both countries have passed Modern Slavery Acts, Australia in 2018 and New Zealand in 2015.



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	<p>The issues identified in the independent human rights context assessment focused on land acquisition and use, especially in relation to:</p> <ul style="list-style-type: none"> <li>• Contamination of soil and water;</li> <li>• Environmental damage; and</li> <li>• Corruption of local officials.</li> </ul> <p>Issues around construction were identified as follows:</p> <ul style="list-style-type: none"> <li>• safety standards not followed;</li> <li>• workers rights, especially migrant workers; and</li> <li>• possibility of corruption.</li> </ul> <p>These risks were not considered material to this bid as Australia and New Zealand are using existing infrastructure and have rigorous regulation and enforcement of labour laws.</p>
<p><b>Describe risks associated with the event with respect to labour standards in supply chains (e.g. with regards to accommodation, transportation, licensed products, food and beverage) and, where applicable, add references to respective sections in the independent human rights context assessment</b></p>	<p>As noted, both host countries have passed Modern Slavery Acts, Australia in 2018 and New Zealand in 2015. This lessens the risk of issues with respect to labour standards in supply chains.</p> <p>The independent human rights context assessment notes that there may be risks for Australia and New Zealand in relation to the effective application of labour laws to workers not directly employed by the Entity (i.e. employees of contractors and subcontractors), especially in a range of typically low-skilled and low-pay occupations.</p>
<p><b>Describe risks associated with the event with respect to labour standards within the organising entity (e.g. regarding payment, gender equality or worktime) and, where applicable, add references to respective sections in the independent human rights context assessment</b></p>	<p>The 2023 FWWC organising entity will be governed by the same rigorous laws as any organisation incorporated in Australia or New Zealand in terms of labour standards, gender equality and workplace health and safety.</p> <p>The independent human rights context assessment noted three key areas of risk:</p> <ul style="list-style-type: none"> <li>• Staff burnout due to the particular time-critical nature of the workplace and short-term nature of the operation and employment terms; and</li> </ul>



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	<ul style="list-style-type: none"> <li>• Treatment and training of volunteer workforces.</li> <li>• Harassment or abuse of staff or contractors.</li> </ul>
<p>Describe risks associated with the event with respect to the discriminatory incidences in and around stadiums (e.g. in the form of chants, signs or other forms of expressions) and, where applicable, add references to respective sections in the independent human rights context assessment</p>	<p>Discriminatory Incidents</p> <p>The risk of discriminatory speech in and around matches is raised in the independent human rights context assessment as a low-level but material risk to the 2023 FWWC, to be dealt with by strict spectator behaviour codes.</p> <p>Local Community Impacts</p> <p>The influx of tourists and sporting fans to a city during major sporting events can impact local residents in a number of ways, including through transport changes, accommodation availability and access to essential services.</p> <p>Major events can impact the way that public places are used and accessed by the community, including those experiencing homelessness. The construction of temporary venues and festival celebration zones across a city may make areas usually used for gathering, sleeping or the provision of services, inaccessible. This risk is not considered as material in the staging of the 2023 FWWC in the independent human rights context assessment, and can be dealt with by deep stakeholder engagement early in the hosting process.</p>
<p>Describe risks associated with the event with respect to property rights (e.g. linked to resettlement to build event infrastructure) and, where applicable, add references to respective sections in the independent human rights context assessment</p>	<p>There will be little risk in relation to property rights as the Australia and New Zealand bid will use existing infrastructure. However, the independent assessment did highlight risks to the ongoing group of homeless people in Host Cities that may be impacted indirectly by the 2023 FWWC.</p> <p>FFA and NZF should seek public guarantees from the relevant Local Councils and the State Government that essential services to elderly/vulnerable households will be protected during the 2023 FWWC.</p>
<p>Describe risks associated with the event with respect to freedom of assembly and expression (e.g. for spectators,</p>	<p>A low but material risk to the 2023 FWWC in the context of Australia and New Zealand identified by the independent human rights context assessment is policing and security strategies that are disproportionate to threat perceptions,</p>



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<p>human rights defenders, or players) and, where applicable, add references to respective sections in the independent human rights context assessment</p>	<p>and the relative weakness of public assembly and protest laws in both countries.</p>
<p>Describe risks associated with the event with respect to the freedom of press (both local and international) and, where applicable, add references to respective sections in the independent human rights context assessment</p>	<p>There were no material risks to the 2023 FWWC in the context of Australia and New Zealand identified by the independent human rights context assessment in relation to freedom of the press. Both Australia and New Zealand have strong media codes. Freedom House rates both countries highly in this area - <a href="https://freedomhouse.org/report/freedom-press/2016/australia">https://freedomhouse.org/report/freedom-press/2016/australia</a>. New Zealand receives a <u>score</u> of 98 out of 100 from Freedom House.</p>
<p>Describe risks associated with the event with respect to the safety and security (e.g. of players, referees, officials, and spectators) and, where applicable, add references to respective sections in the independent human rights context assessment</p>	<p>Rights of Athletes</p> <p>For most competitors, years of preparation culminate in a single moment on the sporting field, where they must compete at their very best. This of course brings with it extreme pressure from fans, coaches, home nations and, of course, from the athletes themselves. Australia and New Zealand will prepare diligently for 2023 to ensure that we create an environment in which athletes could compete at their very best.</p> <p>The health and safety of athletes, including mental health will be a key issue for 2023 FWWC as identified by the independent human rights context assessment in the mitigation of risk.</p>
<p>Describe any other risk area associated with the event that was discussed in the independent human rights context assessment and add respective references</p>	<p>Experts are concerned that mega-sporting events bring the expanded use of secret evidence, crimes of association and preventive constraints on liberty, which then go through a process of 'normalisation' after the event such as the continued use of CCTV cameras.</p> <p>The independent human rights context assessment notes that FFA and NZF should seek guarantees around privacy and data storage during the 2023 FWWC and ask for oversight by Privacy Commissioners.</p>
<p><b>Risk prevention and mitigation</b></p>	
<p>Describe concrete measures the bidding Member</p>	<p>The risks related to labour standards in construction will be low due to:</p>



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<p>Association(s) will take to prevent and mitigate risks identified with respect to labour standards in construction work on facilities and related infrastructure (e.g. on health and safety, discrimination, freedom of association, child labour and forced or compulsory labour), taking into account, where applicable, the findings of the independent human rights context assessment</p>	<ul style="list-style-type: none"> <li>• No new venues will be built;</li> <li>• The minimal amount of overlay required on venues; and</li> <li>• The overlay contractor will be appointed after a robust procurement process where labour standards will be a priority.</li> </ul> <p>The independent human rights context assessment finds that there is a small risk around proper payment of wages to vulnerable workers.</p>
<p>Describe concrete measures the bidding Member Association(s) will take to prevent and mitigate risks identified with respect to labour standards in supply chains (e.g. with regards to accommodation, transportation, licensed products, food and beverage), taking into account, where applicable, the findings of the independent human rights context assessment</p>	<p>The Australia and New Zealand 2023 FWWC Entity will engage in procurement practice as underpinned by the BS8903:2010 Principles and Framework for Procuring Sustainably. BS8903 provides a framework for embedding sustainability through all elements of procurement. The standard stipulates three elements for sustainable procurement: Fundamentals, Enablers and Processes.</p> <p>Social supply chain risks will be further categorised into eight risk profiles: textiles; plastic goods; business services; construction services; electronic; communication; paper products; and food products. By identifying these high-risk categories, efforts such as screening processes could be focussed appropriately.</p> <p>The 2023 FWWC Entity will develop Ethical Sourcing Principles. These Principles will state that the Supplier must manage and monitor adherence to the Ethical Sourcing Principles throughout its supply chain and report any non-compliance and remedial actions to the 2023 FWWC Entity. Such Principles will include the following features:</p> <ul style="list-style-type: none"> <li>• The Supplier must undertake a risk analysis of its supply chain to identify any areas where unethical labour practices may occur. In the event that areas of risk are identified, the Supplier must detail the actions that will be taken to map the at-risk supply chains and provide information on the labour conditions at relevant production sites;</li> <li>• The Supplier must then, in conjunction with the Entity, detail what remedial action will be undertaken to achieve compliance in accordance with the Ethical Sourcing Principles;</li> <li>• Where risks are identified the Supplier must undertake social audits of production sites;</li> <li>• If the Entity reasonably believes that the Supplier is not complying with any of the Ethical Sourcing Principles, then the 2023 FWWC Entity and the Supplier will agree an action plan with appropriate timeframes for compliance by the Supplier (the Action Plan). The Action Plan must be agreed within a calendar month from the date that the Entity notifies the Supplier remedial action is required or such other period as the parties may</li> </ul>



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	<p>otherwise agree in writing; and</p> <ul style="list-style-type: none"> <li>• The costs of the creation and implementation of the Action Plan shall be borne by the Supplier.</li> </ul>
<p>Describe concrete measures the bidding Member Association(s) will take to prevent and mitigate risks identified with respect to labour standards within the organising entity (e.g. regarding payment, gender equality or worktime), taking into account, where applicable, the findings of the independent human rights context assessment</p>	<p>Australia and New Zealand recognise that they have a responsibility to manage risks, protect its people, reputation, communities and the interests of its stakeholders and partners. Risk recognition and management are viewed by FFA and NZF as integral to the successful execution of their strategy. The risk management framework adopted by the 2023 FWWC Entity will reflect the relevant principles of the Australian/New Zealand Standard AS/NZS ISO 31000:2009. Through the risk management framework, consistent risk management principles will be embedded in all critical business activities and football associations. Risk controls were designed and implemented to mitigate the impact of risks to the Entity’s objectives. The effectiveness of these controls will be systematically reviewed at the Board, Committee, executive, divisional and football association levels, and where necessary, improved.</p> <p>A key consideration in developing the risk management framework was its application across the whole of the 2023 FWWC and integration with key delivery partners. The framework established a process by which this could be monitored, reported and integrated so that a whole of event approach will be taken.</p> <p>FFA and NZF will abide by the following guiding principles for managing risk:</p> <ul style="list-style-type: none"> <li>• Ensuring the Entity has a robust internal culture and process capable of identifying and managing its risks;</li> <li>• Promoting a culture where risk management is understood to be everyone’s responsibility;</li> <li>• Managing risks in accordance with best practice;</li> <li>• Establishing clear roles, responsibilities and reporting lines for risk management; and</li> <li>• Maintaining effective communication about risk and the Entity’s approach to risk taking.</li> </ul> <p>FFA and NZF shall ensure their staffing recruitment practices in relation to staff used for the fulfilment of the Hosting Obligations through the 2023 FWWC Entity shall be inclusive and promote the hiring of local staff and volunteers while also promoting inclusion and the diversity of gender, social classes, races, ethnicities and age groups of employees, volunteers and contractors.</p> <p>Diversity of volunteers and volunteer roles will be an important aim of the program. The 2023 FWWC Entity will make a public commitment to recruit a diverse group of volunteers with a broad array of talents, skills and experience representative of the Host Cities’ diverse populations. The Entity will encourage people of all cultures, faiths, ages</p>



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	<p>and abilities to be part of the 2023 FWWC volunteer program. The aim of the program will be to provide an accessible and integrated recruitment process and work environment that can break down barriers and enable a fair and consistent experience for all volunteers.</p>
<p>Describe concrete measures the bidding Member Association(s) will take to prevent and mitigate risks identified with respect to discriminatory incidences in and around stadiums (e.g. in the form of chants, signs or other forms of expressions) taking into account, where applicable, the findings of the independent human rights context assessment</p>	<p>The independent human rights context assessment makes two recommendations to FFA and NZF:</p> <ul style="list-style-type: none"> <li>• The FWCC 2023 Entity should host scenario-based training based on human rights issues with the New Zealand and Australian Human Rights Commission as partners; and</li> <li>• FFA and NZF should work with Venue Owners to institute a ‘means for antisocial behaviour within venues to be reported.</li> </ul> <p>FFA and NZF have existing rules that will prevent and mitigate risks in this area.</p> <p>FFA has a strong <a href="#">Spectator Code of Behaviour</a>. A spectator at any event held by FFA, a Member Federation, a district association or a club must: ‘respect the rights, dignity and worth of every person regardless of their gender, ability, race, colour, religion, language, politics, national or ethnic origin’ and ‘not engage in discrimination, harassment or abuse in any form, including the use of obscene or offensive language or gestures, the incitement of hatred or violence or partaking in indecent or racist chanting’.</p> <p>They must not attempt to, or bring into a venue, national or political flags or emblems (except for the recognised national flags of any of the competing teams), or offensive or inappropriate banners, whether written in English or a foreign language. Any person who does not comply with the Spectator Code of Behaviour or who causes a disturbance may be evicted from a venue and banned from attending future matches. The Spectator Code of Behaviour may be tailored for matches involving national teams or national league clubs (eg. the A-League competition has its own Spectator Code of Behaviour).</p> <p>Rule 37.5 of NZ Football's disciplinary code calls for a ban for any spectator who "offends the dignity of a person or group of persons through contemptuous, discriminatory or denigratory words or actions concerning race, colour, language, gender, sexual orientation, religion or origin".</p>



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<p>Describe concrete measures the bidding Member Association(s) will take to prevent and mitigate risks identified with respect to property rights (e.g. linked to resettlement to build event infrastructure), taking into account, where applicable, the findings of the independent human rights context assessment</p>	<p>There will be little risk in relation to property rights as the Australia and New Zealand bid will use existing infrastructure. However, the independent assessment did highlight risks to the ongoing group of homeless people in Host Cities that may be impacted indirectly by the 2023 FWWC.</p> <p>The 2023 FWWC Organising Entity will ensure that:</p> <ul style="list-style-type: none"> <li>• people were treated respectfully and appropriately;</li> <li>• people were not discriminated against on the basis that they were experiencing homelessness;</li> <li>• an appropriate level of knowledge existed around providing assistance to people experiencing homelessness in public places; and</li> <li>• access to appropriate services was available if needed and/or requested.</li> </ul> <p>FFA and NZF will work with the relevant authorities to ensure essential services to elderly/vulnerable households will be protected during the competition.</p>
<p>Describe concrete measures the bidding Member Association(s) will take to prevent and mitigate risks identified with respect to freedom of assembly and expression (e.g. for spectators, human rights defenders, or players), taking into account, where applicable, the findings of the independent human rights context assessment</p>	<p>The independent human rights context assessment makes two major recommendations to FFA and NZF:</p> <ul style="list-style-type: none"> <li>• The 2023 FWCC Entity should host scenario-based training based on human rights issues with the New Zealand and Australian Human Rights Commission as partners; and</li> <li>• FFA and NZF should work with Venue Owners to institute a means for antisocial behaviour within venues to be reported.</li> </ul> <p>Other concrete measures relating to policing practices and the provision of human rights compliant security services to the 2023 FWWC include:</p> <ul style="list-style-type: none"> <li>• FFA and NZF should hold a formal, recorded discussion with local, state and federal governments about security and rights;</li> <li>• FFA and NZF will host intense scenario-based training based on likely human rights issues with the New</li> </ul>



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	<p>Zealand and Australian Human Rights Commission as partners;</p> <ul style="list-style-type: none"> <li>• FFA and NZF should recommend to relevant police to place an emphasis on community policing skills as the lead for each venue and urge the appointment of Crowd Safety Officers;</li> <li>• FFA and NZF should find community partners to establish and/or further develop and/or strengthen relationships of trust between the police and local communities, with a particular focus on young people, protestors and homeless people;</li> <li>• FFA and NZF should urge the importance of continued training for police to heighten awareness of the cultural and social issues facing disadvantaged communities in the host cities;</li> <li>• Security providers and police officers are to be reminded of their obligations with respect to human rights such as:             <ul style="list-style-type: none"> <li>• Free speech;</li> <li>• Safety from violence;</li> <li>• To peacefully protest (speak against) a government or group; and</li> <li>• The right to express oneself.</li> </ul> </li> <li>• FFA and NZF should urge that policing strategies should be make public commitments that they have considered and drawn on lessons learned from the failure of policing agencies to properly engage with protest groups prior to planned demonstrations (such as London and Toronto); and</li> <li>• FFA and NZF should urge the relevant local and federal governments to hold a thorough review of any exceptional security measures employed during the 2023 FWWC after their completion.</li> </ul>
<p>Describe concrete measures the bidding Member Association(s) will take to prevent and mitigate risks identified with respect to the freedom of press (both local and international), taking into account, where applicable, the findings of the independent human rights context assessment</p>	<p>Australia and New Zealand will use their status as leaders in relation to freedom of the press globally to host a forum in partnership with FIFA, Freedom House, Australian Press Council and NZ Press Council and Transparency International to explore best practice in the hosting of mega-sporting events to support press freedom in the lead-up to the 2023 FWWC.</p>
<p>Describe concrete measures the bidding Member Association(s) will take to prevent and mitigate risks identified with respect to safety and security (e.g. of players, referees, officials, and spectators), taking into account, where applicable, the findings of the</p>	<p>Security of athletes is identified as a salient risk for the 2023 FWWC in the independent human rights context assessment of Australia and New Zealand. With child safety a particular focus, we will develop a Safeguarding Children and Vulnerable Adults Policy to set a clear policy position within the organisation.</p> <p>The principles of this policy will be incorporated into the Workforce Code of Conduct along with other guideline</p>



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<p>independent human rights context assessment</p>	<p>materials.</p> <p>A comprehensive Safety and Security Manual will be developed and made available to every Football Association, team, athlete, technical official and other relevant actors.</p>
<p>Describe concrete measures the bidding Member Association(s) will take to prevent and mitigate risks identified with respect to any other risk area associated with the event that was in the independent human rights context assessment</p>	<p>Australia and New Zealand will adopt and use international standards and best practices to prevent, mitigate or remediate adverse human rights, impacts related to the staging and hosting of the Competition, including legacy and post-event related activities. As a minimum, these shall include, but not be limited to, the International Finance Corporation Performance Standards as they relate to human rights (in particular, and as relevant, the standards 2 on labour and working conditions, 4 on community health, safety and security, 5 on land acquisition and involuntary resettlement, and 7 on indigenous peoples), FIDIC's Standard Bidding Documents for Procurement of Construction Works, FIDIC's General Conditions of Contract for Construction, the International Code of Conduct for Private Security Service Providers, ILO Convention 167 Construction Health and Safety Convention and, as relevant, UNICEF Children's Rights and Business Principles and UN Women's Empowerment Principles.</p>
<p><b>Remediation of potential harm</b></p>	
<p>Describe concrete measures the bidding Member Association(s) will take to allow for the remediation of human rights harm caused in relation to identified risks associated with the organisation of the event, taking into account, where applicable, the findings of the independent human rights context assessment with respect to existing state-based remedy mechanisms</p>	<p>Australia and New Zealand will provide for, or cooperate with, appropriate and effective grievance mechanisms for individuals and communities whose human rights may be impacted by the Member Association's and/or the 2023 FWWC Entity's own activities in connection with the staging and hosting of the Competition, including legacy and post-event related activities, and how they intend to ensure that these mechanisms fulfil the effectiveness criteria set out in principle 31 of the UN Guiding Principles. For the avoidance of doubt, such grievance mechanisms will cover all permanent, temporary, contract, volunteer, migrant or local workers directly or indirectly linked to the activities of the Member Association and/or the 2023 FWWC Entity in connection with the hosting and staging of the Competition, including any legacy and post-event related activities. Such grievance mechanisms will complement, but not replace or preclude, any existing state-based judicial or non-judicial mechanism.</p> <p>Australia and New Zealand will manage personal information and ensure it is governed by privacy legislation and other legislation in force in relevant host venues. Data protection will be a particular focus for 2023 FWWC.</p> <p>The independent human rights context assessment recommends that FFA and NZF will create processes to provide</p>



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remedy to anyone who is harmed as a result of the organization's actions or decisions.

**Stakeholder engagement**

Mention the external stakeholders (e.g. civil society organisations, expert institutions, trade unions, government entities) you engaged with in the preparation of the human rights strategy and describe the form of engagement

Australia and New Zealand have targeted key stakeholders including the Australian and New Zealand Human Rights Commissions, UN Women, local indigenous elders and human rights practitioners, to prepare them that we will carry out community and stakeholder dialogues in each of the proposed host cities on topics such as human rights, anti-discrimination, accessibility and environmental protection, which will feed into ongoing city strategies.

Community and stakeholder buy-in will be obtained through dialogue conducted in each of the proposed host cities on topics such as human rights, anti-discrimination, accessibility and environmental protection. Australia and New Zealand will seek to partner with UNICEF, UN Women and selected NGOs for maximum impact.

Specific initiatives for the 2023 FWWC include:

- A co-designed Indigenous Peoples consultation;
- The continual consultation model;
- A materiality assessment of potential environmental and social impacts of 2023 FWWC to highlight key social impact areas;
- Partnerships with trusted advocates in gender equality and human rights; and
- Further due diligence and gap analysis to review impacts through a human rights lens, applying the tests of scale, scope and remediability.

By way of example, through the implementation of ISO20121, a materiality assessment was undertaken of the environmental and social impacts of GC2018, which highlighted some key social impact areas. Following the publication of the Policy, further due diligence and a gap analysis was undertaken to review impacts through a 'human rights lens'. This included a further risk and impact assessment and stakeholder consultation. GOLDOC engaged a human rights specialist from Griffith University to assist in the identification of the most salient human rights issues, applying the tests of 'scale, scope and remediability'.

Stakeholder consultation was an important component of identifying and affirming salient issues, which included the Australian Human Rights Commission, UNICEF (Australia and UK), local community legal centres and human rights practitioners, both national and international.

While developing its approach to managing human rights issues, FFA and NZF have consulted with and received



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support from a specialist human rights expert who supported the 2018 Games. FFA and NZF will work through **partnerships with trusted advocacy actors in gender equality and human rights** to build trust. For example, the Commonwealth Games Federation has a formal Memorandum of Understanding (MOU) with UNICEF UK to strengthen human and child rights across the Commonwealth Games movement, which the 2023 FWWC could emulate. As part of this project, UNICEF UK committed to supporting four Commonwealth Games and Commonwealth Youth Games Hosts (2017-2022) with their human rights and child safeguarding approaches, due diligence, and implementation procedures.

FFA and NZF would seek to partner with UNICEF, UN Women and selected NGOs, such as Australian Council for International Development and NZ Council for International Development members.<sup>1</sup>

These observations will form the basis of work with FIFA to further strengthen the approach by both the 2023 FWWC and future FWWC organising committees on human rights and child rights issues. From this recent experience, FNZ and FFA commits to consultation regularly, widely and early in the design phase of 2023 FWWC.

**Diversity & Anti-Discrimination**

**Information provided by the bidder**

**References:**

- United Bid FWC 2026: [Bid Book United Bid](#) (various references throughout)
- Moroccan Bid FWC 2026: [Bid Book Moroccan Bid](#) (p.318, 355-356)
- [FIFA Good Practice Guide on Diversity and Anti-Discrimination](#)
- Latest circular on the Good Practice Guide: [Circular no. 1632](#)

<sup>1</sup> [www.acfid.asn.au](http://www.acfid.asn.au)



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List relevant conventions which the bidding country(ies) has signed and/or ratified and national laws related to the promotion of diversity and equality and the prevention of discrimination

Australia has a National Action Plan on Human Rights 2012, currently under review. Australia is a current elected member of the United Nations Human Rights Council.

Australia is a party to the seven core international human rights treaties:

- the [International Covenant on Civil and Political Rights](#) (ICCPR);
- the [International Covenant on Economic, Social and Cultural Rights](#) (ICESCR);
- the [International Convention on the Elimination of All Forms of Racial Discrimination](#) (CERD);
- the [Convention on the Elimination of All Forms of Discrimination against Women](#) (CEDAW);
- the [Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment](#) (CAT);
- the [Convention on the Rights of the Child](#) (CRC); and
- the [Convention on the Rights of Persons with Disabilities](#) (CRPD).

It is against these treaties that [human rights scrutiny](#) processes under the *Human Rights (Parliamentary Scrutiny) Act 2011* are undertaken. Australia also has periodic [treaty body reporting](#) obligations under these treaties.

Australia is an active participant in the [Universal Periodic Review](#) process which provides an in-depth analysis of Australia's compliance with our international human rights obligations.

Australia is also a party to:

- the [Optional Protocol to the International Covenant on Civil and Political Rights](#) establishing an individual communication mechanism;
- the [Second Optional Protocol to the International Covenant on Civil and Political Rights, Aiming at the Abolition of the Death Penalty](#);
- the [Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict](#);
- the [Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography](#);
- the [Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against](#)



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[Women](#) establishing an individual communication mechanism; and

- the [Optional Protocol to the Convention on the Rights of Persons with Disabilities](#) establishing an individual communication mechanism.

Australia is also a party to the individual communications mechanisms under the CAT and the CERD. For further information see [human rights communications](#).

The Australian Government also supports the [United Nations Declaration on the Rights of Indigenous Persons](#) as a non-legally binding document.

### **New Zealand**

New Zealand's International Human Rights Action Plan 2019-2023

New Zealand is a party to the seven core international human rights treaties:

- the [International Covenant on Civil and Political Rights](#) (ICCPR);
- the [International Covenant on Economic, Social and Cultural Rights](#) (ICESCR);
- the [International Convention on the Elimination of All Forms of Racial Discrimination](#) (CERD);
- the [Convention on the Elimination of All Forms of Discrimination against Women](#) (CEDAW);
- the [Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment](#) (CAT);
- the [Convention on the Rights of the Child](#) (CRC); and
- the [Convention on the Rights of Persons with Disabilities](#) (CRPD).

New Zealand is an active participant in the [Universal Periodic Review](#) process which provides an in-depth analysis of Australia's compliance with our international human rights obligations.

New Zealand is also a party to:

- the [Optional Protocol to the International Covenant on Civil and Political Rights](#) establishing an individual



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	<p>communication mechanism;</p> <ul style="list-style-type: none"> <li>• the <a href="#">Second Optional Protocol to the International Covenant on Civil and Political Rights, Aiming at the Abolition of the Death Penalty</a>;</li> <li>• the <a href="#">Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict</a>;</li> <li>• the <a href="#">Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography</a>;</li> <li>• the <a href="#">Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women</a> establishing an individual communication mechanism; and</li> <li>• the <a href="#">Optional Protocol to the Convention on the Rights of Persons with Disabilities</a> establishing an individual communication mechanism.</li> </ul> <p>The New Zealand Government also supports the <a href="#">United Nations Declaration on the Rights of Indigenous Persons</a> as a non-legally binding document.</p>
<p><b>What is the Member Association(s) currently doing to address discrimination in football in the bidding country(ies)?</b></p>	<p>Both Australia and New Zealand are featured in the FIFA Good Practice Guide on Diversity and Inclusion. For example, in June 2015, the 14th FIFA Anti-Discrimination Day was held at the semi-finals of the FIFA U-20 World 2023 FWWC in New Zealand. <a href="http://www.fifa.com/sustainability/news/y=2015/m=6/news=volunteers-mark-2015-anti-discriminationday-2650275.html">http://www.fifa.com/sustainability/news/y=2015/m=6/news=volunteers-mark-2015-anti-discriminationday-2650275.html</a></p> <p>On November 2016, the #ENDviolence campaign was launched at the FIFA U-20 Women's World Cup in Papua New Guinea, supported by the Australian Government. Together with the Oceania Football Confederation, UNICEF, UN Women, the Urban Youth Employment Project, the Australian High Commission and the US Embassy in Port Moresby, FIFA uses the tournament as a platform to promote the campaign aiming to end violence against women and children. There are workshops for young people, a public procession through the streets and a video clip to finish. <a href="http://www.fifa.com/u20womensworld2023_FWWC/videos/y=2016/m=11/video=give-the-red-card-to-violence-againstwomen-and-children-endviolence-2856655.html">http://www.fifa.com/u20womensworld2023_FWWC/videos/y=2016/m=11/video=give-the-red-card-to-violence-againstwomen-and-children-endviolence-2856655.html</a></p>
<p><b>What is the Member Association(s) currently doing to promote diversity and protect staff from discrimination within the association?</b></p>	<p>Key to our joint hosting concept will be partnerships with regional and national women's organisations, sporting clubs for women and girls and community advocates for gender equality, all of which are outlined in the National Sport Plan: Sport 2030 and the Strategy for Women and Girls in Sport and Active Recreation in Australia and New Zealand respectively.</p>



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	<p>The FFA Whole of Football Plan states: “Football is the face of modern Australia, inclusive of all genders, cultures and age groups”. The vision is for a diverse community who love the game.</p> <p>FFA has a strong Code of Conduct and a National Spectator Code of Behaviour.</p> <p>NZF similarly has ambitions in its current Strategic Plan for a diverse and inclusive community of football participation and it also promulgates a strong Code of Conduct. The purpose of the NZF Code of Conduct is to encourage fair, ethical treatment of all persons and organisations that come under the umbrella of NZF.</p>
<p><b>Other relevant information related to diversity and anti-discrimination</b></p>	<p>As co-hosts, Australia and New Zealand will promote international and community debate about the rights of women and girls in sport, including access to sport, female-friendly sports infrastructure, equal pay, anti-discrimination issues and the breaking down of stereotypes.</p> <p>Women’s rights have long been important in Australia and New Zealand. New Zealand celebrate that it is the first nation to have given women the right to vote, pioneered by Kate Sheppard whose image now features on the New Zealand currency. Historically, both nations have been led by female Heads of State including the incumbent New Zealand Prime Minister Jacinda Ardern who is a passionate supporter of women in sport and leadership.</p> <p>The impact that sport can have on women is recognised across both Australia and New Zealand. We are at the forefront of global change in the space of the rights of women and girls and this extends to sport as evident through our government strategies for women and girls in sport. These strategies have influenced changes that has and continues to improve access to sport participation as players, administrators, governors and leaders as demonstrated by the NZF President and FIFA Council Member Johanna Wood.</p> <p>We are working to improve female friendly sports infrastructure, anti-discrimination and breaking down stereotypes. The FFA and NZF are two of the first member associations to have implemented player pay parity at the senior levels of football and the popularity of the Matildas and the Football Ferns continues to rise. Most notably the Matildas were named Australia’s most loved sporting team in June 2019 and achieved a record attendance to their friendly match against Chile in November 2019. They will receive equal pay to the Socceroos in a deal announced on 6 November 2019.</p> <p>The work Australia and New Zealand has done over more than a century to ensure the human rights of women,</p>



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	<p>pioneers the world and can be a strong pillar for FIFA to align with.</p> <p>Several key forums have been identified as platforms for such debate:</p> <ul style="list-style-type: none"> <li>• As part of the FIFA Football Conference: Analysis on the FIFA Women’s World Cup 2023™, Australia and New Zealand will offer to host a high level trans-Tasman summit with key representatives of the FIFA, UN and local human rights bodies;</li> <li>• New Zealand will host the 8th IWG World Conference on Women and Sport in May 2022; and</li> <li>• Sydney has won the bid to host WorldPride in 2023, with a series of associated events on diversity and inclusion in sport.</li> </ul> <p>Our goal is that the rights of indigenous peoples are respected in all activities related to the 2023 FWWC, including at all Host Stadiums, Host City events, merchandise and fan zones. FFA and NZF will commit to a co-designed Indigenous Peoples consultation.</p>
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Tobacco-Free event	Information provided by the bidder
<p><b>References:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">The Tobacco Free Policy for FIFA Events</a></li> </ul>	
<p>List relevant local and national laws related to tobacco</p>	<p><u>Australia</u></p> <p>Tobacco and Other Smoking Products Act 1998</p> <p>Tobacco Advertising Prohibition Act 1992</p> <p>Tobacco Plain Packaging Act 2011</p> <p>Major Events Act 2014</p>



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	<p><u>New Zealand</u></p> <p>Smoke-free Environments Act 1990</p> <p>Smoke-free Environments (Tobacco Standardised Packaging) Amendment Act 2016 and new Regulations (entered into force 14 March 2018).</p>
<p><b>Analyse and describe the similarities and differences between the above-mentioned legislation and the Tobacco Free Policy for FIFA Events</b></p>	<p>Australian and New Zealand legislation exceeds the FIFA policy requirements. All 2023 FWWC competition, non-competition and training venues, and the athlete accommodation will be smoke free areas. This means smoking of cigarettes or e-cigarettes inside or within 10 metres of a venue/athlete accommodation is prohibited by Australian Law (Tobacco and Other Smoking Products Act 1998 and Major Events Act 2014), and by New Zealand law. New Zealand’s Smoke-free Environments Act 1990 is one of the most comprehensive pieces of tobacco control legislation in the world. This smoking ban includes the use of all smoking products, including tobacco, hookahs and electronic cigarettes. In March 2011 the New Zealand Government adopted the Smokefree 2025 goal.</p> <p>Both Australia and New Zealand ban all tobacco advertising, display for sale and restrict packaging to graphic health warnings. Australia was the first country in the world to introduce plain packaging for tobacco products in 2011.</p> <p>In Australia and New Zealand, it is illegal to sell or buy nicotine for use in e-cigarettes. Nicotine is a dangerous poison under The Poisons Standard. It is also illegal to use e-cigarettes in places where smoking is illegal.</p> <p>State sport associations in Australia and New Zealand also support smoke-free sporting clubs.</p>
<p><b>Describe potential areas of risk and propose measures to mitigate these risks with regard to the implementation of the Tobacco Free Policy for FIFA Events</b></p>	<p>Australia and New Zealand are the least risky places to hold a tobacco-free sporting event in the globe due to the extensive legal nature of tobacco control measures. The laws in both countries exceed the standards of the FIFA Tobacco-Free Policy, in the sense that it is illegal to smoke even in certain types of outdoor public places that in other countries could be designated smoking zones at sporting events. These bans include:</p> <ul style="list-style-type: none"> <li>• Areas used for watching an organised sporting event (e.g.. a sports ground);</li> </ul>



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	<ul style="list-style-type: none"> <li>• Platforms at train or light rail stations;</li> <li>• Ferry wharves;</li> <li>• Bus stops;</li> <li>• Taxi ranks;</li> <li>• Near the entrance/exit of a building for pedestrians; and</li> <li>• In or near outdoor restaurants, cafes or dining areas.</li> </ul> <p>The penalties for breaches include fines, warnings, cautions and confiscation of tobacco products.</p> <p>It is also against the law in Australia and New Zealand to smoke in a car if there is someone younger than 16 years old in the car or be the driver of such a car.</p>
<p><b>Other relevant information related to tobacco</b></p>	<p>Both the New Zealand and Australian Governments have laws and measures in place to reduce the illicit tobacco trade. Australia leads the world in anti-smoking measures, as acknowledged by the World Health Organisation.<sup>2</sup></p> <p>In August 2018 the Treasury Laws Amendment (Illicit Tobacco Offences) Act 2018 came into effect in Australia. Illicit tobacco manufacturers or producers face up to 10 years imprisonment and heavy fines if caught. In July 2018, the Illicit Tobacco Taskforce (ITTF) was set up to combat the illicit tobacco trade.</p>

Accessibility	Information provided by the bidder
<p><b>References:</b></p> <ul style="list-style-type: none"> <li>• FWWC 2023 Hosting Requirements:               <ul style="list-style-type: none"> <li>○ <b>D.11 Sustainability: accessibility</b></li> <li>○ <b>E.8.1.8 Accessibility infrastructure</b></li> <li>○ <b>F.2.1.4 Seating standards/accessible seats</b></li> </ul> </li> </ul>	

<sup>2</sup> [https://www.who.int/tobacco/global\\_report/en/](https://www.who.int/tobacco/global_report/en/)



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- F.2.1.5 Sightlines
- **F.2.1.7 Accessibility**
- F.6.1.2 General spectators' parking
- F.6.3 Public transport
- F.12.2 Evacuation/emergency
- United Bid FWC 2026: [Bid Book United Bid](#)
- Moroccan Bid FWC 2026: [Bid Book Moroccan Bid](#)

**Legal framework and risk analysis**

<p><b>List the relevant local and national legislation in the Host Country(ies) related to accessibility of infrastructure and events and accessible services for disabled people and people with limited mobility</b></p>	<p><u>Australia</u></p> <p>Disability Discrimination Act 1992 (Cth)</p> <p>The National Disability Strategy (NDS) seeks to guide public policy across governments to ensure that people with disability have the same opportunities as other Australians.</p> <p>Disability Standards for Accessible Public Transport 2002 (Transport Standards)</p> <p>Disability (Access to Premises – Buildings) Standards 2010 (Cth)</p> <p>States: Discrimination Act 1991 (ACT); Anti-Discrimination Act 1977 (NSW); Anti-Discrimination Act 1996 (NT); Anti-Discrimination Act 1991 (Qld); Equal Opportunity Act 1984 (SA); Anti-Discrimination Act 1998 (Tas); Equal Opportunity Act 2010 (Vic); Equal Opportunity Act 1984 (WA).</p> <p><u>New Zealand</u></p> <p>The Human Rights Act 1993 (HRA) Section 118 of the Building Act 2004 Section 14 of New Zealand Standard NZS 4121:2001 Design for access and mobility – buildings and associated facilities</p>
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<p>Analyse and describe the similarities and differences between the above-mentioned legislation and FIFA accessibility requirements included in the FWWC 2023 Hosting Requirements</p>	<p>The legal framework for accessibility issues in Australian and New Zealand comply with and sometimes exceed the FIFA accessibility requirements included in the 2023 FWWC Hosting Requirements.</p> <p>All sporting infrastructure and stadiums must conform to the Australian <a href="#">2013 National Construction Code</a> requirements and disability laws. For example, at least 404 wheelchair accessible seats are required in a large stadiums to be consistent with the <i>Disability Discrimination Act 1992</i> (Cth), and the new Sydney stadiums will reflect these standards. Australia has robust <i>Disability Standards for Accessible Public Transport</i> (2002), as amended, and the <i>Whole Journey</i> guidelines.</p> <p>D.11 Sustainability: accessibility  E.8.1.8 Accessibility infrastructure  F.2.1.4 Seating standards/accessible seats  F.2.1.5 Sightlines  F.2.1.7 Accessibility  F.6.1.2 General spectators' parking  F.6.3 Public transport</p>
<p>Describe potential areas of risk and propose measures to mitigate these risks with regard to the implementation of FIFA accessibility requirements</p>	<p>The FIFA accessibility requirements will be implemented as required. There are no potential areas of risks.</p>
<p><b>Assessment of accessible services and infrastructure</b></p>	
<p>Describe the accessible infrastructure and services that can be found in the proposed stadiums in the bidding country(ies) (including but not limited to transportation, parking, routes, vertical access, toilets, food &amp; beverage facilities, number and types of seating, sight lines and infrastructure aspects catered to the needs of blind and partially-sighted people)</p>	<p>All sporting infrastructure and stadiums must conform to the Australian 2013 National Construction Code requirements and disability laws (in Australia) and the New Zealand Building Act, the Building Code and its Acceptable Solutions and New Zealand Standard 4121:2001 - Design for access and mobility (in New Zealand).</p> <p>Robust accessibility standards are in place: <i>Disability Standards for Accessible Public Transport</i> (2002) in Australia and the <i>New Zealand Transport Strategy 2008</i>.</p> <p>Accessible services and facilities will be provided at all 2023 FWWC competition venues. Assistive technologies will be provided in the form of Audio Description and Auslan translation. Guide, hearing or assistance dog spending areas will be located in all competition venues. There will be Accessible Meeting Points provided at all</p>



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	venues.
<p><b>Are the main airports that would be used in the tournament in the bidding country(ies) accessible as per national legislation and regulations? If yes, describe the accessible infrastructure and services</b></p>	<p>All airports in New Zealand and Australia are required to be accessible under stringent disability rights legislation. In Australia, airlines are regulated by the: Disability Discrimination Act 1992 (Cth) (DDA); and the Disability Standards Accessible Public Transport Act 2002 (Cth) (Disability Standards Act).</p> <p>In New Zealand, disability access is dealt with through the Human Rights Act 1993. Air New Zealand also complies with the US Department of Transportation Non Discrimination on the Basis of Air Travel regulations, which apply to all flights to and from the USA.</p> <p>For Australia, the Transport Standards were formulated under the Disability Discrimination Act 1992 and came into operation on 23 October 2002. The Standards establish minimum accessibility requirements to be met by providers and operators of public transport conveyances, infrastructure and premises. The Standards take into account the range of disability covered by the DDA and apply to most public transport.</p> <p>Both Australia and New Zealand require airline and airport operators to develop and publish Disability Access Facilitation Plans (DAFPs) with the aim of providing detailed information on their approach to meeting the needs of travellers with disability.</p> <p>The DAFPs are intended to be used as a communication tool between airline and airport operators and the travelling public on the availability and accessibility of services for passengers with disability - ideally covering the total travel experience from making a reservation through to arriving at the intended destination. Typically these include:</p> <ul style="list-style-type: none"> <li>• Paths of travel including ramps, stairs, escalators &amp; elevators;</li> <li>• Emergency warning devices;</li> <li>• Resting points and waiting areas;</li> <li>• Points of boarding including aero bridges;</li> <li>• Surfaces;</li> <li>• Amenities, including toilets and showers;</li> <li>• Signage and wayfinding;</li> </ul>



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	<ul style="list-style-type: none"> <li>• Lighting levels and hearing augmentation; and</li> <li>• Furniture and fittings, including internal and external.</li> </ul>
<p><b>Describe the accessible infrastructure and services that are required by law for the hotel and restaurant sectors in the bidding country(ies)</b></p>	<p>In both Australia and New Zealand, the law requires that every new building and major reconstruction provide 'reasonable and adequate' access for people with disabilities.</p> <p>All new hotels and restaurants must conform to the Australian 2013 National Construction Code requirements and disability laws (in Australia) and the New Zealand Building Act, the Building Code and its Acceptable Solutions and New Zealand Standard 4121:2001 - Design for access and mobility (in New Zealand).</p> <p>FFA and NZF will ensure that visitors and athletes are accommodated in accessible accommodation.</p>
<p><b>Is public transportation accessible in the bidding country(ies)? If yes, describe the accessible infrastructure and services required by local and national law</b></p>	<p>All public transport in Australia and New Zealand is required to be accessible under stringent disability rights legislation.</p> <p>Planning for people with accessibility requirements forms part of the 2023 FWWC Entity planning and delivery process. The transport partners will be working carefully to ensure that 2023 FWWC facilities and services are designed to provide an equitable transport experience. By taking an end-to-end approach to travel, options for persons with accessible and/or medical requirements will be provided with information around their access options for each venue. This will be available through the 2023 FWWC journey planner, spectator event guides, online travel information and customer contact centres.</p>
<p><b>How could the FWWC 2023 be used to improve and promote accessibility in the bidding country(ies)</b></p>	<p>The Australia and New Zealand team will engage an accessibility specialist to work with the organisation through to 2023.</p> <p>Our approach to integrating accessibility within the organisation will include policy development, venue designs and service levels, inclusive communications and cross-partner activities including transport planning, training, education and engagement.</p>



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	<p>We will develop an Accessibility, Diversity and Inclusion policy setting out our overarching approach to delivering an event that will be inclusive for all participants. This policy will outline Australia and New Zealand’s commitment to a corporate culture as hosts that will embrace diversity and create an inclusive environment.</p> <p>Accessible communications will also be key. Training and awareness materials will be developed to educate staff and volunteers about accessibility issues online.</p>
<p>Other relevant information related to the accessibility of the FWWC 2023 and/or the bidding country(ies)</p>	<p>Working with 2023 FWWC Partners will be an important element in integrating accessibility considerations into the planning and delivery of the event. For example, the relevant Australian and New Zealand Departments of Transport and Main Roads will deliver an accessible public transport solution for spectators and workforce to travel to host venues based on extensive consultation.</p>

Environmental protection	Information provided by the bidder
<p><b>References:</b></p> <ul style="list-style-type: none"> <li>• United Bid FWC 2026: <a href="#">United Bid Environmental Impact Assessment</a></li> <li>• Moroccan Bid FWC 2026: <a href="#">Moroccan Bid Environmental Impact Assessment</a></li> <li>• United Bid FWC 2026: <a href="#">Bid Book United Bid</a> (p.464-474)</li> <li>• Moroccan Bid FWC 2026: <a href="#">Bid Book Moroccan Bid</a> (p.371-381)</li> </ul>	
Environmental impact	
<p>Describe the key impacts on the environment and the opportunities to enhance environmental conservation of the Competition in the bidding country(ies), e.g. with regard to carbon emissions, energy, waste, transportation,</p>	<p>Australia and New Zealand will identify risks, issues and opportunities for responsible environmental protection and enhancement throughout planning, staging, and post-tournament legacy phases of the 2023 FIFA Women’s World 2023™. The identification process will be developed using international best practice, with reference to and analysis of Host City environmental regulations and guidance, FIFA’s requirements, best practice for global sports events, relevant international standards and protocols and input from stakeholders. Australia and New Zealand shall ensure that all environmental certificates required pursuant to applicable laws and regulations are obtained,</p>



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<p>materials, water, food and biodiversity</p>	<p>while minimising possible adverse environmental impacts.</p> <p>Australia and New Zealand will issue a cleaning and waste management plan that ensures that waste at sites, to the greatest extent possible, is avoided, reduced, reused and/or recycled to ensure that all Sites are equipped with such cleaning and waste management tools and devices as set out in detail in the 2023 FWWC Hosting Requirements.</p> <p>Team travel between host cities will involve, at FIFA’s discretion, charter or commercial flights, with appropriate carbon offset programs.</p>
<p><b>Environmental protection</b></p>	
<p>What measures would be taken to manage the carbon emissions and mitigate the carbon footprint of the Competition in the bidding country(ies)?</p>	<p>Carbon Management</p> <p>Australia and New Zealand shall collaborate and collect data to support FIFA and the 2023 FWWC Entity in the carbon management program in relation to the Competition, including an ex-ante carbon footprint study, the development and implementation of a plan to reduce and offset.</p> <p>In 2017, the Australian Government officially launched new National Carbon Offset Standards (NCOS) for Buildings and Precincts following extensive collaboration with the Green Building Council of Australia (GBCA) and industry. The Standards – which are in line with the principles set out in WorldGBC’s Advancing Net Zero project - enable building owners to calculate the emissions from their properties, reduce them as much as possible, and then purchase carbon offsets or carbon credits equivalent to any remaining emissions to achieve net zero carbon (or carbon neutrality). Building owners can use GBCA’s Green Star – Performance certification or the NABERS Energy rating process as pathways to demonstrate compliance.</p> <p>In New Zealand, the Parliament recently made global headlines due to adopting a measure to cut carbon emissions to net zero by 2050 by law.</p> <p>Australia and New Zealand would build on a longer term legacy by such measures. For example, GOLDOC also contributed to a longer term legacy solution for the venue by upgrading the lighting specifications from a metal halide solution to an LED solution. This provided a lighting level to meet the needs of GC2018 and cut energy consumption by up to 60%, reducing running costs and carbon emissions.</p>



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<p>FIFA requires all stadiums to obtain internationally recognised sustainable building certification. Which certification system(s) would be applied for in the bidding country(ies)?</p>	<p>Australia and New Zealand will collaborate with the Green Building Council of Australia (GBCA) and industry. This has been successful in the past for mega-sporting events. Stadium Australia is a model of green, functional, cost effective design and is still regarded as one of the most environmentally sustainable stadia in the world.</p>
<p>Describe existing zero or low emissions transport alternatives in and between Host Cities, including but not limited to public transport and vehicles that run on renewable energy</p>	<p>FFA and NZF shall encourage the Australian and New Zealand Governments and other competent local, regional or national governmental authorities of the Host Countries as well as the Host City Authorities to offer spectators environmentally friendly means of transport in the Host Cities, including but not limited to public transport and vehicles that run on renewable energy. Sydney, Brisbane, Melbourne and Auckland are transitioning to electric bus fleets in 2020.</p>
<p>List relevant national and local laws related to the reduction, reuse and recycling of waste generated</p>	<p>Recycling in Australia is regulated by the <a href="#">2018 National Waste Policy</a> which includes the <a href="#">Australian Packaging Covenant</a> and the <a href="#">National Television and Computer Recycling Scheme</a>, and by local council regulations.</p> <p>Recycling in New Zealand is regulated by the Waste Minimisation Act 2008 Act.</p>
<p>Describe common practices and availability in the Host Cities of recycling systems and facilities related to the different streams of waste generated at Competition sites including PET and other types of plastic, paper, cardboard, glass, aluminium, compostable waste, wood, cables, batteries and IT waste</p>	<p>All Australian and New Zealand cities support recycling by provision of special wheelie-bins and access to recycling centres. For example, the City of Sydney has an active <a href="#">recycling campaign</a>. Auckland has a target to reduce waste to zero by 2040 - <a href="https://www.makethemostofwaste.co.nz/recycling/">https://www.makethemostofwaste.co.nz/recycling/</a></p> <p>Australia and New Zealand's goal is to maximise resource and energy efficiency in the manufacturing and supply process in order to minimise environmental impacts. This may include reused and recycled content, minimising packaging, designing products that can either be reused or recycled and where possible choosing leasing arrangements over buying.</p>
<p>Given the legal framework and the existing recycling systems in the bidding country(ies), describe how best to reduce, reuse and recycle waste generated at Competition sites</p>	<p>The 2023 FWWC Entity will have a goal to reduce waste to landfill through innovative waste management practices and adopting the Waste and Recovery Hierarchy (avoid, reduce, reuse, recycle, recover, dispose).</p> <p>Australia and New Zealand's goal is to maximise resource and energy efficiency in the manufacturing and supply process in order to minimise environmental impacts. This may include reused and recycled content, minimising packaging, designing products that can either be reused or recycled and where possible choosing leasing arrangements over buying. Key questions will be asked at every stage: What is it made of? What is it wrapped in? What environmental impacts are associated with its provision?</p>



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	<p>Sustainable forestry is an important concern for the health of ecosystems, biodiversity and Greenhouse Gas (GHG) emissions. Australia and New Zealand will strive during their hosting of the 2023 FWWC that unless timber and forestry products are reused or recycled materials they must be certified under an accepted international sustainable forestry management scheme in accordance with the Minimum Requirements.</p>
<p><b>Briefly describe the key biodiversity impacts and opportunities of the tournament (e.g. preserving green spaces, enhancing natural habitats in urban environments, sharing biodiversity data collected during the development of venues, and supporting carbon offset projects that will also generate biodiversity benefits)</b></p>	<p>Australia and New Zealand will strive for a 2023 FWWC legacy that shows biodiversity benefits where possible. For example, twenty years after hosting the Olympic Games, reclaimed site Sydney Olympic Park now supports a rich natural environment that includes over 250 native animal species, over 400 native plant species and three endangered ecological communities.</p> <p>The high ecological values of the Park have resulted in 304 hectares (nearly half of the Park) being zoned under NSW planning legislation for environmental conservation and management.</p> <p>Key habitats include:</p> <ul style="list-style-type: none"> <li>• estuarine and freshwater wetlands;</li> <li>• remnant eucalypt forest;</li> <li>• saltmarsh meadows; and</li> <li>• woodland bird habitats.</li> </ul> <p>The Park's habitats are a restored landscape and demonstrate the positive ecological outcomes that can be achieved when conservation works are integrated with development.</p> <p>The natural environments of the Park:</p> <ul style="list-style-type: none"> <li>• support a rich natural heritage, valuable in its own right;</li> <li>• enrich visitor experience by providing opportunities to connect with nature;</li> <li>• provide a living classroom for environmental education programs; and</li> <li>• attract businesses and residents seeking proximity to nature.</li> </ul> <p>Management of the Park's flora and fauna is based on the biodiversity objectives set out in the Sydney Olympic Park Environmental Guidelines. Key management tasks are to:</p>



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	<ul style="list-style-type: none"> <li>• Implement adaptive habitat management;</li> <li>• Maintain the landscape of the 'natural' areas of the parklands;</li> <li>• Restore and improve degraded and depauperate habitats;</li> <li>• Manage pest fauna species;</li> <li>• Monitor and report ecological health; and</li> <li>• Coordinate community participation in environmental programs.</li> </ul>
<p><b>How could the FWWC 2023 be used to improve and promote environmental protection in the bidding country(ies)</b></p>	<p>Australia and New Zealand will integrate positive environmental messages into the Competition through match day activities.</p>
<p><b>Other relevant information related to environmental protection</b></p>	<p>None.</p>