



Stakeholders and Channels of Dialogue

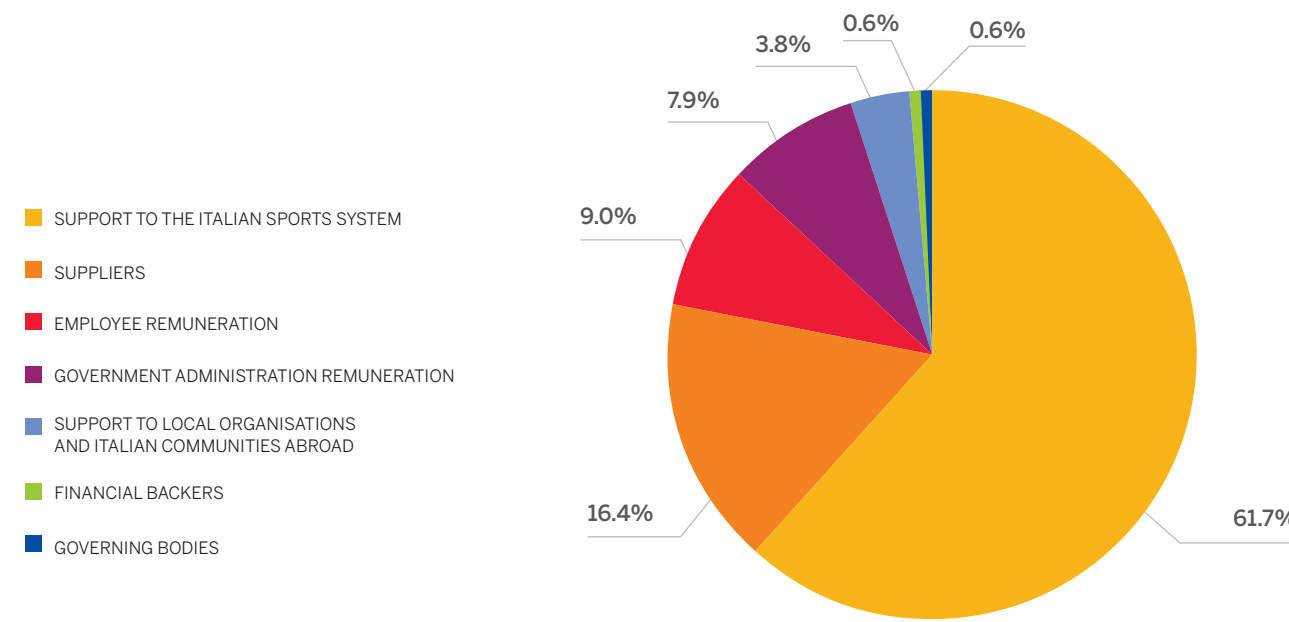
Relations with stakeholders centred on continuous dialogue and engagement are at the heart of the strategic decisions of CONI and Coni Servizi.

STAKEHOLDERS	DIALOGUE CHANNELS
EMPLOYEES	Intranet and HR portal; Periodic meetings; Assessment processes; Training activities; Meetings with management; Union relations; odv231@coni.it.
INTERNATIONAL OLYMPIC COMMITTEE (IOC)	Participation of Italian IOC Members in CONI Board meetings (monthly average attendance); Institutional meetings; Participation in commission proceedings.
NATIONAL INSTITUTIONS	Annual report; Sustainability report; Institutional communications; Periodic meetings; Conventions; Agreements and partnerships for new projects; International forums; Sports Law journal.
SPORTS INSTITUTIONS (NSF-ASD-SPB-MA)	Meetings of CONI National Council (monthly average attendance); Participation of NSFs, ASDs, SPBs in meetings of CONI board meetings (monthly); Training courses; Workgroups/commissions; Institutional meetings; www.coni.it; Sustainability report; Sports Law journal.
SPORTS CLUBS AND ASSOCIATIONS	Spazio Sport and SdS (four-monthly) magazines; Internet website; Online press review (daily posting); Periodic meetings with Amateur Sports Associations; Social media; info@coni.it.
MEMBERS (ATHL., COACHES, OFFICIALS, ENTHUSIASTS)	Seminar and sports events; Athletes' and coaches' participation in National Council meetings (monthly average attendance); Coaches' national forum; Spazio Sport and SdS (four-monthly) magazines; www.coni.it; Social media (daily posting); Sports Law journal; info@coni.it.
MILITARY SPORTS GROUPS AND STATE CORPS	MoUs and agreements; Spazio Sport and SdS (four-monthly) magazines; Online press review (daily posting); www.coni.it.
SPONSORS	Periodic meetings; Working groups; Partnerships, press conferences, events.
SUPPLIERS	Electronic procurement platform; Meetings with category managers; Tenders; Briefings.
UNIVERSITIES AND SCHOOLS	Memorandums of understanding and conventions; Workgroups and commissions; Institutional meetings; Sports promotion events within school and university facilities.
COMMUNITIES AND LOCAL AUTHORITIES	Partnerships to implement social projects; MoUs and agreements; Sports promotion national committee; Initiatives to promote sports educational values; Workshops and events; Social media; www.coni.it; info@coni.it; responsabiletrasparenza@cert.coni.it; Sustainability report.
ENVIRONMENT AND FUTURE GENERATIONS	Sustainability report; (Annual) energy report; Meetings with environmental associations and experts.
MEDIA	Conferences; News releases; Press office activities; www.coni.it; Online press review (daily posting); Social media (daily posting); comunicazione@coni.it.



Distribution of CONI System Added Value

CONI's added value - increased in 2015 compared to 2014 - is equal to €486,025,348 and it is mostly distributed to stakeholders, particularly to support Italy's sports system.



WHO: FOCUS ON PEOPLE

Our people

In order to improve the wellbeing of all its collaborators, Coni Servizi has always sought to create a positive working environment, founded on correctness and mutual trust. In pursuing this goal CONI seeks to constantly raise the quality of services provided.

669 EMPLOYEES



+ than 1,000 hours of training provided
52.9% between the ages of 30 and 50

46.8% 313 MALE



49.8% between the ages of 30 and 50

53.2% 356 FEMALE



55.6% between the ages of 30 and 50

Data at 31 December 2015.



CONI's assets to enhance top-level sports

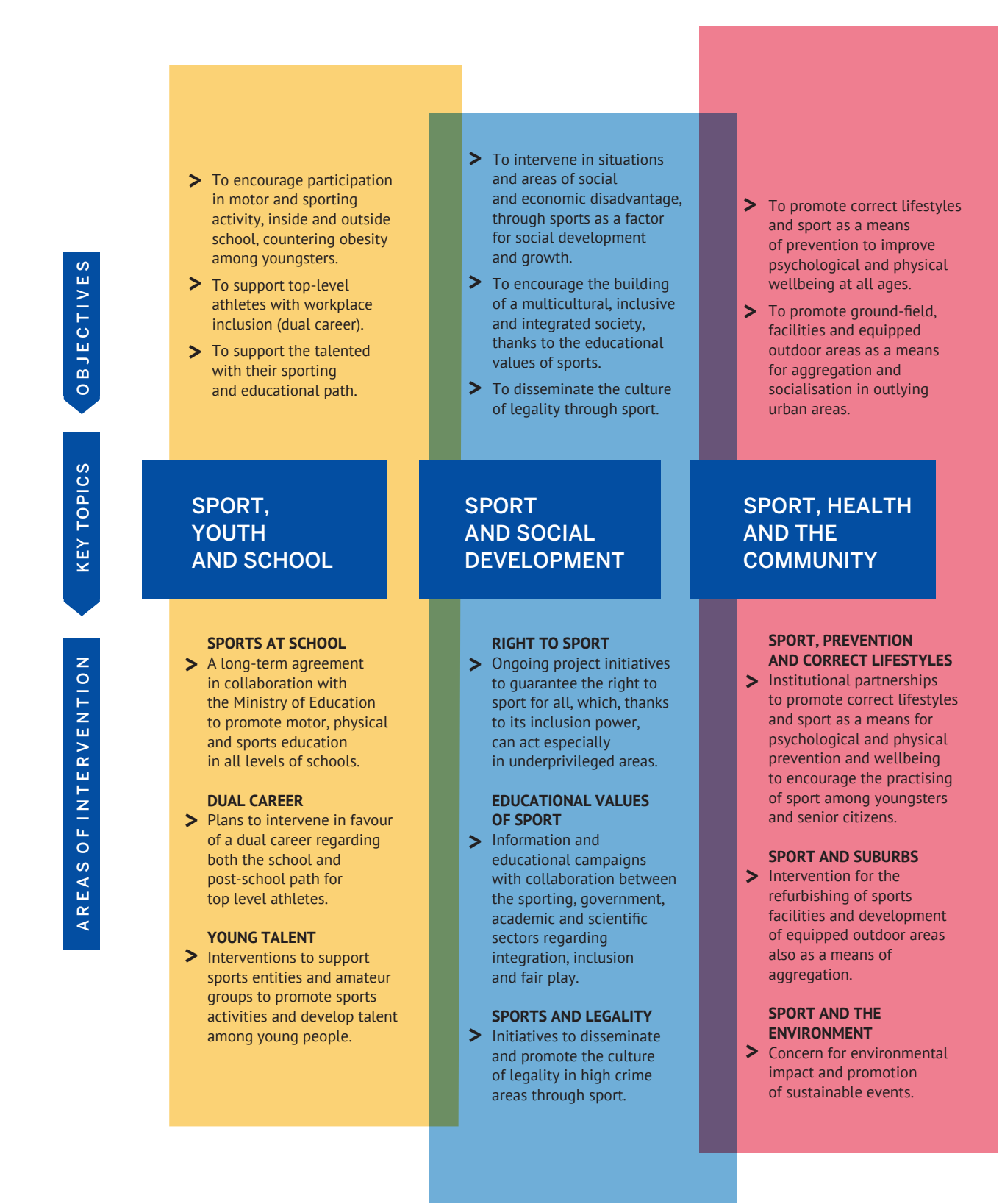
CONI manages Olympic Training Centres, sports facilities, anti-doping activities, sports justice, educational centres of excellence and athletes' healthcare, constantly supporting top-level sports, in order to allow athletes to fulfil their potential and promote the success of Italian sport at both a national and international level.

OLYMPIC TRAINING	CONI's three Olympic Training Centres (OTC), in Rome, Formia and Tirrenia, serve as both training camps and permanent centres for NSFs. CONI, through Coni Servizi, invests in OTCs to raise the quality of operating facilities, accommodation and relative services, generate positive effects on the sports movement and on the respective local area. The goal is to embark on a qualitative process in conjunction with Federations, based on new investments and rise in the number of users, which can generate extra added value.
ANTI-DOPING	Further to its Statute, CONI works to prevent and suppress the use of substances or methods that alter the natural physical performance of athletes in sports competitions, also working in collaboration with the authorities designated to supervise and control doping activities and protect health in sporting activities. In 2015 an autonomous ad hoc body was created, "NADO Italia", which has sole responsibility for the adoption and application of national anti-doping rules and programmes.
SPORTS JUSTICE SYSTEM	The reform of the Sports Justice Code decided by the National Council on 15 July 2014 seeks to: i) ensure and preserve – through the creation of two bodies (General Sports Prosecutor's Office and the Guarantees Committee of sports) – the independence of the Sports Federations and Associated Sports Disciplines in administering justice; ii) empowering the bodies of federal justice, reiterating and affirming the supervisory and coordinating power attributed to CONI by law in relations with Federations and Associated Sports Disciplines, and to ensure compliance with the principle of legality in the sports system.
SPORTS MEDICINE AND SCIENCE INSTITUTE	The Sports Medicine and Science Institute is the CONI structure whose institutional task is to safeguard elite athletes' health and to provide National Sports Federations with the instruments needed to improve sporting performance and promote a sporting culture, with a view to furthering the wellbeing of the individual, in part by means of research in the sphere of physical exercise and sport. www.medicinaescienza.coni.it
SCHOOL OF SPORTS	The School of Sports (SoS) is the structure responsible for organising sports-related training within CONI. Founded by Giulio Onesti in 1966 for the growth of Italian sport, today it is the main point of reference for the technical departments and study centres of National Sports Federations. The SoS offers sports workers training courses and the experience and results of research in the spheres of medicine, sports technology, engineering and management. The main areas of training are sports technical and management, aimed chiefly at business managers and CONI/NSF employees. www.scuoladellosport.coni.it
CONSULTANCY FOR SPORTS FACILITIES	Coni Servizi, through the Consultancy for Sports Facilities area, offers ad hoc services to a range of actors, with the aim of optimising investments and providing support for the planning of sports facility management. Services include: <ul style="list-style-type: none"> • an assessment of the current state and functions of public sports facilities; • identification of the business model for the sports facility through a careful analysis of supply and demand in a given local area; • strategic, technical and operational support in the phases of design, construction and running of the sports facility.



The strategic social responsibility plan in brief

CONI recognises the social and educational importance of sport, and has drawn up a long-term strategic plan outlining objectives, key topics and areas of intervention to steer its actions for the promotion of sport for all.



OUR CHALLENGES

CONI AND TOP-LEVEL SPORT

Supporting top-level sport and empowering sports talent are the mainstays of CONI's mission. Indeed, by providing support to the National Sports Federations, ensuring an efficient management of the Olympic Training Centres and sports facilities as well as anti-doping policies and sports justice system, it contributes to the success of Italian athletes in national and international competitions. In addition, CONI invests in the enhancement of two major strategic assets: the National School of Sports, an excellence centre of learning, and the Institute of Sports Medicine and Science for the athletes' healthcare.

CONI AND THE SOCIAL ROLE OF SPORT

CONI is aware of the important role that sport plays as a means fostering the social development and psychological and physical well-being of the community and is actively committed in three main action areas:
 Sport, Youth and School: by designing specific projects aimed at promoting sports values and physical and sports motor skills for the youth, both inside and outside the school environment.
 Sport and Social Development: by championing the right for everyone to engage in sport endeavours and promoting sport as an avenue to foster social integration, development and inclusion.
 Sport, Health and the Community: by promoting healthy and appropriate life styles through sport at all ages, while enhancing sport and sports facilities as a means of aggregation and socialisation in suburban areas.

FOCUS ON PEOPLE

People empowerment results from a balance between specific aspects such as respect, safety, well-being and dialogue. Coni Servizi is committed to promoting the professional growth of its employees by developing individual skills and knowledge to the fullest extent possible, while fostering a supportive and motivating working environment. The people working at CONI are a key driver for the development of the entire system.



CONI.IT

Sustainability Report 2015 excerpt



2015 CONI SUSTAINABILITY REPORT IN BRIEF

A sustainable strategic model oriented to good governance

GOVERNANCE AND TRANSPARENT REPORTING

The governance system adopted by CONI and Coni Servizi is based on principles of transparency, clarity and fairness in their dealings with all stakeholders. The Organisation's operations are centred on a responsible and ethical approach, which also applies to the management of activities aimed at reaching the institutional objectives and creating long-term sustainable value for the sports system and the community as a whole. The principles of transparency, fairness and clarity result in a tangible and consistent reporting endeavour based on the strategic decisions made, as reflected in on both the institutional website as well as the Financial Report, Energy Report and Sustainability Report.

STAKEHOLDER INCLUSION AND ENGAGEMENT

CONI's relational capital consists of the ability to establish a continuous and proactive dialogue with its stakeholders, with special reference to the different components of the national sports system, ensuring that they are also represented within boards and committees and contribute to the growth of Italy's sports system. For the purpose of meeting the demands of key stakeholders and identifying their plausible expectations, CONI has created channels and opportunities for an increasingly open and candid two-way communication system with a view to integrating its own strategic decisions.

