



Environmental Sustainability Policy

Last Update by Maria Crawford on 21st July 2025

Purpose

We are committed to developing a pathway that will see Embracing Arts achieve Net Zero by 2030. We believe we can achieve this and continue to make the very best theatre to inspire generations to come.

We will do this by developing and following an Environmental Action Plan with our Core Team, Board, volunteers and freelancers alongside peer-to-peer networks locally and nationally to increase knowledge & impact.

Definitions

- **Net zero** – completely negating the amount of greenhouse gases produced by our activity, to be achieved by reducing as many emissions as possible and offsetting those that cannot be reduced.
- **Offsetting** – neutralising carbon emissions by paying others to reduce emissions or absorb CO2 to compensate for your own emissions.
- **Theatre Green Book** – initiative by the UK theatre industry to work more sustainably. In three volumes it sets standards for making productions sustainably, for making theatre buildings sustainable, and for improving operations like catering and front of house.
- **Carbon Reduction Target** – percentage annual target to reduce carbon impacts, measured in Co2 kg from a baseline year Departmental Action Plans – each plan will outline carbon reduction goals, with objectives, measurements, actions and responsibilities.
- **Carbon Footprint** – amount of carbon dioxide released into the atmosphere as a result of the activities of a particular area, department, or service provided.

Scope

This policy applies to all those who work in the Embracing Arts' Core Team, Board, Volunteers and Freelancers.

Responsibility

- The Board are responsible for monitoring the Embracing Arts' progress towards Net Zero and reviewing this policy on an annual basis.
- The Core Team are responsible for defining the policy, ensuring an Environmental Action Plan (EAP) is set and followed and targets are met.
- The Sustainability Champion is responsible for implementing the EAP, setting targets and leading the organisation on environmental activity.
- Volunteers and freelancers are responsible for following the EAP.

Statement / Commitment

Our commitments:

- To embed environmental sustainability at the heart of Embracing Arts' practice.
- To work to the standards of the Theatre Green Book.
- To set year-on-year carbon reduction targets.
- To use the best tools and practice to help minimise our carbon impacts.
- To report on our progress annually.
- To share our experience and learn from others within the wider sector and by working with peer networks.

Monitoring and reporting:

Our Environmental Policy will be reviewed on an annual basis by our Sustainability Champion for approval by our Board and updated as necessary.

Our areas of focus:

Operation – All areas of Embracing Arts should operate with minimal environmental impact where possible. We will ensure our staff have the tools and knowledge to examine their own practice and decision making, with ideas for change filtering throughout the company.

Office spaces – Whilst Embracing Arts has no fixed building or office space, we will be assessing the freelance individual set ups of our Core Team to understand our environmental impacts and what steps we can put in place to reduce it.

Projects – We will work with creative and production teams to examine every step of the process of bringing shows and workshops to our audiences and understand how to reduce their environmental impact.

Travel - Whilst travel is necessary for our projects, we aim to minimise high-emission travel for our core team and freelancers, encouraging public transport as often as possible.

Materials - Our work requires a range of materials to deliver the sensory nature of our services. We track and record all props, costumes and materials and aim to source sustainably, reuse and recycle, ensuring each item has the longest life-cycle possible.