



## **Aberdeen Performing Arts**

### Environmental Sustainability Policy

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## 1. Mission

Aberdeen Performing Arts aspires to minimise its impact on our environment and maximise the effective use of its resources. We aspire to be a socially responsible and environmentally sustainable creative organisation who is committed to protecting people and planet and ensuring the long-term future success of our venues.

At Aberdeen Performing Arts we recognise that our responsibility in relation to the environment and planet is far reaching beyond our legal and contractual obligations and as such we want to ensure that we foster a culture of openness and transparency to ensure that environmental sustainability plays a pivotal role in everything we do, from the fabric and operation of the venues we operate from within, to the educational and awareness role that our outreach programmes play in the communities we serve. Additionally, as a performing arts organisation we understand we play a vital role in supporting the growth of carbon literate networks through our peer-to-peer learning in the creative industry across the North East and Scotland. Everyone has a part to play in collectively working to a Net Zero Scotland, and our organisation and venues are no different.

## 2. Aims and Commitments

Aberdeen Performing Art's Green Action Plan

Through this policy and our delivery framework we set out to:

- Actively reduce our Carbon Footprint, by eliminating and reducing carbon emissions wherever possible and exploring opportunities to meaningfully offset any unavoidable carbon emissions.
- Work in line with Scottish Government Net Zero Framework and Aberdeen City Council Carbon plans.
- Comply with all environmental legislation.
- Regularly review our Environmental sustainability Policy and our Green Action Plan.
- Ensure that tone and direction in relation to Environmental Sustainability is set and led on by our Leadership Team.
- Ensure that Environmental Sustainability is firmly at the centre of all work undertaken and promote a responsible approach to utilisation of natural resources in the business.
- Foster an open, transparent and inclusive culture and approach to bringing forward ideas.
- Consideration and sourcing of the appropriate funds to undertake key sustainability projects.
- Develop an environmental management system to ensure adequate monitoring and progress.
- Actively promote environmental sustainability in our community and to our patrons.
- Partner with our suppliers and visiting artists to promote and advocate environmental sustainability
- Take an active role in fostering peer-to-peer learning and network creation around the theme of environmental stewardship and carbon literacy within the creative industry.
- Foster the climate conversation through supporting creatives to produce original works and attract pieces of creative work that explore the theme of climate through the lens of culture.

### 3. Alignment to UN Sustainability Goals

Of the 17 UN Sustainability Goals, the work undertaken by Aberdeen Performing Arts considers at least 12 of these. This is either delivered directly as a result of direction from policy, or through other supporting business policies or strategies.



3	Good Health & Well-Being	- Healthy Working Lives Working Group (current Gold Award Holder) - Employee Wellbeing Schemes (Flu Jab, Discounts etc)
4	Quality Education	- Creative Engagement Programme (Diversity & Inclusion and Climate Action specific)
5	Gender Equality	- Change Maker for Inclusion & Diversity role created - Comprehensive EDI policy in place
7	Affordable and Clean Energy	- Renewable sources of energy (Gas and Electric) - Exploring the potential of self-generation (Solar / Wind)
8	Decent Work and Economic Growth	- Introducing Real Living Wage for all employees - Improving contractual conditions for employees - Creating opportunities for development within our organisation
9	Industry, Innovation and Infrastructure	
10	Reduced Inequalities	- Change Maker for Inclusion & Diversity role - EDI policy reviewed and updated
11	Sustainable Cities and Communities	- promoting sustainable travel for both staff and visitors - creation of biodiversity and permaculture within our venues
12	Responsible Consumption and Production	- Green Action Plan
13	Climate Action	- Change Maker for Climate Action role
16	Peace, Justice and Strong Institutions	- Change Maker for Inclusion & Diversity role
17	Partnership for the Goals	- Change Maker for Climate Action role

#### 4. Areas of Focus

This policy sets out the strategic definition and vision of Aberdeen Performing Arts, and underpins our Green Action Plan, which sets out the detail for the coming 3 years and is reviewed annually.

The activities of the Green Action Plan aim to provide direction in the following six segments of our organisation.

Our People	Our Audience
<p>Empower our people to challenge practices and to promote and encourage ideas for improvement in relation to environmental sustainability.</p> <p>(Training / Policies and Reference Documentation) (Creative Changemaker roles supporting initiatives)</p>	<p>Enabling our audience and visitors to understand their carbon footprint and to provide resources to minimise their impact.</p> <p>(Travel Plans, Travel Partnerships, Visible Recycling and composting)</p>
Our Venues	Our Suppliers
<p>Routine maintenance plan that encompasses sustainability consideration (i.e maintain instead of replace)</p> <p>Future building renovation programmes incorporate the most recent sustainable building features and methods.</p> <p>Undertake a review of our hospitality practices to determine and implement processes to reduce waste and associated footprint.</p>	<p>Work wherever possible with suppliers with existing environmental sustainability policy.</p> <p>Use our influence to encourage existing suppliers who do not have an environmental sustainability policy or statement of their own to introduce one.</p>
Our Productions	Our Reach
<p>Encourage our visiting companies and artists to adhere to our sustainable environmental policy and work with them collaboratively to reduce their carbon footprint.</p>	<p>Creative Change Maker Role actively working within the communities we serve.</p> <p>Promotion of local initiatives through our wide social media channels.</p>

#### 5. Building on our Success

Significant steps towards a sustainable future have already been taken, however we know that we still have a long road ahead. Some of our key achievements to date are as follows:

- Implementation of a programme of works to replace all tungsten filament light fittings to GDS LED light fittings across His Majesty's Theatre and Music Hall, incorporating motion sensors where appropriate. This programme is already over 85% complete and results in a reduction in the burn as well as ensuring that artificial lighting is only active when an area of the building is in use.
- Introduction of a new Building Management System (BMS) at the Music Hall as part of a wider redevelopment programme ensuring that the building is correctly zoned and allowing for greater control over pumps, boilers and heat emitters and thus reducing wastage and emissions.
- Actively promoting the use of public transport options to our audiences, visitors and workforce through our social media and web channels.

- Introducing a greater range of locally sourced and fair-trade products and produce in our cafes and bars, reducing the carbon footprint in terms.
- Introducing recycling and composting across all our venues in both front of house and back-office locations and the correlating educational piece around its use, to promote the diverting of waste from landfill.

## 6. Implementation

- Support for this policy from Board and Chief Executive with a designated Board Member responsible.
- Regular Communication to all employees.
- Inclusive approach to the Green Team, with membership open to, and encouraged from all employees.
- Successful monitoring and progress against Green Action Plan.
- The Leadership Team will report to the Board quarterly on Green Progress.
- Develop sustainable initiatives, partnerships and collaborations, through Creative Change Maker for Climate Action role

## 7. Evaluation and Monitoring

To ensure that we achieve our commitments set out in this policy we will undertake the following in relation to monitoring and reporting:

- Establishing and defining relevant and measurable environmental and sustainability KPIs and metrics.
- Establishing the current position for identified KPIs and metrics to which we can baseline against, ensuring appropriate tracking.
- Benchmarking externally the established environmental and sustainability KPIs and metrics and setting appropriate reduction targets.
- Develop a tailored and focussed reporting framework and methodology:
  - Internal and Operational, focusing on our Staff and Management, playing back some of the key achievements and performance metrics.
  - Internal and Strategic, focussing on our Leadership Team and Board, highlighting key performance metrics and performance against the Green Action Plan.
  - External, focussing on our Audience and the communities we serve.
- Bi-monthly review of the Green Action Plan detail with Green Champions, ensuring that new initiatives brought forward can be adequately assessed and prioritised.
- Regularly using market research data from audiences, visiting artists and companies and staff to tailor approach and highlight patterns and trends.
- Regular review of this policy and Green Action Plan by the Leadership Team to ensure that the plan and targets remain achievable and measurable.
- Identifying opportunities to partner and collaborate with and learn from other organisations to find solutions that allow us to meet targets.

## 8. Accreditation and Recognition

Our journey to a sustainable future is not solely focused on achievements, however by partnering with relevant industry bodies or working to achieve relevant accreditation it allows us as an organisation to embrace a collaborative approach.

### Current Membership & Achievements

#### Green Arts Initiative

Aberdeen Performing Arts are active members of the Green Arts Initiative. This accreditation scheme lets us join with a growing network of arts and culture organisations also seeking to reduce their environmental impact and share methodology and ideas for collective good.



#### Healthy Working Lives

Healthy Working Lives is an award programme that supports employers and employees to develop health promotion in the workplace in a practical, logical way, that's beneficial for all. Aberdeen Performing Arts has already secured the Healthy Working Lives Silver Award and will actively work towards achieving the Gold Award. This top achievement ensures that we have the necessary tools, policies and frameworks in place to adequately support our workforce.



### Next Steps

#### Green Tourism

The scheme is an accredited Visit Scotland Quality Assurance scheme. It is the largest and most successful environmental accreditation body for the tourism business in Europe with currently 700 members, a number that is constantly increasing. Their platform provides a suite of tools to allow our organisation to assess our current position and to develop working plans across sections of our organisation to aid our journey to a more sustainable future.



#### ISO 2012-1 (Event sustainability management system)

ISO 2012-1 is a voluntary international standard for sustainable event management, created by the International Organisation for Standardisation. The standard aims to help organisations improve sustainability throughout the entire event management cycle and is applicable all members of the event industry supply chain. Through achieving this standard, we would be able to work towards developing a widely recognised and understood framework.



## APPENDIX 1 – Supplier Code of Conduct – Environmental Sustainability Statement

Aberdeen Performing Arts is committed to conducting business in a ethical, transparent and responsible manner and adhering to all applicable and relevant legislation. We understand that to achieve our wider sustainability targets and goals we require a collaborative approach and it is vitally important that we conduct business with suppliers who share our commitments to environmental sustainability as seriously as we do. We therefore set out our expectations for all suppliers we undertake business with.

### Environmental Sustainability Policy & Management System

Our suppliers should have a clearly written environmental sustainability policy appropriate to the size, nature, and complexity of their organisation. The policy should be reviewed at least annually and should be signed and dated by a member of their senior management team. Ideally this policy should be made available on the supplier's external website, however if not, it should be made available as part of the supplier onboarding and due diligence checks, or upon request by Aberdeen Performing Arts.

In addition to a policy stating the organisations strategic vision in relation to environmental sustainability the supplier should have an effective internal environmental management programme, again appropriate to the size, nature, and complexity of your organisation. This should set out your organisations aims and objectives towards carbon reduction and management.

Ideally our suppliers should be able to evidence that they actively measure their carbon emissions and have a plan in place to reduce their footprint.

### Recycling, Packaging and Waste

Our suppliers should endeavour, to wherever possible, source consumables and packaging from a sustainable or recycled source or be able to evidence progress towards this.

In addition, it is expected that our suppliers will be able to evidence efforts made to minimise the production of waste by their organisation and work with us to reduce our packaging waste, eliminate the use of single use plastics and increase the number of recycled materials in products.

### Energy

Our suppliers should be able to evidence initiatives to monitor, control and reduce the use of natural resources that are central to their operation, as well as those of their production supply chain. Natural resources include, and are not limited to, electricity, gas, water etc.

### Hazardous Materials and Pollutants

Our suppliers should make best endeavours to remove the use of hazardous materials and environmental pollutants in their production and supply chain.

### Supporting Local

Our suppliers should advocate local produce and supply wherever possible, and act as ambassadors for local business.

## APPENDIX 2 – Responsible Visitor Charter

Aberdeen Performing Arts is committed to reducing the environmental impact of its operation and all the events that take place within our venues. As an organisation we have a robust plan in place to, however this is not a journey we can take on our own, and we look to our visitors to help us take a comprehensive approach.

We are delighted that you are joining us, whether as a visitor to enjoy a performance or event, or whether you are a visiting company, and we would ask that you help us achieve our sustainability objectives by considering the following:

- **Consider your Carbon Footprint**

Wherever possible leave the car behind and consider an alternate public transport option. All of our venues are located within a 15-minute walk from the central train and bus station, with a number of local bus stops located even closer. If you are local to us, then even consider increasing your step count and walk. Where public transportation is not an option then considering using a carbon offset donation against your journey emissions.

- **Conserve water**

When using toilet and shower facilities within our venues please use water wisely and remember not to leave taps running and wherever possible minimise flushing.

- **Conserve energy**

Whilst the lifts in our venues are essential for some visitors, many visitors can utilise the stairs. This is not only good exercise but also contributes to reducing our energy consumption

- **Reduce, reuse, recycle, compost**

We have a number of designated recycling points available throughout our venues. Please don't leave your waste behind at your seat, but instead take a moment to drop it in the appropriate bin.

- **Consider e-tickets wherever possible**

Where you have the option consider using an e-ticket over a conventional printed paper ticket. Not only does this help us reduce waste but it has a benefit to you ensuring your ticket is readily available and safe at all times.

- **Respect nature and our local environment**

We pride ourselves on being good neighbours and we would ask you to respect our local environment by not littering, instead use the recycling facilities throughout our venues, and keep the noise when leaving our venue to a minimum.

- **Support Local and Understand your Impact**

Support our local businesses by visiting the Green Tourism website this not only helps small business thrive but reduces the carbon emissions as a result of transport and distribution. Take some time out to consider how you can reduce your emissions at home by using the free tools available at [zerowastescotland.org.uk](http://zerowastescotland.org.uk)

If during our visit you wish to understand further how Aberdeen Performing Arts are tackling our commitments to environmental sustainability, then either ask a member of our team to view our Environmental Sustainability Policy or visit our website. We thank you for being a responsible visitor to our venues and hope to welcome you back again some time soon.