

Environmental Action Plan

Introduction

Theatr na nÓg recognises that we are in a climate emergency and that it has a responsibility to the environment beyond legal and regulatory requirements.

We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with bi-monthly review points.

We will encourage our staff, volunteers, the creative teams we work with, audience members and our stakeholders to do the same.

All employees have a responsibility to ensure that the aims and objectives of the plan are met.



Updated July 2024

Aims

We endeavour to:

- Comply with and exceed all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into all business decisions.
- Increase employee awareness and training.

Approach

We have conducted an audit of all aspects of the business, examined our current position and looked at ways we can reduce our impact on the environment.

We will continue to identify ways we can move towards becoming a carbon neutral company. We will calculate a baseline for our emissions from energy, transport, and waste to track our progress. We will use the baseline of the Theatre Green Book (TGB), to form our baseline for future productions, and progress from here.

Scope 1 Direct Emissions:

Impact area: Transport

Goal: Reduce our carbon footprint, and use of fossil fuels.

Progress: When booking tours, we consider most direct route, though this is dependent on venues. Public transport/car sharing used wherever possible. No longer have van, will hire from now on when necessary. When booking accommodation, choosing locations within walking distance of venues, wherever possible.

Actions:

- Follow all TGB recommendations on touring.
- Calculate and monitor footprint from travel with aims to look at more sustainable options.

Impact area: Gas

Goal: Supplied by energy companies using 100% renewable energy. Current consumption reduced.

Progress: Consider moving supplier when contracts up for renewal. Invested in our IT infrastructure to enable mobile working, enabling us to work flexibility.

Actions: Monitor consumption monthly and annually. Looking at setting fair targets that consider when we are using the building. Explore heat pump options and funding for this if viable. Replace TRVs so we can better control heating.

Impact area: Outside space

Goal: Have a green space that benefits the surrounding area.

Progress: NPT Youth Fund funded a group of young people at Cefn Saeson School to conduct a project which involved volunteering within the community.

Actions: Sign up to Keep Wales Tidy – do a litter pick on walks and get teams involved.

Plant wild flowers to help with pollination.

Explore options for using space.



Scope 2 Indirect Emissions:

Impact area: Energy

Goal: Supplied by energy companies using 100% renewable energy & Current consumption reduced.

Progress: We have installed a smart electrical meter to provide more accurate usage reporting. A closer monitoring of electrical usage.

Actions: Consider moving electricity and gas whenever contracts are up for renewal to most sustainable.

- Create baseline with a need to consider the varying activity in the building.
- Reduce our energy consumption by 10% in the first year (23/24)



Impact area: Building

Goal: New electrical appliances purchased have a minimum energy efficiency rating of A. Investment in the building so energy efficiency improvements are made.

Progress: Changed lighting to LED and changed the switches to one central bank so they can be easily found and not left on. Windows are double glazed. Added lagging and looking into funding for further insulation of walls and ceiling voids.

Actions:

Continue actioning the no and low-cost measures the Resource Efficiency Report produced by Sustainable Communities identified.

Scope 3 Indirect Emissions from Organisational Activities:

Impact area: Transport

Goal: Reduce our carbon footprint. Rehearsal and showtimes optimised to allow a decreased use of private vehicles.

Progress: We encourage use of public transport for everyone and promote and support car sharing. Lots of car sharing during The Butterfly Hunter and increased public transport use for Operation Julie. Raising issues of audience travel in discussions for shows.

Actions: Exploration of idea to install electric car charging points. Follow TGB's recommendations. Explore barriers as to why company do not/cannot use public transport.

Impact area: Consumables

Goal: All cleaning and toiletry products are environmentally friendly, cruelty free and vegan. Tea, coffee, toilet paper, and other consumables from sustainable sources.

Progress: We have switched to eco-friendly, cruelty free and vegan kitchen and bathroom products. When we are sourcing disposable items for events, such as paper cups and food boxes, our minimum criteria are that they are recyclable but ideally compostable.

Actions: Create a procurement policy for the company and ensure all staff and freelancers follow it.

Impact area: Paper

Goal: Paper usage kept to minimum.

Progress: Recycled paper is bought and printed double sided. As much as possible is done electronically to reduce paper waste. This includes invoicing, contracts, booking and registrations forms. Paper free meetings and rehearsals encouraged. Notes are taken on electronic devices instead of notebooks or on scrap paper.

Actions:

- Monitor our printing and photocopying to make sure we do not slip back to printing things unnecessarily.
- Continue to promote paperless scripts and sheet music by ensuring these are produced in compatible formats.

Impact area: Staff.

Goal: Staff members are inspired to reduce their personal carbon footprint. A sustainable culture is engendered throughout the company.

Progress: We have added our environmental policies into our welcome packs. Staff are encouraged to use the search engine Ecosia. The General Manager has completed Carbon Literacy training and is now accredited. The General Manager is now officially responsible for Environmental Sustainability as part of their remit.

A commitment to sustainable production practices was included in the job description for the Production Manager.

Actions:

- Engage staff in all parts of the sustainability strategy.
- Nominate an equality & sustainability sponsor on the board.

Impact area: Waste

Goal: Single use plastic is minimal. Everything is recycled where possible. Quantity of recycling and waste is reduced

Progress: Staff and visitors are educated about what items can be recycled. Everyone takes responsibility to reduce their waste and recycle everything possible. Soft plastics bin added to kitchen.

Actions: Improve signage and upgrade recycling collection points. Refocus efforts on the reduction of waste by considering the waste hierarchy in everything we buy. The 5Rs: From most to least desirable, Refuse, reduce, reuse, repurpose, recycle. Carrying out waste audit – exploring what materials are making up the most of this.

Impact area: Technical Equipment

Goal: Only using low energy technical equipment.

Progress: We have worked to reduce our use of tungsten lighting and switch to use of in-house LED instead.

Actions:

- Replace obsolete equipment with low-energy options
- Where possible, only hire low energy equipment
- Implement the actions from the TGB.

Impact area: Digital

Goal: As little data stored in the cloud as possible. Efficient IT systems kept up to date. Digital emissions reduced.

Progress: Staff encouraged to regularly clear emails and delete spam. Good CRM being used to store data.

Actions:

- Raise staff awareness of the emissions of data storage to encourage deletion of unnecessary documents and emails stored in the cloud.
- Review content on webpage.

Impact area: Productions

Goal: Creating productions to the highest standards and certifications

Progress: Incorporating sustainability into all business decisions.

Actions:

- Theatre Green Book baseline to be implemented for future productions as a minimum.
- Track progress on various areas of productions, including transport usage, materials used.
- Look into how we can streamline TGB to make this simpler for creatives.

Impact area: Artistic Intent

Goal: Creating programming that educates and brings awareness to environmental issues and how to reduce our emissions.

Progress: Biodiversity, environmentalism, sustainability,

and conversation are themes that appear in many of our productions. In 2024, Operation Julie explicitly addressed the climate emergency.

Actions:

- Update Eye of the Storm so science is current.
- We want to do at least one show a year with an environmental message.
- Explore ways the company can support local climate efforts.

