

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 April 2025

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've 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 Theatre Green Book (TGB), to form our baseline for future productions, and progress from here.

Who we are

We are a theatre company that want to ignite the imagination of the nation through telling inspirational Welsh stories. Everything we do links back to our purpose and therefore our artistic intent. Our productions must be at the core of any environmental strategy, and therefore we start with these.

Impact area: Artistic Intent

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

Progress: Biodiversity, environmentalism, and sustainability are themes that appear in many of our productions. We want to do at least one show a year with an environmental message. In 2024, *Operation Julie* explicitly addressed the climate emergency, as will *Eye of the Storm* in 2025. In 2026, we will be producing *We Need Bees* again for children, which looks at biodiversity loss and we have



a new show *Bug Hotel* in development, which addresses natural disasters and climate refugees.

Actions:

- Ensuring our shows are up to date, so the science stays current, and involving a scientist in *Bug Hotel*.
- Continue to explore ways the company can support local climate efforts.

Impact area: Productions

Goal: Creating productions to the highest standards and certifications.

Progress: Incorporating sustainability into all business decisions. The Theatre Green Book helps to guide us through all parts of the production – from lighting, to travel, to sourcing set and costume.

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. Make spreadsheet simpler for team members.

Impact area: Transport (Like touring)

When we are touring, we have direct control over the vehicles we use, and how much fuel they use.

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

Progress: When booking tours, we consider the most direct route, though this is dependent on venues. Public transport/car sharing used wherever possible. We no longer have our van, will hire 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 (Heating the unit)

This is the fuel we use to heat our unit in Neath. The amount of gas and energy we use is heavily dependent on the number of shows we are doing, as it takes extra to heat those rehearsal spaces!

Goal: Current consumption reduced. Install a heat pump.

Progress: Consider moving supplier when contracts up for renewal. Invested in our IT infrastructure to enable mobile working, enabling us to work more flexibility. We have applied for funding to install a heat pump. Added lagging and looking into funding for further insulation and ceiling voids.

Actions: Monitor consumption monthly and annually. Looking at setting fair targets that consider when we are using the building.



Impact area: Electricity

While we cannot directly control our electricity supply chain, we can make our own energy use more efficient.

Goal: Supplied by energy companies using 100% renewable energy & current consumption reduced. Investment in the building so energy efficiency improvements are made.

Progress: We have installed a smart electrical meter to provide more accurate usage reporting. A closer monitoring of electrical usage. Changed lighting to LED and changed the switches to one central bank so they can be easily found and not left on. Motion sensors have been installed in low-traffic areas.

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

Impact area: Transport (Again?)

Why is transport here twice? Well, this is the transport we have no control over, i.e. how our audience and freelancers choose to travel to our unit or to venues.

Goal: 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 happened 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 members do not/cannot use public transport.

Impact area: Consumables

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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



A lot of scripts can be needed to make a production, for actors, creatives and stage managers, with changes to scripts meaning even more printing!

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 are 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.
- Questioning if things need to be printed in colour.

Impact area: Staff

Goal: Staff members feel 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 freelancers 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. Signage improved by recycling point.

Actions: Considering the waste hierarchy in everything we buy. This is especially important in sourcing props, sets and costume!

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

When creating shows of the highest quality, we often need a lot of lighting and sound 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. We are not replacing equipment, and instead hiring in when we need.

Actions:

- Where possible, only hire low energy equipment
- Implement the actions from the TGB.



Impact area: Digital

So much of our communications are now done digitally, with both our schools and other audiences, and also storing all that data.

Goal: Only relevant data kept. 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.
- Review content on webpage.
- Considering AI use, due to the

huge environmental impact.

Impact area: Outside space

We have a green space outside our unit which we look after.

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

Progress: We have planted wild flowers on our land to help with pollination. We have bought litter pickers so we can help keep our local area clear of litter.

Actions: Do a litter pick on walks and get teams involved.