



Sustainability Policy & Action Plan 2024-25

Our Environmental Ambition

We are committed to looking at all areas of our activity and to making the greatest strides we can to reduce our carbon footprint, taking steps which are commensurate with the size and scope of our small organisation.

Our action plan outlines the steps we will make in each area of our activity. In summary we are committed to:

- Awareness – embedding environmental thinking into all facets of our activity.
- Reduction – reducing the environmental impact of our business activities
- Training – supporting our freelancers to develop their knowledge and skills in this area
- Data – collating good quality data that can inform our strategies and initiatives

Our aims for our environmental policy and plan are:

- To clearly track and demonstrate what measures we are taking to diminish our environmental impact, both as an educative tool but also to show that we care about the future of our young audiences.
- To hold ourselves accountable to our funders, in particular Arts Council England, and demonstrate the seriousness with which we address this issue and the lengths to which we are going to make change.
- To support the freelance teams we work with to develop their knowledge, skills, and confidence in developing and following best practice around sustainability, and to bring them on board with our journey.

Key Environmental Impacts of Our Company

We have identified that our activities have the following Key Environmental Impacts:

Office Work

All our freelancers currently work from home when not directly involved in rehearsals, show creation, schools activities, or touring.

A large amount of our activity takes place online and in digital format which has a net impact on electricity consumption. Primary environmental impact is via:

- Web and email hosting (currently all OTH web and email hosted on one server, powered by renewable hydroelectricity; however we use Google Drive for ease of file sharing and editing)
- Video calls (we have a company Zoom account)
- Paper and ink cartridge consumption and disposal (small: scripts, letters)
- Banking

Business Travel

The majority of travel carried out by teams is related to shows. Our Artistic Director and Trustees sometimes also travel to meetings, conferences, to see shows on tour, or to festivals.

Show Production and Arts Engagement Projects

A variety of resources are consumed in the production and creation of shows, including via the making and sourcing of set and costumes, travel and accommodation of the creative team and performers, R&D sessions (usually in schools), and rehearsals.

📄 **Touring**

The company tours nationally. Touring usually takes place in a diesel van. The performers also travel by train or personal vehicles to and from venues and locations to maximize days off. There is an environmental impact in the overheads relating to the venues where the touring takes place and indeed in the accommodation where the touring team have their overnight stays. Audiences cause an environmental impact by travelling to and from venues to see the show.

We also “tour” digitally, via Zoom.

The primary environmental impacts of all the above are:

- Fossil fuel consumption
- Energy, water and wastewater consumption/generation
- Resource consumption/disposal – wood, paint, cotton, wool, plastic, metals

Data Collection, Reporting and Communication

We are at the start of a journey in assessing our environmental impacts. Good quality data is vital to inform our strategies and initiatives. We want to begin collecting data on:

- Core company activities through data collection and monitoring - travel, office supplies, Zoom calls
- Making and touring our productions

We will embrace learnings and implement in future projects.

Key Environmental Commitments

- Reducing the environmental impact of making and touring shows.
- Reducing the environmental impact of our office work.
- Training core team members and trustees and engaging with freelancers on sustainability issues.
- Ensure environmental impact is a standing agenda item at every trustee meeting.
- Collaborating and partnering with other organisations and individuals to address environmental issues in the arts in Lancashire.

Responsibility for Reviewing Sustainability Policy and Action Plan

The Artistic Director / CEO has responsibility for leading on the Sustainability Policy and Action Plan and for reviewing it in collaboration with the Sustainability Champion on the Board of Directors.

An annual review of the policy and action plan will take place and will be approved by the trustees at their **Spring** meeting

Sustainability Action Plan - 1st April 2024 to 31st March 2025

NB as we are project- funded, much of this work is funding-dependent. We will actively seek funding to make it happen.

Office Work

SMART Objective	How?	Lead	Completed by	Success measure
Continue monitoring video call impact and compare to 22/23 and 23/24	Use Zoom account log and online tools to provide quarterly records of impact	Project Coordinator with support from Sustainability Champion	31 Mar 25	Quarterly reports for this year compared to last year available for discussion at Spring 25 Board meeting
Reduce paper usage / impact	- Assess print quantities used on <i>Curious Investigators</i> tour 24 and compare to previous tours	Marketing Manager, Artistic Director	31 March 25	Data available for spring 25 Board meeting
Improve sustainability of hosting systems; reduce use of email attachments.	Continue hosting email and website on carbon-free Hetzner server Send files as Google Drive links wherever possible.	Artistic Director / Sustainability Champion	31 Mar 25	
Banking	Complete move of banking to Co-operative Bank and close Santander Account.	Treasurer	30 March 25	

Business Travel

One Tenth Human. 2 Gordon Terrace, Lancaster LA1 4DS

Registered Charity No. 1195497

www.onetenthhuman.com

SMART Objective	How?	Lead	Completed by	Success measure
Track business travel more efficiently in order to minimise as far as possible	<p>Teams or Zoom takes priority over meeting face to face; train and bus priority over personal vehicles.</p> <p>Use of cars for business travel only by prior agreement from Artistic Director, and shared where possible.</p> <p>Ban on UK flights and use train to continental Europe wherever possible.</p> <p>Assess financial spend on public transport vs mileage / diesel at end of year (actual amounts and also percentage on each of our total spend on travel)</p>	Sustainability Champion working closely with General Manager	31 March 25 Ongoing	Report available for Spring Board meeting 2025, allowing target to be set for 25/26

Show Production & Touring

SMART Objective	How?	Lead	Completed by	Success measure
Assess <i>Curious investigators</i> 2024 tour and <i>Pipes and Poo</i> and <i>So Unfair</i> R&Ds against Theatre Green Book.	<p>Use Theatre Green Book to assess in which areas we achieved “Basic” or “Intermediate” status, and which areas would be new to us.</p> <p>Assess budget impact of priority areas to change.</p>	Production Manager, consultants	30 Mar 25	Report created with proposals for specific budget changes for 25/26 and 26/27

Communication, Advocacy, Training, and Activism

SMART Objective	How?	Lead	Completed by	Success measure
Training for trustees and key staff.	Access carbon literacy training via Tutti Frutti for at least one more Trustee and Artistic Director	Artistic Director	31 Mar 25	Team members to have received carbon literacy certificate.
Proclaim our commitment	Upload this revised policy and plan to our website.	General Manager	31 May 24	Policy & plan on website