



## Environmental Policy

### Introduction

The Twisting Ducks Theatre Company (TTDTC) recognises that our activities and operations can have a significant impact on the environment. Therefore, we are committed to taking steps to reduce our environmental impact and promoting sustainable practices across all our operations, including conserving energy and minimising waste in all that we do.

This environmental policy is determined by the Board of Trustees and Management of the organisation, providing the framework for the TTDTC environmental objectives and targets of minimising the negative impact of its activities on the environment and reducing our carbon footprint. We aim to embed environmental sustainability at the heart of TTDTC's practice.

### Environmental Policy Principles

Our Environmental Policy will be guided by the following principles:

- 1. Continual Improvement:** We are committed to continually improving our environmental performance by setting meaningful objectives, reducing our environmental impact, and promoting eco-friendly attitudes and behaviours.
- 2. Legal compliance:** We will comply with all relevant environmental legislation, regulations, and best practises that apply to our operations.
- 3. Prevention of pollution:** We will take measures to prevent, minimise, and control the pollution generated by our operations and services.
- 4. Resource efficiency:** We will promote the efficient use of natural resources, reducing waste and energy, and minimising our carbon emissions, water usage, and waste.
- 5. Community engagement:** We will work with stakeholders, employees, volunteers, donors, partners, and the public to increase awareness of environmental issues, promote sustainable practises and impact positive change.

### Environmental responsibility aims

TTDTC acknowledges our responsibility for protecting the environment in all areas of our work; from the events we organise; to the actions of our staff. Specifically, we remain committed, where possible, to reducing our environmental impact in the following ways:

- To actively reduce our waste and and minimise single use plastics.
- To conserve natural resources such as energy, water, wood, paper, especially where those resources are non-renewable.
- To use recycled or refurbished materials to reduce waste, especially to landfill.
- Purchase products and services which do the least damage to the environment, and encourage others to do the same.
- To use and, encourage the use of, fair-trade tea and coffee, and other products.
- To inform, train and motivate staff to work in an environmentally responsible manner.
- Encourage the use of low environmental impact methods of transport, for employees, members and audiences.
- To ensure TTDTC maintains its awareness for continuous improvement, by regularly reviewing our actions and attitude to environmental issues and reporting our progress annually.
- To share our experience and learn from others within the wider sector.

## **Environmental impact reduction objectives**

### **Facilities management**

- We will encourage our staff and service users to save energy through training, guidance, and community initiatives.
- We will encourage staff and people we support to recycle and re-use where appropriate. and ensure venues are set up accordingly to assist these activities.
- We will encourage staff and people we support to use less plastic and more natural products.
- We will encourage staff and people we support to reduce water use.
- We will encourage staff and people we support to use less chemicals and more natural products where appropriate.
- We will reduce waste.

### **Procurement**

- We will consider environment and sustainability as a 'quality' factor in the selection of suppliers.
- We will encourage the use of local businesses where appropriate.
- We will specify environmentally friendly and sustainable materials where appropriate.

## Transport

- We will promote agile working, and online meetings to avoid/reduce unnecessary travel.
- We will promote schemes such as our Cycle to Work scheme to encourage the use of cycles and public transport
- We will monitor staff travel and actively promote and support mileage reduction through car sharing options.
- Wherever possible, we will plan project/programme delivery at venues that have good public transport links/connectivity.

## Waste Management

- Printing is kept to a minimum. Internal documents are circulated electronically and printed only when necessary.
- Contracts, invoices and other correspondence are sent electronically where possible.
- Double-sided printing is used as much as possible to minimise paper usage.
- Photocopier paper and all printer cartridges are to be recycled.
- Leaflets, posters, fundraiser packs, etc. are created and distributed digitally, where practical.

It is TTDTTC policy to ensure that, as far as possible, all waste is discarded in an environmentally safe manner at the end of its useful life.

- We promote the use of recycled materials, and endeavor to refrain from employing single use plastics.
- We actively work with our staff, suppliers and members of TTDTTC to promote and encourage waste reduction

## Energy Conservation

It is TTDTTC policy to manage electricity, water and gas supplies that are within our control, to ensure minimum consumption through energy efficient initiatives.

- It is our policy to conserve energy by adopting an '*only turn on when using*' approach to equipment. Lights, monitors and other electronic equipment should be switched off when not in use.
- TTDTTC will work hard to reduce the carbon footprint for our workshops and events; promoting and supporting energy efficiency in venues we use and encouraging the use of transportation that minimises our carbon impact.



## Environmental Awareness

TTDTC is committed to raising and maintaining a high level of understanding of, and participation in, environmental best practices by staff, members and stakeholders. This is achieved, in part, by asking questions about the environmental policies of the venues and buildings we use.

## Implementation and review

Our **Environmental Champion, Jay Hare**, will be responsible for implementing this Environmental Policy by promoting a culture of environmental responsibility throughout our organisation. We will provide the necessary tools, training and resources required to assess and improve our environmental performance. We will review our policy regularly to ensure that it remains relevant and drive our environmental impact reduction journey.

Signed:

A handwritten signature in black ink, appearing to read "Jay Hare".

Jay Hare - CEO

Last reviewed:16/12/25  
Review due:16/12/26

