

Environmental Sustainability Policy 2022-26

Mission

We want to make theatre that leads the cultural conversation in London, the UK and internationally. In coming to see a production at the Almeida, you are taking part in that conversation, provoking us to consider how we lead our lives as individuals and as an organisation.

The climate and environmental crisis is one of the most significant challenges facing us all. The Almeida has already taken major steps to reduce its carbon footprint, working with Julie's Bicycle since 2010 to develop our skills and knowledge. We have had a five star rating (highest) for 2 years running.

Since our baseline year (2013) we have reduced our carbon footprint by 100 Tonnes CO₂e

Our policy for the next four years will build on our achievements and force us to take greater responsibility for our environmental impact across all areas of our work.

We produce at least six plays a year in our 320-seat theatre, some of which transfer to the West End and tour across the UK and beyond, and we work extensively with our local community and young people.

Environmental Impacts

The Almeida acknowledges that its impact on the environment encompasses resources associated with its rehearsal rooms, offices, storage facilities, and the theatre, foyer and bar, its impacts include:

- Production materials
- Travel associated with office staff, Participation/education and visiting company members
- Audience travel emissions
- Goods and service procurement and supply chain
- Office and theatre waste management
- Energy procurement and usage at the offices and theatre
- Water usage
- Catering provision, including food miles and wastage

During the next four years we will focus on understanding the environmental impacts from our Productions. We will achieve this by implementing best practice as outlined in the Theatre Greenbook. Our first task is to create a baseline year of productions which calculates the Carbon Footprint of each show in the 2020-21 year.

The baseline data will inform our strategy for reducing emissions generated by productions.

Our energy usage (the greatest contributor to our carbon footprint) has reduced by 42% since 2013. This was achieved by:

- Installing LED house and stage lights at the theatre. This reduced energy consumption by 20% in comparison to the previous year.
- Upgrading the air conditioning in the auditorium to ensure greater efficiency.
- Replacing two out of three roofs at the 108 office and installing heat pumps/air conditioning in the green room and admin office.

The plan for 2022 – 26 will look to address inefficiencies at the 108 office and rehearsal rooms by:

- Replacing gas boilers, with heat pumps in the rehearsal room and two remaining offices
 - Installing double glazed windows and replacing the remaining roof (improve insulation)
- This will require significant investment in the region of £500k

Commitment to monitoring and understanding the data

Everyone at the Almeida is committed to understanding the Company's environmental impacts and the data gathered plays an important role in informing our decisions and plans.

We collect and use data to inform our environmental strategies, these are outlined in the Action plan:

- Commitment to zero waste to landfill
- Continue to find ways to reduce energy consumption at the theatre and at 108 Upper Street
- Embed the Theatre Green book best practice throughout all productions.
- Encourage sustainable behaviour both internally and externally within the networks we work with, eg. the creatives, freelancers, actors and stage management
- Work towards producing sustainable shows by reusing and recycling materials, switching to low energy equipment and researching alternative materials.
- Continue to minimise the carbon footprint of business travel by committing to use low-emission or no-carbon transport; avoiding flights for travel in England, Scotland and Wales
- Reduce paper printing waste; zero waste to landfill, paperless working across all departments
- Create fundraising opportunities to support sustainability initiatives such as making 108 Upper Street more energy efficient.
- Ensuring our Board, all staff, suppliers, funders and donors, and our audiences are engaged with our ethos

This policy has the commitment of the Board of Trustees and is backed up with an Action plan which, after input from all departments, is then reviewed annually. There is a document detailing Board and Staff Delivery Responsibility and Meeting Structure.