

Our Grade 2 listed building has been at the heart of our community for 140 years. We can see every day the impact of climate change in our local area, and we acknowledge that the work we do in all areas of our business affects environmental sustainability. We are committed to working in a more sustainable way and reducing our carbon footprint.

Our motivation for creating this climate policy, particularly in our 140th year is to ensure that we can continue to provide a space for connection, collaboration, and refuge for generations to come. By being open to evolving ideas, creating meaningful change in our working practices where necessary and holding ourselves and others accountable for the influence we have, we will achieve this.

Our core values provide a framework for the way we work and the decisions we make.

They apply to our sustainability goals in the following ways:

Revolutionary

- *We are confident in leading change* by thinking outside the box in implementing creative and innovative approaches to excellent sustainable practice.

Inclusive

- *Our doors are open to all* and as such we will make decisions that acknowledge the impact that our sustainably driven work has on all of us, including Global Majority and Disabled building users.

Bold

- *We are willing to take risks* by adopting a “just try it” attitude and learning from our experiences.

Excellent

- *We strive to make everything of outstanding quality.* We recognise our accomplishments and use these to drive and develop our sustainability practices across all areas of the company without compromising on quality.

Relevant

- *The work we do is relevant to the place we are in, and the times in which we live.* We will invest our time, money and resources into the most effective changes that will minimize our environmental impact.

Eclectic

- *We are informed by a wide range of thoughts, styles and tastes.* We work with a diverse network of people including our staff, freelancers, audiences, suppliers and other organisations both within the arts and other industries. We will listen to their unique perspectives and learn from them.

Commitment to change

As a National Portfolio Organisation of Arts Council England, we have reported to Julie’s Bicycle using their carbon calculator tools since 2011. As the tools develop, we can measure a wider range of our impact. We are committed to continue to use these measurements to develop a greater understanding of our environmental impact and the most effective changes we can make as an organisation.

The Theatre Green Book came out in 2021, it is based on the knowledge of theatre makers and underpinned by sustainability experts. We are committed to use it as a framework to measure our

progress as we transition towards Net Zero. Using their guidance to move through basic, intermediate and advanced standards enabling us to make sustainable productions and running both operations and our building as sustainably as possible.

Our Climate Committee will be led by the Operations Director and will consist of representatives from Production, Artistic, Buildings and Facilities teams joined by other key members of staff across all levels of the organisation. The committee will be supported by a board champion from our Board of Trustees. Ideally, this champion will have expertise and knowledge on sustainability and will support us to further embed environmental sustainability within Stratford East.

All staff and freelancers will work in line with the aspirations of this policy and will consider environmental sustainability in their decision making.

We acknowledge that digitisation has resulted in a significant increase in greenhouse gas emissions, which contribute to climate change and global warming. We commit to regularly reviewing our digital systems and considering the impact of how we work as an organization internally and the choices we make around our digital marketing campaigns and our website.

Connection & collaboration

We are proud to partner with other producing companies and have visitors perform on our stage. As we program our seasons and begin to have conversations with them, we will ensure that we develop shared climate goals for productions and will collaborate with them.

Our Climate Committee will work in collaboration with our Closing the Gap (anti-racist) and Radar (accessibility and disability equality) committees to ensure that the decisions we make and the actions we take consider the impact they make at the intersection of these groups.

We appreciate we are on a journey. We will learn from every twist and turn and celebrate our wins. As a theatre, we will take our audiences and stakeholders on this journey with us, sharing what we are doing and what adjustments we need to make. We will make it easy for people to connect with us and provide feedback and suggestions.

Influence

We acknowledge the risk of Climate linked flooding and air pollution in Stratford and how these impact marginalised groups disproportionately. We shall advocate for wider climate action through the work that we do and how we support local groups.

As part of our work to reduce our scope three emissions, we will continue to promote the use of public transport to our audiences through information on our website and in pre-show emails. Staff are encouraged to use public transport through our salary sacrifice schemes for an interest free season ticket loan and a cycle to work scheme which includes a storage place for bikes.

Our bar is open to the public as well as our theatre audiences and is very visible to a wide group of people. We will limit the use of single use plastics both in the bar and at our Kiosk. We will consider

the products we sell at the bar, featuring local products where possible and educate our staff on why we have made these choices.

We will talk to our audiences about what we are doing, to increase awareness of climate work.

To ensure transparency and clarity, we will consider the ethics and funding of our investors along with their position on the climate crisis.

Our Building

Stratford East has a listed building, and we run a year-round program of productions. Our building has been the focus of our sustainability work so far and we are proud of what we have achieved. To date, some of the work we have done includes:

- Installed 4 new distribution boards with energy monitoring, connected to our BMS software which will allow us to gather accurate data
- 95% of the building's lights are LED (non-production related)
- PIR motion sensors are installed in toilets and corridors
- New variable speed drive on main AHU supply fan reducing consumption
- Bye-bye standby systems have been implemented building wide

There is much more work to be done to make the building more sustainable, but considerable investment is required for much of the work. We are committed to ensure that all capital work improves our carbon footprint.

This policy was created in collaboration with the Climate Committee, which is a formed of a cross section of the company.

We commit to reviewing this policy annually and updating it as we progress throughout our journey.