

Environmental Policy

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1. Statement of Intent

Animikii Theatre recognises the importance of environmental awareness as the planet heads towards a climate crisis and is committed to improving their environmental impact. The company acknowledges the responsibility to the environment to go beyond the laws and regulations laid out by the government. The company also understands that while it plays a part in the push towards a greener future some fundamental structural changes need to be implemented before fully green creation. This document has been compiled in conjunction with *The Theatre Green Book* suggestions for best environmental practice in the Performing Arts industry. Animikii requires that all staff implement the following policy where possible and will report on the effectiveness of this strategy and update the procedures where necessary. The purpose of this document is to establish environmental standards within the company and lower the negative climate impact and distribute responsibility at each level of production.



Our environmental policy is to:

- Abide by current environmental laws and regulations
- To introduce this policy at initial planning stages
- Manage environmental impact across all aspects of production
- Provide clear instructions and information for employees
- Improve Environmental Sustainability
- To minimise waste produced at all stages and carbon footprint
- To Reuse, and Recycle technical elements where possible
- Review and revise this policy regularly

2. Responsibilities

Senior Management has overall responsibility for the implementation of the Company's policy. In particular they are responsible for ensuring that the policy is widely communicated and that its effectiveness is monitored.

Senior Management: Adam Davies

Senior Management is responsible for:

- The production and maintenance of the Company's policy

- Its application monitoring and reporting on the effectiveness of the policy The production and maintenance of any environmental documents or codes of practice as necessary for any relevant area of the Company services where this is required.

3. Application

Producing

As with such key elements of producing a show such as accessibility it is important to include environmental policy from the initial conception of a show. Environmental production can include a higher cost and longer lead times for design, sourcing and building; this must therefore be included in budgets and timelines when developing a show plan.

- Create an environmental agreements signed by all employees
- A flexible approach to the design process from designers and directors to allow for sustainability.
- Meetings organized throughout the process to discuss the adherence to the environmental guidance.
- Ensure budget allows for extra costs associated not only with reusing and adapting used technical elements but the additional designer/builder fees for the lengthened process.
- Ensure the Show timeline includes longer lead times for sourcing hired/second hand elements and for the redesign/build of any equipment.
- Consider carefully the organization of tours so the most efficient routes are taken minimising the travel implications.
- Team members are hired at an earlier stage to allow for environmental incorporation in the show process.

Personnel

- Employees should be encouraged to reduce their environmental impact throughout the show process.
- Where possible employees should be located close to work to limit travel. Where travel is necessary, lift sharing and the use of public transport should be encouraged.
- Employees are encouraged to dispose of waste responsibly and avoid single use plastic where possible.
- Digital Scripts should be encouraged for those where paper isn't necessary to prevent the use of large amounts of paper.

Build/Design

- Hiring should be utilised where possible.
- Modular design or sets that are easily disassembled should be encouraged to allow for easier reuse/recycling.
- A baseline of 50% of products being second hand or hired should be achieved.

- Where new materials must be sourced they should be as sustainable as possible, and the use of any materials that harm the environment must be avoided.
- Use of delivery, especially next day delivery, should be avoided as much as possible.
- The companies used to source materials should have their environmental impact considered (for more detail see hire/employment)

Show/Tour

- Travel should largely be in Electric Vehicles, Public transport or cycling/foot.
- Travel should be considered even more carefully when international tours are undertaken due to their large scale nature and often need for flight.
- Minimise use of electric elements where possible and switch off when not in use.
- Use more energy efficient tech such as LED fixtures.
- Consider natural acoustics and lighting where possible.
- Use in house equipment or hire locally.
- Reduce use of single use items - replace zip ties with reusable zip ties, replace electrical tape with chalk pens.
- Discuss environmental procedures with in house staff in advance e.g. ensure the bar isn't using single use plastics.
- Reduce use of paper programs/feedback forms. Encourage the use of electronic ones where possible.

Disposal

- All materials should be listed and their disposal route after the show or tour should be planned.
- When buying materials for design elements this stage of the process must be considered.
- Investigate prop/costume/set warehouses to donate to after show close.
- As a baseline 65% of show items should be reused.

Hire/Employment

Animikii will aim to align itself only with companies and employees who follow a similar environmental pledge. When hiring equipment, working with venues, and hiring staff they will consider the environmental stance and impact of them before engaging in any contracts. Companies with obvious ongoing negative environmental impact will be avoided.

Training/Staff

Ensuring any employees the appropriate training where applicable. Ensure each team member is briefed on their responsibilities to the ongoing environmental practices. Make this policy available to all employees.

Monitoring

The Company will operate systems for recording, analysis and presentation of information about the life cycle of elements used throughout the tour process. Information obtained from the analysis of accidents must be acted upon. Where the budget allows, a specific environmental champion could be included in the production process to ensure adherence.



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