

Culture&

Environment and sustainability statement and action plan

Statement

Culture&'s mission statement is rooted in social justice; there is no sustainable environmental justice without recognising that environmental destruction and systemic oppression are interrelated.

The climate emergency has brought the legacies of colonialism which removed people from their land, orchestrated the harmful extraction of the earth's resources (which now account for half the world's carbon emissions and 80% of biodiversity loss)* and the exploitation of communities through unpaid labour, into sharp relief.

However, environmental precarity disproportionately affects people in the Majority World who bear the burden of exposure to environmental pollution, extreme weather events and food insecurity. Therefore, our response to the climate emergency is to work towards climate justice:

- **Nationally:** To highlight the interconnectedness of our world, the shared responsibility for its guardianship and the historic roots of climate injustice
- **Organisationally:** To go beyond the Paris Agreement target by working towards net zero carbon emissions by 2030.
- **Individually:** To identify and mitigate the ways in which our individual actions contribute to the climate emergency.

* Global Resources Outlook 2019: Natural Resources for The Future We Want. UN International Resource Panel.

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Action Plan

| Commitment | Actions | Resources | Performance Indicator | Impact | Timeline and responsibility |
|---|--|---|--|---|--|
| As individuals: To identify and mitigate individual actions | Monitor individual annual tonnes pollution (CO2 e) | All staff and trustees encouraged to install Earth Hero app and set individual targets. | This will differ but a target for 2023 can be set on the app and progress measured. As individuals the minimum target is a 10% reduction. | The app offers many different actions that individuals can take enabling everyone to monitor and improve their environmental impact. | To be reviewed by the CEO and Trustees in 2023. Trustees to report back on their own progress at September 2023 board meeting and staff at a September team meeting. Responsibility – the whole organisation |
| As an organisation to commit to a net 0 carbon target by 2030 | Audit our supply chain of goods and services considering the key areas of energy, food and drink, travel, and transport. | Staff time to review and collate baseline information. | Reliable baseline data on our supply chain- Where possible adopt green energy suppliers, (e.g. Green Energy UK, Octopus) source local food, use public transport | The team will be able to make measurable changes to the supply of goods and services to Culture& which will improve the organisations environmental performance | The Board and CEO. Review progress autumn 2023 Encourage review of energy contracts with our landlords on renewal- currently the procurement process is not in C& hands. |

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| | Join supportive networks to share and learn from best practice. Attend the colour green lab sessions. | Julies Bicycle Staff time to attend information/networking sessions. | Increased knowledge, understanding and confidence when taking action. | Support for the team to develop the knowledge and skills needed to improve our impact. | This is the responsibility of all staff. |
| | Monitor our impact | Julies Bicycle: Creative Climate toolkit | Baseline measurements have been added to the CC toolkit, along with our environmental policy and action plan. | By monitoring our CO2 we will be able to set future targets to enable us to reach our net O goal. | Oversight by CEO and Trustee /subcommittee responsible for Environmental Responsibility. All staff will take responsibility for these actions. Review progress Dec 2023. |
| | Highlight org commitment to new staff | Ensure environmental policy is part of induction pack | New staff adopt the actions of the policy | Whole org endeavour to reduce impact | 'onboarding' team |
| | The imperative to reuse, reduce, recycle, repair, refurbish to be at the forefront of organisational decisions. | Adopting a circular economy approach (see Ellen MacArthur Foundation EMF) to design wastage out of our systems. | Reduced waste, increased use of freecycle, | Harmful extractive processes, a legacy of colonialism and fuelled by modernity, have led to the 'take | This approach will be reviewed by the Board annually. |

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| | | | | make and dispose' linear model of consumption. Utilising a circular economy approach will help to prevent further damage to the planet. | |
| | In any relocation process consider the viability of relocating to a more environmentally sustainable building as a priority. | Dedicated trustee and SLT time to undertake a feasibility study. | Significant Reduction in CO2e | Electing to work in a building where sustainability has been considered reduces C&'s impact. | SLT and Board |
| Nationally To highlight the interconnectedness of our world, the shared responsibility for its guardianship and the historic roots of climate injustice | Artists and partners we work with asked to work in harmony within our environmental policy | Policy information provided to partner organisations as part of the partnership agreement process. | The potential for shared procurement of goods and services with partners and pooling of resources to amplify good environmental decision making. | Highlighting the shared responsibility for action between Culture& and their partners and co-curators. | Oversight by the CEO with staff involved in partnership contracts taking responsibility for this action. |

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| | Highlighting the roots of injustice in our public programmes, research partnerships, and thought leadership events. | Budget allocated to develop work. | Work is shared on our online platforms. | Socially engaged practice is shared with our audiences and inspires change. | CEO |
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Updated: August 2023