



Lyric Hammersmith Environmental Sustainability Policy

2018 – 2022

1. Introduction

The Lyric is a recognised leader in environmental sustainability and is fully committed to reducing its impact on the environment. We include ‘environmentally friendly’ within our mission, and one of our Key Business Aims is ‘to reduce the theatre’s long term impact on the environment and be a model of best practice for other cultural organisations’.

We set our work in a national and international context. We are committed to supporting the ambitions of the landmark Paris Agreement of December 2015 to limit global temperature rise to below 2C against pre-industrial levels. We are also committed to the UK Climate Change Act and the Mayor of London’s 2008 target to reduce London’s greenhouse gas emissions by 60% from 1990 levels by 2025.

Our policy is to maintain a working environment that, where reasonably possible, strives to promote energy efficiency, recycling of waste materials and the use of recycled products in the pursuit of creating an economic, efficient and environmentally friendly workplace. We will also comply with all relevant environmental legislation, regulations and requirements.

Through our actions and our artistic programme, we seek to create awareness, understanding and a positive approach to environmental sustainability recognising the global significance of this issue and the social justice implications of addressing climate change.

The action plan attached to this policy builds on our past achievements and sets out continued and new actions for the future. Our action plan is renewed annually. For each financial year we will assess and report our environmental performance to stakeholders. This information will be used to update our action plan for the coming year and set new carbon reduction targets.

The Lyric is a sector leader in communication around climate change with a view to influencing practice among industry peers, partners, staff, audiences, participants, practitioners and its supply chain. We work in partnership to further our ambitions and impact in this area.

2. Our Green Achievements

We have been working to measure and reduce our environmental impact since 2010 and have enjoyed many green successes over recent years, including:

- In 2017 we were awarded the Julie's Bicycle Creative Green Award for 'Commitment' to Environmental Sustainability and our Head of Administration, 'Green Champion of the Year'.
- We were one of the first two theatres to receive a Julie's Bicycle Creative Green 4 star rating for 2015-16, our eighth year of accreditation under this environmental certification scheme.
- Our recent capital redevelopment prioritised sustainability in design and included a green sedum roof, air source heat pumps and the use of reclaimed materials throughout. We have now converted the majority (95%) of our building lighting to LED. We were awarded a BREEAM 'Excellent' certification in 2017 putting us in the top 10% of new buildings and recognising the Lyric as a model of best practice nationally. An 'Excellent' rating is highly unusual for an extended building. We display our building's Display Energy Certificate (DEC) rating (currently C) at the box office. Display Energy Certificates are a summary of how efficient a building is, and must be displayed in all public sector buildings.
- We source our electricity from an ethical and 100% renewable supply via Ecotricity.
- We operate a zero waste to landfill policy.
- We operate 'paperless' systems in our Finance and Administration department, which significantly reduces the amount of paper we would otherwise use.
- We have a highly active staff green team who implement and monitor our action plan.
- We have run public communications campaigns, #LyricLent in 2017 and #21DaysOfAction in 2015 to raise awareness of environmental sustainability issues engaging our staff and partners in a series of individual and collective actions, charting our progress on social media. We run extensive staff engagement campaigns including our polar bear switch off scheme; the Lyric waterbottles scheme; Cycle To Work scheme and cycling initiatives run in association with Transport for London; free meditation sessions in our Sensory Space; subsidised yoga classes; and a plastic bag depository. Cyril the polar bear, our green mascot, features on our social media and in our brochures and programmes, with a particular appeal for children.
- Since bringing our catering operation in-house in October 2016, we have worked to increase and promote vegetarian and vegan menu options and increased the amount of produce we source locally. We have introduced reusable plastic glasses for audiences to take into our theatres and use glass at non-performance times.
- We've featured environmental themes in our Little Lyric theatre programme for the under 11s and throughout our participatory programmes for young people.
- We play a lead role in the London Theatre Consortium's Environmental Sustainability Programme delivered in partnership with Julie's Bicycle, now entering its 6th year in which we work collaboratively with consortium members to build awareness, share expertise and skills and to collectively monitor and drive down carbon emissions. Collectively we have reduced carbon emissions by 15% since 2010 and are on track to meet the Mayor's target of a 60% carbon reduction by 2025. The programme was shortlisted for the Observer Ethical Awards in 2015 and the Sustainability Award at the annual Stage Awards 2017.

3. Key Environmental Impacts

The Lyric is based in Hammersmith, West London in a building that dates in its current form from the 1970s but has been significantly developed and extended over the years, most recently and extensively in 2015. The building comprises a 550 seat main auditorium, 125 seat studio theatre, unusually extensive rehearsal, education and creative facilities together with ancillary bars, restaurants and public spaces including a public roof garden. The building also houses a number of resident partner organisations and other small creative industry businesses. The venue floor area is 5913m². Each year the building welcomes around 200,000 visitors.

Our work takes place predominantly at the Lyric, but also off-site at various venues in west London through our Young People's programme e.g. schools, community groups. Our theatre productions tour to other theatres in the UK and internationally. We also present a range of visiting companies.

Our activities have environmental impacts in the areas of:

Energy Water Waste Travel Materials

We are committed to reducing the negative environmental impacts of our activities, in particular those relating to our:

- **Buildings**
fossil-fuel energy consumption, water consumption, waste generation, supplies and services
- **Travel**
staff business travel and commuting as well as artist and audience travel in terms of fossil fuel energy consumption
- **Offices**
consumption of resources/energy for office electronic equipment, furniture, paper, inks, toxicity of cleaning products
- **Theatre Production**
fossil fuel energy consumption, waste generation, use of materials e.g. wood, steel, toxicity of batteries
- **Catering**
waste generation and disposal, food miles, energy and water consumption
- **Communications**
use of resources (paper, inks), transport for printed materials and use of energy for storage, downloading, streaming and/or online reading for digital communications
- **Business services**
website, data and email server hosting, and banking.

We also consider the positive impacts we can create, such as through contributing to local biodiversity, improving air quality and promoting wellbeing.

We quantify our main environmental impacts in terms of carbon emissions. In 2016/17, the Lyric's activities generated 371.1 tonnes of carbon dioxide equivalent corresponding to 0.7 tonnes per performance. A further 31 tonnes of carbon dioxide equivalent was generated by business travel. The total CO²e was 492.

The Lyric has seen an overall reduction in total emissions from 789 tonnes in 2015/16 to 492 tonnes in 2016/17 and an overall reduction in relative environmental impacts of 31% compared to 2015/16. The Lyric has been acknowledged for achieving a 5% reduction in our absolute baseline between 2009 and 2016 despite our significant expansion.

The Lyric achieved a 4 star Creative Green certification from Julie's Bicycle for 2016/17.

4. Our Commitments

We are committed to understanding, measuring, monitoring, improving and communicating our environmental performance, and engaging our Trustees, senior management and staff in this process. Our key areas of focus for reducing our impacts are those that we can reasonably gather data for, and control the use of. Our ability to improve our environmental impacts depends on our knowledge of, and commitment to addressing them, and our capacity to change and influence decisions.

In embedding this policy we will:

- Ensure that this Policy is intrinsic to the Lyric's Artistic Policy, Business Plan and supporting operational plans
- Gain commitment from all staff to the key principles of sustainability
- Ensure that this Policy is fully supported and promoted by the board and senior management
- Consult and communicate widely on the Policy and action plan
- Undertake a systematic approach to measure our impact
- Actively work to reduce the environmental impact of our activities, including our carbon emissions
- Thoroughly monitor and review to ensure the effectiveness of the Policy and to inform future action planning
- Make training available to support all staff and Board members
- Involve our partners in our green campaigns and hold green awareness sessions to inspire them about our work and support them to improve their own sustainability practice
- Work in partnership with the London Theatre Consortium, Julie's Bicycle, our arts partners and LBHF stakeholders.

In all our work we will:

- Seek to minimise resource use and eliminate waste as far as possible, promoting a circular economy.
- Seek to embed low environmental impact and sustainable practice into all our operational systems and the fabric of our buildings and equipment
- Work to engage staff and create a culture wherein sustainability is a key factor in decision-making and ways of working.
- Seek to minimise the need to travel, use sustainable travel options, and maximise the value of any international travel
- Aim to use the range of resources within the sector – including the work of Julie’s Bicycle - to identify best practice and implement that, wherever possible.
- Promote the acquisition of skills in sustainable practice among staff, artists and young people/emerging practitioners.
- Work with suppliers and contractors to find effective ways of minimising our environmental impact and will take this aspect into account when choosing suppliers and services for our business operations.
- Seek ways to embed environmental themes in our artistic programme including supporting the development and programming of new work in our Little Lyric programme and in our young people’s participatory programme.
- Communicate our progress and share our learning with staff, partners, industry colleagues and audiences, working in partnership to further our aims where appropriate.

5. Achieving our Aims: Policy into Action

Responsibility & Accountability

Our Board of trustees discuss environmental issues with the Joint Chief Executives who ensure that sustainability issues are championed at the highest level of the organisation.

Our Director of Finance & Resources oversees our environmental sustainability practices operationally and the Head of Administration leads our Green Team and the Creative Green reporting and annual certification process. Our Head of Operations leads on reducing our carbon emissions, working with all building users including partners and contractors to do so. Our Head of Production ensures that our technical production processes are carried out to the highest environmental standards and our Head of Lighting is responsible for all building lighting and electrics and undertakes regular reviews of all lighting systems to ensure their efficiency and to reduce emissions wherever possible.

The Lyric Green Team is made up of a cross section of the organisation, all of whom are passionate about driving down the Lyric's emissions and making the organisation more sustainable. Established in 2010, the team meets monthly to review and progress the action plan and monitor data on energy use. The team also works on individual and group projects, as well as discussing ways to raise awareness and change behaviour across the building.

All staff job descriptions include responsibility for proactively implementing our green policy and action plan and all freelancers, visiting companies and space hirers are asked to commit to our green policy and provided with tips and advice for implementing it.

Advisors and partners

Julie's Bicycle: A key source of advice and information for us is Julie's Bicycle. Established in 2007, Julie's Bicycle is a non-profit company working with the creative industries to co-ordinate best practice in sustainability and develop cultural leadership around climate issues to reduce the arts sector's greenhouse gas emissions. They help organisations understand their carbon impacts and provide clear, practical advice and support, based on the best available research, tools and resources. Our Executive Director serves as a trustee of Julie's Bicycle.

London Theatre Consortium: We are a member of the London Theatre Consortium, a network for subsidised theatres including the Almeida Theatre, Battersea Arts Centre, Bush Theatre, Donmar Warehouse, Greenwich Theatre, Royal Court, Theatre Royal Stratford East and Young Vic. The network provides us with a forum to work with other theatres and develop new ideas to make our theatre buildings and practices more energy efficient. We have provided individual support to a number of theatres, who have visited us at the Lyric to see how our environmental programmes work in practice.

Planning and Evaluating

This policy will be reviewed every four years by the Trustees of the Lyric Hammersmith.

The Lyric's Head of Administration creates an Environmental Action Plan, in consultation with senior staff and green team, designed to further the principles set out above and ensure that the policy is properly effective. This includes specific, measurable actions, with designated responsibility for achieving them, and identifies resources as required. Progress against the plan is driven by the Green Team and regularly reviewed by the Lyric's Senior Management team.

The Environmental Action Plan, together with a report on the effectiveness of the previous year's actions, is reviewed annually by the Trustees.

The Environmental Action Plan is incorporated into Lyric's Business Plan.

The Director of Finance and Resources and the Head of Administration, with the full support of Lyric's Executive leadership, are charged with ensuring that the necessary monitoring, record keeping, training programmes and reviews are properly established and maintained.

This Environmental Policy is endorsed by:

A handwritten signature in black ink, appearing to read 'S Alexander', with a long, sweeping flourish extending to the right.

Sian Alexander, Chief Executive and members of the Lyric Hammersmith board

Approved by the Board of Trustees: Jan 2018

Date of next review: Jan 2022