



Lyric Hammersmith Theatre Environmental Sustainability Policy

1. Introduction

The Lyric is a recognised leader in environmental sustainability and is fully committed to reducing its impact on the environment.

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. In 2019 the Lyric joined Hammersmith & Fulham Council in declaring a climate and ecological emergency and setting an ambitious target to reach net zero carbon emissions by 2030. In 2023 the Lyric underlined its commitment to this by signing up to the Hammersmith & Fulham Climate Alliance, recognising the need for organisations to take rapid climate action to deliver net zero greenhouse gas emissions by 2030 for the borough of Hammersmith & Fulham.

Our policy is to maintain a working environment that 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 comply with all relevant environmental legislation, regulations and requirements.

Through our actions 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 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, 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 in 2015-16, our eighth year of accreditation under this environmental certification scheme, and in 2017-18 were awarded the highest 5 star rating.
- Our capital redevelopment prioritised sustainability in design and included a green sedum roof, air source heat pumps and the use of reclaimed materials throughout.
- 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.
- We source our electricity from an ethical and 100% renewable supply.
- We operate a zero waste to landfill policy.
- We operate 'paperless' systems in our Finance and Resources department.
- We run staff engagement campaigns including a waterbottles scheme, Cycle To Work scheme and battery recycling points.
- We have worked to 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 work collaboratively within the London Theatre Consortium's Environmental Sustainability Programme delivered in partnership with Julie's Bicycle to build awareness, share expertise and skills and to collectively monitor and drive down carbon emissions. Collectively we reduced carbon emissions by 15% from 2010-18 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.

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 and improving air quality.

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 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 its implementation
- 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 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 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 to ensure that sustainability issues are championed at the highest level of the organisation. A Board Green Champion will be nominated from amongst the trustees.

Our Director of Finance & Resources oversees our environmental sustainability practices and the Administration Manager leads on environmental reporting. Our Head of Building & Facilities 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 theatrical lighting and electrics to ensure their efficiency and reduce emissions wherever possible.

Our voluntary Green Team operated successfully from 2010 to 2020 and helped the Lyric become a sector leader in environmental sustainability. Since the theatre re-opened fully this has been re-launched as an Environmental Sustainability Taskforce formed from those staff with the most control over the activities with the greatest environmental impact. Its purpose is to recommend changes to this policy and the Environmental Action Plan and to implement that plan.

All staff job descriptions include responsibility for proactively implementing this policy and all freelancers, visiting companies and space hirers are asked to commit to it 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.

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.

Spotlight Programme: From 2018 to 2023 we worked with 30 Arts Council England National Portfolio Organisations across 80 sites to achieve measurable reductions in carbon emissions through developing good environmental management practice, and setting achievable, yet ambitious, Environmental Impact Reduction Objectives (EIROs). We will continue to engage with the Spotlight programme as it evolves.

Planning and Evaluating

This policy was reviewed to cover a single year from 2022-2023 after the re-opening of the theatre. This policy will normally be reviewed every three years by the trustees.

An Environmental Action Plan is created 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 monitored by the Environmental Sustainability Taskforce.

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 Finance & Resources team, with the full support of the Executive leadership, is responsible for ensuring that the necessary monitoring, record keeping, training programmes and reviews are properly established and maintained.

This Environmental Policy is endorsed by:

Amy Belson, Executive Director

Review

This policy was approved by the Lyric's Board of Trustees in June 2023 and takes effect from that date.

In the event of any significant change to legislation associated with this topic, this policy will be subject to immediate review. In the absence of such a change, the policy will be reviewed every three years.

This policy will pertain to all permanent and casual staff at the Lyric