

ENVIRONMENTAL SUSTAINABILITY POLICY AND PLAN

Adopted by the Board of Trustees on 28 September 2021.

National Dance Company Wales (NDCWales) aims to reduce our environmental impact to become carbon neutral by 2035, recognising that we have a responsibility to the environment beyond legal and regulatory requirements. This policy outlines why sustainability is important to us, how we propose to implement, strengthen and develop a sustainable way of working, and how we'll review and assess the success of our plan.

Motivation for taking environmental action

Why environmental sustainability is important to NDCWales;

- Saving/ managing costs and future proofing the company to ensure resilience
- Ethically important
- The health and wellbeing of the people we work and engage with
- Public perception.

Sustainable Planning

Over the next three years NDCWales aims to build on good practice, embedding sustainable thinking into the culture of the organisation. We will work with the Wales Millennium Centre and its resident organisations as well as external stakeholders to further develop our action plan. Investing in learning and development for all employees and striving to continuously challenge how we work and who we work with. We are committing to make radical change in how we operate, being accountable for our actions and targets.

Main impacts of activities

- Touring: as a touring company travel across Wales and the world is a significant factor in our carbon footprint
- Building and office activities: energy use, carbon emissions, printing, IT, supplies and services, waste
- Projects and productions: materials used, carbon footprint of working with international artists

Key environmental commitments

- Reducing building energy use and emissions
- Reducing travel emissions (touring and general)
- Greening our productions – building environmental sustainability into brief
- Investing in digital technology to reduce carbon footprint
- Increase employee awareness by communicating with, engaging and training staff on environmental issues

- Continually improve and monitor environmental performance

Other key environmental commitments

- Embedding environmental sustainability into the organisation through values, policies and ways of working
- Ensuring compliance with environmental legislation
- Achieve Creative Green touring accreditation
- Achieve Green Dragon Environmental Standard

Review of policy and action plan

The senior leadership team is responsible for ensuring this environmental policy is implemented, however all employees have a responsibility to ensure that the aims and objectives of the action plan are met. The action plan will be monitored by the management team on a quarterly basis and reviewed and updated annually by the Board in consultation with employees where necessary.

Action Plan

Objective	Actions	Current Situation	By When/ Lead Responsibility
Reduce energy use by 5% over the next 2 years	<ul style="list-style-type: none"> ▪ Conduct full review of energy use & set internal targets for energy use in specific areas ▪ Review gas and electricity suppliers ▪ Reduce waste by recycling materials whenever practical ▪ Turn off lights and heating in areas unoccupied whenever possible (health and safety implications will be taken in to affect particularly in corridors, backstage and stairwells) ▪ Work with WMC and resident organisations to develop cohesive strategy 	Researching suitable companies and liaising with other resident organisations to see if review can be extended and costs shared.	Dec 2021/ Operations Dir. Dec 21/ Operations Dir. Ongoing/ all staff Ongoing/ all staff Spring 22/ Operations Dir.
Reducing or offsetting our carbon footprint in travel	<ul style="list-style-type: none"> ▪ Encourage all employees to be more sustainable in means of transport, choosing cycling, walking, car share or public transport. Making employees aware of schemes like 'cycle to work scheme' ▪ Invest in and develop the use of digital technology to reduce travel for meetings 	More employees using alternative forms of transport due to Covid. The company has switched to a hybrid way of working using technology to reduce number of face-face meetings. Will continue to do this.	Ongoing/ SLT Ongoing/ SLT

	<ul style="list-style-type: none"> ■ Review the way we do our touring travel and the companies we choose to travel with 	Head of Production to review	Spring 22/ Production team
Briefing our collaborators to support more sustainable designs and productions	<ul style="list-style-type: none"> ■ Set targets for productions and projects and brief collaborators of these targets at the start of the process ■ Encouraging designers to source products from ethical companies. Build in additional time and budget to support this 		<p>2021 onwards/ Production team</p> <p>2021 onwards/ Production team</p>
Achieve Green Dragon Environmental Standard	<ul style="list-style-type: none"> ■ Develop an internal working group with green ambassadors ■ Train and develop employees and encourage them to work in an environmentally responsible manner 	Working Group developed	<p>Ongoing/ Operations Dir.</p> <p>Ongoing/ SLT</p>