

ALQUD

Environmental and Sustainability Policy

Reviewed December 2021

For Review December 2022

The Aloud Charity is committed to minimising the impact its activities have on the environment. We will always strive to continually improve our performance to ensure that the sustainability of our activities is a key consideration across all aspect of the charity. We are committed to finding ways in which we can reduce the impact of our work in the office, in the rehearsal room, and away from the office at meetings and events.

We are fortunate that in delivering our activities we aren't required to purchase large quantities of materials and that, as a result, we don't produce much waste. We recognise however that we do have a negative impact on the environment through the travel we do across Wales and the venues we use for office space, rehearsals and events.

It is our policy to:

- Comply with all relevant environmental legislation, regulations, and requirements
- Reduce, reuse, and recycle all waste material possible
- Aim for a paperless office
- Encourage staff to evaluate the necessity of every business trip and utilise technology-based alternatives that minimise the need for travel as appropriate
- Keep energy usage low. We are committed to ensuring computers and other electronic equipment are shut down after work, that all lights are switched off and all windows are closed
- Always make use of recycling schemes by the printer manufacturers (to recycle toner cartridges and drums)
- Purchase products made with recycled paper where possible. For example, laser paper
- Use low impact transport wherever possible for travel to and from work and travel for business. Where using cars or other forms of high carbon travel are necessary, we encourage staff to make this as sustainable as possible e.g., through car sharing or other modes of group travel. Any flights that are taken must be authorised by the Chief Executive ahead of booking. They will only be authorised where there is a clear business need for this.
- Make resources available to choir leaders and participants available through our web-based Portal. We do however recognise that not all our participants have access to broadband or remote devices and that for their well-being and focus in rehearsals it is appropriate to also have paper copies of music available. We will do this by producing booklets of repertoire rather than individual paper copies as required.
- Consider accessibility by public transport as one of the criteria when deciding on rehearsal and performance venues
- Utilise buses to transport choir members to regional and national rehearsals, performances, and events

In 2022 we commit specifically to:

- Communicate our environmental policy to staff, freelance contractors, participants, and other stakeholders and to raise awareness amongst these groups of their own environmental responsibilities and requirement to commit to environmental improvements
- Implement an agile working policy that supports staff to work from a location most suited to their work on any particular day. This should minimise unnecessary travel both to the office and across the country
- Purchase eco-friendly business cards
- Buy a container for general recycling to maximise our recycling in the office
- Consider environmental impact when we look at our options when the lease on our office comes to an end in May 2022. This will include consideration of a sustainable energy supplier, electric charging points for cars, led lighting etc.
- Explore the brands of tea we use to minimise plastic consumption
- Explore the potential of carpool for Only Kids Aloud regional rehearsals (ensuring that this does not compromise our Policy for the Safeguarding and Protection of Children, Young People and Vulnerable Adults)
- Providing accessibility statements against our rehearsal venues that includes details on how they can be accessed by public transport
- Looking for local choir leaders for each choir to minimise unnecessary travel
- Publicly sharing this policy on our website

We note that in this year we will be required to keep windows open in order to assist ventilation to stop the spread of Covid-19. This will inevitably have a negative impact on the environment over the winter months with heating also needing to be on for staff and participant well-being. We will review this on a regular basis to ensure compliance with government advice as well as staff safety and consideration of climate change

We will review our Environmental Policy annually and seek to reduce our impact wherever possible.