

ALQUD

Environmental and Sustainability Policy

Reviewed December 2022

For Review December 2023

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 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:

- Communicated our environmental policy to staff, freelance contractors, participants, and other stakeholders, raising awareness amongst these groups of their own environmental responsibilities and requirement to commit to environmental improvements
- Implemented an agile working policy that supports staff to work from a location most suited to their work on any particular day. This minimises unnecessary travel both to the office and across the country
- Purchased an eco-friendly business card
- Bought a container for general recycling to maximise our recycling in the office
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- Provided buses for all regional rehearsals of Only Boys Aloud and for national rehearsals and concerts for members of Only Boys Aloud and Only Kids Aloud
- Providing accessibility statements against our rehearsal venues that includes details on how they can be accessed by public transport. Developed a format for demonstrating accessibility of rehearsal venues on our website, which includes consideration of access to public transport
- Recruited local choir leaders for each choir to minimise unnecessary travel
- Worked with the Port of Milford Haven on an environmental awareness project
- Used non-plastic, recyclable materials for the new album, anniversary programme and Christmas cards
- Publicly shared this policy on our website

In 2023, we commit specifically to:

- Actively look for corporate partnerships that support environmental causes in our communities
- Recycle or repurpose our old office furniture as we look to change the office layout
- Investigate ethical banks for future investments
- Measure our carbon footprint and look for ways to offset this
- Use local businesses that source ethical, local produce for team days meals
- Source an environmental speaker for Only Girls Aloud to promote environmental career opportunities
- Refill rather than buy new office supplies e.g., washing up liquid, hand wash etc.
- Cutting down on unnecessary printing - stop, think, do you need to print?
- Develop a mechanism that facilitates young people signing off receiving music to ensure copies are only distributed once to minimise unnecessary printing
- Consider environmental impact if we need to look at options for new office premises. This will include consideration of a sustainable energy supplier, electric charging points for cars, led lighting etc.

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