



Environmental Policy

1. Introduction

Impact Arts is committed to reducing the effects of our operations on the environment and to influencing through our work the importance of safeguarding our environment and tackling climate change. We seek to increase awareness of the Climate Crisis amongst our staff team and our participants while minimising our own environmental impacts across all areas of our work – from delivery of our projects, to our operations, buildings, travel and waste management.

Impact Arts is committed to achieving Net Zero emissions by 2045. This commitment will be supported by working towards Bronze accreditation with Investors in the Environment and reducing resource use across high impact areas.

Impact Arts has a Green Team, formed of employees in various roles across the organization, who meet once a month. They focus on 8 key sustainability themed areas, including waste management and training opportunities. Additionally, delivery teams are encouraged to work collaboratively to run projects as sustainably as possible, with one person per programme adopting the role of Sustainability Champion in order to monitor their efforts. The Board considers our environmental impact at each board meeting. The staff team consider our environmental impact at each monthly team meeting.

Our work complies with all applicable environmental legislation and requirements.

This policy represents the aspiration of all our employees to carry out our business in a way which minimises the impact on the environment, our commitment to supporting staff to understand environmental issues and ensuring all can support our efforts to reduce our environmental impact.

2. Responsibilities

Everyone involved with Impact Arts has a responsibility to minimise the environmental impact of our work.

Board of Directors

- Impact Arts Board of Directors has responsibility for signing off on key policies
- Are expected to be role models in adoption of this Environmental policy

Management Roles

- Act as role models in demonstrating the importance of adoption of this Environmental Policy
- Raise awareness of the environmental issues of procurement with staff, artists, clients and participants through education and information provision
- Ensure that Impact Arts' Environmental policy and relevant Guidelines is available to all new members of staff and involve them in achieving our environmental goals
- Support the continuous improvement of the processes and materials used within the organisation and actively encourage all members of staff to suggest ways in which we can improve our practices
- Challenge any behaviours which are contrary to the ethos of this Policy
- Provide environmental training opportunities for staff
- Evaluate Impact Arts' environmental impact by calculating our carbon footprint on an annual basis

All Employees & Volunteers

- Uphold Impact Arts environmental aims at all times



- Put environmental impact at the heart of project planning and delivery by exploring the application of Impact Arts Green Guide, made specifically for delivery teams
- Support data collection including a materials inventory from project delivery which will help evaluate environmental impact

3. Environmental Actions

In upholding this Environmental Policy we are committed to the following Environmental Actions:

Awareness Raising

- Actively engage with staff and participants to encourage environmental awareness
- Educate, train and motivate staff to work in an environmentally responsible manner and to play a full part in developing new environmental ideas and initiatives

Energy Use

- Closely monitor our consumption of fuel and energy and take care that it is not wasted through inefficiency or casualness
- Replace lighting to energy-saving alternatives
- Monitor energy use to reduce the carbon footprint of Impact Arts' properties
- Reduce the consumption of water and energy throughout our buildings by installing new boilers
- Promote the 'Switch it off' campaign throughout Impact Arts' buildings
- Explore improvements in sustainability of our utility providers

Suppliers & Products

- Operate a paper free office wherever possible
- Ensure all printed documents use recycled paper
- Adhere to double sided printing and reuse of paper
- Phase out our use of specific substances such as ozone depleting chemicals
- Use second hand and recycled items wherever possible in office fit out and supplies
- Use environmentally friendly cleaning products
- Serve vegetarian/vegan catering wherever possible

Reduce, Reuse, Recycle, Recover

We will adopt the Waste Hierarchy principles in our daily operations:

- **Reduce** unnecessary use of resources in the first place
- **Reuse** items or allow someone else to reuse them
- **Recycle** resources into new items
- **Recover** some value from resources through other means
- **Dispose** of resources, often to landfill, as the very the last resort

To achieve this, we will:

- Minimise waste, work towards maximum energy efficiency, re-use and recycle resources
- Minimise our material consumption while acknowledging that the nature of our work requires the use of materials. Where the purchase of materials is required:
 - Locally sourced and recycled/ refurbished materials will be considered in the first instance, and a balance must be found between price, quality, ethics and sustainability
 - Where possible, materials will be sourced from suppliers who operate in an environmentally friendly manner
 - Orders will be grouped into as few deliveries as possible
 - Any left over materials will be reused
 - Artworks created by projects will be given to participants for display or materials recycled where possible



- Ensure that products derived from natural sources, such as wood, are produced in a sustainable manner and comply with all national and international legislative requirements
- Ensure that new equipment purchases are as energy efficient as possible

Recycling

- Reuse or recycle all our incoming packaging materials (cardboard, polystyrene/cereal based beads, shredded paper, air bags, etc)
- Provide recycling bins or sacks in every premises for paper, card, cans, plastic and glass
- Restrict use of single use items

Travel & Transport

Impact Arts understands that the easiest way to travel isn't always the best for the environment. So, we ask everyone working with us—staff, board members, and participants—to choose travel options that are better for the planet, as long as it doesn't make their journey harder, less safe, or uncomfortable.

Impact Arts wants to help people think about how their travel affects the environment. That means raising awareness and encouraging the use of public transport, walking, cycling, or other eco-friendly ways to get around whenever it's practical, as such Impact Arts will

- Encourage staff and participants to use active travel and public transport
- Promote our cycle to work scheme to employees, encouraging sign up twice a year
- Aim to provide safe cycle storage at work offices
- Support the increased use of video-conferencing and encouraging staff to minimise travel for meetings where appropriate
- Avoid domestic air travel when attending conferences/ meetings
- Restrict use of taxis and cars to circumstances where there is no safe or viable alternative
- Monitor and evaluate staff travel while working for Impact Arts and seek ways to minimise

Partnerships & Networks

We are members of Creative Carbon Scotland's Green Arts Initiative; we undertook Glasgow Chamber's Step Up to Net Zero programme, Glasgow Climate Action Hub, and previously SUNZ Resources Projects: Next Steps 2026-2030, investigate partnerships to work on Biodiversity and Nature.

Through these networks we are developing partnerships across the sector which will help us with knowledge exchange and shared resources.

Publicity

- Reduce all printed material produced by Impact Arts and invest in digital and online methods for audience communication
- Actively encourage people to opt into email, e-newsletter and social media communication to minimise need for paper mail outs
- Actively encourage people to visit our website for information rather than relying on printed material
- Where we do produce printed materials:
 - produce them on paper stock that is at least 50% recycled
 - Ensure waste toner is recycled
 - use local printers and print all publicity on sustainable paper

4. Monitoring & Evaluation



To measure Impact Arts' environmental impact, we record a number of indicators which are reported to the Board on a quarterly basis so that we can track our progress towards minimising our environmental impact.

The following indicators are measured:

Indicator	Measure
Energy Consumption	Meter readings/ bills
Water Consumption	Meter readings/ bills
Staff travel during work	Travel expense records & surveys
Staff travel to work	Staff Questionnaires & surveys
Recycling	Record of Refuse Collections
Printing	Record of printouts/ printer paper orders
Refuse/ landfill	Record of Refuse Collections/ Skip hire

5. Carbon Footprint

As part of a drive to reduce our carbon footprint, we embarked on a full programme of Carbon monitoring in 2023 which has allowed us to create a very comprehensive record of our emissions as a baseline which we can work to reduce over the coming years.

Baseline year: 2023	
Emissions	Total (tCO ₂ e)
Scope 1	94.96582
Scope 2	19.4
Scope 3 (Included Sources)	54.46
Total Emissions	168.83

Year: 2024	
Emissions	Total (tCO ₂ e)
Scope 1	59.30762
Scope 2	15.232
Scope 3 (Included Sources)	54.496
Total Emissions	129.03562

Year: 2025

Emissions	Total (tCO ₂ e)
Scope 1	99.64
Scope 2	13.85
Scope 3 (Included Sources)	76.08
Total Emissions	189.57

6. Data Protection Act 2018

The organisation will treat all personal data in line with obligations under the current data protection regulations.

Version Control			
Version	Author (s)	Date	Changes Undertaken
1	Fiona Doring, Mairi McLaren, Maria Boyle	06/10/23	Full policy review
2	Fiona Doring	03/02/2025	Full Policy Review Alignment with Environmental Action Plan and addition of Partnerships & Networks section
3	Blair Sutherland	07/02/2025	Full Policy review Addition of SUNZ Resource Project Paragraph Carbon Emissions 2024 added
4	Blair Sutherland	10/7/26	Full Policy Review Carbon Emissions 2025 added Confirm target for net zero to 2045