

Curious Seed Environmental Policy and Action Plan

Curious Seed recognises the power of the arts to imagine, inspire and contribute to the transition to a low carbon future. We acknowledge our responsibility to reduce our negative environmental impact on the Earth that the next generations will inherit. We are committed to monitoring and managing our environmental impact; to support this aim, we have developed a comprehensive and realistic set of Actions as set out below. This Environmental Policy and Action Plan is a working document and will be reviewed and updated on an annual basis.

KEY ACTIONS FOR 2024 - 2025

- Use train travel over flights within the UK and Western Europe whenever possible.
- Continue exploring and developing models of international working/touring that mean we are travelling less people whilst still sharing and collaborating globally.
- Annual review and update of our Environmental Policy & Plan, and share with collaborators and partners.
- Work with our SPRINGBOARD cohort (Producing the Future of Theatre & Dance) to explore these 2 areas:
 1. THINK SPACE – a research, reading, thinking and discussing space to explore what de-growth might look like for theatre and dance in Scotland.
 2. DELIVERY SPACE – a space to drive action that begins to radically reduce carbon emissions resulting from the production of theatre and dance in Scotland, and that in time can become a space to practically test ideas resulting from 1. Starting place for this work is creating a space to support each other taking forward implementation of the Theatre Green Book in Scotland.
- Review and reduce our tech carbon footprint, i.e. our website and online data storage and email usage practices.

CLIMATE JUSTICE ACTIONS: Climate justice is a fundamental part of the transformation required as we head towards a net zero Scotland; below are provisions Curious Seed will be making to ensure that our organisation's actions or projects are following climate justice principles:

- Cross-reference Equalities, Diversity and Inclusion and Environmental policies to understand how they interact and can reinforce each other.
- Share our work more locally in areas of Scotland that have historically had less access to arts and culture.
- Partnering on projects with local Edinburgh-based organisations in areas of multiple deprivation, i.e. Lyra in Craigmillar and North Edinburgh Arts in Muirhouse
- When considering international projects, continue to develop our model of partnering with local organisations to engage local artists and collaborators to produce and deliver the

work; not only is this less carbon intensive as it means we are travelling less people, but also on a social level it is encouraging international collaboration and supporting a diversity of local practitioners.

ACTIONS

Operational:

- Maintaining the appointment of a Green Champion (currently Leigh Robieson-Cleaver, Producer; April 2015 - present).
- Membership of the Green Arts Initiative (April 2015 - present); we will complete the GAI annual report to assist with monitoring and evaluation within the sector.
- Attendance by Green Champion and/or other company representatives at Creative Carbon Scotland events / training courses as and when appropriate.
- Gathering data and contributing annually to Creative Carbon Scotland's Environmental Reporting process as part of our Creative Scotland Regular Funding requirements.

Staff / Governance:

- The company's environmental policy will be made available to all new Trustees, members of staff and freelance staff, and any environmental issues and queries can be discussed with the Green Champion. New ideas are always welcome!
- Overall, the Company aims to foster a supportive atmosphere for positive environmental behaviour, and to engage staff members with their environmental concerns.
- We will review the environmental impact of our activities and engage all members of staff and the Board in this review on an annual basis.
- We will appoint a Board Green Champion to support the work of the staff Green Champion.

Office:

- As a tenant of Castle Rock Edinvar, we will monitor and aim to reduce the environmental impact of the company's office space, using Creative Carbon Scotland's Tenant Energy Toolbox to assist with estimating our company usage.
- Double-sided printing and multiple pages per sheet are to be used whenever possible to minimise paper and ink usage, and documents and correspondence should only be printed when strictly necessary.
- All staff are expected to use the internal recycling facilities located in the kitchen on the first floor, which can currently take paper, plastic, cardboard and cans generated from kitchen use. Paper and cardboard are recycled weekly by a company contracted by Castle Rock Edinvar, and any plastic, glass, and metals generated from Curious Seed company activities will be recycled separately by being taken to a local recycling facility.
- Printer cartridges will be recycled or reused where possible.
- All company electronic equipment should be switched off when not in use. At the end of the working day, the last staff member to leave the office should check equipment to ensure that all computers are shut down and all printers are switched off, unless otherwise labelled.

Travel & Accommodation:

- We will use claimexpenses.com to monitor and evaluate company journeys and encourage the use of public transport where possible. This includes journeys linked with our touring productions undertaken by cast, creative team members and crew. From the data collected we will calculate and evaluate the company's annual carbon footprint in partnership with Creative Carbon Scotland.

- When travelling on company business, method of travel should be chosen on the basis of cost effectiveness and environmental impact.
- For journeys within Edinburgh, using public transport whenever time allows rather than taxis – for example, the airport bus service/tram to Edinburgh airport, unless leaving very early or returning late.
- For journeys within the UK and Western Europe, train travel will be chosen over air travel whenever possible.
- For international flights, non-stop flights are preferred to multiple short-haul stops.
- Increased use of video conferencing (i.e. Zoom meetings) over in-person meetings where possible.
- When choosing accommodation, the first option will be Premier Inn: [Force for Good | About Us | Premier Inn](#). If this is unavailable, we will choose alternative providers with similar policies in place over those that do not.
- We will try to schedule touring activity in as linear / efficient a manner as possible to reduce travel miles.

Suppliers and equipment:

- Wherever possible, we will work with suppliers that have a robust environmental policy in place.
- Any new equipment the company purchases will be as energy efficient as possible.
- Wherever possible, all old sets will be reused, stored or recycled.

Publicity/marketing:

- We will invest in digital and online methods to communicate with audiences.
- We will use e-mail and social media communication in preference to paper mailouts at all times.
- We will use local printers and all printed publicity material will be printed on sustainable paper or from carbon neutral sources.
- Printed material will include an encouragement to recycle it.

Working with artists:

- All artists / crew will be required to monitor and report on travel when on company business; this will be written into all contracts with freelance staff.
- We will encourage all creative team members to be as environmentally friendly as possible when working on any of the company's productions or projects such as sourcing materials locally and choosing environmentally friendly methods and materials.
- We will consider the size of touring vehicle when discussing set design with designers to try and keep it as small/light as possible.

Working with venues & audiences:

- Where possible we will tour to venues that have a robust environmental policy in place.
- Contracting with venues / promoters: we will request that any venues / promoters also adhere to our Environmental Policy guidelines whenever possible, i.e. when booking travel and accommodation, etc.
- We will request that venues recycle all unused printed marketing materials.