



## Unicorn Theatre Sustainability Policy

The Unicorn is the UK's leading professional theatre for young audiences, dedicated to inspiring and invigorating young people of all ages, perspectives and abilities, and empowering them to explore the world – on their own terms – through theatre.

Year-round, the Unicorn works with some of the world's most exciting theatre-makers to produce, present and tour a surprising, innovative and broad range of work that is honest, refreshing and international in outlook.

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We recognise that environmental responsibility is an important aspect of running a successful long term business and that meeting the needs of our current generation should not compromise the ability of future generations to meet their own needs. In particular we wish to be a model of good practice for the thousands of young people who come through our doors every year and within our industry.

We take our impacts seriously and are committed to a policy of continual improvement in identifying, understanding, monitoring and reducing environmental impacts, preventing pollution, limiting our carbon footprint in London and on tour, and identifying and complying with environmental legislation. Our environmental policy and associated action plan to deliver environmental management will be regularly reviewed and amended according to the changing nature of our operations.

We are pleased to work with Julie's Bicycle both through the enhanced Creative Green programme as a member of LTC (London Theatre Consortium) and as an ACE NPO (National Portfolio Organisation). Julie's Bicycle provides reporting models that give us the opportunity to reflect on our behaviour and refresh our approaches and actions on a regular basis.

We understand the following areas of our operations to be the key focus areas through which to manage and improve environmental impacts:

### **Commitment**

We communicate our aims and achievements and challenges to our stakeholders: audience, participants, staff, freelancers, contractors and Trustees. Our Sustainability Policy and Action Plan (updated each financial year) will be available in shared folders, and form part of our Staff Handbook. Our Policy is available on our website.

In 2019/20, we are exploring a new commitment to sustainability in the context of our onstage programme and touring.

We maintain and diversify our networks to bring in fresh ideas and applications from a range of sources. We regularly assess the possible reputational and moral impacts of sponsors and supporters by researching social responsibility policies and adherence and environmental impacts. We believe that our long term reputation and values have a direct and vital effect on the Unicorn's audiences, artists, staff and future organisational wellbeing, and want to protect it for the future.

### **Understanding**

We demand detailed reports on our consumption from our suppliers, and use this data to adjust stakeholder behaviour and plan future purchasing. As we enter significant new supplier contracts, we research business practice and policies.

We continue to improve administrative processes to create an honest and transparent record of our activity and supplier data.

With this comes an exploration and interrogation of responsible procurement, and how the needs of a fast-paced, deadline-driven industry are balanced against global humanitarian responsibilities and the battle against modern slavery.

### **Improvement**

We seek to reduce our energy and water consumption year on year relative to activity, with a rolling programme of replacements. Sustainability is a headline concern in planned capital projects and in short term replacement and maintenance. We seek to reduce our waste production year on year relative to activity and apply 'reduce, reuse, recycle, repair, refuse'. We think carefully about the life cycle of resources within the building and through our wider networks: theatres, schools, families and the local community.

Signed by:

A handwritten signature in black ink, appearing to read "John Langley".

John Langley, Chair of Trustees

Date: October 2018