



## **Fierce Environmental Sustainability Policy & Action Plan** **May 2024**

### **Policy**

As a future-focused organisation Fierce Festival takes its environmental responsibility urgently and seriously, beyond legal and regulatory requirements. As a National Portfolio Organisation, we support the aims set out in Arts Council England's Environmental Responsibility Investment Principle.

Fierce is light on its feet and the day-to-day running of the organisation has minimal impact on the environment. However, as an international festival, travel for research and to bring artists to perform in Birmingham is both essential and has implications on a planet currently facing an unprecedented climate crisis.

This policy is influenced by our values:

- Trust: we want our stakeholders to trust that we are doing our best to reduce our environmental impact so we will record and report on our activities and clearly communicate our progress against environmental targets.
- Joy: we programme work that addresses issues of climate justice, proactively encouraging debate and celebrating artists working in this area.
- Disruption: we challenge our staff, partners, artists and audiences to reduce their environmental footprint, pushing them to consider their impact across all aspects of their work.
- Rigour: we will comply with and aim to exceed all regulatory requirements, continually improving and monitoring our environmental performance and looking for new approaches and opportunities to reduce our environmental impacts.

### **Action Plan**

We will deliver against the actions set out below, reviewing and refreshing these annually to ensure they stay relevant and that we are achieving our aims under the Arts Council's Investment Principles.

These aims fall under the following 3 categories: Office, Travel and Programme.

#### **Office**

Fierce operate from a small office with minimal permanent equipment and thus use relatively little energy, create little waste and have a minor impact in this area. That being said we aim to do the following to keep this impact low:

- Reduce paper use, only printing when absolutely necessary and using recycled paper for office printing as well as for our festival print communications.
- Reduce our energy use as much as possible, ensuring lights, heating and equipment are turned off when not in use; use our new smart meter to monitor energy usage and react accordingly.
- Reuse, repurpose or recycle everything we are able to; where we need to purchase new equipment, ensuring this is done with environmental impact in mind and buying good quality products that are designed to last.

#### **Travel**

Travel is the area in which Fierce have the greatest environmental impact; as an international festival our staff travel extensively for work, we bring artists from across the globe to

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Birmingham to perform in the festival and many of our audiences travel to Fierce from abroad. We mitigate the impact of this travel in the following ways:

- Our staff use public transport, cycle or car share to travel to the office and we encourage this except where that presents access barriers. We will ensure that information about our public events includes information on public transport where possible and appropriate.
- If journeys can be completed by train within 9 hours (both within the UK and from Europe) then we will not reimburse flights, for both staff and for artists and their teams travelling to the festival (except where this option becomes prohibitively expensive).
- Where possible we will combine trips, using trains to travel between locations to minimise travel back and forth from the UK.
- Where possible we will conduct research and hold meetings online, minimising the need for travel.

## **Programme**

- We will research work on issues of climate justice with the aim of programming at least one piece of work in each festival on this subject to encourage debate and action.

We will continue to look for ways to minimise our environmental impact across our day-to-day operations and projects large and small. Where there is likely to be significant environmental impact not covered by the above action plan, we will discuss this with our Board and together find responsible ways of working.

We will share this policy on our website as part of our wider Accountability work, ensuring that everyone who works with us from artists to audiences, partners and funders can see what action we are taking, ask questions and hold us accountable to this policy.