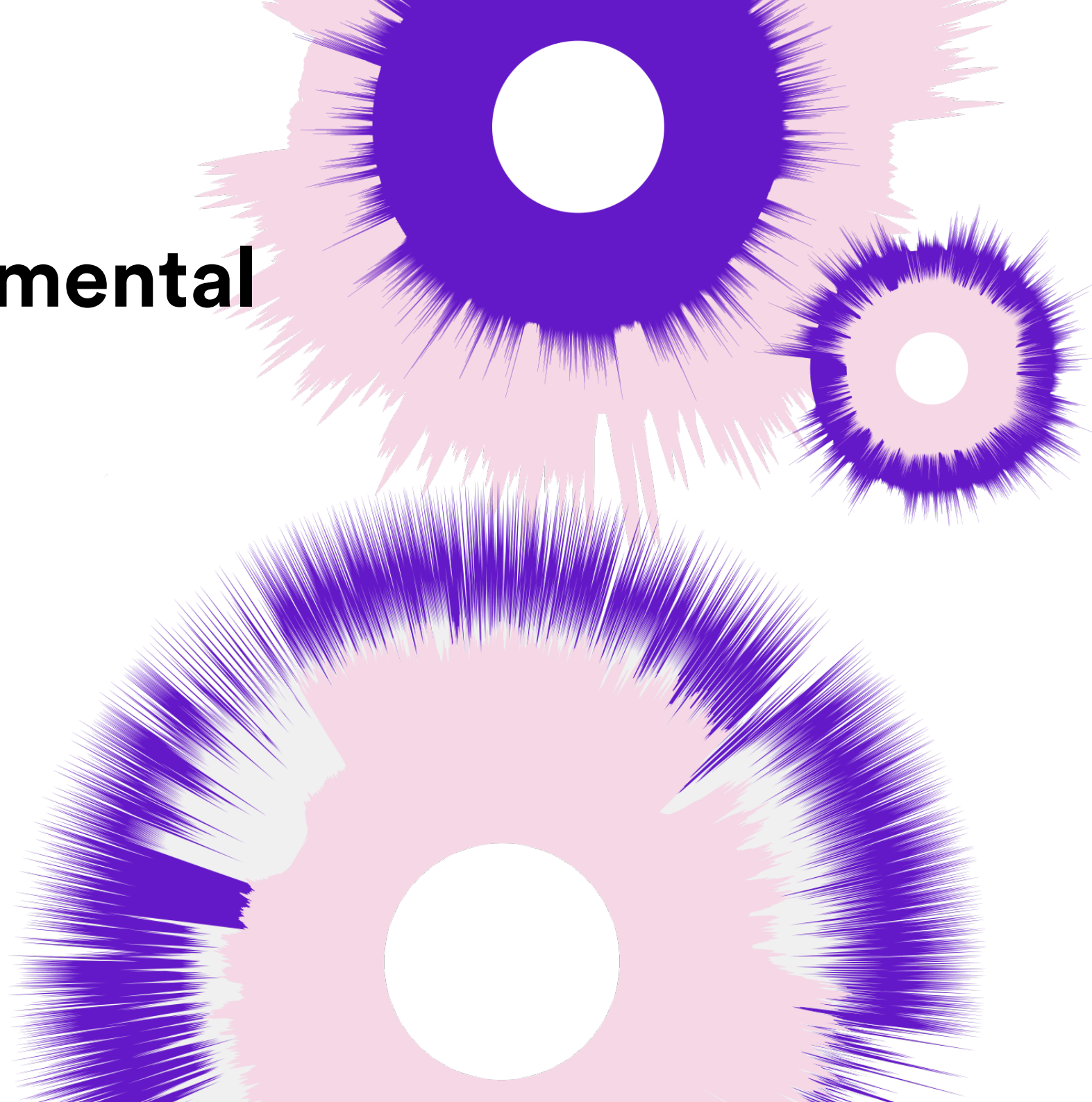


Environmental Policy

Approved: May 2025
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Contents

Mission Statement for the Policy	3	5.6 Digital carbon footprint	7
Implementation	3		
The Scope	4		
3.1 Our environmental impact	4		
3.2 Sound and Music's role in raising awareness of the climate emergency	4		
Key Environmental Impacts	4		
4.1 Investment	4		
4.3 Programme	5		
4.4 Office	5		
4.5 Printing	5		
4.6 Digital carbon footprint	6		
Policy Statements and Key Performance Indicators	6		
5.1 Investment	6		
5.2 Travel and accommodation	6		
5.3 Programme	6		
5.4 Office	7		
5.5 Printing	7		

Mission Statement for the Policy

Arts Council England is the first arts funding body in the world to put environmental sustainability in the contractual agreements of its major revenue funding programmes, including Sound and Music as a National Portfolio Organisation.

We are already committed to considering the environment in our day-to-day operations in an ad hoc way and have welcomed the requirement to cement our responsibility to reduce the effects our work has on the environment by creating an Environmental Policy and Action Plan.

This policy operates in a context where it is widely accepted that there is a climate emergency, with increasing calls for more urgent reduction in carbon emissions.

As our work includes composer and artist support and development, live events and audience development, touring, information and advice, network building and education, we partner with numerous organisations, and keeping tabs on the effects our work has on the environment can seem somewhat beyond our control.

However, we can instead embrace these connections and partnerships to become green advocates and encourage a culture that considers how we can strive for our vision whilst reducing our carbon emissions to a minimum.

With this in mind, there are four main areas that we can consider our impact in facing the climate emergency:

- How we run the organisation and the decisions we take relating to this

- How we manage our investment policy relating to our endowment and any other investments
- How we use our programme, profile and platforms to raise awareness of the need for societal change to address the climate emergency, and highlight the work of artists engaging with the issue as a means to influencing public understanding and behaviour
- How we influence our partners and other organisations across the sector to adopt more environmentally sustainable approaches and policies, both as individual organisations but also in exploring new modes of business for the future

Implementation

Our Environmental Policy is a statement of our commitment to help reduce the impact of our activities on the environment.

The policy is delivered through an Environmental Action Plan, which specifies how the policy will be implemented, complete with targets, dates and a named person(s) responsible for delivering it.

We will work with our Board of Trustees, senior management and staff, composers and artists, suppliers, partners, sponsors and patrons, audience and stakeholder networks to ensure we consider and communicate the environmental impacts of our activities.

For each financial year we will assess and report on our environmental performance; this information will be used to update our Environmental Action Plan for the coming year.

The Scope

The scope of this policy covers both our own environmental impact, and our work to raise awareness of the climate emergency.

3.1 Our environmental impact

Our activities have environmental impacts in the areas of: Energy, Water, Waste, Toxicity, Biodiversity.

Our ability to improve our environmental impacts depends on our knowledge of, and commitment to addressing them and our capacity to change and influence decisions not always within our immediate control (such as rented space and shared utilities).

We will exert ourselves as much as possible to understand, measure, improve and communicate our environmental performance.

3.2 Sound and Music's role in raising awareness of the climate emergency

We reach audiences primarily via a range of digital channels, including the primary platform, the British Music Collection, Minute of Listening, various e-newsletters and social media.

We are connected with hundreds of composers and artists of all ages across the UK for whom the climate emergency is a major issue, including some whose work engages with it.

We are also connected with an extensive network of organisations both in the UK and internationally, some of whom are beginning to acknowledge the need for business models to change over the coming decade.

We will use our profile and reach to platform work that raises awareness of the climate emergency, and we will use our influence to encourage more collaborative thinking and re-imagining of how our sector will work in the future.

Key Environmental Impacts

4.1 Investment

We are in the fortunate position of having an endowment fund (the AA Paul fund). The legal documents for this fund require it to be invested and used in such a way that the capital value is maintained (with an inflationary increase).

The investment is currently managed by an external investment management firm, who invest it in line with an Investment Policy Statement which is approved and reviewed at least annually by the Finance Subcommittee.

Our Investment Policy Statement includes the requirement for the endowment to be invested in accordance with a responsible investing approach (commonly referred to as ESG). This will include consideration of investment managers' approach to screening (avoiding investment in fossil fuel extraction), influence (voting to encourage firms to improve their practices) and impact investment (e.g., positive investment in renewables).

Approach to responsible investing (and, specifically, consideration of environmental sustainability) is one of the criteria in selection of an investment manager.

We also invest our own reserves in a cautious investment fund.

4.2 Travel and accommodation

Staff travel

Most of our administration staff business travel is within London; however, staff make longer journeys for meetings and events within the UK and internationally when relevant to our work.

In addition to business travel, there are also the environmental impacts produced from staff commuting to and from the office.

Programme related travel

We regularly book and/or finance travel for people (including artists, composers, panel-members, teachers etc.) for all manner of events across our programme largely within the UK but sometimes involving travel from further afield.

Primary environmental impacts are:

- Fossil-fuel energy consumption

Accommodation

Our activities include booking hotels, catering and venues.

Primary environmental impacts are:

- Fossil fuel energy consumption
- Hotel accommodation
- Food consumption
- Waste generation

4.3 Programme

We can choose to raise awareness of the climate emergency through the composers, artists and work we profile; and to work with others to reimagine how our sector might function in the future.

4.4 Office

Building

Since May 2021, we have offices in Oxford House, London.

We operate a hybrid model of working, including some members of the team working remotely.

Our primary environmental impacts of are:

- Fossil-fuel energy consumption
- Water consumption
- Waste generation

Supplies

A number of goods and services are procured to run our office operations and each has an environmental impact.

Primary environmental impacts are:

- Resource use for office electronic equipment, furniture and stationery
- Server hosting of the website, third-party social media platforms, transactional plug-ins and email accounts
- Toxicity of cleaning products, furniture and equipment

4.5 Printing

Each year we produce promotional material for events and our educational work. In the past we have produced branded stationery

Primary environmental impacts are:

- Paper resource consumption
- Toxicity of inks and finishes
- Fossil fuel energy consumption

4.6 Digital carbon footprint

There is growing awareness of the carbon footprint created by digital devices, cloud-based computing, streaming, cryptocurrency, NFTs (non-fungible tokens) and so on. As the amount of use and data increases exponentially year by year, the carbon footprint of the internet needs to be considered. The big tech companies (including Apple, Meta and Microsoft) are beginning to make commitments not only to greening the cloud but using their huge power to create positive change.

Primary environmental impacts relate to manufacture and shipping (of devices and servers) and powering/cooling. This means consideration of:

- Choice and use of devices
- Emails and internet traffic
- Streaming
- Data storage

Policy Statements and Key Performance Indicators

We aim to reduce our negative environmental impact, raise awareness of the climate emergency and influence the behaviour of others to adapt in order to address the climate emergency.

We are committed to measuring and monitoring all those environmental impacts that we can reasonably gather data for and control the use of.

We report some of these annually as a condition of Arts Council funding, marked (ACE).

5.1 Investment

Policy statement: We will invest according to ESG principles

KPIs:

- ESG requirement incorporated within Investment Policy
- Investment shifted to ESG portfolio

5.2 Travel and accommodation

Policy statement: We will reduce the carbon footprint of our travel and accommodation choices, including through using surface public transport whenever possible within the UK and Europe (staff, artists, partners); and choosing hotels/venues/suppliers with environmental accreditation or published environmental policy

KPIs:

- Greenhouse gas emissions per staff member (ACE)
- Number of artists and partners using surface public transport to and from workshops, rehearsals, events, interviews and performances

5.3 Programme

Policy statement: We will use our programme, reach and influence to raise awareness of the climate emergency, showcase artistic responses and to work collaboratively to rethink business models for the future

KPIs:

- Climate emergency related curated content on our platforms
- On agenda at international network meetings

- In staff handbook and other relevant internal documents

Policy statement: We will reduce the environmental impact of our programme, and seek to work with partners who also support improving environmental impact

KPIs:

- % of green riders in artist and partner contracts (see Action Plan)

5.4 Office

Policy statement: We will reduce the environmental impact of our office

KPIs:

- Greenhouse gas emissions (ACE)
- Water use (ACE)
- Waste (ACE)
- Energy consumption (ACE)

5.5 Printing

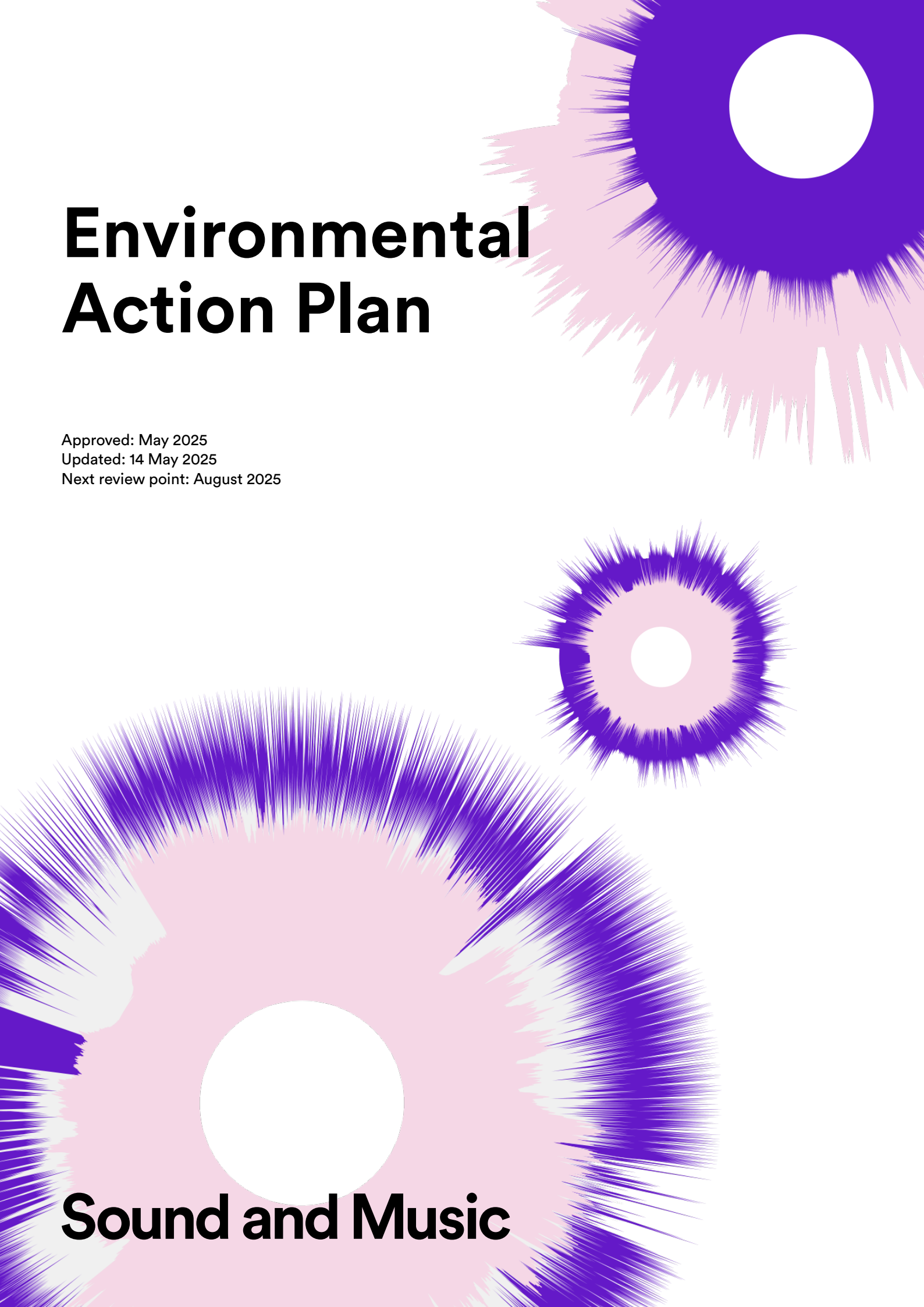
Policy statement: We will minimise our printing, use equipment with a high energy efficiency rating, and when going externally, use printers with environmental accreditation.

KPIs:

- % of suppliers with environmental accreditation or published environmental policy

5.6 Digital carbon footprint

Policy statement: We will reduce our digital carbon footprint



Environmental Action Plan

Approved: May 2025

Updated: 14 May 2025

Next review point: August 2025

Sound and Music

Contents

1	Investment	3
2	Travel and accommodation	3
3	Programme	5
4	Office	8
5	Printing	9
6	Digital carbon footprint	10

1 Investment

Policy statement: We will invest according to ESG principles

Staff member responsible for monitoring: Will Dutta, Chief Executive

	Action	How	Progress
1	To review other areas of investment (cautious investment fund and pensions) to move to ESG investing (or offer options to staff to do so)	Investigate whether possible to have Scottish Widows ESG fund as default and explore other ethical pension providers for consideration Explore investment options for Cautious fund	Board approved transfer of the portfolio to 7IM Responsible Investing Fund at Q3 meeting. 7IM informed but transfer currently paused owing to market volatility. 7IM will recommend a new date to commence transfer

2 Travel and accommodation

Policy statement: We will reduce the carbon footprint of our travel, including through using surface public transport whenever possible within the UK and Europe (staff, artists, partners); and choosing hotels/venues/suppliers with environmental accreditation or published environmental policy

Staff members responsible for monitoring: Grace Bailey, Executive and Programmes Coordinator and individual line managers

We are committed to monitoring and minimising the environmental impact of travel across the organisation, encouraging lower GHG emission options where possible.

	Action	How	
1	To travel by train, ferry, bus or coach within the UK and Europe wherever possible	By booking travel as far in advance as possible to ensure best rate on tickets By requesting that staff, artists and partners travel by train/coach/bus and only take flights in exceptional circumstances	Ongoing Ongoing

		When invited to attend national or international conferences or events, to request train travel	Ongoing
2	To continue to conduct an annual audit of business travel quantifying greenhouse gas emissions associated with said travel	By using the IG Office Tool to calculate environmental impact and generate stats Include in the Impact Report and/or as dashboard feature on Impact section of primary platform by January 2025	Ongoing with next survey in Jun 2025
3	To continue to evaluate the organisational benefits of business trips requiring travel by plane	By discussing the merits (e.g., increased organisational reach) of attending events By identifying how to maximise value from each business trip	Ongoing Ongoing
4	To only travel by taxi when completely necessary and endeavour to use services that offer hybrid vehicles	By booking travel with companies such as Green Tomato Cars: www.greentomatocars.com	Ongoing
5	To continue to use Zoom or other digital platforms for international meetings and interviews – as well as those that require extensive domestic travel or involve large UK-based groups of people – as much as possible	By proposing the use of such platforms as an alternative, where feasible, in the early stages of scheduling	Ongoing
6	To continue to encourage staff to cycle or use public transport to get to work	By promoting the availability of interest-free staff loans	Ongoing
7	To encourage staff, artists and partners to car-pool to events, workshops, rehearsals etc. when use of public transport is not an option	By opening up the lines of communication between those looking to travel to and from adjacent and en-route destinations	Ongoing
8	To continue to enable remote access for staff	By continuing to work with IT support to resolve remote access issues as and when they arise	Ongoing
9	Introduce employee benefits to encourage rail and ferry travel	To put forward proposal to the working group (which includes trustees) to consider Climate	No progress to report. Proposal to be put to the Board by Sep 2025

Perks, an employee benefit scheme that encourages staff to travel by rail and ferry when taking annual leave

3 Programme

Policy statement: We will use our programme, reach and influence to raise awareness of the climate emergency and to work collaboratively to rethink business models for the future

Staff members for monitoring: Chief Executive, Heads of Programmes and External Engagement

	Action	How	Progress
1	To raise awareness of the climate emergency	By featuring curated content addressing the issue through the British Music Collection, as well as supporting artists who are engaging with it Talk more openly about it on our website (e.g., Impact page), explain why it matters to us, and outline actions we're working on next to encourage transparency	Shared Dreaming Species by Melanie Wilson and Arctic Ice by Alice Boyd on our channels in Q1 2024-25 University of Exeter Wounded World project did not receive AHRC funding. WD put lead academic in touch with three composers to discuss alternative ways to progress. Personal circumstances have temporarily paused progress. New Platforms Strategy includes plans to curate content that addresses the issue. One In Motion 2025 artist (Grace Stubbings) enrolled with focus on environmental and climate activism
2	To use our influence to encourage more collaborative thinking about the future in our	By requesting agenda items on the issue and ensuring that the issue is being raised	Working group established with two trustees invited to participate. Round 4 Essentials Fund to involve