



PERFORMING ARTS CENTRE SOCIETY

SUSTAINABILITY POLICY

Policy Level: BOARD

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Revision Dates:

Date of Last Review:

INTRODUCTION

Performing Arts Centre Society Inc. trading as The Blue Room Theatre (the 'Society') accepts that it must work to preserve the sustainability of the planet, at all levels of its operations – in its own practice, as a participant in a community of practice, and as a participant in Australian social discourse. The Blue Room Theatre seeks to be a leader in finding a synergy between economic growth and social benefit with low environmental impact.

The Blue Room Theatre aspires to minimise its impact on our environment and maximise the effective use of resources. We strive to achieve this by increasing communication and awareness of our efforts in accordance with this policy and fostering responsible environmental, economic and social behaviour amongst members of the board, staff, volunteers, artists and other key stakeholders.

The Blue Room Theatre is committed not only to complying with applicable law in all of its operations but to minimise risks and impacts through the development of robust and documented systems to implement, measure, monitor, and disseminate excellent environmental, economic and socially sustainable performance both within its operations and to the broader community.

PURPOSE

This Sustainability Policy aims to integrate a philosophy of sustainable development into all the organisation's activities and to establish and promote sound environmental and social equity practice in our operations.



POLICY

The Blue Room Theatre commits itself to pursuing economic growth with social benefit and a low environmental impact by:

- Providing a safe and healthy workplace including strategies for wellbeing of all staff;
- Having an environmentally sustainably aware culture, where responsibility is assigned and understood;
- Being an environmentally responsible neighbour in our community;
- Conserving natural resources by reusing and recycling;
- Using, in our own operations, processes that do not adversely affect the environment;
- Fostering an environmentally aware business culture that supports staff initiative including pursuing the responsible use of energy and water throughout the organisation;
- Analyse all operational areas and practices and create strategies for each area to reduce waste and greenhouse gas emissions;
- Participating in efforts to improve environmental protection and understanding including the advocacy of sustainable modes of transport;
- Taking steps to improve environmental performance continually;
- Conducting rigorous audits, evaluations, and self-assessments of the implementation of this policy;
- Working with suppliers who promote sound environmental practices;
- Enhancing awareness among our employees, volunteers, and users – educating and motivating them to act in an environmentally responsible manner.
- Acknowledging the need to behave in ways that ensure equity for future generations;
- Pursuing social integration and advancement on issues of equity and access;
- Pursuing ethical sponsorship agreements in correlation with the Sponsorship Policy;
- Analysing all operational areas and practices and creating strategies for each area to reduce waste and greenhouse gas emissions;
- Setting environmental targets in our strategic plans, monitoring performance and reporting to our membership, granting bodies and the general public;
- Collaborating with our performing arts sector friends and neighbours to share ideas and promote action;
- Communicating our aims, activities and achievements to our membership to promote awareness and action in the wider community; and
- Committing to consider both long-term and short-term economic, environmental and social impacts in decision making.



SUSTAINABILITY PROCEDURES

RESPONSIBILITIES

It shall be the responsibility of the Board to establish and maintain policies and procedures and to bring these procedures into effect.

It shall be the responsibility of the Executive Director to ensure implementation of these policies and procedures.

Procedures

1. The Blue Room Theatre will develop guidelines for staff, volunteers and users to adopt sound environmental work practices, and adequate training will be provided to ensure these practices are carried out.
2. The Blue Room Theatre will act responsibly to correct incidents or conditions that endanger health, safety, or the environment. It will promptly report any such incidents to the relevant authorities, and inform affected parties as appropriate.
3. The Blue Room Theatre will use reasonable endeavours to reduce, reuse and recycle materials, purchase recycled materials, and use recyclable packaging and other materials.
4. The Blue Room Theatre will use all reasonable endeavours to see to it that its services and products are safe, efficient in their use of energy, protective of the environment, and able to be reused, recycled or disposed of safely.
5. The Blue Room Theatre will use all reasonable endeavours to minimise materials and energy use, prevent air, water, and other pollution, and dispose of waste safely and responsibly.
6. The Blue Room Theatre will use all reasonable endeavours to conserve energy by improving energy efficiency and giving preference to renewable over non-renewable energy sources when feasible.
7. The Blue Room Theatre will, use reasonable endeavours to utilise its particular knowledge and experience to contribute to environmentally sustainable techniques, technology, knowledge and methods.
8. The Blue Room Theatre will use all reasonable endeavours to contribute to the maintenance and increase of biodiversity through its management of its landholdings that are within its legal purview and lease agreement.
9. The Blue Room Theatre will use all reasonable endeavours to meet or exceed all applicable government requirements and voluntary requirements generally observed in its field, and will, in addition, adhere to the more stringent requirements of its own environmental policy.
10. In order to continually improve its environmental management system The Blue Room Theatre will use reasonable endeavours to conduct audits and self-assessments of its compliance with this policy.
11. The Blue Room Theatre will maintain an open and honest dialogue with staff, volunteers, stakeholders, and the public about the environmental, health and safety performance of its operations and services.
12. The Blue Room Theatre will use reasonable endeavours to ensure that every employee, volunteer and contractor is informed of and expected to follow this policy and to report any environmental, health, or safety concern to management so that prompt action may be taken.
13. The Blue Room Theatre will use reasonable endeavour to pursue social equity for advancement of disadvantaged and marginalised individuals including members of



Aboriginal and Torres Strait Islander (ATSI) and culturally and linguistically diverse (CALD) communities, those with disability and those who identify as sexually and or/gender diverse.