

Music24 acknowledges the connection between the climate and other environmental crises and the threat of current and future homelessness, disease, food and water shortages and poverty for millions of people around the world, as well as the major damage being caused to our natural ecosystems.

It therefore recognises its responsibility to reduce its carbon and environmental footprints and formally commits itself to being an environmentally responsible charity.

To take this forward it commits to the following actions:

1. Music24's Senior Management Team (SMT) holds responsibility to develop, review and implement this policy, as delegated by Music24's Board of Trustees. This is overseen and driven by our Environmental Champion (EC). The EC is a passionate individual who is willing to challenge practices and perceptions across every area of the charity, from operations to delivery.
2. Music24's SMT will make an annual impact statement which will be presented to the Board of Trustees. Progress made and any statistical information gathered may be reported on and can include:
  - Staff travel, including car-sharing where possible
  - Environmental initiatives
  - Information from venues we use
3. Progress on improvement of Music24's environmental performance will be a standard item at senior management meetings.
4. All staff will be encouraged to adhere to this policy within their day-to-day duties to help Music24 carry out its environmental responsibility.
5. Induction procedures for new staff will include information on the charity's environmental practices.
6. Music24 will ask all our current and future venues for their environmental policies, if applicable, and work towards raising awareness to the benefits of such policies and practices.
7. Music24 will seek to work in an environmentally conscious and considered way within any future partnerships.
8. Music24 will include environmental responsibility training in staff training programmes, with special approaches devised to help educate more vulnerable service users.

9. Music24 will observe existing environmental legislation as a minimum standard and seek to continually improve and promote our ethos and approach.

## Current Environmental Champion:

Dawn Knight

## Environmental Policy Subgroup:

Dawn Knight (EC), Teela Hughes (CEO), Anna Rowntree (Executive Assistant)

## Meetings:

To be held monthly whilst subgroup and initiatives are under development.