PARADIGM ARTS
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ENVIRONMENTAL POLICY

General Considerations for Practical Activities

2026/27

Aim
Our organisation is committed to improving our environmental performance and implementing best practice to minimise the environmental impacts of our business operations.

We will also implement strategies that will reduce the impact of environmental risks on our organisation.

The document keeps senior management and employees informed about their environmental roles and responsibilities within our organisation.

Policy Aim Includes:

- Implement environmental actions within our organisation
- Monitor the environmental actions and improvements internally
- Demonstrate leadership by working sustainably with suppliers, communicating with participants and clients and recommending industry-relevant environmental initiatives

Scope
The Environmental Policy applies to all employees and contractors, both full time and part time. The Policy will be shared with suppliers, partners and consultants to demonstrate and indicate best practice.

Intent
This Environmental Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our organisation and lives and work of our employees

Internal and external framing
We are committed to accelerating the move to a sustainable, low carbon economy and to reduce and ultimately eliminate the impact to the environment from our operations.

Our commitment:
- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
- Assess the environmental impacts of our operations and set objectives and targets annually in order to improve our environmental performance. We will regularly review these targets.
- Provide adequate resources to meet our commitment to this policy and the environment.
- Comply with all relevant environmental legislation/regulation.
- Define and communicate to management, employees and contractor responsibilities so that all are aware of their individual obligations.
- Ensure that all our policies and services are developed in a way that is complimentary to this policy.
- Take into account environmental considerations in our procurement.
- Report our environmental performance in our annually.
- Encourage all partners and other key stakeholders to commit to improving environmental performance.
- Reduce our organisations use of energy, water and minimise waste by reduction, re-use and recycling methods where possible, whether employees are working in the office or from home.
- Conscious consideration to the level of travel required and the mode of travel, encouraging lower carbon transportation options.
- Ensure the correct level of ‘offsetting’ is in place to neutralise carbon emissions, but only as a last resort where we have been unable to avoid carbon intensive activities, operate more efficiently or replace or mitigate any residual emissions.

Additional actions:
- Working with environmental specialists as required.
- Preparing and promoting our environmental policy and action plan.
- Setting up an Environmental Focus Group or Champion internally to encourage employees to make suggestions and decisions on operational practices.
- Monitoring and reducing utilities consumption in office buildings and home working and measuring impact of supply chain and company travel.
- Where appropriate, increasing recycling practices and optimising use of technological equipment.
- Promoting, encouraging, and rewarding lower carbon travel choices.

As employers we will:
• Share expectation of responsibility for the environment to our employees, board members and service providers.
• Demonstrate clear commitment to the environment and lead by example, to ensure that the protection of the environment is promoted to all employees.

Our employees will:
• Be familiar with the environment impact and requirements relevant to their own role and activities and take responsibility for their own impact on the environment.

Our suppliers will:
• Provide their own environmental policies to our organisation to demonstrate their carbon footprint and carbon reduction targets, where possible
• Work in collaboration where possible to reduce the overall environmental impact of the supply chain.
• Communicate this Environmental Policy to all employees, contractors and other stakeholders as well as making this policy available to the general public.

We will review this Environmental Policy annually and measuring targets and performance as part of that review.

Responsibility and review
This policy was last updated in September 2026 and will be next reviewed on August 2027