

Environmental Policy Statement

As one of the busiest regional theatres in Europe's youngest and most diverse city, Birmingham Hippodrome has a great appreciation for the environment around our theatre and our responsibility to preserve it for the local community. Our vision is for "a distinctive, world-class Birmingham cultural scene with the Hippodrome at the heart". We recognise that to be an outstanding leader in the cultural sector, we need to actively address our long-term sustainability across all three pillars - social, economic, and environmental. Therefore, we are committed to improving our environmental performance by cutting direct and indirect greenhouse gas emissions and addressing resource use in our work.

Effectively tackling our environmental impact will take a company-wide effort, which is why from 2023 onwards, 'Sustainable' has been one of our core Values. As part of our five-year plan (2023-28), we're also committed to continuously improving staff working conditions and investing in long-term emissions reduction through a capital project created with and for the people of Birmingham - a goal we call 'Hippodrome Tomorrow'. We are taking these and other proactive steps because climate change poses a risk to our operations in ways we are already seeing, and ways we might see in the future, such as increased flooding risk from our nearby canals and increased Urban Heat Island effect in our city. We need to take comprehensive environmental management action to mitigate our impact on these climate risks.

Birmingham Hippodrome fully acknowledges all statutory responsibilities and obligations regarding environmental practice and keeps a legal register of all relevant legislation. We support the UK government's net zero targets, and our policy reflects our commitment to achieving the highest possible standards throughout all our operations. In the future, we hope to put in place policy which requires all our colleagues to uphold the environmental commitments of the organisation which go beyond statutory obligations. Any deviation from current procedure may result in disciplinary action.

Birmingham Hippodrome's environmental policy recognises a long-term commitment to updating company practices according to advances in climate understanding, changes in environmental law, and best practice guidance.

Birmingham Hippodrome Theatre Trust Limited has implemented an Environmental Management System in accordance with ISO 14001:2015 throughout the business and is proud to have been the first UK theatre to earn this accreditation in 2010. This policy does not include the activities of the individual production companies or of our occupying tenants.



Local Community

Our people-focused environmental policy exists to ensure our operations benefit our local community in Birmingham. Accordingly, the policy is guided by best practice for our external stakeholder's needs, rights, and evolving expectations of us as a company. This statement will be prominently published on our website alongside information about how to contact us regarding our environmental impact, to safeguard every Hippodrome experience as a positive one.



Training & Competence

We want to inspire all our staff to think about the environment in their work. To help with this, we have introduced core e-learning about climate change for new colleagues joining our company. Birmingham Hippodrome also advertises and provides further specialised training on a regular basis and in response to new environmental risk control measures implemented on site. Our two environmental working groups, the Green Team and Sustainability Champions, also provide staff with opportunities to develop their leadership and project management skills for the future. Regular reviews by the Risk and Compliance team ensures that all staff have the right competence, skills, knowledge and resources necessary to minimise our actions' impact on the environment.



Positive Working Culture

We want to create a thriving workplace culture with a consideration of the environment and sustainability in everything we do. Alongside other initiatives, our environmental policy promotes social sustainability and wellbeing in the workplace to nurture a company culture that takes environmental issues seriously and empowers every member of staff to have a positive impact. Our inclusive approach interprets sustainability through a broad lens, encouraging collaboration and integrating it into the work of all our departments. Birmingham Hippodrome wants to create a 'new normal' internally and with our external partners, where environment is at the heart of every practice.



Thinking Ahead

Birmingham Hippodrome will think beyond the immediate future and invest in sustainable practices to meet our environmental responsibilities, accounting for how these may change or increase over time. Our environmental policy will be reviewed on

an annual basis or as necessary to reflect upcoming changes in legislation, our operations, or our stakeholder's expectations. We have ensured progress is sustainable by including environmental elements in our five-year plan and KPI reporting to keep us on track. Our future capital projects will also consider the environment and sustainability during the planning and implementation process.



Continual Improvement

Birmingham Hippodrome wants to ensure continual improvement in our environmental and sustainability practices to consistently mitigate risk and make improvements. We will act proactively to prevent damage to the environment, guided by our management system procedure. To progress our objectives, we will aim for zero Environmental Agency reportable incidents and to receive no enforcement actions from the EA. We will follow the latest guidance to make our risk control measures progressive and as effective as possible.



Accountability

To make our policy effective, Birmingham Hippodrome will communicate it to all permanent staff, and clearly demarcate responsibilities so that employees are aware of who must uphold its terms. Corporate board members will monitor directors to ensure their steady commitment to upholding and furthering the policy. This accountability will ensure the effective implementation of all policy requirements. Our environmental management system distributes responsibilities across leadership and area experts, to ensure engagement and compliance to agreed standards.



Jon Gilchrist
CEO of Birmingham Hippodrome

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